

## LISBON POLYTECHNIC INSTITUTE

### Proclamation

Under the terms of Articles 3, 5, 10b, 15, 15a, 17 and 29b 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, combined with Dispatch no. 1979/2010, published in *Diário da República*, series II, no. 19 of 28 January, amended by Declaration of Rectification no. 244/2010, published in *Diário da República*, series II, no. 26 of 08 February, which passed the Regulations for Recruitment of Teaching Staff at the Lisbon Polytechnic Institute (IPL), it is hereby announced that, by dispatch from the IPL President dated 21 May 2021, exercising his powers pursuant to Article 92(1)(d) of Law no. 62/2007 of 10 September, and Article 26(1)(d) of Normative Dispatch no. 20/2009, of 13 May, published in *Diário da República*, series II, no. 98 of 21 May, a selection procedure is now opened, for 30 working days from the publication date of this public notice in *Diário da República*, for an Assistant Professor to fill an open vacancy in the teaching staff of the Lisbon Higher Institute of Engineering of the Lisbon Polytechnic Institute in the subject area of Computers.

1 — Type of Selection Process — Document Based.

2 — Category — Associate Professor.

3 — Subject Area — Computers.

4 — Time period — The selection process ends once the vacancy contained in the public notice is 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 trial 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 Specialization in the subject area in question.

8 — Applications — Applications must be submitted through a request addressed to the President of the Lisbon Higher Institute of Engineering, sent to the following e-mail address: [rhconcursos@sa.isel.pt](mailto:rhconcursos@sa.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 identification document; home address and telephone number; marital status; academic qualifications and final grade; professional category and position currently held; identification of the vacancy the applicant is applying for and the *Diário da República* edition in which the present 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 instructions — Documents to be submitted with the application:

a) Criminal record certificate;

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

c) Compulsory vaccination record, duly updated;

d) Documents proving that the candidate meets the legal provisions stipulated in paragraph 7 of the present proclamation;

e) Detailed *curriculum vitae*, dated and signed by the applicant, in PDF digital format;

f) Proof of all documentation mentioned in the *curriculum vitae*, in PDF digital format;

g) A copy of the scientific/pedagogical project in PDF digital format: This document should include the applicant's proposed activities during his/her first five years as an associate 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;

h) One copy in digital format of the supplementary document, in Excel format, containing the objective breakdown of the items corresponding to the evaluation criteria defined in point 13, the template of which will be made available to applicants at:

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

i) Complete list of all submitted documentation.

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

11 — Exemption from the submission of documents — Applicants are exempt from the submission of the documents mentioned in a), b) and c) of the previous point when they 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 IPL 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 innovation projects (the information provided should enable the applicant's degree of involvement and responsibility to be assessed, financing amounts, team and duration of the projects, the results achieved and their impact on society);

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

f) Participation in/undertaking of technical, outreach and didactic work (the information provided should enable assessment of the skills involved, the applicant's responsibility and the quality of work produced);

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

h) Other relevant experience for the vacancy in question;

i) 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 — Selection criteria and classification of applicants — In compliance with the terms of Article 15-A of ECPDESP and Dispatch no. 1979/2010 of 12 January, published in *Diário da República*, Series II, No. 19 of 28 January and the profile of academic scientific, pedagogical and professional experience skills for the applicants to be selected, approved by the CTC Standing Committee at a meeting held on 1 April 2021, the Judging Panel, at its first meeting held on 24 June 2021, approved the evaluation parameters, methods and selection criteria to be used and the evaluation and final classification system, applicable to activities in the subject area in question.

The evaluation parameters of applicants take into account the activities in the fields of Teaching, Research and Other Activities, as well as the Scientific-Pedagogical Project. The aforementioned assessment components must be compatible with the subject area in question, and appropriate to the category of associate professor, with particular importance given to the relevance, quality and timeliness of the applicant's *curriculum vitae* and the most relevant, high-impact academic contributions selected by the applicant and identified in the *curriculum vitae*.

The applicants' merit with a view to their selection and classification will be based on the weighted sum of the scores attributed to the evaluation parameters listed below, on a scale from 0 to 100 (with 0 being the minimum and 100 the maximum).

Each of the areas is assigned the following global weighting:

A) Research component (Technical-Scientific and Professional Activities (TSPA)) — 40%;

B) Teaching component — (Pedagogical Activity (PA)) — 40%;

C) Other Activities (Other activities relevant to the institution's mission and merit of the Scientific-Pedagogical Project (ARMI)) — 20%;

Criteria, indicators and weightings, with a view to evaluating and ranking applicants; the respective *curriculum vitae* must be organised according to them:

13.1 — Technical-Scientific and Professional Activities (TSPA) in the subject area in question, with greater emphasis on the last five years, in which the following are considered:

a) Scientific production, publications, conference communications (SP): (60%)

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

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

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

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

(Participation and coordination of initiatives to create or reinforce laboratory infrastructures of an experimental and/or computational nature, to support research. Coordination and leadership of research teams. Participation or coordination of technical-scientific committees or judging panels.);

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

(Awards from scientific societies or obtained at scientific meetings, editorial and evaluation activities in scientific journals, peer review activities (programmes, projects, grants, awards), coordination or participation in programme of scientific events committees, guest lectures at scientific meetings or other research or higher education institutions, 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 to be assigned in this criterion (TSPA) is the result of the weighted application of the above 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 modules related to the subject area in question: diversity, pedagogical practices and, if possible, collection of students and results of surveys on the academic/pedagogical activity.);

b) Supervision (S): (25%)

(Experience of supervising PhD, master's and undergraduate students: number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final course works. Any award-winning works and international recognition should be noted. Cases of supervision, co-supervision or accompaniment should be distinguished. Participation as a member or examiner in judging panels of academic PhD, master's or undergraduate exams.);

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

(Promotion of new pedagogical initiatives: reasoned and coherent proposals to create and/or restructure curricular modules, create or reinforce laboratory infrastructures to support teaching (of an experimental and/or computational nature), or create or restructure curricular modules or study plans.);

d) Teaching materials (TM): (15%)

(Quality and diversity of publications, computer applications, experimental prototypes, texts and materials of a pedagogical and didactic scope completed/prepared, or participation in their completion/preparation.);

e) Others (O): (10%)

(Relevant work and/or professional experience outside academia, in the subject area in question.).

The classification assigned in this criterion (PA) is the result of the weighted application of the above parameters.

13.3 — Other activities relevant to the mission of the institution (ARMI), in the subject area in question, where the following aspects are taken into consideration:

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

(This document should include the applicant's proposed activities during his/her first five years as an Associate 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.);

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

- c) Participation in organising technical, scientific and pedagogical events (OE): (15%);
- d) Community outreach activities, such as disseminating R&D activities and courses abroad (COA): (10%);
- e) Internationalisation of activities in the subject area in question (IA): (5%).

The classification to be assigned in this criterion is the result of the weighted application of the above parameters.

13.4 — The final classification (**FC**) of each applicant is obtained using the average of the classifications given by the members of the Judging Panel on a scale from 0 to 100 points, as follows:

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

$$FC = \text{Average}(FC_{member})$$

13.5 — All results are rounded to the nearest tenth.

14 — Methods and selection criteria used: Admission, evaluation and ranking of applicants according to the criteria in point 13. After the application deadline, the Judging Panel will meet to decide on admission, and to evaluate and rank applicants based on the final classification.

In the event of a tie between applicants, the provisions of Article 15(3b) of the Regulations for Recruitment of Teaching Staff at the Lisbon Polytechnic Institute, approved in an annex to Dispatch no. 1979/2010, of 28 January, shall apply.

14.1 — Applicants who obtain a final classification equal to or greater than 50%, and a cumulative classification of no less than 20% in TSPA, no less than 20% in PA and no less than 10% in ARMI, are considered approved based on absolute merit.

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

16 — Judging Panel — By order of the President of the Lisbon Polytechnic Institute, dated 21 May 2021, published through Dispatch No. 5582/2021 in Diário da República, Series II, PART E, No. 108 of 4 June 2021, the Judging Panel shall comprise the following members:

President — Manuel Martins Barata, Coordinating Professor of the Lisbon Higher Institute of Engineering of the Lisbon Polytechnic Institute, by delegation of powers of the President of the Lisbon Polytechnic Institute.

Permanent Members:

Horácio Cláudio de Campos Neto, Associate Professor of the Higher Technical Institute of the University of Lisbon;

Luís Filipe dos Santos Gomes, Associate Professor of the Faculty of Science and Technology of the Universidade Nova de Lisboa;

Mário Pereira Véstias, Coordinating Professor of the Lisbon Higher Institute of Engineering of the Lisbon Polytechnic Institute;

Paulo Ferreira Godinho Flores, Associate Professor of the Higher Technical Institute of the University of Lisbon.

Alternate Members:

Fernando Manuel Gomes de Sousa, Coordinating Professor of the Lisbon Higher Institute of Engineering of the Lisbon Polytechnic Institute;

José Manuel Matos Ribeiro da Fonseca, Associate Professor with Aggregation of the Faculty of Science and Technology of the Universidade Nova de Lisboa.

17 — Prior hearing — If an applicant is excluded for non-compliance with the legal requirements, 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 through Law No. 4/2015 of 7 January.

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

19 — Consultation of the process — The selection process may be consulted by applicants wishing to do so through the Department of Electronic Engineering, Telecommunications and Computers during normal office hours.

20 — The shortlisted applicant will be contracted under the terms and conditions which allow for the provisions laid down in Article 48 of Law no. 75B/2020 of 31 December (State Budget Law for 2021).

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.

Lisbon, 03 November 2021. — President of the Lisbon Polytechnic Institute, Elmano da Fonseca Margato.