

**Lisbon Polytechnic Institute**  
**Public Notice**

Under the terms and conditions 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, in its republication as it appeared in Decree-Law No. 207/2009, of 31 August, and by Law No. 7/2010, of 13 May, together with Order no. 1979/2010, published in *Diário da República* Series II, No. 19, of 28 January, amended by Amendment Declaration No. 244/2010, published in *Diário da República*, Series II, No. 26, of 8 February, which sanctioned the Regulations for Applications for the Recruitment of Teaching Staff for the Lisbon Polytechnic Institute (IPL), it is hereby made public, by order of the Acting President of the Lisbon Polytechnic Institute, of 05-06-2024, under Article 27(1) of the IPL Statutes and Article 42 of the CPA in accordance with the powers set out in Article 92(1)(d) of Law No. 62/2007 of 10 September, and Article 26(1)(d) of Normative Order no. 20/2009 of 13 May, published in the *Diário da República* Series II No. 98 of 21 May, that, for a period of 30 working days from the publication of this public notice in the *Diário da República*, applications are now invited for the purpose of filling a teaching vacancy scheduled for 2024 at the Lisbon School of Health Technology of the Lisbon Polytechnic Institute.

1. Type of Selection Process - Document based
2. Category - Adjunct Professor.
3. Subject Area — Medical Imaging and Radiotherapy - Radiotherapy courses for the Department of Diagnostic, Therapeutic and Public Health Sciences
4. Time period — The selection process ends once the vacancy contained in the public notice is filled, as provided for in Article 38 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 — Applicants should meet the conditions set out in Article 17 of the ECPDESP, hold a doctorate in the subject area or a related field or hold the title of specialist in Medical Imaging and Radiotherapy in the sub-area of Radiotherapy.

- 8.** Applications — Formal applications should be submitted to the President of the IPL via the following email address: [recursoshumanos@estesl.ipl.pt](mailto:recursoshumanos@estesl.ipl.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 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 candidate is applying for and of the Diário da República in which the present proclamation was published; as well as any other information deemed relevant in order to assess the suitability of the interested parties.
- 10.** Documents to be submitted together with the application:
  - a) Identification document;
  - b) Criminal record certificate;
  - c) Medical certificate confirming the candidate'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 candidate meets the legal provisions stipulated in paragraph 7 of this public notice;
  - f) Detailed, paginated *curriculum vitae*, with index, dated and signed by the candidate, in PDF format, with a link to the respective supporting documents
  - g) Complete list of all documentation submitted.
- 11.** Whenever appropriate, the jury reserves the right to request further documentation related to the curriculum vitae submitted.
- 12.** 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.
- 13.** Information to be provided in the curriculum vitae:
  - a) Academic qualifications (degrees, grades, dates and institutions where they were obtained);
  - b) Other official graduate and post-graduate courses, with an indication of the grades, dates and institutions where they were obtained;
  - c) Training and professional experience;
  - d) Participation in innovative projects, meetings, seminars and other meetings of a similar nature (the information provided will be used to assess the

candidate's levels of intervention and responsibility, as well as the end results of such initiatives);

- e) Technical or didactic research work undertaken (the information provided shall enable the assessment of skills, through an analysis of the quality of the work carried out);
- f) Other relevant experience for the present application;
- g) The organisation of the curriculum vitae must comply with the criteria and order described in the following point, otherwise it cannot be taken into account by the jury;
- h) The curriculum vitae must be presented in Portuguese.

**13.1** Failure by the candidate to submit supporting documents relating to their curriculum vitae, and failure to organise their curriculum vitae in accordance with the ranking criteria presented in the Public Notice, will result in these parts of their curriculum not being assessed or taken into account

**14.** Selection criteria and classification of candidates – In compliance with the terms of Article 15-A and 23 of the ECPDESP and Article 26 of Order no.1979/2010, published in *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 has approved the following parameters, criteria and considerations for the evaluation and shortlisting of candidates:

#### **Candidate selection and ranking criteria**

<b>A - Technical, Scientific and Professional Performance - (TSPP - 40%)</b>		<b>Maximum score</b>
<b>I - Academic Qualifications (AQ - 50%)</b>		
	<b>Standardised score</b>	

	<b>Raw score</b>	
a)	Doctoral degree with a thesis topic within the subject area of Radiotherapy.	60 points
b)	Specialist title in Radiotherapy CNAEF 725	40 points
c)	Degree in Radiotherapy	20 points
d)	Certified training, within the scope of higher education, relevant to the subject area in question: Training of 90-120 ECTS: 15 points; training of 60-89 ECTS: 10 points; training of 30-59 ECTS: 5 points; training of 1-29 ECTS: 2 points.	30 points
<b>II - Quality and Publication of Research Results relevant to the subject area in question (RR - 30%)</b>		
	<b>Standardised score</b>	
	<b>Raw score</b>	
a)	Scientific books published: 10 points per book.	20 points
b)	Scientific book chapters published: 5 points per chapter.	15 points
c)	Scientific articles published: Articles indexed in <i>Isi Scopus</i> or <i>Web of Science</i> : 15 points per article; non-indexed articles: 5 points per article. Only articles that show clear indexation will be counted.	60 points
d)	Participation in scientific conferences:	
	i. Publication of complete scientific articles in conference minutes: up to 4 points per article. Up to 20 points	20 points
	ii. Oral and poster presentations at scientific events: 3 points for oral presentation and up to 2 points per poster.	40 points
e)	Guest speaker at scientific events: 5 points per participation.	50 points
f)	Member of organising or scientific committee of a scientific event: up to 4 points per event.	40 points
<b>III - Quality of Technical/Scientific and Professional Contracts/Projects (PCI 15%)</b>		
	<b>Standardised score</b>	
	<b>Raw score</b>	
	National projects/contracts: up to 5 points for project/contract coordinator, and up to 2.5 points for team members. International projects/contracts: up to 10 points for project/contract coordinator, and up to 5 points for team members. Projects/contracts involving approval and financing will be considered. The jury will consider projects/contracts in the subject area in question.	20 points
<b>IV - Awards, Scholarships and Distinctions (ASD - 5%)</b>		
	<b>Standardised score</b>	
	<b>Raw score</b>	
a)	Scientific, academic and professional awards, and distinctions from scientific societies or from public and private entities: 2 points per international award or distinction, and 1.5 points per domestic award or distinction.	6 points

b)	Work periods/time spent at research centres/clinics: 3 points each.	15 points
<b>B - Teaching Performance (TP - 45%)</b>		
<b>I - Academic Positions (AP - 50%)</b>		
	<b>Standardised score</b>	
	<b>Raw score</b>	
a)	Experience and quality of teaching work:	
	i. Number of semesters of teaching experience: 2 points per academic semester. Scoring is proportional to the percentage value of contracts. The semesters/contracts in which candidates clearly demonstrate their situation will be counted.	20 points
	ii. Curriculum units taught: When taught for the first time: 4 points for each curricular unit, weighted to the percentage of teaching; when the same curricular unit is taught in different academic years of the same curricular plan: 2 points per curriculum unit, weighted to the percentage of teaching. The semesters/contracts in which candidates clearly demonstrate their teaching service will be counted.	40 points
	iii. Coordinator of curricular units: 6 points per coordination of curriculum unit. The semesters/contracts in which candidates clearly demonstrate the following will be counted.	18 points
<b>II - Participation on Juries (PJ - 10%)</b>		
	<b>Standardised score</b>	
	<b>Raw score</b>	
a)	Participation as an examiner on juries for works leading to academic titles or degrees: PhD/Specialist: 10 points each; Master's: 5 points each; Bachelor's degree: 2 points each.	40 points
b)	Participation on juries for works leading to an academic degree, and/or other examinations referred to in the Career Statutes for Teaching Staff in Higher Education. Doctorate degree: 4 points per participation; Master's degree: 2 points per participation; Bachelor's degree (Research/Placement): 1 point per participation. Other evidence of Career Statute for Teaching Staff in Higher Education: 3 point per participation.	30 points
<b>III - Dedication and Quality of Professional Activities related to Teaching (PAT - 10%)</b>		
	<b>Standardised score</b>	
	<b>Raw score</b>	
a)	Internationalisation of teaching activities at institutions of higher education: 1 point per participation.	6 points
<b>IV - Supervision of Dissertations and Work Leading to an Academic Degree (SDW - 30%)</b>		
	<b>Standardised score</b>	
	<b>Raw score</b>	
a)	Supervision of theses, dissertations and final course projects. Doctorate degree: 10 points; Master's: 6 points; Bachelor's Degree (Research): 4 points. Only completed work will be counted.	30 points
<b>C - Other activities relevant to the ESTeSL mission (OA - 15%)</b>		

<b>I - Performance of Academic Duties and Functions (ADF - 40%)</b>		
	<b>Standardised score</b>	
	<b>Raw score</b>	
a)	Effective member of ESTeSL management bodies – member of the Scientific, Technical-Scientific and/or Pedagogical Council or equivalent: 5 points per half-year in office. Effective member of management bodies of other higher education institutions: 2 points per half-year in office.	30 points
b)	Performance of pedagogic/scientific/coordination management duties (Director of degree course, department, etc.): 3 points per half-year in office. Duties provided for in the by-laws of the institution in question will be considered.	30 points
c)	Other positions or duties by designation attributed by managing boards of institutions of higher education: 3 point per participation.	30 points
<b>II - University extension activities (UEA 60%)</b>		
	<b>Standardised score</b>	
	<b>Raw score</b>	
a)	Activities relevant to instruction, research and community service. Participation in community-related projects and initiatives compatible with the subject area in question will be considered. 3 points will be awarded per initiative.	30 points
b)	Continuous training activities for professionals, as trainer, in the subject area in question. 0.1 points will be awarded for each hour of training. The hours duly substantiated by the candidate will be counted.	30 points
<b>III - Other situations (OS - 5%)</b>		
	<b>Standardised score</b>	
	<b>Raw score</b>	
a)	Other relevant activities in the subject area in question.	10 points
<b>Final Classification = (TSPP 40%) + (TP 45%) + (OA 15%)</b>		

**15.** Jury – By order of the Acting President of the Lisbon Polytechnic Institute, dated 05-06-2024, under the terms of Article 27(1) of the IPL Statutes and Article 42 of the CPA, published by Order no. 7825/2024, in the *Diário da República*, Series II , no. 136, of 16-07-2024, amended by Amendment Declaration No 734/2024/2 of 05-09-2024, the jury will have the following composition:

**President:**

Coordinating Professor Maria de Fátima Simões Monsanto, Specialist in Radiotherapy at the School of Health Technology of the Lisbon Polytechnic Institute, by delegation of powers from the Acting President of the Lisbon Polytechnic Institute.

**Permanent Members:**

Dr Óscar Manuel da Conceição Tavares, Coordinating Professor at the Higher School of Health Technology of the Polytechnic Institute of Coimbra;

Dr Paula Maria Vaz Martins, Coordinating Professor at the Higher School of Health of the University of Aveiro;

Dr António Fernando Caldeira Lagem Abrantes, Coordinating Professor at the Higher School of Health of the University of Algarve;

Dr Renato Danton Sampaio Ribeiro Abreu, Coordinating Professor at the Lisbon School of Health Technology of the Lisbon Polytechnic Institute.

**Alternate Members:**

Dr Lina da Conceição Capela de Oliveira Vieira, Coordinating Professor at the School of Health Technology of the Lisbon Polytechnic Institute;

Dr Maria da Graça Cristo dos Santos Lopes Ruano, Retired Associate Professor with Aggregation at the Faculty of Sciences and Technology of the University of Algarve.

**16.** Admission, assessment and classification of candidates – once the application period expires, the jury meets to consider the admission and proceed with the assessment and classification of candidates in accordance with the criteria stated in point 14 of this Public Notice.

**16.1** 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.

**17.** Absolute merit is gauged on the basis of the candidate's *curriculum vitae*, relevant in the area in question, under point 14 of this Public Notice. Candidates who do not successfully achieve a classification of 50% or higher in the jury's assessment will be excluded.

**18.** Prior hearing – In the event of a candidate being excluded for non-compliance with the legal requirements, or for lack of absolute merit, and at the end of the assessment, a prior hearing will be given under the terms of Article 121 et seq. of the Code of Administrative Procedure (CPA), published by Law No. 4/2015 of 7 January.

- 19.** Public hearings - Under the terms laid down in Article 23(4)(b) of ECPDESP, the jury may conduct public hearings on an equal footing for all candidates.
- 20.** Consultation of the process – The competition process can be consulted by candidates who wish to do so at the premises of the Lisbon School of Health Technology, located at Av. D. João II, Lote 4.69.01, 1990-096 Lisbon from 10 am to 12 pm and from 2 pm to 4 pm.
- 21.** Recruitment conditions - Shortlisted candidates will be contracted under the terms and conditions which ensure compliance with the provisions laid down in Article 22 of Law 82/2023, of 29 December (State Budget for 2024).
- 22.** Pursuant to Article 9(h) of the Constitution, as an employer the IPL actively promotes 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, 22 November, 2024. President of IPL - Dr Elmano da Fonseca Margato.