

NOTICE 826/2024

Professor Ana Maria Cunha Ribeiro dos Santos Ponces Camanho, Associate Professor at the Faculty of Engineering of the University of Porto, and Vice-Rector of the same University:

Be it known that, by my order dated May 29, 2024, under the delegated authority of Order No. 9493/2022, published in the Diário da República, 2nd series, No. 148, on August 2, and for a period of 30 working days, starting from the first working day following the publication of this notice in the Diário da República, a documentary competition for an Assistant Professor in the disciplinary area of Biological Sciences and Environment, to perform duties at the Cell Biology Laboratory of the Microscopy Department of the Abel Salazar Institute of Biomedical Sciences of this University, is hereby opened.

The general duties to be performed will be in accordance with the Statute of the University Teaching Career (ECDU), as amended by Decree-Law No. 205/2009, of August 31. In addition to the general duties, the successful candidate is expected to possess the skills and profile suitable for teaching primarily protistology, zooplankton, and parasitology of aquatic animals, and to develop research and extension activities with a special focus on parasitology of aquatic animals.

1. Applicable Legal Provisions

Articles 37 to 51, 61, and 62-A of the Statute of the University Teaching Career (ECDU), republished by Decree-Law No. 205/2009, of August 31, and amended by Law No. 8/2010, of May 13, and the Regulation of Competitions for Recruitment of Full, Associate, and Assistant Professors of the University of Porto (hereinafter referred to as the Regulation), approved by Order No. 12913/2010, published in the Diário da República, 2nd series, No. 154, of August 10, and amended by Resolution (extract) No. 380/2019, published in the Diário da República, 2nd series, No. 64, of April 1.

2. Requirements for Administrative Admission to the Competition

Under the terms of Article 41-A of the ECDU, only holders of a Ph.D. degree may be admitted to this competition. If the Ph.D. was awarded by a foreign higher education institution, it must be recognized by a Portuguese higher education institution, in accordance with the provisions of Decree-Law No. 66/2018, published in the Diário da República, 1st series, No. 157, of August 16. This formality must be completed by the end of the application period.

3. Approval in Absolute Merit

3.1. If there are no grounds for rejection of applications, the Jury will deliberate on their approval or disapproval in absolute merit by justified nominal voting, with no abstentions allowed.

3.2. A candidate is considered approved in absolute merit if approved by an absolute majority of the voting jury members.

3.3. Approval in absolute merit depends on possessing a global curriculum that the jury considers to have scientific and pedagogical merit, research capacity, and activity compatible with the disciplinary area for which the competition is open and appropriate to the respective teaching category, as documented in the information presented for the competition.

3.4. For the purposes of the evaluation referred to in the previous point, a favorable vote must be based on the cumulative fulfillment of the following qualitative and quantitative criteria:

- a) Possess a Ph.D. in a disciplinary area compatible with that of the competition;
- b) Have published at least 40 articles on topics compatible with the duties to be performed, in Q1 to Q3 international journals (according to the Scimago Journal & Country Rank), being the first or last author in at least 20 of these articles;
- c) Have at least 400 citations of published works, according to the Scopus database;
- d) Have supervised or co-supervised at least 1 Ph.D. thesis or 3 non-integrated Master's dissertations successfully completed, with themes fitting the disciplinary area of the competition;
- e) Have teaching experience in university curricular units compatible with teaching in protistology, zooplankton, or parasitology of aquatic animals;
- f) Have been/are Principal Investigator in at least one project with competitive funding at the national or international level, compatible with the disciplinary area of the competition.

4. Evaluation and Ranking in Relative Merit

Once the candidates approved in absolute merit have been definitively identified, they will be ranked in relative merit based on the aspects and criteria of ranking, respective weighting, and final scoring system, established in accordance with the provisions of Article 50, paragraph 6 of the ECDU and Article 16 of the Regulation.

4.1. Evaluation Methodology

Candidates approved in absolute merit will undergo a curriculum evaluation, considering the general functions assigned to university teachers by Article 4 of the ECDU, focusing on the aspects and respective criteria identified below.

4.2. Evaluation Aspects

Without prejudice to the minimums identified in the subparagraphs of point 3.4 of this notice, the evaluation of candidates will focus on the following aspects and Project, with curricular aspects in the disciplinary area for which the competition was opened being relevant:

- a) Scientific Merit (VMC) – 50%;
- b) Teaching Experience and Pedagogical Merit (VEMP) – 30%;
- c) Other activities relevant to the institution's mission (VOA) – 5%;
- d) Scientific-pedagogical and extension project for career development (PCPEDC) – 15%.

4.3. Evaluation Criteria

The criteria to be considered in the evaluation of each aspect and project identified in the previous point and the weighting to be attributed to each in the final classification are detailed below, without prejudice to the minimums identified in point 3.4 of this notice, if applicable:

4.3.1. Criteria for evaluating the Scientific Merit aspect (VMC) – 50%

4.3.1.1 MC1 – Scientific Production (40%): Quantity and quality of scientific publications in the area in which the competition is open, with special emphasis on those about aquatic protists and parasitology of aquatic animals, namely:

- i) books and book chapters (with ISBN or ISSN), especially those of international circulation;
- ii) complete and review articles in journals indexed in the Scopus database, considering the best positioning of these journals in their indexing area (according to the Scimago Journal & Country Rank);
- iii) other publications indexed in the Scopus database;
- iv) other non-indexed publications in the Scopus database. More value will be given to works where the candidate is the corresponding author or is first or last in the author list.

4.3.1.2 MC2 – Scientific Intervention (10%):

a) Formation of scientific teams and implementation of R&D projects. Ability to create, organize, lead, and integrate scientific teams. Leadership and participation in scientific projects funded within the disciplinary area in which the competition is open, with special emphasis on projects related to parasitology of aquatic animals. Considering the duties to be performed in the

Department of Microscopy, laboratory skills in optical and transmission electron microscopy, duly documented, will be additionally valued;

b) Scientific intervention and recognition in the scientific community. Communications at conferences and other scientific meetings, invited lectures, organization of conferences and other scientific meetings; activities of intervention and recognition such as: editor of international and national journals; scientific committee of journals and international and national scientific meetings; evaluation of scientific articles at the request of indexed journals; participation in the evaluation of project proposals and grants; jury of academic or professional exams and competitions;

c) Supervision of postgraduate students. Supervision and co-supervision of non-integrated master's dissertations and doctoral theses within the disciplinary area of the competition, with special emphasis on works in protistology, zooplankton, and parasitology of aquatic animals.

4.3.2. Criteria for evaluating the Teaching Experience and Pedagogical Merit aspect (VEMP) – 30%

4.3.2.1 EMP1 – Teaching activity and pedagogical production, documented (20%):

Years of teaching experience considering the teaching load (total number of hours each academic year), pedagogical coordination (regency/co-regency of curricular units), and produced teaching materials, in curricular units within the disciplinary area of the competition, with special emphasis on activities in protistology, zooplankton, and parasitology of aquatic animals, considering the priority curricular units to be taught at ICBAS.

4.3.2.2 EMP2 – Implementation of pedagogical projects (10%):

a) Coordination and dynamization of new pedagogical projects: creation of new curricular units and new programs of curricular units, participation in the creation of new courses or study programs, reformulation of existing curricular unit programs, participation in the reorganization of existing courses or study programs, as well as the implementation of projects with an impact on the teaching-learning process within the disciplinary area of the competition, with special emphasis on protistology, zooplankton, and parasitology of aquatic animals;

b) Formal supervision of projects and internships (with a minimum of 5 ECTS and included in the curriculum plan) of undergraduate students or integrated master's dissertations, within the disciplinary area of the competition, with special emphasis on protistology, zooplankton, and parasitology of aquatic animals.

4.3.3. Other activities relevant to the institution's mission (VOA) – 5%:

University management positions, including research centers, coordination tasks, and participation in scientific dissemination initiatives for various audiences and other types of activities open to the community, and other activities relevant to the competition context.

4.3.4. Scientific-pedagogical and extension project for career development (PCPEDC) – 15%:

Original and innovative scientific-pedagogical project, which should contain:

- i) teaching and pedagogical innovation in the areas of the competition;
- ii) development perspectives for the medium-term, of the candidate's scientific activity, integrating it into the scientific and pedagogical strategy of the Department and ICBAS, within the scope of the Laboratory of Cell Biology of the Microscopy Department.

4.3.4. Scientific-Pedagogical and Extension Project for Career Development (PCPEDC) (15%)

Scientific-pedagogical and extension project that the candidate proposes to develop in the coming years in the disciplinary area of the competition, with special relevance to its integration into the tasks to be performed and interactions in the Cell Biology Laboratory of the Microscopy Department at ICBAS, specifically in protistology, zooplankton, and parasitology of aquatic animals. The project should also consider the mission of the Abel Salazar Institute of Biomedical Sciences, particularly in the context of its nature and strategic plan under “One Health.”

5. Operation of the Jury

5.1. Candidate Scoring

Each jury member conducts a reasoned assessment, scoring each candidate on each aspect on a scale from 0 to 100 points, considering the criteria approved for each aspect, with a degree of rigor adjusted to the category for which the competition is open.

5.2. Final Result

The final result (FR) of each candidacy evaluation by each jury member is calculated using the following formula that weights the various curricular criteria:

$$FR=0.40\times MC1+0.10\times MC2+0.20\times EPP1+0.10\times EPP2+0.05\times VOA+0.15\times PCPEDC$$

This formula reflects the weights assigned to each criterion of the four aspects.

Following the individual reasoned assessment, each jury member constructs their ordered list of candidate evaluations, with which they participate in the votes leading to the decision and final ranking of candidates under point 4, ensuring there are no ties in the final classification.

5.3. Jury Deliberations

5.3.1. Any deliberation will result from Article 17, Paragraph 12 of the Regulation, applicable by Article 83-A of the ECDU, which approved the regulation for implementing the norms of that legal diploma, covering the procedural handling of competitions, including the evaluation and final classification system.

Consequently, under Article 17, Paragraph 12 of the said Regulation, the jury will deliberate by reasoned nominal voting based on the selection criteria adopted and disclosed for the approval and ranking of candidates, requiring an absolute majority for any decision, with abstentions not allowed.

5.3.2. Ranking Methodology

In various votes, each jury member must respect their ordered list, observing the following:

- a) The first vote aims to determine the candidate placed in 1st position, tallying the number of votes each candidate received for that position;
- b) If a candidate obtains an absolute majority of votes for the 1st position, they are placed in that position and removed from the scrutiny, initiating the process to choose the candidate for the 2nd position;
- c) If no candidate obtains an absolute majority of votes for the 1st position, a new vote begins only among candidates who received votes for the 1st position, after removing the candidate with the fewest votes for that position in the previous vote;
- d) If there is a tie between two or more candidates in the least voted position, a tie-breaking vote is held only among these, tallying the number of relative first positions of each, with the least voted being removed;
- e) If the tie persists between two or more candidates in the least voted position, but the number of tied candidates in the least voted position has been reduced compared to the previous voting round, a new tie-breaking vote is held only among the candidates tied in the least voted position, tallying the number of relative first positions of each, with the least voted being removed;
- f) If the tie persists between two or more candidates in the least voted position, without reducing the number of tied candidates in the least voted position compared to the previous voting round, the tie is broken by the President's casting vote or tie-breaking vote, as appropriate, with the

candidate voted by the President chosen to participate in the subsequent vote for the same position;

g) If there is a tie when only two or more candidates remain for the 1st position, the tie is broken by the President of the jury's casting vote or tie-breaking vote, as appropriate;

h) Once the candidate for the 1st position is chosen, they exit the voting, and the selection process for the candidate to be placed in the 2nd position begins, repeating the process outlined in the previous subpoints for subsequent positions until a single ordered list of all candidates is obtained.

6. Submission of Applications

6.1. Application Submission

Applications must be submitted exclusively on the ICBAS website at the following address: https://sigarra.up.pt/icbas/pt/CNT_CAND_GERAL.CONCURSOS_LIST by the deadline.

6.2. Application Documentation

Applications must include the following documents, under penalty of exclusion:

a) Application form (personal data and declarations), fully completed, dated, and signed, using the mandatory form available at UP Form;

b) Ph.D. certificate, except for cases where the Ph.D. was obtained at the University of Porto;

c) Proof of recognition of the Ph.D. awarded by a foreign higher education institution by a Portuguese higher education institution (if applicable);

d) Curriculum Vitae, containing all relevant information for the evaluation of the application, as well as for demonstrating compliance with the criteria set out in point 3 of this notice, considering the evaluation and ranking criteria in point 4.3. of this notice for the aspects and parameters of the evaluation;

e) Works mentioned in the submitted curriculum, with candidates highlighting up to five of the most representative works, particularly concerning their contribution to the development and progress of the disciplinary area in which the competition is open, with special relevance in Vertebrate Biology, Ichthyology, and Fisheries;

f) Scientific-pedagogical and extension project for career development within the mission of the institution/department that the candidate proposes to develop during the first five years, in the disciplinary area for which the competition is open, emphasizing aspects of protistology,

zooplankton, and parasitology of aquatic animals. The project should include: presentation of a scientific project specifying the main problems to which the candidate intends to dedicate or continue their future research, contextualizing them in the current state of the art in these areas, and describing systematically and succinctly the research strategies proposed to develop scientific activity and solve or contribute to solving the problems stated; presentation of a pedagogical project specifying how the candidate can contribute to the progress and development of the disciplinary area for which the competition is open and the study cycles in which the priority themes of the activity fit; specification of the university extension activities proposed to be developed; and the reasons and motivations for their choices, and their contribution to fulfilling the institution's mission, particularly for the tasks to be performed in the Cell Biology Laboratory and the Microscopy Department at ICBAS, including the international dimension.

6.3. Each of the documents mentioned in subpoint e) of point 6.2. of the competition notice must be submitted as an individual file and in full version on the Sigarra system. Documents can be combined into folders in a compressed format (zip, rar, 7z), but it is necessary to consider the system's upload limit, set at a maximum of 720MB per file or compressed folder. Each application can submit several files or compressed folders, each with the 720MB limit, with no limit on the total number of files/compressed folders submitted.

6.4. For the purposes of evaluating the applications, no documents whose access is provided through links will be considered, except those referring to publications with DOI, although the submission of these same documents in the Sigarra system is still mandatory, as defined in point 6.3. above.

6.5. The documents mentioned in point 6.2. should preferably be submitted in a non-editable format.

6.6. Non-compliance with 6.1. results in the exclusion of the application.

6.7. Failure to present or the late presentation of documents mentioned in subpoints a) to f) of point 6.2. results in the non-admission of the application.

7. Notifications and Audience of Interested Parties

7.1. The Human Resources Service of the Common Resources and Services Center of the University of Porto will notify candidates of the administrative admission or non-admission decision, based on compliance or non-compliance with the requirements stipulated in the current legislation and point 2 of this notice, and the conditions established regarding the application documentation referred to in point 6.2.

7.2. There will be an audience of interested parties, under the provisions of Articles 121 and 122 of the Administrative Procedure Code, for candidates not administratively admitted, those not

approved in absolute merit, and candidates ranked in a position on the candidate ranking list that cannot be filled in the competition. All candidates will be notified of the ratification of the final jury decision.

7.3. Notifications are made by email, under Articles 112, Paragraph 1, Subparagraph c) and 113, Paragraphs 5 and 6, of the CPA. The deadline for candidates to respond in writing is ten working days.

8. Composition of the Jury

President:

Dr. Henrique Cyrne de Carvalho, Full Professor and Director of ICBAS at the University of Porto, exercising delegated authority.

Members:

Dr. Maria Teresa Marques Ferreira, Full Professor at the Instituto Superior de Agronomia, University of Lisbon

Dr. Henrique Manuel Condinho da Silveira, Full Professor at the Institute of Hygiene and Tropical Medicine, Universidade Nova de Lisboa

Dr. Maria Ester Tavares Álvares Serrão, Full Professor at the Faculty of Science and Technology, University of Algarve

Dr. Gonçalo Jorge Pestana Calado, Full Professor at Universidade Lusófona

Dr. Mário Manuel Leite de Sousa, Full Professor at the Institute of Biomedical Sciences Abel Salazar, University of Porto

Dr. Eduardo Jorge Sousa da Rocha, Full Professor at the Institute of Biomedical Sciences Abel Salazar, University of Porto

Dr. Alexandre Manuel da Silva Lobo da Cunha, Full Professor at the Institute of Biomedical Sciences Abel Salazar, University of Porto

9. Additional Provisions

Joint Dispatch No. 373/2000, of March 31, by the Minister of State Reform and Public Administration and the Minister for Equality, mandates the inclusion of the following statement in entrance and promotion competitions:

"In compliance with item h) of Article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in employment and professional advancement, scrupulously ensuring the prevention of all forms of discrimination."

Therefore, terms such as "candidate(s)," "professor(s)," and other similar terms used in this notice are not meant to indicate the gender of individuals.

Similarly, no candidate shall be privileged, benefited, harmed, or deprived of any right or exempted from any duty based on, but not limited to, ancestry, age, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic or racial origin, place of origin, language, religion, political or ideological beliefs, or union affiliation.

May 29, 2024 – Vice-Rector, Professor Ana Maria Cunha Ribeiro dos Santos Ponces Camanho