

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

Following my Order issued on 17th April 2024, by delegated power under the Ordinance no. 9493/2022 published in the Official Gazette (Diário da República), 2nd series, no. 148 of 2nd August, this call for application 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. Applicable legal provisions**

Articles 37 to 51 and 62-A of the University Teaching Career Statute, republished by Decree-Law no. 205/2009, of 31 August, and amended by Law no. 8/2010, of 13 May; Regulation of Competitions for the Recruitment of Full, Associate and Assistant Professors of the University of Porto (abbreviated to Regulation), approved by Order no. 12913/2010, published in the Diário da República, 2nd series, no. 154, of 10 August 2010 and Deliberation (extract) no. 380/2019, published in the Diário da República. <sup>o</sup> 12913/2010, published in Diário da República, 2.<sup>a</sup> série, n.<sup>o</sup> 154, of 10 August 2010 and Deliberation (extract) n.<sup>o</sup> 380/2019, published in Diário da República, 2.<sup>a</sup> série, n.<sup>o</sup> 64, of 1 April.

### **2. Eligible candidates**

**2.1.** 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 Decree-Law no. 66/2018, published in the Official Gazette, 1st series, no. 157 of 16 August. This formality must be accomplished by the application deadline.*

### **3. Approval based on absolute merit**

**3.1** If there are no grounds for rejecting the applications, the Jury will decide whether or not to approve them on absolute merit, by justified roll-call vote, with no abstentions allowed.

**3.2** Approval in absolute merit depends on candidates having an overall curriculum vitae that the jury considers to be of scientific and pedagogical merit, research capacity and activity developed, compatible with the subject area for which the competition was opened and appropriate to the respective teaching category, as documented in the respective information submitted to the competition.

**3.3** For the purposes of the assessment referred to in the previous point, a favourable vote must be based on cumulative compliance with the following qualitative and quantitative circumstances or requirements:

- a) holding a PhD degree in the area of Informatics Engineering or another scientific area deemed appropriate, considering the scientific subareas\* of the Department of Informatics Engineering (DEI) of the Faculty of Engineering of the University of Porto (FEUP), and has a *curriculum* whose merit the Jury finds 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) having conducted significant research activities in the Intelligent Systems (“Sistemas Inteligentes”) scientific subarea\* of DEI in the 5 years period immediately before the date of this public notice (counted until the application deadline).
- c) holding a curriculum whose merit the Jury finds to hold high scientific and pedagogical level, research capability and developed activity compliant with the area and category for which the application is open;

## **AND**

A candidate is considered approved in absolute merit if they are approved by an absolute majority of the voting members of the jury, where the vote is considered favourable whenever the member of the jury recognises that the requirements in points a), b) and c) above have been met and has awarded a score of 50 or more, in accordance with the curriculum evaluation methodology and the way the jury works described in points 4 and 5.

The 5-year period referred to in point b) and point 4.2 may be extended by the jury, at the candidate's request, when justified by suspension of scientific activity for socially protected reasons, exclusively for reasons of parental leave. The extension will be one year per birth during the 5-year period, and the candidate must provide a birth certificate for each child or another official document establishing their link to the child.

(\*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. Evaluation and ranking based on relative merit**

Once the candidates approved on absolute merit have been definitively identified, they will be ranked on relative merit, based on the aspects and criteria for selection, the respective scores and the final evaluation system, established in accordance with the provisions of Article 50(6) of the ECDU and Article 16 of the Regulations.

### **4.1. Evaluation methodology**

Candidates approved on absolute merit will be subject to a curriculum evaluation, which may be complemented by a public presentation hearing, to which all candidates approved on absolute merit will be subject, aimed at clarifying aspects related to the curriculum and the scientific-pedagogical and extension programme, bearing in mind the

general duties assigned to university lecturers by article 4 of the ECDU, focusing on the aspects and respective criteria identified below.

#### **4.2. Curriculum evaluation dimensions**

*Curriculum* assessment focuses on the following dimensions, emphasizing the curricular aspects in the area of Informatics Engineering, in particular in the specific field the DEI's scientific subarea\* of Intelligent Systems ("Sistemas Inteligentes"), placing particular emphasis to the work developed in the past 5 years (counted until the application deadline), in the following dimensions:

- a) Scientific Merit ( $V_{MC}$ ) – activities of scientific research or technological development – 65%;
- b) Teaching Experience and Pedagogic Merit ( $V_{EMP}$ ) – teaching, student supervision and mentoring activities – 12%;
- c) Tasks of Outreach and Economic and Social Enhancement of Knowledge ( $V_{TC}$ ) – activities associated with university outreach, science dissemination, and economic and social enhancement of knowledge – 8%;
- d) Scientific/Pedagogical/Outreach and Economic and Social Enhancement of Knowledge Program (VPD) – 15%.

#### **4.3. Evaluation criteria**

The criteria to be taken into consideration when assessing each of the evaluation dimensions identified in the previous point and the weighting to be given to each of them in the final classification are detailed below.

When assessing quality, special emphasis should be placed on the selected contributions, according to how they fit into the strands of criteria 4.3.1, 4.3.2 and 4.3.3 (the submission of less than the number of selected contributions set out in each of the following subparagraphs is not a factor for exclusion):

- a) Selected 5+5 scientific papers: 6.2e) and 6.2f)

Quality and relevance of the 5 (five) scientific articles mentioned in the curriculum vitae submitted, published in the last 5 (five) years, which candidates consider to be the most representative of their research activity. To the articles submitted, candidates must add a summarised justification of their international scientific importance and a description of the candidate's contributions to each of these articles.

Quality and relevance of the five (5) scientific articles mentioned in the curriculum vitae that candidates consider to be the most representative of their research activity up to the date of submission of the competition documents. To the articles submitted, candidates must add a summarised justification of the international scientific importance and a description of the candidate's contributions to each of these articles.

- b) Selected 5 R&D projects: 6.2g)

Quality, relevance and contributions related to the 5 (five) R&D projects mentioned in the submitted curriculum vitae that the candidates consider to be the most representative. Candidates should describe the national/international relevance of each project, the funding organisation and the overall budget (and local budget if this does not coincide), the candidate's main contributions during the preparation of the proposal and during the execution of the project, the roles played by the candidate in each project and the main tasks he/she performed.

c) Selected 5 works/activities/contributions in teaching: 6.2h)

Quality, relevance, and contributions related to the 5 (five) most representative works/activities/contributions in teaching identified by the candidate in his/her *curriculum vitae*. For each contribution, the candidate must describe his/her major contributions and performed tasks.

d) Selected 5 courses taught: 6.2i)

Quality, relevance, and contributions related to the 5 (five) most representative courses taught by the candidate and identified in his/her *curriculum vitae*. For each course, the candidate must describe the major contributions and tasks performed and include an analysis of the results and of the student's assessment feedback.

e) Selected 5 outreach projects/works/activities of economic and social enhancement of knowledge: 6.2j)

Quality, relevance, and contributions related to the 5 (five) most representative outreach projects/works/activities of economic and social enhancement of knowledge in his/her *curriculum vitae*. For each contribution, the candidates must describe its national/international relevance and his/her main contributions.

#### **4.3.1. Criteria for assessing the Scientific Merit ( $V_{MC}$ ) dimension (65%)**

##### **4.3.1.1. CMC1 – Scientific production**

Quality and quantity of scientific production in the areas for which the recruitment process is open (books, journal articles, publications in conference proceedings, etc.) expressed by the number and type of publications, and by the recognition given to them by the scientific community (reflected in the quality of the scientific journals of the publications, the places of publication and presentation, and the number of citations made to them by other authors).

Special emphasis will be given to 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 - preferably ACM Transactions or IEEE Transactions. Clear preference will be given to publications in relevant journals and conferences that contribute to the development of the disciplinary area to which the competition relates, and especially in the DEI's scientific sub-area of Intelligent Systems (SINT)\*.

In assessing quality, particular emphasis should be given to the publications mentioned in 6.2 e) and 6.2 f).

The applications must include:

- description of the applicant's strategy and practices in terms of publications and choice of conferences/workshops/journals;
- clear identification of work published first at conferences/workshops and later in journals, resulting from extensions of articles;
- identification of the practices followed by the relevant scientific community regarding the ordering of the authors in the publications.

#### **4.3.1.2. CMC2 – 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.

When assessing quality, special emphasis should be placed on the projects mentioned in 6.2 g).

#### **4.3.1.3. CMC3– Involvement in the scientific and professional communities**

Ability to intervene in scientific and professional communities, expressed in particular by collaborating in the publication of journals, participating in organising committees and technical and scientific committees of international conferences, presenting guest lectures, participating in academic juries outside the institution itself and winning prizes and awards.

### **4.3.2. Criteria for evaluation of the Teaching Experience and Pedagogic Merit dimension ( $V_{EMP}$ ) (12%)**

#### **4.3.2.1. CEMP1 – Pedagogical projects**

Promoting new pedagogical projects (e.g., developing new curricular unit programmes, creating and coordinating new courses or study programmes, etc.) or reforming and improving existing projects (e.g., reformulating existing curricular unit programmes, participating in the reorganisation or existing study programmes), as well as carrying out projects with an impact on the teaching/learning process. Evidence of a link between teaching and research activity, namely the involvement of undergraduate students in research activities and the integration of master's students in research projects.

#### **4.3.2.2. CEMP2 – 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.

#### **4.3.2.3. CEMP3 – Teaching activity**

Experience, scope and quality of the teaching activity carried out by the candidate. Whenever possible, the assessment of the quality of the teaching activity carried out by the candidate should use the results of objective methods based on opinion surveys (pedagogical surveys) and peer evaluation.

### **4.3.3. Criteria for evaluation of the Tasks of Outreach and Economic and Social Enhancement of knowledge dimension ( $V_{TC}$ ) (8%)**

#### **4.3.3.1. CTC1 – Patents, intellectual property rights, and development of technical standards and regulations**

Authorship and co-authorship of patents, registration of ownership of intellectual property rights on methodologies, software, algorithms, computational methods and mathematical methods.

Participation in the development of technical standards and regulations.

#### **4.3.3.2. CTC2 – Consultancy services 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. The candidates must emphasize the scientific and technological aspects involved in these activities.

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 consider 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.

#### **4.3.3.3. CTC3 – Dissemination of science and technology**

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

#### **4.3.4. Criteria for evaluation of the Scientific, Pedagogic and Outreaching Program (VPD) (15%)**

Scientific, Pedagogic, and Outreaching Program, focused on a 5 (five) year period, in the scientific area of this call, in specific Intelligent Systems (“Sistemas Inteligentes”), scientific subarea of DEI, and the respective means of implementing it.

##### **4.3.4.1. CPD1 – Program for the development of scientific activity**

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

##### **4.3.4.2. CPD2 - Program for the development of pedagogical activity**

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

##### **4.3.4.3. CPD3 – Program for the development of the university outreach activity**

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

## **5. Procedural guidelines for the Selection Committee**

### **5.1. Candidates’ Score**

Each member of the jury will carry out an evaluation exercise, scoring each candidate on a scale of 0 to 100 points, rounded to the nearest tenth, taking into account the criteria approved for each area, with a degree of rigour appropriate to the category for which the competition is open.

The assessment of the merit of the various candidates in each of these areas must take into account the area in which the competition is open, with particular emphasis on activity in the DEI's scientific sub-area of Intelligent Systems (SINT).

## 5.2. Public Hearing

The jury has the opportunity to hold a public hearing, under equal circumstances, for all the candidates approved on absolute merit, intending to personally clarify the evaluation elements contained in the documentation submitted by the candidates.

If it is necessary to hold these public hearings, they will take place between the 30th and 70th day after the deadline for submitting applications, and all candidates will be informed by e-mail at least ten working days in advance of the date and place where these public hearings will take place.

## 5.3. Final Result

The Final Result (RF) of the assessment of each candidate by each member of the jury is calculated using the formula for weighting the various curricular aspects:

$$RF = (0,65*VMC) + (0,12*VEMP) + (0,08*VTC) + (0,15*VPD)$$

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

**Table 1. Weights associated with the dimensions and criteria of curricular assessment (AC)**

Dimension	Weight	Criteria
<b>V<sub>MC</sub></b> (Scientific Merit)	<b>0,65</b>	<b>CMC1</b> (Scientific production)
		<b>CMC2</b> (Coordination and implementation of research projects)
		<b>CMC3</b> (Involvement in the scientific and professional communities)
<b>V<sub>EMP</sub></b> (Teaching Experience and Pedagogic Merit)	<b>0,12</b>	<b>CEMP1</b> (Pedagogical projects)
		<b>CEMP2</b> (Production of teaching materials)
		<b>CEMP3</b> (Teaching activity)
<b>V<sub>TC</sub></b> (Tasks of Outreach and Economic and Social Enhancement of knowledge)	<b>0,08</b>	<b>CTC1</b> (Patents, registration, and ownership of rights...)
		<b>CTC2</b> (Consulting and study and development contracts)
		<b>CTC3</b> (Dissemination of science and technology)
<b>V<sub>PD</sub></b> (Development program)	<b>0,15</b>	<b>CPD1</b> (Program for the development of scientific activity)
		<b>CPD2</b> (Program for the development of pedagogical activity)
		<b>CPD3</b> (Program for the development of the outreach activity)

Following their assessment, each member of the jury draws up their ranked list of candidates, with which they participate in the votes that lead to the decision and the final ranking of the candidates under the terms of point 4, where there can be no tie between candidates in the final ranking.

#### **5.4. Deliberations of the Selection Committee**

Any decision will result from paragraph 12 of Article 17, of the Regulations for the Recruitment of Full, Associate and Assistant Professors of the University of Porto, applicable under Article 83-A of the ECDU, which determines its approval with a view to implementing the rules of that legal diploma, covering the procedural requirements of the calls for applications, namely the system of evaluation and final classification.

Consequently, under the terms of article 17, paragraph 12 of the aforementioned Regulations, the Selection Committee will deliberate by means of a nominal and reasoned vote based on the selection criteria adopted for the admission, selection and ranking of the candidates. An absolute majority is required for any deliberation, with abstentions not being allowed.

##### **5.4.1. Ranking methodology**

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 1st 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 Jury has or by a casting vote, according to the situation. The candidate voted by the President of the Jury 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 Jury 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 must be submitted exclusively on the FEUP website, at the following address: <http://www.fe.up.pt/concursos>, by the deadline.

### **6.2. Required application procedures and documents**

The application must be accompanied by the following documents, under penalty of exclusion from the competition:

- a) Mandatory application form, fully filled in, dated and signed, which is 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 public 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 PhD awarded by a foreign higher education institution, by a Portuguese higher education institution (if applicable);
- d) *Curriculum Vitae* containing all the relevant information for assessing the application, taking into account the selection and ranking criteria set out in paragraph 4 of this notice, namely information on scientific publications indexed in the ISI Web of Science, Google Scholar and SCOPUS databases, including citation indicators, excluding self-citations. The candidate must structure their CV in such a way as to facilitate the rapid and complete identification of their contribution, in the disciplinary area in which the competition is open, in each of the sub-sections of point 4.3.
- e) Identification of 5 (five) scientific articles mentioned in the curriculum vitae submitted, published in the last 5 (five) years, which the candidates consider to be the most representative of their research activity. To the articles submitted, candidates must add a summarised justification of the international scientific importance of each of these articles.
- f) Identification of 5 (five) scientific articles mentioned in the curriculum vitae that the candidates consider to be the most representative of their research activity up to the date of submission of the competition documents. To the articles submitted, candidates must add a summarised justification of the international scientific importance of each of these articles.
- g) Identification of 5 (five) R&D projects mentioned in the curriculum vitae submitted that the candidates consider to be the most representative, with the candidates describing their national/international relevance and their main contributions.

- h) Identification of 5 (five) works/activities/contributions in teaching mentioned in the curriculum vitae submitted that the candidates consider to be the most representative, describing their main contributions.
- i) Identification of 5 (five) curricular units taught mentioned in the curriculum vitae submitted that candidates consider to be the most representative, describing their main contributions.
- j) Identification of 5 (five) projects/works/activities for the economic and social valorisation of knowledge mentioned in the submitted curriculum vitae that the candidates consider most relevant.
- k) Scientific/pedagogical and outreach programme describing the research, teaching and university outreach activities that the candidate intends to carry out in the first five years after being hired as an Assistant Professor, in the area of Informatics Engineering and in particular in the scientific sub-area of Intelligent Systems (SINT) at DEI. The document corresponding to the scientific/pedagogical and outreach programme may not exceed 10 A4 pages (Times or Times New Roman font, minimum 10 points), except for the references section, and will be assessed under the VPD dimension;
- l) A letter of motivation that includes the candidate's motivation and intentions for future progress and development in the area of recruitment in question, in terms of teaching, R&D and university extension, and the economic and social valorisation of knowledge.

**6.3.** Each of the documents listed in points 6.2 e) to l) of this Notice must be submitted in an individual file and in full in the Sigarra system. The documents can be integrated into folders with a compressed format (zip, rar, 7z). However, it is necessary to take into account the system's limit for uploading, which is set at a maximum of 720MB per file or compressed folder. Each application may submit several compressed files or folders, each with a limit of 720 MB, and the total number of compressed files/folders submitted is not limited.

**6.4.** For the purposes of evaluating applications, any documents whose access is provided through links will not be considered, with the exception of those that refer to publications with DOI, maintaining, however, the requirement for submission of these same documents in the Sigarra system, as defined in point 6.3. above.

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

**6.6.** Failure to comply with the provisions of 6.1 above will result in exclusion from the application.

**6.7.** Failure to submit or late submission of the documents mentioned in 6.2 a) to l) above shall result in rejection of the application.

## **7. Notifications and requests for 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 the fulfilment or non-fulfilment of the conditions established in the current legislation and in paragraph 2 of this Notice, and the conditions established regarding the application instruction referred to in paragraph 6.2.

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

**7.3.** The notifications will be sent by email, pursuant to articles 112, no. 1, al. c) and 113, no. 5 and 6, of the CPA. The deadline for candidates to comment, in writing, is ten working days.

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

### **Chair:**

Doutor Rui Artur Bártolo Calçada, Diretor e Professor Catedrático da Faculdade de Engenharia da Universidade do Porto, no uso de competência delegada por despacho n.º 4271/2024, publicado no Diário da República, 2.ª série, n.º 77, de 18 de abril de 2024.

### **Members:**

Doutor Luís Miguel Parreira e Correia, Professor Catedrático da Faculdade de Ciências da Universidade de Lisboa;  
Doutor Arlindo Manuel Limede de Oliveira, Professor Catedrático do Instituto Superior Técnico da Universidade de Lisboa;

Doutor Luís Filipe Barbosa de Almeida Alexandre, Professor Catedrático da Universidade da Beira Interior;

Doutor Paulo Alexandre Ribeiro Cortez, Professor Catedrático da Universidade do Minho;

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

Doutor Carlos Miguel Ferraz Baquero-Moreno, Professor Catedrático da Faculdade de Engenharia da Universidade do Porto;

Doutor Pedro Nuno Ferreira da Rosa da Cruz Diniz, Professor Catedrático da Faculdade de Engenharia da Universidade do Porto.

## **9. Other provisions**

The Joint Order no. 373/2000, of 31st march, issued by the Minister for Reform of Government and Public Administration and the Minister for Equality, determines that the following mention must be included in entry and access calls for applications:

«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».

In this sense, the terms “candidate(s)”, “teacher(s)” and similar terms are not used in this public notice to refer to the gender of people.

Likewise, no candidate may be privileged, benefited, harmed or deprived of any right or exempted from any duty on any grounds, in particular of lineage, age, sexual orientation, marital status, family situation, economic situation, education, origin or social status, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic or racial origin, territory of origin, language, religion, political or ideological beliefs and trade union membership.

17th April 2024 – The Vice-Rector, *Professor José Manuel Pereira Dias de Castro Lopes*