

Lisbon Polytechnic Institute

Public Notice

In accordance with the provisions of Articles 3, 5, 10-B, 15, 15-A, 17 and 29-B of the Career Statute for Teaching Staff in Higher Polytechnic Education (ECPDESP), approved by Decree-Law No. 185/81, of 1 July, as amended by Decree-Law No. 207/2009, of 31 August (which republished it), and by Law No. 7/2010, of 13 May, in conjunction with Order No. 1979/2010, published in the *Diário da República* (Official Gazette), Series II, No. 19, of 28 January, amended by Amendment Declaration No. 244/2010, published in the *Diário da República*, Series II No. 26, of 8 February, which approved the Regulations for the Recruitment of Teaching Staff at the Lisbon Polytechnic Institute (RCCPCDIPL), by Order No. 4127/2025, of 1 April, amending the Regulations for the Recruitment of Teaching Staff at the Lisbon Polytechnic Institute, it is hereby made public that, by order of the President of the Lisbon Polytechnic Institute, dated 22 December 2025, issued in the exercise of the powers provided for in Article (92)(1)(d) of Law No. 62/2007, of 10 September, and in Article 30(1)(d) of Normative Order No. 5/2025 of 10 April, published in the *Diário da República*, Series II, No. 71, of 10 April, that for a period of 30 working days from the date of publication of this notice in the *Diário da República*, applications are invited to fill a vacancy for an Adjunct Professor in the teaching staff at the Lisbon School of Engineering of the Lisbon Polytechnic Institute for 2026 in the Department of Mechanical Engineering, in the field of Mechanical Design and Maintenance.

1. Time period - The selection process ends when the vacancies listed in the notice are filled, as stipulated in Article 38 of Order No. 1979/2010, of 28 January.
2. Functional content - As described in Article 3(4) of the ECPDESP.
3. Applicable form of legal relationship — Public service employment contract for an indefinite period, with a probationary period of five years, in accordance with Article 10-B of the ECPDESP.
4. Admission requirements — Applicants for the above-mentioned post should meet the conditions set out in Article 17 of the ECPDESP, and hold a PhD or specialisation in the area of Mechanical Engineering. Absolute merit is gauged on the basis of the applicant's curriculum vitae, which must be relevant to the area in question, under the terms laid down in points 9 and 10 of this Notice. Applicants who receive a score lower than 50% from the jury's assessment, and who do not have an absolute score equal to or higher than 20%, 20% and 10%, in criteria 10 (B) a), b) and c), respectively, will be excluded.
5. Applications - Formal applications should be submitted to the President of the Lisbon Polytechnic Institute, and sent to the following email address: cd.pa.dem.PMM.25@isel.pt.
6. Application requirements - Submission of the following information is mandatory: full name; parents' names; date and place of birth; identity card/citizen card number and date and issuing service; home address and telephone number; marital status; academic qualifications and final grade(s); professional category and current position; identification of the position for which the applicant is applying and the *Diário da República* in which this notice was published; and any other information deemed necessary to assess the applicant's suitability.

7. Documents to be submitted with the application:

- i) Identity card or citizen card (with no exclusion for failure to present the identification document, provided that an alternative document proving the requirements necessary to perform public duties is presented);
- ii) Criminal record certificate;
- iii) Medical certificate, confirming the applicant's physical condition and psychological profile to perform public service, issued by a practising doctor;
- iv) Compulsory vaccination record, duly updated;
- v) Documents proving that the applicant meets the legal requirements referred to in point 4 of this notice;
- vi) A detailed curriculum vitae, dated and signed by the applicant, and submitted in PDF format, which is organised in line with the evaluation criteria and parameters set out in point 10 of this Notice. Failure to do so may result in exclusion from the selection process;
- vii) Scientific-Pedagogical Project in PDF format: This document should include the applicant's proposed activities during his/her first five years as a Adjunct Professor, explaining how he/she can contribute towards the progress and development of the subject area in question from a scientific, pedagogical and social cooperation standpoint;
- viii) Only those components that the applicant can objectively prove are regarded as eligible for evaluation;
- ix) Complete list of submitted documentation.

7.1 Whenever deemed necessary, the jury may request further documentation related to the curriculum vitae submitted.

8. Exemption from submitting documents – Applicants who declare in their applications, in separate paragraphs and under oath, their precise situation regarding the content of each of the documents referred to in points ii), ii) and iv) of the previous paragraph, are exempt from submitting the documents referred to in each of the aforementioned points.

8.1 Applicants who are employed at IPL are exempt from submitting documents that already exist in their records. This should be clearly stated in their application.

9. Curriculum vitae components — The curriculum vitae should include:

- i) Academic qualifications (degrees, grades, dates and institutions where they were obtained);
- ii) Other certified training, including grades, dates, duration and awarding institutions;
- iii) Professional experience in the subject area in question;
- iv) Technical and scientific experience in the subject area in question, namely:
 - (1) Articles and other published scientific and technical works (a copy of the works in PDF format should be provided, in particular the doctoral thesis);
 - (2) Participation in research and innovation projects (the information provided should allow for an assessment of the applicant's degree of involvement and responsibility, funding amounts, project team and duration, results achieved and their impact on society);
 - (3) Guidance and participation in academic juries;
 - (4) Participation in and organisation of congresses, seminars, and other similar events (the information provided should allow for an assessment of the

applicant's type of participation and responsibilities), as well as participation in editorial activities and technical-scientific organisations;

- v) Pedagogical experience, namely: teaching activity; pedagogical material produced (a copy of the work in PDF format should be provided); coordination, participation and promotion of teaching projects (the information provided should make it possible to assess the skills involved, the applicant's responsibility and the quality of the work produced);
 - vi) Other experiences considered relevant to the application, namely those of an institutional nature and those related to the economic and social valorisation of knowledge.
10. Selection and ranking criteria for applicants – In accordance with the provisions of Article 15-A of the ECPDESP and Order No. 1979/2010, of 12 January, published in the Official Gazette, Series II, No. 19, of 28 January, the Jury, in a preliminary meeting on 26 January, 2026, approved the following criteria, indicators and weightings for the evaluation and ranking of applicants, and their respective curriculum vitae must be organised accordingly:
- A. The jury will conduct a reasoned assessment in writing, taking into account, where applicable, the technical and scientific value, quantity, quality, range, relevance, timeliness and experience in the subject area in question. Only the components that the jury considers to fall within the subject area in question will be counted;
 - B. Taking into account the aspects referred to in the preceding paragraphs, each member of the jury will prepare an ordered list of applicants, which results from the weighted average of the quantitative scores obtained in each of the evaluation parameters defined by the jury, on a scale of 0 to 100 points:
 - a) Technical-scientific and professional performance (TSPP) has a relative weighting of 40%, considering that it falls under this evaluation criterion: Books, scientific articles published in national and international journals, chapters in peer-reviewed books, proceedings of national and international conferences, national and international patents, representative of the applicant's scientific output in the subject area in question, in particular the five publications selected by the applicant as most representative; Coordination and participation in scientific research and development projects funded by national and international funding entities, including industry and services, in the subject area in question, with the applicant's contribution to the institution duly justified; Supervision, examination and chairing of Master's Thesis Committees, with emphasis on the examination of Master's theses, doctoral theses and post-doctoral theses, in institutions outside ISEL; Intervention in the scientific and professional community, namely, participation in project evaluation panels, the organisation and participation in scientific committees of technical-scientific events, whose proceedings are indexed in leading databases, the creation and participation in the editorial board of national and international scientific journals, participation in research networks and the exercise of leadership positions in technical-scientific and professional societies, particularly in the area in question; Non-academic professional experience relevant to the area in question. The scientific merit of applicants whose technical and scientific activity demonstrates autonomy and scientific leadership in the area in question should be valued. The evaluation of this criterion, in addition to analysing scientific output after obtaining the doctorate, at the time of submission of the documentation requested, will also focus on assessing the

inherent productivity and the potential that may foreseeably be associated with it;

- b) Pedagogical ability (PA) has a relative weighting of 40%, considering that it is integrated into this evaluation criterion: Range of curricular units taught (subjects and study cycles); Coordination of curricular units; Quality of teaching material published or presented to students; Coordination, participation and promotion of pedagogical projects (creation of new study cycles conferring academic degrees accredited by A3ES, creation of new courses and study programmes, reformulation of existing projects, evaluation of courses and promotion of experimental pedagogical experiences), relevant to the area in question;
- c) Other activities (OA) relevant to the institution's mission have a weighting of 20%, considering that they are integrated into this evaluation criterion: Scientific-Pedagogical Project that should include a proposal of the activities that the applicant intends to develop during the first five years of their activity as an Adjunct Professor, explaining how they can contribute to the progress and development of the subject area in question in the scientific, pedagogical and cooperation with society aspects; Participation in the bodies and management activities of public-private institutions (presidency/direction, presidency of the Scientific/Pedagogical Technical Council, vice-presidency, direction of a scientific area/department, direction of a research unit); Member of the bodies and participation in institutional working units, groups, or commissions relevant to the area in question; Tasks of economic and social valorisation of knowledge, namely, provision of services to the community, technology transfer actions, creation of technology-based companies and performance of functions of public interest.

C. The weightings associated with the evaluation criteria and parameters are as follows:

Evaluation criteria	Weightings	Evaluation parameters	Weightings
Technical-scientific and professional performance (TSPP)	P1 = 0.40	Scientific output (C11) R&D Projects (C12) Supervision and juries of academic work (C13) Intervention in the scientific and professional community (C14) Professional experience (C15)	P11 = 0.45 P12 = 0.15 P13 = 0.25 P14 = 0.10 P15 = 0.05
Teaching ability (TA)	P2 = 0.40	Range of curricular units taught (C21) Coordination of curricular units (C22) Quality of teaching material (C23) Coordination, participation and promotion of educational projects (C24)	P21 = 0.25 P22 = 0.25 P23 = 0.20 P24 = 0.30
Other activities (OA)	P3 = 0.20	Scientific-Pedagogical Project (SPP) Participation in institutional management bodies and activities (C32) Member of bodies and participation in institutional working units, groups or committees (C33) Tasks for the economic and social valorisation of knowledge (C34)	P31 = 0.45 P32 = 0.20 P33 = 0.10 P34 = 0.25

- D. Once the application phase is complete, the jury begins evaluating the applications, taking into account the criteria and parameters for assessment and their corresponding weightings as set out in point 10 of this Notice.
- E. Decisions are made by an absolute majority vote of the members; abstentions are not permitted.
- F. The jury will first deliberate on the absolute merit approval of the applicants, in accordance with the criteria established in point 4 of this notice.
- G. The decision to not approve on absolute merit and consequently to exclude someone is made by an absolute majority, with each member of the jury required to submit a document explaining the grounds for their vote.
- H. The jury then proceeds to rank the applicants who passed on absolute merit, ordered according to the evaluation criteria and parameters and corresponding weightings indicated in point 10 of this Notice.
- I. Each member of the jury rates each criterion and parameter for each applicant on a scale of 0 to 100.
- J. The final result (FR) is expressed on a numerical scale from 0 to 100 and is calculated as follows: $FR = P1*(C11*P11 + C12*P12 + C13*P13 + C14*P14 + C15*P15) + P2*(C21*P21 + C22*P22 + C23*P23 + C24*P24) + P3*(C31*P31 + C32*P32 + C33*P33 + C34*P34)$.
- K. The ranking of applicants must be based on the evaluation carried out according to the criteria and evaluation parameters and corresponding weightings stated in point 10 of this Notice.
- L. Before the voting begins, each member of the jury submits a document with the ranking of the applicants, duly justified, taking into account what is stated in the previous paragraph.
- M. In the various votes, each jury member must respect the ranking they have presented; abstentions are not permitted.
- N. The ranking methodology is as follows:
 - a. The first round of voting is intended to determine the applicant who came in first place, by counting the number of votes each applicant received for first place;
 - b. If an applicant obtains an absolute majority of the votes for first place, they win the contest and are removed from scrutiny which initiates the procedure to choose the applicant who will occupy second place;
 - c. If no applicant obtains an absolute majority of votes for first place, a new ballot is initiated only among the applicants who received votes for first place, after removing the applicant with the fewest votes for that place in the previous vote;
 - d. If there is a tie between two or more applicants for the least voted position, a tie-breaking vote will be held only between these applicants, counting the number of relative first positions of each, and the least voted applicant will be eliminated;
 - e. If a tie persists between two or more applicants for the lowest number of votes, but the number of applicants tied for the lowest number of votes has been reduced compared to the previous voting round, a new tie-breaking vote will be held only between the applicants tied for the lowest number of votes, counting the number of first relative positions of each, and the applicant with the fewest votes will be removed;
 - f. If a tie persists between two or more applicants for the least voted position, without the number of applicants tied for the least voted position having been reduced compared to the previous voting round, the tie is broken by the casting vote of the jury president or by exercising the tie-breaking vote, as the case may be, in accordance with Article 15(3) of the RCCPCDIPL, with the applicant voted

for by the president being chosen to participate in the subsequent vote for the same position;

- g. If there is a tie when only two applicants remain for first place, the tiebreaker is determined by the casting vote of the jury president or by exercising the tie-breaking vote, as the case may be, in accordance with Article 15(3) of the RCCPCDIPL;
- h. Once the applicant for first place has been chosen, they are removed from the voting process, and the selection procedure for the applicant to be placed in second place begins. The process described in the previous paragraphs is repeated for subsequent positions until an ordered list of all applicants is obtained.

11. Jury - By order of the President of the Polytechnic Institute of Lisbon, dated 22 December, 2025, corresponding to Order No. 500/2026, published in the *Diário da República*, Series II, No. 11, of 16 January, the jury shall be composed as follows:

President of the Jury:

Dr João Manuel Ferreira Calado, Principal Coordinating Professor, Head of the Department of Mechanical Engineering at the Lisbon Institute of Engineering, by delegation of powers from the President of the Lisbon Polytechnic Institute.

Permanent Members:

Dr Ana Paula Betencourt Martins Amaro, Associate Professor with Aggregation, Faculty of Sciences and Technology, University of Coimbra;

Dr Maria Leopoldina Mendes Ribeiro de Sousa Alves, Coordinating Professor, School of Technology and Management, Polytechnic Institute of Leiria;

Dr. Luís Manuel Ferreira Roseiro, Coordinating Professor, at the Coimbra School of Engineering, Polytechnic Institute of Coimbra;

Dr. Pedro Lúcio Maia Marques de Almeida, Coordinating Professor with Aggregation, at the Lisbon School of Engineering, Lisbon Polytechnic Institute.

Alternate Members:

Dr. Aníbal Jorge de Jesus Valido, Coordinating Professor, at School of Technology of Setúbal, Polytechnic Institute of Setúbal;

Dr Elza Maria Morais Fonseca, Coordinating Professor, at the Porto School of Engineering, Polytechnic Institute of Porto.

In accordance with Article 13(3) of the regulations for recruitment of teaching staff at the Polytechnic Institute of Lisbon, the jury appointed Dr Pedro Lúcio Maia Marques de Almeida to replace the President of the jury in his absences or impediments.

- 12. Admission, evaluation and ranking of applicants - Once the application period has ended, the jury meets to deliberate on the admission and proceed with the evaluation and ranking of applicants in the light of the criteria mentioned in point 10 of this Notice.
- 13. The recruitment process may be terminated by a duly justified decision of the President of the IPL, respecting the general principles of administrative activity as well as the legal and regulatory limits on recruitment.
- 14. Prior hearing – In the event of an applicant being excluded for failing to meet the legal requirements, at the end of the evaluation a prior hearing shall be held in accordance with the provisions of Article 121 et seq. of the Code of Administrative Procedure (CPA), published by Law No. 4/2015, of 7 January.

15. Public hearings – In accordance with Article 23(4)(b) of the ECPDESP, the jury may hold public hearings, on an equal basis for all applicants.
16. Consultation of the process – Applicants who wish to do so can consult the selection process at the Secretariat of the Department of Mechanical Engineering, at the School of Engineering of Lisbon, during normal office hours, i.e., from 10:00 am to 12:00 pm and from 2:00 pm to 4:00 pm.
17. The applicant who is ranked in an eligible position for recruitment in the final approved ranking will be hired under the terms and conditions that allow compliance with the provisions contained in Article 26(1) of Law No. 73-A/2025, of 30 December (State Budget Law for 2026).
18. Pursuant to Article 9(h) of the Constitution, as an employer the IPL actively promotes a policy of equal opportunities between men and women in access to employment and career advancement, scrupulously guarding against any and all forms of discrimination.

Lisbon, 11 February, 2026. The President of IPL - Dr António José da Cruz Belo.