

**UNIVERSITY OF PORTO**  
**PUBLIC NOTICE N. 280/2022**

**Professor José Manuel Pereira Dias de Castro Lopes, Full Professor of the Faculty of Medicine of the University of Porto and Vice-Rector of the University of Porto:**

Following my Order issued on February 25th, 2022, by delegated power under the Ordinance no. 8378/2021 published in the Official Gazette, 2<sup>nd</sup> series, no. 164 of 24 August this call for applications is published for one position of Assistant Professor in the area of Informatics Engineering of the Faculty of Engineering of this University.

The application procedure will remain in force for a period of 30 (thirty) business days as from the date immediately following the publication of this Notice in the Official Gazette.

**1. The applicable legal provisions are as follows:**

Articles 37 to 51, 61 and 62-A of the University Teaching Career Statute (ECDU – *Estatuto da Carreira Docente Universitária*), published in Decree-Law 205/2009 of 31 August, and amended by Law no. 8/2010 of 13 May, and the Regulations for the Recruitment of Full, Associate and Assistant Professors of the University of Porto – Order no. 12913/2010, published in the Official Gazette, 2<sup>nd</sup> Series, no. 154 of 10 August, and the Amendment Resolution (excerpt) no. 380/2019, published in the Official Gazette, 2<sup>nd</sup> Series, no. 64 of 1 April 2019.

**2. Eligible candidates:**

Under the provisions of Article 41-A of the ECDU, all candidates in this call for applications must hold a PhD degree.

*If the doctoral degree was awarded by a foreign higher education institution, it must be recognized by a Portuguese higher education institution, under the terms of the article 4 of the Decree-Law no. 66/2018, published in the Official Gazette, 1<sup>st</sup> series, no. 157 of 16 August. This formality must be accomplished by the application deadline.*

**3 – Methods and Criteria for evaluation and ranking of candidates**

**3.1.** In the absence of grounds for rejecting the candidacies, the Jury will deliberate on their approval or non-approval in absolute merit, by justified nominal vote, with no abstentions allowed.

**3.2. Merit-based candidate selection**

The merit approval of a candidate will depend on the cumulative fulfillment of the following requirements:

a) whether he/she holds a PhD degree in the area of Informatics Engineering or another considered appropriate, considering the scientific subareas\* of the Department of Informatics Engineering (DEI) of the Faculty of Engineering of the University of Porto (FEUP), and have a curriculum whose merit the jury understands to hold high scientific and pedagogical level, research capability and developed activity compliant with the area and category for which the application is open.

b) whether he/she got the PhD degree in the period of 10 years immediately before the date of this public notice.

c) having research activities in the Intelligent Systems (SINT) scientific subarea\* of DEI in the period of 5 years immediately before the date of this public notice.

AND

The candidates are selected on merit after being approved by the majority of the voting members of the Jury; the vote is favorable when the Jury member agrees with the fulfillment of the requirements previously presented in a), b) and c) and has assigned a score equal to or greater than 50, according to the methodology of curriculum evaluation and the methodology used by the Jury, as described in sections 4 and 5. below.

(\*Scientific subareas of DEI:  
[https://sigarra.up.pt/feup/pt/UNI\\_GERAL.UNIDADE\\_VIEW?pv\\_unidade=151](https://sigarra.up.pt/feup/pt/UNI_GERAL.UNIDADE_VIEW?pv_unidade=151)).

#### **4. Dimensions and criteria for evaluation and seriation in relative merit**

Ranking in relative merit will be based on the aspects and criteria of seriation, the respective scores and the final evaluation system, according to the provisions of paragraph 6 of art. 50 of ECDU and art. 16 of the Regulations for Competitions for Recruitment of Full, Associate and Assistant Professors of the University of Porto.

##### **4.1. Strands and evaluation methodology**

The selection method to be used is curricular assessment, bearing in mind the general functions entrusted to university professors by article 4 of ECDU, Curriculum assessment focuses on the following dimensions, emphasising the curricular aspects in the area of Informatics Engineering, in particular in the specific field of Intelligent Systems (SINT) DEI's scientific subarea\*, and adding special value to the work developed in the past 5 years, and the publications and work mentioned in 6.2e), 6.2f) and 6.2h), in the following dimensions:

**a) Scientific Merit** – activities of scientific research or technological development;

**b) Teaching Experience and Pedagogic Merit** – teaching and student supervision and mentoring activities;

**c) Tasks of Outreach and Economic and Social Enhancement of Knowledge** – activities

associated with university outreach, science dissemination, and economic and social enhancement of knowledge.

#### **4.1.1 Criteria for assessing the Scientific Merit (VMC) dimension**

##### **CI1 – Scientific production**

Quality and quantity of scientific production (books, articles in journals, publications in conference proceedings ...) measured by the number and type of publications and by the recognition granted by the scientific community (expressed by the quality of the journals and venues, and by the number of citations by other authors).

A special emphasis will be focused on the publication of scientific papers in A\* or A (CORE ranking) conferences, and in journals identified as Q1 or Q2 by SCImago (SJR). It will also be given emphasis to publications in ACM (Association for Computing Machinery) or IEEE (Institute of Electrical and Electronics Engineers) conferences and journals - preferable ACM Transactions or IEEE Transactions.

In addition, it will be given special preference to publications in journals and conferences, relevant, and with contributions, to the development of the Intelligent Systems (SINT) DEI's scientific subarea\* of the scientific area of the open position.

When assessing the quality, special emphasis should be given to publications mentioned in 6.2f) and 6.2g).

##### **CI2 – Coordination and implementation of research projects**

Quality and quantity of scientific projects funded on a competitive basis by national or international agencies or companies in which the candidate participated (must indicate the role carried out), as well as quality and impact of their results. Relevance should be given to the coordination of projects. When assessing the quality of the projects, it should be taken into account if they are international, bilateral or national, their size and funding obtained, the level of requirements of the call, results of the projects' assessments, and prototypes implemented, particularly if they have led to products or services.

##### **CI3 – Involvement in the scientific and professional communities**

Ability to intervene in scientific and professional communities, expressed in particular through the involvement in scientific journals (e.g., as associate or guest editor), on organizing international conferences and on serving scientific and technical committees of international conferences, on giving invited talks, on participating in juries outside the home academic institution and through the achievement of prizes and awards

##### **CI4 - Program for the development of scientific activity**

Consistency, feasibility, and impact of the scientific/pedagogical and extension program submitted on the research and development dimension.

#### **4.1.2. Criteria for evaluation of the Teaching Experience and Pedagogic Merit dimension (VEMP) – 15%**

##### **CE1 – Pedagogical projects**

Promotion of new pedagogical projects (e.g., development, creation, and coordination of new

courses or study programs), modification and improvement of existing projects (e.g., reformulation of existing courses, participation in the reorganization of existing courses or programmes), development of projects with impact on the teaching/ learning process and participation on accreditation and certification processes.

**CE2 – Production of teaching materials**

Quality and quantity of teaching materials produced by the candidate, in particular in the form of books, as well as publications of an educational nature in prestigious journals or at top-level international conferences.

**CE3 – Teaching activity**

Quality of teaching activity undertaken by the candidate, whenever possible, measured through objective methods based on the results of extensive feedback collection (e.g., student surveys).

**CE4 – Program for the development of pedagogical activity**

Consistency, feasibility, and impact of the scientific/pedagogical and extension program submitted on the teaching dimension.

**4.1.3. Criteria for evaluation of the Tasks of Outreach and Economic and Social Enhancement of knowledge dimension (VTC) – 10%**

**CTC1 – Patents, registration and ownership of rights, development of technical standards and regulations**

Authorship and co-authorship of patents, registration of ownership of intellectual property rights on methodologies, software, algorithms, mathematical methods, and rules of mental activity. Participation in the development of technical standards and regulations.

**CTC2 – Consulting and study and development contracts**

Coordination and participation in consulting activities and/or activities of study and development involving the business community and the public sector. Participation as an expert in evaluation committees of research and technological development projects (RTD) in businesses and/or in Scientific and Technological System bodies (STS). Coordination and participation as a teacher in professional training courses or technological specialization aimed at businesses or the public sector. The evaluation of this criterion should take into consideration the economic value of the research outcomes, measured by its contribution to new contracts for technology development and transfer and to the creation of spin-off companies.

**CTC3 – Dissemination of science and technology**

Coordination and participation in initiatives for promoting science and technology among the scientific community (e.g., organization of conferences) and various audiences. Publications for science and technology dissemination.

**CTC4 – Program for the development of the university outreach activity**

Consistency, feasibility and impact of the scientific/pedagogical and extension programme submitted on the university outreach and economic and social enhancement of knowledge dimension.

## **5. Working methodology of the Jury**

### **5.1. Candidates' scores**

Each member of the Jury evaluates the candidates by assigning a score to each dimension, on a scale of 0 to 100 points, taking into account the approved criteria for each dimension.

### **5.2. Public Hearing**

The jury has the possibility to hold a public hearing under equal circumstances for all candidates admitted on absolute merit, for the purpose of personal clarification of the evaluation elements contained in the documentation presented by them.

### **5.3. Final Score**

The Final Score (FS) given to each candidate by each member of the jury is calculated using the following formula:

$$\mathbf{FS = 0.75*VMC + 0.15*VEMP + 0.10*VTC}$$

which reflects the weights associated to each dimension, shown in Table 1 below.

Table 1. Weights of evaluation dimensions

Dimension	Weight	Criteria	Weight
VMC (Scientific Merit)	0.75	CI1 - (Scientific production)	0.55
		CI2 - (Coordination and implementation of research projects)	0.10
		CI3 - (Involvement in the scientific and professional communities)	0.15
		CI4 - (Program for the development of scientific activity)	0.20
VEMP (Teaching Experience and Pedagogic Merit)	0.15	CE1- (Pedagogical projects)	0.20
		CE2 - (Production of teaching materials)	0.35
		CE3 - (Teaching activity)	0.35
		CE4 - (Program for the development of pedagogical activity)	0.10
VTC (Tasks of Outreach and Economic and Social Enhancement of knowledge)	0.10	CTC1- (Patents, registration and ownership of rights...)	0.35
		CTC2 - (Consulting and study and development contracts)	0.20
		CTC3- (Dissemination of science and technology)	0.35
		CTC4- (Program for the development of the university outreach activity)	0.10

Following the evaluation exercise, each member of the Jury produces a ranked list of candidates, which he/she uses on the voting processes to decide on the approval of candidates on merit, as described in Section 3, and on the final ranking of candidates, in accordance with Section 4.

#### 5.4. Jury deliberations

**5.4.1.** Any deliberation results of no. 12 of Article 17 of the Regulation on Competition for the Recruitment of Full, Associate and Assistant Professors of the University of Porto – Order no. 12913/2010, published in the Official Gazette, no. 154, of 10 August 2010, applicable under Article 83-A of the ECDU, which determined the adoption of that Order to implement the provisions of that statute, including the procedural conduct of competitions, namely the system of evaluation and final ranking.

Thus, under no.12 of Article 17 of that Regulation, the Jury will decide, by nominal voting based on the adopted and disclosed selection criteria, on the approval and ranking of the candidates. An absolute majority is required for any resolution, i.e., a number of votes at least equal to half plus one of the votes of the present members, and abstentions are not allowed.

#### **5.4.2.** The ranking methodology is as follows:

In the different votes, each member of the Selection Committee must respect his/her ranking list, observing the following in each vote:

- a) the first voting round is intended to determine the candidate placed in 1<sup>st</sup> place by counting the number of votes each candidate received for that place;
- b) if a candidate obtains an absolute majority of votes for the first place, he/she is placed in the respective position and removed from the vote. The procedure will start to choose the candidate who will be positioned in the second place of the voting round;
- c) if no candidate obtains an absolute majority of votes for the first place, a new voting round will be held, which will only include candidates who have achieved votes for the first place, upon removing the least voted candidate in the previous vote for that place;
- d) if there is a tie between two or more candidates in the least voted position, a tiebreak vote between them will be held, counting the number of relative first positions for each, with the least voted being removed;
- e) if a tie still remains between two or more candidates in the least voted position, but the number of those candidates has been reduced in relation to the previous vote, a further tiebreak vote shall be held only between candidates tied for the least voted position, counting the number of relative first positions for each, with the candidate least voted being removed;
- f) if the tie still remains between two or more candidates in the least voted position, without reducing the number of candidates tied in the least voted position in relation to the previous voting round, the decision will be made by the quality vote of the President of the Selection Committee has or by a casting vote, according to the situation. The candidate voted by the President of the Selection Committee will be chosen to integrate the following voting round for the same place;
- g) if there is a tie when only two or more candidates remain for the first place, the tiebreaker is made through the casting vote of the President of the of the Selection Committee or by the exercise of the tiebreaker vote, according to the situation;
- h) the candidate chosen for the first place will leave the votes and then begins the selection procedure for the candidate to place in second place, repeating the process mentioned in the previous paragraphs for the subsequent places until there is a single ordered list of candidates.

## **6. Submission of applications**

### **6.1. Applications delivering**

Applications must be submitted exclusively on the FEUP website, at the following address:

<http://www.fe.up.pt/concursos> , until the deadline.

## 6.2. Processing the applications:

The application must include all the following documents:

- a) Application form, dated and signed, in accordance with the usage form mandatory, available at [https://sigarra.up.pt/up/pt/conteudos\\_geral.ver?pct\\_pag\\_id=1004282](https://sigarra.up.pt/up/pt/conteudos_geral.ver?pct_pag_id=1004282);
- b) Documents proving the fulfillment of the conditions set out in paragraph 2 of this notice, namely the doctoral certificate, except in cases in which the doctoral degree was awarded by the University of Porto;
- c) Proof of recognition of the Doctorate awarded by an educational institution foreign higher education institution, by Portuguese higher education institution (if applicable);
- d) Curriculum Vitae containing all relevant information for the evaluation of the application taking into account the selection and ranking criteria contained in paragraph 4 of this public notice, namely information on scientific publications indexed in the ISI databases Web of Science, Google Scholar and SCOPUS, which includes impact factors of journals and citation indicators, excluding self-citations. Candidates must structure their CV in a to facilitate the rapid and complete identification of your contribution, in the disciplinary area in which it is open the tender, in each of the subparagraphs of point 4.1..
- e) Works mentioned in the submitted curriculum, candidates can highlight up to ten of those they consider most representative of the activity developed by them. Applicants must add a summary justification of national importance to outstanding works and/or international of each of these works;
- f) Identification of five scientific articles mentioned in the presented curriculum vitae, published in the last five years, that candidates consider most representative of the activity of research developed. To the submitted articles, candidates must add a summary justification of the international scientific importance of each of these articles;
- g) Identification of five scientific articles mentioned in the presented curriculum vitae that candidates consider more representative of the research activity they have developed until the date of submission of the documentation to the tender. To the submitted articles, the candidates must add a summary justification of the international scientific importance of each of these articles;
- h) Scientific/pedagogical and extension program, referring to a time period of 5 years, for the subarea of Intelligent Systems (SINT) in the disciplinary area to which the competition relates and the respective means of putting it into effect practice (\*scientific subareas of DEI [https://sigarra.up.pt/feup/pt/UNI\\_GERAL.UNIDADE\\_VIEW?pv\\_unidade=151](https://sigarra.up.pt/feup/pt/UNI_GERAL.UNIDADE_VIEW?pv_unidade=151)).



**6.3** — Failure to comply with the provisions of 6.1., the lack of presentation or the presentation outside of the period of the documents referred to in subparagraphs a) to h) of paragraph 6.2, determine the non-admission of the application.

## **7. Notification of the results and requests of a prior hearing:**

**7.1.** The Human Resources Service of the Common Resources and Services Centre of the University of Porto will notify the candidates of the administrative ranking of admission or non-admission to the call, which will be based on fulfilling or non-fulfilling with the requirements in the current legislation and in paragraph 2 of this Notice, and the conditions established regarding the instruction of application referred to in numbers 6.1. and 6.2.

**7.2.** The candidates who have not been administratively admitted, or have not been approved on absolute merit, as well as the candidates who appear on the ranked list of candidates in places that will not allow them to fill in the post announced, may request a prior hearing under the terms of Articles 121 and 122 of the Code of Administrative Procedures. All candidates are notified of the final resolution approved by the Rector.

**7.3.** The notifications will be sent by email.

The deadline for candidates to comment in writing within a period of ten working days, starting from the first working day immediately after the date of receipt of delivery of the message sent to their email box, under the terms provided in the Code of Administrative Procedures.

## **7. Composition of the Selection Committee:**

**CHAIR** - Doutor João Bernardo de Sena Esteves Falcão e Cunha, Director and Full Professor at the Faculty of Engineering of the University of Porto, in the use of delegated competence

by order published in the *Diário da República*.

### **Members:**

Doutora Maria Inês Camarate de Campos Lynce de Faria, Full Professor, Instituto Superior Técnico (IST) da Universidade de Lisboa; Doutor Luis Filipe Barbosa de Almeida Alexandre, Full Professor, Faculdade de Engenharia da Universidade da Beira Interior;

Doutor José Júlio Alves Alferes, Full Professor, Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa;

Doutor Paulo Jorge Freitas de Oliveira Novais, Full Professor, Departamento de Informática da Escola de Engenharia da Universidade do Minho;

Doutor Luis Filipe Barbosa de Almeida Alexandre, Full Professor, Faculdade de Engenharia da Universidade da Beira Interior;

Doutor Rui Filipe Lima Maranhão de Abreu, Full Professor, Faculdade de Engenharia da Universidade do Porto;

Doutor João Manuel Paiva Cardoso, Full Professor, Departamento de Engenharia Informática da Faculdade de Engenharia da Universidade do Porto;

Doutor Luís Paulo Gonçalves dos Reis, Associate Professor, Faculdade de Engenharia da Universidade do Porto.

9. In accordance with Joint Order n. 373/2000, of 31 March, issued by the Minister for Reform of Government and Public Administration and the Minister for Equality, we state that: «In compliance with paragraph h) of article 9 of the Portuguese Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities among men and women to access employment and in their professional progress, taking strict measures to avoid any type of discrimination.»

25 th February 2021. — O Vice -Reitor, *Prof. Doutor José Manuel Pereira Dias de Castro Lopes.*