

UNIVERSITY OF PORTO**PUBLIC NOTICE NO. 25/2023**

Professor Maria Joana Mesquita Cruz Barbosa de Carvalho, Associate Professor of the Faculty of Psychology and Education Sciences of the University of Porto and Vice-Rector of the University of Porto:

Following my Order issued on November 24 of 2022, by delegated power under the Ordinance no. 9493/2022 published in the Official Gazette (Diário da República), 2nd series, no. 148 of 2 August, this call for applications is published for one position of Assistant Professor to the disciplinary area of Education Sciences of the Faculty of Psychology and Education Sciences of the University of Porto. The application procedure will remain in force for a period of thirty business days as from the date immediately following the publication of this Notice in the Official Gazette.

If the University of Porto services are closed on the same day of the recruitment application deadline, the closest following working day will be considered for this effect.

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 by 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, 2nd Series, no. 154 of 10 August, and the Amendment Resolution (excerpt) no. 380/2019, published in the Official Gazette, 2nd 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 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 rejection of the applications, the jury will deliberate on their approval or non-approval in absolute merit, by a justified roll-call vote, with no abstentions being allowed;

3.2. A candidate is considered to have been approved in absolute merit if he/she is approved by an absolute majority of the voting members of the jury.

3.3. The candidates' approval in absolute merit depends on the appreciation of their scientific and pedagogical merit, research capacity, and activity developed, compatible with the disciplinary area for which the competition has been opened and suitable for the exercise of functions in the respective teaching category, as documented in information submitted to the tender.

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

- a) The candidate must hold a Doctorate in Education Sciences/Education;
- b) The candidate must have a curriculum vitae whose merit the members of the jury consider to be of an adequate scientific and pedagogical level in the area of Education Sciences, in the field of Curriculum and School Education, as well as a research capacity and experience compatible with the disciplinary area and category for which the competition is open.
- c) have a minimum of three publications as first author, in WoS or Scopus journals (being mandatory its clear identification on the curriculum), in the last 5 years;
- d) participation in nationally and/or internationally funded research projects (clearly identified in the curriculum vitae, indicating the funding source and the functions performed) in the last 5 years.

4. Evaluation and ranking by relative merit

Once the candidates approved in absolute merit have been definitively identified, they will be ranked in relative merit, based on the dimensions and ranking criteria, their respective weighting and the final evaluation system, in accordance with the provisions of paragraph 6 of Article 50 of the ECDU and Article 16 of the Regulations for the Recruitment of Full, Associate and Assistant Professors of the University of Porto.

4.1. Evaluation dimensions

The candidates approved in absolute merit are subject to a curricular evaluation, bearing in mind the general functions assigned to university professors by Article 4 of the ECDU.

This assessment will take into account the disciplinary area for which the competition is open, with preference being given to candidates in the field of Curriculum and School Education.

The evaluation in relative merit will take into consideration the curriculum of the candidates and will give particular relevance to the activity developed in the last 5 (five) years, in relation to the date of publication of this announcement.

4.2 Evaluation strands

Without prejudice to the minimums identified in the paragraphs of point 3.4 of this public notice, the evaluation of the candidates focuses on the following dimensions, and should highlight the curricular aspects in the disciplinary area for which the competition was opened:

- a) Scientific Merit (VMC) – 60%
- b) Pedagogical Merit (VMP) – 20%
- c) Merit of Management and University Extension (VMGEU) – 5%
- d) Career Development Plan (PDC) – 15%

4.3. Evaluation criteria

The criteria to be considered in the evaluation of each of the evaluation strands identified in the previous point and the weighting to be attributed to each of them in the final classification are as follows, without prejudice to the minima identified in point 3.4 of this announcement, if applicable:

4.3.1. Criteria for evaluation of the Scientific Merit (VMC) - 60%

This concerns the scientific activity appropriate to the needs of the contracting entity, desirably internationalised, in its conception, production and dissemination, as well as the exercise of specialised functions, valuing the social usefulness of this activity. The activities under evaluation in this competition take into account the time after the doctorate. In the assessment of the following parameters, special attention should be given to the activity developed in the last 5 years in the area of Education Sciences, in the field of Curriculum and School Education:

A.1. MC1 - Scientific Research (30%): The research work in the area is evaluated. In this context, the coordination and participation in research projects is also evaluated, taking into consideration the type of involvement of the researcher, the quality, quantity and relevance of the scientific work in the scope of this call, as well as the degree of internationalisation of the research activity.

A.2. MC2 - Scientific Publication (40%): The following products of scientific activity are assessed, in descending order of value: publication of articles in peer-reviewed journals with international dissemination indexed in databases; edition of special issues in peer-reviewed journals with international dissemination indexed in databases; publication of books and book chapters in prestigious publishers; publications in indexed proceedings and with peer-review. In evaluating this parameter the following will be taken into consideration: role of the researcher and scientific autonomy demonstrated; quality of the product and publications per year after completion of the doctorate; degree of internationalisation; use of different research designs; and relevance of the production. Candidates must highlight the three most relevant publications in their curriculum for consideration by the jury, which will include this assessment in its evaluation.

A.3. MC3 Dynamization of Scientific Activity (15%): The ability to coordinate and participate in research groups or networks in the area of Education Sciences is assessed. The following are assessed: supervision and co-supervision of Master's dissertations completed; supervision and co-supervision of PhD theses; participation in national and international juries of academic assessment; participation in the organisation of national and international scientific events; involvement as a member of scientific societies; membership of the editorial board of national and international journals; review of scientific publications in journals with international dissemination. In assessing this parameter, the quality and quantity of the activities will be taken into consideration, as well as their degree of internationalisation and relevance.

A.4. MC4 Other elements of scientific activity (15%): Participation in national and international congresses, conferences and seminars through oral and poster presentations; awards received for work carried out or supervised as well as grants and support obtained in competitive examinations; knowledge transfer actions; and participation in scientific consultancy processes. In the assessment of this parameter the quantity, the role played, the diversity of the activities and their relevance will be taken into consideration.

4.3.2. Criteria for evaluation of the Pedagogical Merit (VMP) – 20%

This criteria focus on pedagogic activity and its suitability to the needs of the contracting institution; it includes experience at different levels of higher education, leading to degrees or not, aimed at diversified audiences and articulated with scientific activity and other activities relevant to the contracting institution's mission. In the assessment of the following parameters, the activity developed in the last 5 years in the area of Education Sciences, in the field of Curriculum and School Education, will be taken into account:

B.1. MP1 - Teaching and participation in pedagogical projects (70%): This criterion values the involvement in pedagogical projects, teaching experience and activities of pedagogical maintenance or update, including the integration of recent publications or scientific research and the involvement in activities aimed at improving the teaching and learning processes. In the assessment of this parameter the diversity of the teaching experience will be taken into account in terms of the level of teaching (bachelor, master and doctoral degrees as well as continuing education actions duly credited) and the target public (students, teachers, researchers).

B.2. MP2 - Design of curricular units and involvement in the creation of courses (30%): It includes the participation in the (re)structuring of study plans, creation of curricular units and training actions, as well as the development of published pedagogical materials. In assessing this parameter, the number, nature and diversity of the projects and curricular units and their articulation with the scientific activity, as well as their relevance, should be taken into consideration.

4.3.3. Criteria for evaluation of the candidates' Merit regarding University Management and Outreach

(VEUG) - 5%.

The candidate's involvement in processes related to the third mission and provision of services to the community in the fields in which the competition is open, and institutional management is evaluated. In the evaluation of the following parameters the activity developed in the last 5 years will be taken into account:

C.1. EUG1 Provision of services and participation in community interventions (70%): The quantity and impact of university extension work is assessed, preferably in the local community, including consultancy services, participation in monitoring and evaluation teams of educational intervention projects, scientific dissemination activities for the general public and management of knowledge transfer platforms. In the assessment of this parameter the quantity and diversity of the activities will be taken into account, as well as their relevance to the fields of Education Sciences.

C.1. EUG2 Institutional management (30%): Participation in management bodies of institutions, courses and research networks and others of relevance. In assessing this parameter, the quantity, duration, nature, diversity and degree of internationalisation of the activities will be taken into consideration. Participation in working groups, committees and other forms of involvement or collaboration in the management of higher education institutions and courses is also assessed.

4.3.4. Career Development Plan (PDC) – 15%

The solidity, pertinence, general quality, and feasibility of the career development plan is evaluated, with special consideration to the capacity demonstrated to materialise an internationally relevant scientific production in the future, namely in the area of Curriculum and School Education, where there is likely to be a need for teaching services.

5. Procedural guidelines for the Jury**5.1. Candidate's Score**

Each member of the jury makes a reasoned assessment, scoring each candidate in relation to each dimension, on a scale from 0 to 100 points, rounded to the nearest tenth, taking into account the criteria approved for each dimension, with an adjusted degree of demand to the category for which the contest is open.

5.2. Public Hearing

The jury has the possibility of holding a public hearing, under the same circumstances for all candidates approved in absolute merit, with the purpose of personal clarification of the evaluation elements contained in the documentation submitted by them.

If there is a need to hold these public hearing, they will take place between the 30th and the 70th day following the deadline for submission of applications. All candidates will be informed by email, at least ten

working days in advance, of the date and place on which these public hearing will take place.

5.3. Final Result

The Final Result (FR) of the evaluation of each candidate by each member of the jury is calculated using the formula for weighting the different curricular dimensions:

$$\text{FR} = (0.60 \cdot \text{VMC}) + (0.20 \cdot \text{VMP}) + (0.05 \cdot \text{VMGEU}) + (0.15 \cdot \text{PDC})$$

which reflects the weights associated with each dimension, shown in Table 1 (annex).

Following their assessment exercise, each member of the jury builds their ordered 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.

5.4. Deliberations of the Jury:

5.4.1. 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 process of the tenders, namely the system of evaluation and final classification.

Consequently, under the terms of article 17, paragraph 12 of the aforementioned Regulations, the Jury 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.

5.4.2. The ranking methodology is as follows:

In the different votes, each member of the Jury 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 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 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 delivering

Applications must be submitted exclusively on the FPCEUP website, at the following address: https://sigarra.up.pt/fpceup/pt/CNT_CAND_GERAL.CONCURSOS_LIST , until the deadline.

6.2. Application Instruction:

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

- a) Mandatory application form, fully filled in and duly dated and signed, which is available at: 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 for cases corresponding to obtaining a doctorate degree at 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 the evaluation of the application, which must be organized according to the evaluation criteria in terms of relative merit of this competition and contained in point 4. of this notice;
- e) Career Development Plan, concerning the lines of research in the disciplinary area for which the competition is open to which the candidate intends to apply, specifically addressing the field of Education Sciences and the area of Curriculum and School Education, complying with the following requirements: presentation of the main problems to which the candidate intends to dedicate

his/her future research, contextualizing them in the current state of the art in these areas; systematized and succinct description of the research strategies that the candidate proposes to adopt in order to develop his/her research and solve or contribute to the resolution of the problems he/she proposes to solve; explanation of the reasons and motivations of his/her choices; contribution to the fulfilment of the institution's mission, concerning the development of teaching, including the international dimension; contribution to the fulfilment of the institution's mission, concerning the development of research, including the international dimension.

- f) A pdf document expressly indicating the works that the candidate considers to be the most representative of the activity carried out by him/her, up to a maximum of 3, to which a complete copy of each of these works should be attached.

6.3. Failure to comply with the provisions of paragraph 6.1., as well as the failure to submit or late submission of the documents referred to in paragraphs a) to f) of point 6.2, will determine the non-admission of the application.

7. Notifications 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 decision of administrative admission or non-admission to the call, which will be based on fulfilling or non-fulfilling 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 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, pursuant to articles 112, no. 1, al. c) and 113, no. 5, of the CPA.

The deadline for candidates to comment, in writing, is ten working days.

8. Composition of the Jury:

Chair:

Professor Pedro Jorge da Silva Coelho Nobre, Dean and Full Professor of the Faculty of Psychology and Education Sciences of the University of Porto

Members:

Professor Ana Amélia Costa da Conceição Amorim Soares de Carvalho, Full Professor, University of Coim-

bra;

Professor Ana Paula Viana Caetano, Associate Professor, University of Lisbon;

Professor António Augusto Neto Mendes, Associate Professor, University of Aveiro;

Professor José Augusto Pacheco, Full Professor, University of Minho

Professor Maria Amélia da Costa Lopes, Full Professor, University of Porto;

Professor Maria de Fátima Carneiro Pereira, Associate Professor, University of Porto.

9. Joint Order No. 373/2000, of 31 March, of the Minister for State Reform and Public Administration and the Minister for Equality, determines that the following mention must be made in admission and access contests:

“In compliance with subparagraph h) of article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in accessing employment and professional development, scrupulously providing to avoid any form 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 exempt from any duty on grounds, in particular, of ancestry, age, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, 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.

November 24th, 2022 – The Vice-Rector, *Prof. Maria Joana Mesquita Cruz Barbosa de Carvalho*

Annex I
Table 1. Weights of each dimension and corresponding criteria for the curricular evaluation (CE)

Dimension (0-100)	Weighting	Criteria (0-100)	Weighting
Scientific Merit (VMC)	0,60	Scientific Research (MC1)	0,30
		Scientific Publication (MC2)	0,40
		Dynamization of Scientific Activity (MC3)	0,15
		Other elements of scientific activity (MC4)	0,15
Pedagogical Merit (VMP)	0,20	Teaching and participation in pedagogical projects (MP1)	0,70
		Design of curricular units and involvement (MP2)	0,30
Merit of Management and University Extension	0,05	Provision of services and participation in community interventions (MGEU2)	0,70
		Institutional management (MGEU1)	0,30
Career Development Plan	0,15		0,15