

PUBLIC NOTICE

National and international applications are open by Faculdade de Ciências da Universidade de Lisboa (FCUL), for a period of 30 (thirty) working days counted from the working day immediately following the publication of this notice in *Diário da República* for 1 (one) **Assistant Professor position at this Faculty in the area of Animal Biology**, to be hired through a public administration contract, as foreseen in the teaching staff list of the Faculdade de Ciências da Universidade de Lisboa, as required by Articles 37 to 51, 61 and 62-A of the University Teaching Career By-laws, amended by Decree-Law 205/2009, of August 31st, subsequently amended by Law 8/2010, of May 13th, hereinafter referred to as ECDU, and other applicable rules, namely, the Regulations for the Recruitment of Assistant, Associate and Full Professors of University of Lisbon, approved by Rule 2307/2015, of March 5th.

The joint Rule No. 373/2000 of 31st March, of the Minister of State Reform and Public Administration and the Minister for Equality, makes it mandatory that:

In compliance with paragraph h) of Article 9 of the Constitution, Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in what concerns access to work and professional progress, taking particular care to prevent all forms of discrimination.

In accordance with ECDU Articles 37 to 51 and other applicable legislation, and as required by the Regulation for the Recruitment of Assistant, Associate and Full Professors of the University of Lisbon article 8, the following requirements shall apply:

I – Authorization Order

This notice was authorized by Doutor António Cruz Serra, Rector of the University of Lisbon, on 11th July, 2016, after confirmation of the existence of adequate budget provision and that the job is foreseen in the FCUL teaching staff list. The integration of the selected candidate in a research unit associated with FCUL will be mandatory.

II - Workplace

Faculdade de Ciências da Universidade de Lisboa, located in Campo Grande, 1749-016 Lisboa.

III - Admission requirements

Eligible candidates:

1) Holders of a PhD degree, in compliance with Article 41-A of the ECDU.

1.1) Holders of a PhD degree obtained abroad must have equivalence or recognition or registration of that degree proving that it is equivalent to the one awarded by Portuguese universities;

1.2) Equivalence or recognition or registration of that degree must be obtained until the deadline for applications.

2) Good knowledge of the Portuguese language, both written and spoken.

2.1) Foreign candidates, except those from Portuguese-speaking countries, must have an officially recognized diploma that proves their knowledge of the Portuguese language, both written and spoken, or a diploma, certificate or attestation of their Portuguese communication skills, equivalent to Level B1 or more, based on the Common European Framework of Reference for Languages (Council of Europe);

2.2) Candidates must have the provisions specified in paragraph 2.1 until the deadline for applications.

IV - Admission criteria based on absolute merit

Once all application formalities have been carried out, candidates will be admitted based on absolute merit. All eligible candidates must hold a PhD degree in Biology or in a related area, have a global curriculum that the selection panel considers to be of scientific value, the capacity to carry out research and previous teaching experience compatible with the area of Animal Biology as put up for tender and appropriate to the corresponding teaching category of Assistant Professor.

For each candidate, absolute merit approval is obtained by an absolute majority of votes by the voting members of the selection panel through a roll call vote. Abstentions shall not be allowed.

V - Parameters of evaluation and ranking of relative merit, their weights and final valuation system

The candidates approved in absolute merit will be ranked according to the selection criteria described below, under the terms established in No. 6 of Article 50 of the ECDU, in No. 4 of Article 5 and Article 11 of the Regulation for the Recruitment of Assistant, Associate and Full Professors of the University of Lisbon. The evaluation of candidates' relative merit for their ranking will be based on a weighted sum of points in a scale 0-100 (being 0 the minimum and 100 the maximum), according to the evaluation criteria discriminated below.

The selection criteria take into account the scientific performance, pedagogical capacity and other activities considered relevant to the Mission of the University developed by the candidate, compatible with the area of Animal Biology as put up for tender, and appropriate to the Assistant Professor category with the following weight:

- A) Scientific performance – **65%**;
- B) Pedagogical performance – **20%**;
- C) Other activities relevant to the mission of the higher education institution – **5%**;
- D) Merit of the project about the scientific and/or pedagogical proposition to be developed by the candidate in the area of the tender – **10%**.

In each criteria there will be an evaluation of the parameters that are next described together with the respective weight.

A) Scientific performance (65%)

Whenever the curriculum items, evaluated by the parameters described below, can be clearly associated with the specific domains mentioned in Chapter VI, an additional score will be

assigned, by multiplying it by a factor of 1.5. The final score cannot, in any case, exceed the maximum score that can be assigned to each parameter.

This criterion is divided into the following parameters:

1) Quality and dissemination of research activity results **(30%)**: the evaluation of this parameter should consider the quality and quantity of international scientific production (books, anthologies, journal papers, conference proceedings, open software) expressed by the number and type of publications indexed by internationally recognized public reputation indexes, for the quality of the publication and for the recognition that is provided by the scientific community (accessed by the citations and references that are made by other authors);

2) Projects quality and research contracts **(18%)**: the evaluation of this parameter should consider the participation in projects, as well as coordination and scientific orientation, namely taking into account the quality and quantity of scientific networks and projects in which the candidate has participated, as well as the results obtained. Relevance will be given to the autonomy demonstrated by project coordination. The degree of competitiveness and the type of financing obtained, duration, innovation and project results (e.g. publications, prototypes) should be accessed. Internationalization level achieved by the candidate, accessed through the projects and publications with other authors, participation in scientific cooperation networks, or involvement in international organizations and permanence in international scientific institutes;

3) Supervision of academic work **(10%)**: the evaluation of this parameter should consider the number of post-doctoral and graduate students, as well as the quality, quantity and impact of this scientific supervision;

4) Knowledge transfer **(5%)**: the evaluation of this parameter should consider social and economic transference of research results, in particular through applications or technology transfer, provision of services and consultancies, patents or spinoff companies and involvement in actions or projects that promote interaction with the community;

5) Prizes, scholarships and awards **(2%)**: this parameter evaluates the candidate's performance in the promotion of scientific activity, as well as intervention and recognition by national and international scientific community, in particular regarding the constitution of independent scientific teams, the award of prizes, scholarships or scientific or technological distinctions in the scientific or technological evaluation, collaboration in magazines, participation in scientific program Committees, in organizing international events, presentation of invited lectures at international level or participation in academic juries outside the institution itself.

B) Pedagogical performance (20%)

Whenever the curriculum items, evaluated by the parameters described below, can be clearly associated with the specific domains mentioned in Chapter VI, an additional score will be assigned, by multiplying it by a factor of 1.5. The final score cannot, in any case, exceed the maximum score that can be assigned to each parameter.

This criterion is divided into the following parameters:

1) Teaching activities, including the publication of lessons and other educational materials **(13%)**: this parameter evaluates the teaching activity carried out by the candidate, as well as

the production of teaching materials. The teaching activity is assessed through the type, number and diversity of the courses taught, the supervision of advanced training, namely, supervision of internships and projects, as well as the publication of lessons and other educational materials. Whenever possible, this assessment should be complemented with independent indicators (e.g. teaching quality surveys). In the evaluation of the production of material and teaching content it will be taken into account the quality and quantity of educational material produced by the candidate, as well as the nature of pedagogical publications in magazines or prestigious international conferences. It should also take into account the candidate involvement in projects and activities involving e-learning platforms, including content generation, going beyond the mere use of file exchange environments with students;

2) Participation in juries **(5%)**: on the evaluation of this parameter is considered the participation in educational panels, in particular as examiner;

3) Dedication and quality of professional activities related to teaching **(2%)**: This parameter evaluates the previous involvement in practical, theoretical-practical or laboratory/field work in bachelor degree, post-graduation or similar courses. This involvement should be specially valued when it can be associated with the specific domains mentioned in Chapter VI.

C) Other activities considered relevant to the Mission of the University (5%)

The evaluation of this criterion is distributed by the following parameters:

1) Academic positions and functions **(1%)**: academic management, measured by the participation in the governance of the university or coordination of research units, or coordination of functional teaching units, or other similar positions of national or international C&T system;

2) Involvement in projects of social interest **(2%)**;

3) Involvement in projects and national and international organizations of scientific, professional or cultural interest **(2%)**: University extension evaluated, in particular, by management positions of projects and positions in professional and scientific societies;

D) Scientific and/or Pedagogical Project (10%)

The evaluation will focus on the merit of the scientific and/or pedagogical project to be presented by the candidate in the area of the tender, in compliance with no. 4 of article 5 of the Regulations for the Recruitment of Assistant, Associate and Full Professors of University of Lisbon.

Final ranking

Each panel member produces a list of candidates ranked by decreasing order of merit. The panel members vote individually based on their own ranked list of candidates.

The panel members vote for the first place, then for the second place, and so on, until the final ranking of all the candidates admitted to the tender and previously selected on the basis of absolute merit is completed. In each vote, the panel decisions are made by an absolute majority of votes.

Once the selection criteria have been applied, the selection panel prepares a final unitary ranking list of candidates.

VI – Preferred Parameters

In what concerns the assessment of the relative merit, curriculum items evaluated on criteria A (Scientific Performance) and B (Pedagogical Performance) of Chapter V should be valued, as defined in the densification of the parameters of that chapter, whenever they can be clearly associated with the specific domains of:

- a) Ethology;
- b) Neurobiology.

VII - Public hearings

- 1) Whenever necessary, the panel may decide to set up public hearings on equal terms for all the candidates.
- 2) The public hearings referred above, can be restricted only to candidates admitted based on absolute merit.
- 3) If public hearings are necessary, they will occur between the 20th and the 70th days after the deadline for applications, and all candidates shall be informed, at least 5 days before, when and where they will take place.

VIII – Application process

- 1) Applications must be submitted:
 - a) Personally, during office hours (9.00 a.m. to 4.00 p.m.), at the office address of Núcleo de Expediente, Arquivo e Transportes da Faculdade de Ciências da Universidade de Lisboa, Edifício C5, piso 1, Campo Grande, 1749-016 Lisboa, until the deadline;
 - b) Sent by registered post, with acknowledgement of receipt, until the deadline, with the number of the public notice or BEP reference, to Faculdade de Ciências da Universidade de Lisboa, Unidade de Recursos Humanos, Edifício C5, Campo Grande, 1749-016 Lisboa, Portugal.
- 2) Applications submitted by email will not be accepted.

IX – Documents required for submission of applications

Applications must include the following documents:

- 1) Application request, submitted in paper form, fully completed, dated and signed, in accordance with the form available in www.fc.ul.pt/concursos?id=1345. The use of this form is compulsory.
- 2) Documents mentioned below, in paragraphs a), b) and c) must be submitted only in digital form, in one (1) CD or one (1) USB pen, in PDF format:
 - a) Candidate's *curriculum vitae*, indicating the activities carried out in the different aspects that, in accordance with Article 4 of the ECDU, constitute the set of duties to be performed by an Assistant Professor, considering the criteria and evaluation parameters mentioned in Chapter V of this notice, respecting the same order;
 - b) Copies of the works mentioned in the *curriculum vitae* (up to a maximum of five), selected by the candidates as the ones that best represent their activity so far;
 - c) Project about the scientific and/or pedagogical work to be developed by the candidate in the area of the tender.

X – Language

All documents of the applications must be submitted either in Portuguese or English languages.

XI - Formal assessment of applications, notification and exclusion

1) There will be “Hearing of Interested Parties” under the terms of articles 121 e 122 of the Administrative Legal Procedures Law:

- a) Candidates that have not been admitted to the tender, for failed to meet all the requirements for admission, which don't depend to being approved or not on absolute merit.
- b) Candidates not approved on absolute merit.
- c) Candidates on the ranking list not approved for the post of the tender.

2) Candidates will be notified in one of the following ways:

- a) By e-mail;
- b) By registered letter;
- c) By personal notification.

3) The hearings are always done in writing.

4) All the interested parties can submit their comments, in writing, within a period of ten working days counting from the date:

- a) Of the access to the sent e-mail message;
- b) Of registration of the letter, extended by a period on account of distance, according to Administrative Legal Procedures Law;
- c) Of the personal notification.

XII – Members of the Selection Panel

In compliance with Articles 45 and 46 of the ECDU and in article 14 of the General Regulation on Competitions for the Recruitment of Assistant, Associate and Full Professors of the University of Lisbon, the selection panel is composed by the following members:

Chairman: Rector of the University of Lisbon

Members:

- Professor Paulo Jorge Gama Mota, Associate Professor, Departamento de Ciências da Vida da Faculdade de Ciências e Tecnologia da Universidade de Coimbra;
- Professor Liliana Maria de Carvalho e Sousa, Associate Professor, Departamento de Ciências do Comportamento do Instituto de Ciências Biomédicas Abel Salazar da Universidade do Porto;
- Professor Adelino Vicente Mendonça Canário, Full Professor, Departamento de Ciências Biológicas e Bioengenharia da Faculdade de Ciências e Tecnologia da Universidade do Algarve;
- Professor Rui Filipe Nunes Pais de Oliveira, Full Professor, Departamento de Biociências do ISPA - Instituto Universitário de Ciências Psicológicas, Sociais e da Vida;

- Professor Maria da Luz da Costa Pereira Mathias, Full Professor, Departamento de Biologia Animal da Faculdade de Ciências da Universidade de Lisboa;
- Professor Maria Manuela Gomes Coelho de Noronha Trancoso, Full Professor, Departamento de Biologia Animal da Faculdade de Ciências da Universidade de Lisboa;
- Professor Henrique Manuel Roque Nogueira Cabral, Full Professor, Departamento de Biologia Animal da Faculdade de Ciências da Universidade de Lisboa.

18th July, 2016 – Director, *Prof. Doutor José Artur de Sousa Martinho Simões*