

LISBON POLYTECHNIC INSTITUTE

Summary: Opening of a selection process based on qualifications for the recruitment of an Assistant Professor for the subject area of Automation .

Under the terms of Articles 3, 5, 10-B, 15, 15-A, 17 and 29-B of the Career Statutes for Teaching Staff in Higher Polytechnic Education (ECPDESP), sanctioned by Decree-Law no. 185/81, of 1 July, as amended by Decree Law no. 207/2009 of 31 August (which republished them), and by Law no. 7/2010 of 13 May, with the necessary changes, in conjunction with 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, and by Order no. 4127/2025, of 1 April that amends the Regulations governing Selection Processes for Recruitment of Teaching Staff at Lisbon Polytechnic Institute (IPL), and in accordance with article 33 of Law 45-A/2024, of 31 December (State Budget Law for 2025), it is hereby announced that, by order of the IPL President, dated 31 March 2025, exercising his powers pursuant to paragraph (d) of article 92 (1) of Law no. 62/2007, of 10 September, and paragraph (d) of article 30 (1) of Normative Order no. 30 of 5/2025 May, published in the *Diário da República*, series II, no. 71 of 10 April, a recruitment procedure is now opened, for a period of 30 working days, counting from the publication of this public notice in the *Diário da República*, to fill a vacancy in the teaching staff for 2025, of the Lisbon Polytechnic Institute/Lisbon Engineering School.

1 — Type of selection process — Document Based.

2 — Category — Adjunct Professor.

3 — Disciplinary Area — Automation, of the Department of Electrotechnical Energy and Automation Engineering.

4 — Time period — The selection process ends once the vacancies contained in the Public Notice are filled, as provided for in Article 38 (1) of Order no. 1979/2010 of 28 January.

5 — Functional Content — As described in Article 3 (4) of ECPDESP.

6 — Applicable legal relation mode — Public service employment contract for an indefinite period with a probation period of five years, in accordance with Article 10-B of ECPDESP.

7 — Admission requirements — Applications for the above-mentioned post should meet the conditions laid down in Article 17 of ECPDESP and hold a PhD or Specialisation in Electrotechnical Engineering or Electrotechnical Engineering and Computers.

8 — Applications — Formal applications should be submitted to the President of the Lisbon College of Engineering, sent to the following email address: cd.pa.deeea.AUT.21@isel.pt.

9 — Application requirements — Submission of the following information is mandatory: full name; parents' names; date and place of birth; number and date of identity card/citizen card and issuing authority; home address and telephone number; marital status; academic qualifications and final grade; professional category and position currently held; identification of the position the applicant is applying for and of the *Diário da República* in which this public notice was published; as well as any other information deemed relevant in order to assess the suitability of the interested parties.

10 — Application process — Documents to be submitted together with the application:

- a) Identity card or citizen card (with no exclusion for failing to present an identification document, upon presentation of an alternative document, proving the requirements necessary to perform public duties);

- 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 provisions stipulated in point 7 of this public notice;
- f) Detailed *curriculum vitae*, dated and signed by the applicant, in PDF format;
- g) One copy of proof of all the supporting 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 Adjunct Professor, explaining how he/she can contribute towards the progress and development of the subject area in question from a scientific and pedagogic standpoint in the Electrotechnical Energy Engineering and Automation Department;
- i) Digital support of the complementary documents, in Excel format, containing the objective breakdown of the details that correspond to the assessment criteria defined in points 13 and 14, the templates of which will be made available to applicants for this purpose at:

<https://www.isel.pt/docentes/docentes/recursos-humanos/concursos-de-pessoal>

- j) Complete list of all the documentation submitted.

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

11 — Exemption from the submission of documents — Exemption from the submission of the documents mentioned in b), c) and d) of the previous paragraph may be granted to applicants who declare in their application, under separate headings and on their word of honour, their exact situation with respect to the content of each of these items.

11.1 — Applicants who are currently employed in the ISEL are exempt from submitting such documents as they are already included in their records. This should be clearly stated in their application.

12 — *Curriculum vitae* items — Information to be provided in the *curriculum vitae*:

- a) Academic qualifications (degrees, grades, dates and institutions where they were obtained);
- b) Other certified training, including the respective grades, dates, duration and awarding institutions;
- c) Professional experience in the subject area in question;
- d) Participation in research and development projects, outreach and similar activities (the information provided should allow for an assessment of the applicant's degree of involvement and responsibility, amounts of financing, teamwork and duration of the projects, the outcomes achieved and their impact on society);

e) Participation and organisation of meetings, seminars and other similar events (the information provided should allow for an assessment of the applicant's type of participation and responsibility);

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

g) f) Articles and other scientific and technical works published (a copy of the work should be provided in PDF format);

h) Supervision of PhD and master's students, and other relevant scientific, technical or pedagogical supervision completed (a copy of the documentation attesting to such supervision must be provided in PDF format);

i) Participation in juries for academic selection processes or other similar selection processes (a copy of the documentation attesting to such participation must be provided in PDF format);

j) Participation in management bodies, committees and working groups of a technical-scientific, pedagogical or professional nature (a copy of the documentation attesting to such participation must be provided in PDF format);

k) Other relevant experience for the present application;

l) The *curriculum vitae* should be organised as per the criteria in point 13 of this Public Notice, in accordance with its various sub-paragraphs.

13 — Criteria for selection and ordering of applicants — In accordance with the provisions of article 15-A and article 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 4 June 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.

The assessment parameters of the applicants take into account the activities carried out by the applicants in the areas of Research, Teaching and Other Activities involved in the Scientific and Pedagogical Project. The aforementioned assessment components must be compatible with the subject area in question, and appropriate to the category of adjunct professor, giving particular importance to the relevance, quality and timeliness of the applicant's *curriculum vitae* and the most important academic contributions and of the greatest impact selected by the applicant and identified in the *curriculum vitae*.

The assessment of the relative merit of applicants with a view to their ranking will be based on the weighted sum of the scores attributed to the assessment parameters set out below, on a scale of 0 to 100 (where 0 is the minimum and 100 is the maximum), with a table of scores to be attributed by the jury members duly defined (Annex III). Applicants are asked to complete a relative merit assessment chart (Annex II), where they must indicate all documents/files that prove the activities carried out in the various areas.

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

a) a) Research Aspect (Technical-Scientific and Professional Activities (TSPA)) — 40%;

b) b) Teaching Experience — (Pedagogical Activity (PA)) — 40%;

c) Other Activities [Other activities relevant to the selection process area (AR)] — 20%;

Criteria, indicators and weightings, with a view to assessing and ranking applicants. Their *curriculum vitae* must be organised in accordance with this criteria:

13.1 — Technical-Scientific and Professional Activities (TSPA) in the disciplinary area for which the selection process is open, in which the following aspects are considered:

- a) Scientific production, publications, conference papers (PC), with a maximum of 100 points: (counted as 50% of TSPA)

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

- b) Coordination and participation in research and development projects (RDP), with a maximum of 100 points: (counted as 20% of TSPA)

(coordination and participation in scientific projects in competitive programmes, distinguishing between international and national programmes financed by external entities or by a Research Centre accredited by FCT. The ability to attract competitive financing and the challenges and results (scientific and/or technological and/or innovation) must be highlighted;

- c) Technical-Scientific Organization (OTC), with a maximum of 100 points: (counted as 10% of TSPA)

(Member of scientific research units/groups funded by the FCT or others, as well as heads or members of program committees of national or international technical-scientific events. Participation and coordination of initiatives to create or strengthen research support infrastructures. Participation in the review of technical-scientific documentation for journals, conferences, congresses, seminars, or other related activities);

- d) Completed supervision/co-supervision of theses/dissertations/reports leading to an academic degree or other relevant supervision/co-supervision completed (OTD), with a maximum of 100 points: (counted as 10% of TSPA)

- e) Participation in juries for academic or other relevant tests (PPA), with a maximum of 100 points: (counted as 5% of TSPA)

- f) Awards and activities of a professional nature relevant to the selection process area (ANP), with a maximum of 100 points: (counted as 5% of TSPA)

(Awards from scientific societies or obtained at scientific meetings, editorial and evaluation activities in scientific journals, peer review activities (programmes, projects, scholarships, awards). Contractual provision of services abroad, including studies, projects, opinions or others, professional experience in relevant activities in the area outside the academic environment and other technical-scientific activities considered relevant in the area of the selection process)

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

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

- a) Teaching (D), with a maximum of 100 points: (counted as 50% of AP)

(Actual teaching experience in higher education (polytechnic or university) and teaching of coordinated and/or lectured curricular modules, related to the subject area in question: diversity, pedagogical practices and, if possible, universe of students and results of surveys on teaching activity and other pedagogical aspects);

b) Teaching material (MP), with a maximum of 100 points: (counted as 30% of AP)

(quality and diversity of publications, computer applications, experimental prototypes, texts and pedagogical and didactic materials that the applicant created/prepared or participated in the creation/preparation of);

c) Other relevant pedagogical activities (OAT), with a maximum of 100 points: (counted as 20% of AP)

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

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

13.3 — Other relevant activities in the selection process area (AR), which include:

a) Scientific-pedagogical Project (PCP), with a maximum of 100 points: (counted as 50% of AR)

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

b) Administrative Management and participation in collegiate bodies (GAP), with a maximum of 100 points: (counted as 30% of AR)

c) Participation in community-related activities (PAR), with a maximum of 100 points: (counted as 20% of AR)

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

13.4 — The final classification (CF) of each applicant is obtained by averaging the classifications given by the members (CFJury) of the Jury on a scale of 0 to 100 points and shall be obtained as follows:

$$CF_{Jury} = 0.4 \text{ TSPA} + 0.4 \text{ AP} + 0.2 \text{ AR}$$

$$CF = \text{Average (CFJury)}$$

13.5 — All results are rounded to the nearest tenth.

14 — Selection methods and criteria to be adopted: Admission, evaluation and ranking of applicants in light of the criteria defined in point 13. Once the application deadline has ended, the Jury shall meet to decide on admission and proceed with the assessment and ranking of the applicants based on the final classification.

In the event of a tie between applicants, the stipulations shall be applied of Article 15 (3) (b) of the regulations for hiring staff for the teaching career of the Lisbon Polytechnic Institute, approved in the annex of Order no. 1979/2010, of 28 January.

14.1 — Absolute merit is assessed based on the applicant's curriculum vitae, by the applicants completion of an absolute merit chart (Annex I), with criteria in the Research, Pedagogical and Other Relevant Activities in the area in question. Applicants who have fulfilled at least 1 requirement in each area and simultaneously a minimum of 6 requirements in total will be considered approved on absolute merit.

15 — The selection procedure may be terminated for a justifiable reason by the President of IPL respecting the general principles of administrative activities as well as the legal and regulatory limits on recruitment.

16 — Jury – By order of the President of the Lisbon Polytechnic Institute on 23/03/2025, published by Order no. 4837/2025 in the *Diário da República*, Series II, No. 79, of 23 April 2025, the Jury shall be composed as follows:

President:

Armando José Leitão Cordeiro, President of the Department of Electrotechnical Energy Engineering and Automation and Coordinating Professor of the Lisbon Engineering School, by delegation of powers from the President of the Polytechnic Institute of Lisbon.

Permanent Members:

Fernando Manuel Fernandes Melício, Coordinating Professor of the Lisbon Engineering School of the Lisbon Polytechnic Institute.

José Henrique Querido Maia, Coordinating Professor at the Setúbal Technology School, Polytechnic Institute of Setúbal;

Sónia Ferreira Pinto, Associate Professor at the Instituto Superior Técnico, University of Lisbon

Paula Maria Marques de Moura Gomes Viana, Coordinating Professor at the Porto Engineering School, Instituto Politécnico do Porto;

Alternate Members:

João Paulo Morais Ferreira, Coordinating Professor at the Coimbra Engineering School, Polytechnic Institute of Coimbra;

Luis Manuel Ramos de Oliveira, Coordinating Professor at the Engineering School, University of Algarve.

16.1 — In compliance with the provisions of point 3 of art. 13 of Order no. 1979/2010, published in the *Diário da República*, Series II, no. 19, of January 28, amended by Amendment Declaration no. 244/2010, published in the *Diário da República*, series II, no. 26, of 8 February, and by Order no. 4127/2025, of 1 April, which changes the Regulations for the Recruitment of Teaching Career Staff of the Polytechnic Institute of Lisbon (IPL), the Jury, in a preliminary meeting of 4 June 2025, approved that in the absence or impediment of the president of the jury, he will be replaced by the member Fernando Manuel Fernandes Melício.

17 — Prior hearing – In the event of an applicant being excluded for non-compliance with the legal requirements, and at the end of the assessment, a prior hearing will be given under the terms of articles 121 et seq. of the Code of Administrative Procedure (CPA), published by Law no 4/2025 of 7 January.

18 — Public hearings — Under the terms laid down in Article 23 (4) (b) of EPCDESP, the jury may conduct public hearings on an equal footing for all applicants.

19 — Consultation of the process — The selection process can be consulted, by applicants who wish to do so, at the secretariat of the Department of Electrotechnical Energy Engineering and Automation of ISEL, during normal opening hours.

20 — The shortlisted applicants shall be recruited in the final ratified order under the terms and conditions which allow compliance with the provisions laid down in Article 33 of Law 45-A/2024 of 31 December (State Budget Law for 2025).

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