

Lisbon Polytechnic Institute

Public Notice

In accordance with the provisions of Articles 3, 6, 21-B, 15, 15-A, 19 and 29-B of the Statute of the Career of Teaching Staff of 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 (IPL), it is hereby made public that, by order of the President of the Lisbon Polytechnic Institute, dated 1 August, 2024, 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 26(1)(d) of Normative Order No. 20/2009, of 10 April, published in the *Diário da República*, Series II, No. 98, of 13 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 in the teaching staff for 2025 at the Lisbon School of Engineering of the Lisbon Polytechnic Institute.

1 — Type of Selection Process — Document-based Application.

2 — Category — Coordinating Professor.

3 — Subject Area — Electronics, Department of Electronic Engineering, Telecommunications and Computers.

4 — Time period — The selection process ends when the vacancy in the public notice is filled, in accordance with the provisions of Article 38(1) of Order No. 1979/2010, of 28 January.

5 — Functional content — As described in Article 3(5) of the ECPDESP.

6 — Applicable form of legal relationship — Public service employment contract for an indefinite period, in accordance with Article 10(1) of the ECPDESP.

7 — Admission requirements — Applicants for the above-mentioned post should meet the conditions set out in Article 19 of the ECPDESP (Statute of Professional and Technological Development for Higher Education Staff), and hold a PhD or specialisation for over 5 years in the area in question.

8 — Applications — Formal applications should be submitted to the President of the Lisbon Polytechnic Institute, and sent to the following email address: *CD.PC.DEETC.ELET.26@isel.pt*. If the attached documents, with the exception of the application, are large and not supported by the email system, they must be packaged into a single zip file and sent via an email system designed for large file transfers, such as the FCCN *filesender*.

9 — 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 candidate 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.

10 — Documents to be submitted with the application:

a) 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);

b) Criminal record certificate;

c) Medical certificate, confirming the applicant's physical condition and psychological profile to perform public service, issued by a practising doctor;

d) Compulsory vaccination record, duly updated;

e) Documents proving that the applicant meets the legal requirements referred to in point 7 of this notice;

f) A detailed *curriculum vitae*, dated and signed by the applicant, in PDF format;

g) Proof of all documentation mentioned in the *curriculum vitae* in PDF format;

h) Scientific-pedagogical project in PDF format: This document should include the applicant's proposed activities during his/her first five years as an Coordinating 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;

i) Complete list of all documentation submitted.

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

11 — Exemption from submitting documents – Candidates 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 b), c) and d) of the previous paragraph, are exempt from submitting the documents referred to in points b), c) and d) of the previous paragraph.

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

12 — Elements of the *curriculum vitae* — The *curriculum vitae* must include the following details, which must be organised according to the parameters specified in this Notice, otherwise they will not be considered:

a) Academic qualifications (degrees, grades, dates and institutions where they were obtained);

b) Other certified training, including grades, dates, duration and awarding institutions;

c) Professional experience in the subject area in question;

d) Technical and scientific experience in the subject area in question, namely:

(i) Scientific and technical articles and other works published, identified by the DOI. In the case of journal articles, the *quartile* to which it belongs should be indicated. A digital copy of the works must be provided in PDF format;

(ii) 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);

(iii) Participation in and organisation of congresses, seminars, and other events of a similar nature (the information provided should allow for an assessment of the applicant's type of participation and responsibility);

e) Guidance and participation in academic juries;

f) Participation in and execution of technical, outreach, and educational work (the information provided should allow for an assessment of the skills involved, the applicant's responsibility and the quality of the work produced);

g) 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);

h) Other experience considered relevant to this application.

13 — Selection and ranking criteria for applicants — In accordance with the provisions of Articles 15-A and 23 of the ECPDESP, and Article 26 of Order no. 1979/2010, published in the *Diário da República*, 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, the Jury, in a preliminary meeting on 6 February, 2025, approved the assessment parameters, methods and selection criteria to be adopted and the final assessment and classification system, applicable to activity in the subject area in question.

Candidate evaluation parameters take into account the activities carried out by the candidate in the areas of Teaching, Research and Other Activities, as well as the Scientific and Pedagogical Project. The aforementioned assessment components must be compatible with the subject area in question, and appropriate to the category of Coordinating Professor, giving particular importance to the relevance, quality and timeliness of the applicant's *curriculum vitae* and to the most important and impactful academic contributions selected by the applicant and identified in the *curriculum vitae*.

Each of the aspects is assigned the following overall weighting distribution:

- a) Research Aspect (Technical-Scientific and Professional Activities (TSPA)) — 40%;
- b) Teaching Aspect — (Pedagogical Activity (PA)) — 40%;
- c) Other Activities (Other activities relevant to the institution's mission (ARMI)) — 20%;

Each member of the Jury will assess each aspect for each applicant according to the following criteria, indicators, and weightings, and the respective *curriculum vitae* should be organized accordingly:

13.1 — Technical-Scientific and Professional Activities (TSPA) in the subject area in question, in which the following aspects are considered:

- a) Scientific output, publications, conference papers (CP): (60%)

(books and/or book chapters, articles in indexed scientific journals and conference proceedings, as author or co-author, characterised in terms of publication type, impact factor and number of citations, papers at scientific events. The quality of the selected publications should be taken into consideration);

- b) Coordination and participation in research and development projects (RDP): (20%)

(coordination and participation in scientific projects in competitive programs, distinguishing between international and national programs funded by external entities or by a Research Center accredited by the FCT. The ability to attract competitive funding, as well as the challenges and results (scientific and/or technological and/or innovation), should be highlighted)).

- c) Autonomy and leadership (AL): (10%)

(participation in and coordination of initiatives to create or strengthen experimental and/or computational laboratory infrastructures to support research. Coordination and leadership of research teams. Participation in or coordination of technical-scientific committees or juries);

- d) Peer recognition (PR): (5%)

(awards from scientific societies or obtained at scientific meetings, editorial and evaluation activities in scientific journals, peer review activities (programs, projects, grants, awards), coordination of or participation in the programme committees of scientific events, guest lectures at scientific or other university meetings, participation as a member of scientific societies with competitive admission and other similar distinctions);

- e) Participation in research units, scientific societies and their committees (PRU). (5%)

The classification assigned in this criterion (TSPA) results from the weighted application of the previous parameters.

13.2 — Pedagogical Activity (PA), in the subject area in question, in which the following are considered:

- a) Teaching (T): (30%)

(teaching of coordinated and/or taught curricular units, related to the subject area in question: diversity, pedagogical practices and, if possible, the student body and results of surveys on teaching activity and other pedagogical aspects);

- b) Supervision and academic juries (S): (25%)

(experience in supervising doctoral, Master's, and undergraduate students: number, quality, scope, and scientific/technological impact of resulting publications, theses, dissertations, and final course projects. Award-winning works and international recognition should be highlighted. Cases of supervision, co-supervision or mentoring should be highlighted. Participation as a member or examiner on juries for doctoral, Master's or Bachelor's degrees);

- c) Pedagogical innovation (PI): (20%)

(promotion of new pedagogical initiatives: well-founded and coherent proposals for the creation and/or reformulation of curricular units, creation or reinforcement of laboratory infrastructures to support teaching (of an experimental and/or computational nature), creation or restructuring of groups of curricular units or study plans);

- d) Pedagogical materials (PM): (15%)

(quality and diversity of publications, computer applications, experimental prototypes, texts and materials of a pedagogical and didactic nature that he/she produced/prepared or in which he/she participated in the production/preparation);

e) Other (OT): (10%)

(relevant work and/or professional experience, carried out outside of academia, in the subject area in question).

The classification to be assigned in this criterion (PA) results from the weighted application of the previous parameters.

13.3 — Other activities relevant to the mission of the institution (ARMI), in the area in question, which are considered:

a) Scientific-Pedagogical Project (SPP): (50%)

(This document should include the applicant's proposed activities during his/her first five years as Coordinating Professor, explaining how he/she can contribute to the progress and development of the subject area in question from a scientific, pedagogical and social cooperation standpoint);

b) Participation in management bodies and in technical, scientific, pedagogical or professional bodies, committees and working groups (PMB): (20%);

c) Participation in the organisation of technical-scientific and pedagogical events (OE): (15%);

d) Community outreach activities such as disseminating information about R&D activities and courses abroad (COA): (10%);

e) Internationalisation of activities in the subject area in question (IA): (5%).

The classification assigned in this criterion results from the weighted application of the previous parameters.

13.4 — The final classification (FC) of each candidate is obtained by an arithmetic average of the classifications given by the members (FC_{mem}) of the Jury on a scale of 0 to 100 points, obtained as follows:

$$FC_{mem} = 0.4 \text{ TSPA} + 0.4 \text{ PA} + 0.2 \text{ ARMI}$$

13.5 — All results are rounded to the nearest tenth.

14 — Jury — By order of the President of the Lisbon Polytechnic Institute on 26 December, 2024, published by Order no. 308/2025 in the *Diário da República*, Series II, no. 4, of 7 January, the Jury will have the following composition:

President: Dr Mário Pereira Véstias, President of the Department of Electronic Engineering, Telecommunications and Computers at the Lisbon School of Engineering, by delegation of powers from the President of the Lisbon Polytechnic Institute.

Permanent Members:

Dr João Manuel de Almeida Serra, Full Professor at the Faculty of Sciences of the University of Lisbon

Dr Jorge Manuel dos Santos Ribeiro Fernandes, Full Professor at the Instituto Superior Técnico of the University of Lisbon;

Dr Maria Helena Fino, Associate Professor at the Faculty of Sciences and Technology of NOVA University Lisbon;

Dr. João Carlos da Palma Goes, Full Professor at the Faculty of Sciences and Technology of NOVA University Lisbon;

Dr Maria Manuela Almeida Carvalho Vieira, retired Principal Coordinating Professor at the Lisbon School of Engineering of the Lisbon Polytechnic Institute.

Alternate Members:

Dr. Luís Augusto Bica Gomes de Oliveira, Associate Professor with Aggregation at the Faculty of Sciences and Technology of NOVA University Lisbon;

Dr Paula Maria Garcia Louro, Coordinating Professor with Aggregation at the Lisbon School of Engineering of the Lisbon Polytechnic Institute.

15 — Admission, assessment and classification of candidates – Once the application period has ended, the jury meets within the legal time frame to consider the admission and proceed with the assessment and classification of candidates in accordance with the criteria stated in paragraph 13 of this Public Notice.

15.1 — The selection procedure 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.

16 — 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 paragraph 13 of this Notice. Candidates who in the jury's assessment receive a final classification (FC) of less than 50 points will be excluded.

17 — Prior hearing – In the event of an applicant being excluded for failing to meet the legal requirements, at the end of the assessment 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.

18 — 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.

19 — Consultation of the process — The selection process can be consulted by candidates who wish to do so, at the office of the Department of Electronic Engineering, Telecommunications and Computers at ISEL, by prior appointment, on weekdays between 10:00 am and 12:00 pm and between 2:00 pm and 4:00 pm.

20 — Recruitment conditions — Applicants who are eligible for recruitment in the final approved ranking will be hired under the terms and conditions laid down in Article 33 of Law No. 45-A/2024 of 31 December (State Budget Law for 2025).

21 — Pursuant to Article 9(h) of the Constitution, as an employer the IPL actively promotes a policy of equal opportunities for men and women in access to employment and career advancement, scrupulously guarding against any and all forms of discrimination.

Lisbon, 24 October, 2025. – The President of the Lisbon Polytechnic Institute, Dr António José da Cruz Belo.