

**University of Porto**  
**Notice No. 844/2025**

**Dr Maria Joana Mesquita Cruz Barbosa de Carvalho, Associate Professor with tenure at the Faculty of Sports Sciences of the University of Porto, Vice-Rector of the same University:**

I hereby announce that, by order of 23 April 2025, in the exercise of the powers delegated to me by Order No. 9493/2022, published in the *Diário da República*, 2nd series, No. 148 of 2 August, and for a period of 30 working days from the working day immediately following the publication of this notice in the *Diário da República*, a documentary competition is hereby opened for **one Assistant Professor** in the subject area of **Education Sciences**, in the Department of Education Sciences of the Faculty of Psychology and Education Sciences of the University of Porto.

If the deadline for applications falls on a day when the University of Porto is closed, the next working day shall be considered the deadline.

**1. Applicable legal provisions**

Articles 37 to 51, 61 and 62-A of the University Teaching Career Statute (ECDU), republished by Decree-Law No. 205/2009, of 31 August, and amended by Law No.

8/2010, of 13 May, and the Regulations for Competitions for the Recruitment of Full, Associate and Assistant Professors at the University of Porto (hereinafter referred to as the Regulations), approved by Order No. 12913/2010, published in the *Diário da República*, 2nd series, No. 154, of 10 August, and amended by Resolution (extract) No. 380/2019, published in the *Diário da República*, 2nd series, No. 64, of 1 April.

**2. Funding**

This call for applications is open under the FCT-Tenure Programme – 1st Edition, published through the Call for Applications (AAC) with reference PRR No. 02/CO6-iO6/2024 (application with reference 2023.14305.TENURE.019).

**3. Job Description**

**3.1. Scientific Area(s):** Education Sciences – Education and Cultures of Children or Young People

**3.2. Disciplinary Area(s):** Education Sciences

**3.3. Category:** Assistant Professor

**3.4. Number of vacancies:** 1 (one)

**3.5. Remuneration:** Scale 1, index 195 of the Assistant Professor category

### 3.6. Job description:

The Assistant Professor will be responsible for performing the duties set out in Article 4 and Article 5(3) of the ECDU, namely, and in accordance with the application best identified in point 2 of this notice:

- a) Teaching in the institution's training programme;
- b) Development of the career plan presented within the scope of education and cultures of children or young people;
- c) Coordination and participation in advanced research projects that contribute to the promotion of the internationalisation of the CIIE and the FPCEUP, namely through involvement in networks and working groups related to the focus of this position;
- d) Preparation of applications for funding from external entities with a view to developing research projects in the field of education and cultures of children or young people;
- e) Publishing research results through articles in peer-reviewed journals in the field of education and cultures of children or young people and presenting these results at scientific events and other contexts, namely civil society, contributing to the advancement of knowledge, practices and policies in the area of this competition;
- f) Collaboration in the development of training programmes for professionals working with children or young people, especially those in vulnerable situations;
- g) Supervision of undergraduate, master's and doctoral students, as well as post-doctoral researchers;
- h) Collaboration in the promotion of training and extension activities, as well as participation in other activities of the CIIE and the Department.

### 4. Administrative admission requirements for the competition

In accordance with Article 41-A of the ECDU, only those who hold a PhD degree may be admitted to this competition.

*If the PhD was awarded by a foreign higher education institution, it must be recognised 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 16 August. This formality must be completed by the time of hiring.*

### 5. Approval on absolute merit

**5.1.** If there are no grounds for rejecting applications, the Jury will decide on their approval or non-approval on absolute merit, by a justified roll-call vote, with no abstentions allowed.

**5.2.** Candidates who are approved by an absolute majority of the voting members of the jury shall be considered approved on absolute merit.

**5.3.** The approval of candidates on absolute merit depends on the possession of a comprehensive curriculum vitae that the jury considers to be of scientific and pedagogical merit, research ability and activity, compatible

with the subject area for which the competition was opened and appropriate to the respective teaching category, as documented in the information submitted for the competition.

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

- a) The candidate must hold a PhD in Education Sciences.
- b) The candidate must demonstrate experience of participation in nationally and/or internationally funded research projects in the field of Education Sciences, namely in Education and Cultures of Children or Young People (clearly identified in the CV, with express indication of the source of funding and the duties performed), since 1 January 2020;
- c) Authorship (as first author) of three articles in scientific journals indexed in Scopus/SCImago Journal Rank and/or Journal Citation Reports (JCR) in the field of Education Sciences and, in particular, in the field of Education and Cultures of Children or Young People.
- d) Proven experience in research and/or educational intervention, particularly in areas such as Education and Children's or Youth Cultures.

## **6. Assessment and ranking in relative merit**

Once the candidates approved on absolute merit have been definitively identified, they are ranked in relative merit, based on the aspects and criteria for ranking, their respective weighting and the final assessment system, established in accordance with the provisions of Article 50(6) of the ECDU and Article 16(

### **6.1. Assessment methodology**

Candidates approved on absolute merit are subject to a curriculum assessment, taking into account the general duties assigned to university teachers by Article 4 of the ECDU, focusing on the aspects and respective criteria identified below.

### **6.2. Aspects of the evaluation**

Without prejudice to the minimum requirements identified in point 5.4 of this notice, the evaluation of candidates will focus on the following aspects, highlighting the curricular aspects in the subject area for which the competition was opened, with special emphasis **on the sub-area/specific field of education and cultures of children or young people.**

- a) Scientific Merit (VMC) – 60%
- b) Pedagogical Merit (VMP) – 20%
- c) Management and University Extension Merit (VMGEU) – 10%
- d) Career Development Plan (VPDC) - 10%

### **6.3. Evaluation criteria**

The criteria to be taken into account in the evaluation of each of the evaluation aspects identified in the previous point and the weighting to be assigned to each of them in the final classification are those set out below, without prejudice to the minimums identified in point 5.4 of this notice, if applicable. The assessment of all aspects shall take into account the activity carried out in the field of **Education Sciences and, in particular, in the field of education and cultures of children or young people.**

### **6.3.1. Criteria for evaluating the Scientific Merit ( $V_{MC}$ ) aspect – 60%**

This concerns scientific activity appropriate to the needs of the contracting entity, which is intended to be internationalised, in terms of its design, production and dissemination, as well as the performance of specialised functions, valuing the social utility of this activity, with emphasis on activities within the aspects being evaluated in this competition, depending on the time elapsed since the PhD. In assessing the following parameters, the activity carried out will be taken into account, with particular emphasis on the last 5 years (in relation to the date of publication of this call) in the field of Education Sciences and, in particular, in the field of education and cultures of children or young people, for example inclusive education of children or young people; children's and youth cultures; educational pathways and mobility of children and young people; educational policies, social and spatial justice, and quality in the education of young people and children; research with children or young people in formal and non-formal education contexts and in urban or rural contexts; participatory research with children or young people and in socio-educational intervention projects involving them; rights and social protection of children or young people; digital cultures and participation of children or young people; territorialisation of education, childhood and youth policies; resilient schools and communities in working with children or young people; research and socio-educational work with migrant, refugee and minority children or young people.

**6.3.1.1. MC1 - Scientific Research (30%).** Research work in the area is evaluated. In this context, coordination and participation in research projects are also evaluated, taking into account the type of involvement of the researcher, the quality, quantity and relevance of the scientific work within the scope of this competition, as well as the degree of internationalisation of the research activity.

**6.3.1.2. MC2 - Scientific publication (40%).** Evaluation of scientific output, with particular emphasis on the last 5 years, taking into account the number and quality of scientific publications, as well as their relevance to Education Sciences and the field of education and cultures of children or young people, and paying particular attention to the three publications selected by the candidate. Thus, the following scientific activity products are evaluated in descending order of value: publication of articles in peer-reviewed journals with international dissemination indexed in databases (preferably Scopus; WoS; Qualis A); editing of special issues in peer-reviewed journals with international dissemination indexed in databases; publication of books and book chapters by prestigious publishers; publications in indexed and peer-reviewed proceedings. The assessment of this parameter will take into account: the role of the researcher and demonstrated scientific

autonomy; the quality of the product and publications per year after completion of the PhD; the degree of internationalisation; the use of different research designs; and the relevance of the output. Candidates should highlight the three most relevant publications in their CV for consideration by the jury, which will include this assessment in its evaluation.

**6.3.1.3. MC3 - Promotion of scientific activity (15%).** Assessment of coordination and participation in research projects, with particular emphasis on the last 5 years, considering coordination and involvement in national and international research project teams, the existence of competitive funding, as well as the type of participation, duration and nature of the activities carried out and the themes of the projects in which the candidate participated.

The ability to coordinate and participate in research groups or networks in the field of Education Sciences, particularly in the field of childhood and youth, is assessed. The supervision and co-supervision of completed master's theses; the supervision and co-supervision of doctoral theses; participation in national and international academic examination boards; participation in the organisation of national and international scientific events; involvement as a member of scientific societies; membership of the editorial board of journals with international and national circulation; review of scientific publications in journals with international circulation. In assessing this parameter, the quality and quantity of activities, their degree of internationalisation and relevance will be taken into account.

**6.3.1.4. MC4 - Other elements of scientific activity (15%).** Participation in national and international congresses, conferences and seminars through oral presentations and posters; awards received for work carried out or supervised, as well as scholarships and grants obtained in competitive competitions; knowledge transfer actions; and participation in scientific consulting processes will be evaluated.

In assessing this parameter, the quantity, role played, diversity of activities and their relevance will be taken into account.

### **6.3.2. Criteria for evaluating the Experience and Teaching Merit ( $V_{EMP}$ ) component – 20%**

This focuses on teaching activity and its suitability to the needs of the contracting entity, with emphasis on experience at various levels of higher education, whether or not leading to degrees, aimed at diverse audiences and linked to scientific activity and other activities relevant to the mission of the contracting institution. In assessing the following parameters, the activity carried out in the last 5 years (in relation to the date of publication of this notice) in the field of Education Sciences and, in particular, in the field of education and cultures of children or young people will be taken into account.

**6.3.2.1. MP1 - Teaching and participation in pedagogical projects (70%).** The involvement in pedagogical projects, teaching experience and pedagogical updating will be assessed, with emphasis on the integration of recent scientific publications or research and involvement in activities aimed at improving teaching and learning processes. The assessment of this parameter will take into account the diversity of teaching

experience in terms of the level of teaching (bachelor's, master's and doctoral degrees, as well as duly accredited continuing training activities) and the target audience (students, teachers, researchers).

**6.3.2.2. MP2 - Design of curricular units and involvement in the creation of courses (30%)**. Participation in the (re)structuring of study plans, creation of curricular units and training activities, as well as the development of published teaching materials will be assessed. In assessing this parameter, the number, nature and diversity of projects and curricular units and their links with scientific activity, as well as their relevance, will be taken into account.

**6.3.3. Criteria for evaluating the University Extension and Management Merit ( $V_{MGEU}$ ) – 10%**

**6.3.3.1. Provision of services and participation in community intervention projects (70%)**. The quantity and impact of extension work in the community, preferably university-related, are assessed, such as the provision of consultancy services, participation in teams monitoring and evaluating educational intervention projects, scientific dissemination activities for the general public, and the management of knowledge transfer platforms. The assessment of this parameter will take into account the quantity and diversity of activities, as well as their relevance to the field of Education Sciences.

**6.3.3.2. Institutional management (30%)**. Participation in management bodies of institutions, courses, research networks, and other relevant bodies will be evaluated. In assessing this parameter, the quantity, duration, nature, diversity, and degree of internationalisation of the activities will be taken into account. Participation in working groups, committees, and other forms of involvement or collaboration in the management of higher education institutions and courses will also be evaluated.

**6.3.4. Criteria for evaluating the Career Development Plan (VPDC) — 10%:**

The soundness, relevance, overall quality and feasibility of the career development plan are evaluated, with special consideration given to the demonstrated ability to achieve internationally relevant scientific output in the future, as well as the inclusion of the plan within the scope of teaching and university extension work. It should include the following sections: i) first section, with a reflection on the career path taken so far and the reasons for applying for the position, justifying the link with the themes of the position (motivation) (max. 1000 words); ii) second section, with a research project to be developed in the first three years of the position, presenting the main problems to which the applicant intends to devote their research, in line with the **field of education and cultures of children or young people**, and a detailed description of the main activities and tasks to be carried out, as well as explaining the relationship with a proposal for teaching work and the department's training offer. It should include: project title, summary, methodology and research plan, timetable, outputs and potential contribution to the internationalisation of the CIIE (maximum 3000 words); iii) third section, with a career development plan (maximum 7500 words) **(100%)**.

## 7. Functioning of the Selection Panel

### 7.1. Scoring of candidates

Each member of the jury makes a reasoned assessment, scoring each candidate in relation to each aspect on a scale of 0 to 100 points, rounded to the nearest tenth, taking into account the criteria approved for each aspect, with a level of requirement adjusted to the category for which the competition is open.

### 7.2. Public hearing

The jury may hold public hearings, under the same conditions for all candidates approved on the basis of absolute merit, for the purpose of personal clarification of the assessment elements contained in the documentation submitted by them.

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

### 7.3. Final Result

The Final Result (RF) of each candidate's evaluation by each member of the jury is calculated using the weighting formula for the various aspects of the curriculum:

$$RF = (0.6 * V_{MC}) + (0.2 * V_{MP}) + (0.1 * V_{MGEU}) + (0.1 * V_{PDC})$$

which reflects the weights associated with each aspect.

Following the individual assessment, each member of the jury draws up their own ranked list of candidates, which they use to vote on the final decision and ranking of candidates in accordance with point 6. There can be no tie between candidates in the final ranking.

### 7.4. Jury deliberations

**7.4.1.** Any deliberation shall result from Article 17(12) of the Regulations, applicable pursuant to Article 83-A of the ECDU, which determined its approval with a view to implementing the rules of that legal instrument, covering the procedural steps of competitions, namely the evaluation and final ranking system.

Consequently, pursuant to Article 17(12) of the aforementioned Regulations, the jury shall deliberate by means of a roll-call vote based on the selection criteria adopted and disclosed for the approval and ranking of candidates, with an absolute majority required for any decision and abstentions not permitted.

### 7.4.2. Ranking methodology

In the various votes, each member of the jury must respect their ranking list, observing the following in the votes:

- a) the first vote is intended to determine the candidate placed in 1st place, counting the number of votes each candidate obtained for that place;
- b) if a candidate obtains an absolute majority of the votes for 1st place, they are placed in that position and removed from the ballot, and the procedure to choose the candidate who will occupy 2nd place begins;

- c) if no candidate obtains an absolute majority of the votes for 1st place, a new ballot is held, only among the candidates who obtained votes for 1st place, after removing the candidate with the fewest votes for that place, and the procedure to choose the candidate who will occupy 2nd place begins., a new ballot shall be held only among the candidates who obtained votes for the 1st place, after removing the candidate with the fewest votes for that place in the previous ballot;
- d) if there is a tie between two or more candidates in the position of least voted, a tiebreaker vote shall be held only between them, counting the number of first positions relative to each one, and removing the least voted candidate;
- e) if the tie persists between two or more candidates in the least voted position, but the number of candidates tied for the lowest number of votes has been reduced compared to the previous round of voting, a new tiebreaker vote shall be held only between the candidates tied for the lowest number of votes, counting the number of first positions relative to each candidate, and the candidate with the fewest votes shall be removed;
- f) if the tie persists between two or more candidates in the lowest-voted position, without the number of candidates tied in the lowest-voted position having been reduced in relation to the previous round of voting, the tie shall be broken by the casting of a deciding vote by the President or by the exercise of the casting vote, as applicable, with the candidate voted for by the President being 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 first place, the tie shall be broken by the casting of a deciding vote by the President of the jury or by exercising the casting vote, as applicable;
- h) once the candidate for 1st place has been chosen, they are removed from the voting and the procedure for choosing the candidate for 2nd place begins, repeating the process referred to in the previous paragraphs for the subsequent places until a single ranked list of all candidates is obtained.

## **8. Submission of applications**

### **8.1. Submission of applications**

Applications must be submitted exclusively on the FPCEUP website, at the following address: [https://sigarra.up.pt/fpceup/pt/CNT\\_CAND\\_GERAL.CONCURSOS\\_LIST](https://sigarra.up.pt/fpceup/pt/CNT_CAND_GERAL.CONCURSOS_LIST) , by the deadline.

### **8.2. Application requirements:**

Applications must be accompanied by the following documents:

- a) Application form (personal details and declarations), fully completed, dated and signed, in accordance with the mandatory form available at:

[https://sigarra.up.pt/up/pt/conteudos\\_geral.ver?pct\\_pag\\_id=1004282&pct\\_parametros=p\\_pagina=1004282&pct\\_grupo=3123&pct\\_grupo=2013&pct\\_grupo=2015&pct\\_grupo=2461#2461](https://sigarra.up.pt/up/pt/conteudos_geral.ver?pct_pag_id=1004282&pct_parametros=p_pagina=1004282&pct_grupo=3123&pct_grupo=2013&pct_grupo=2015&pct_grupo=2461#2461);

- b) Doctorate certificate, except for cases corresponding to the award of a Doctorate degree from the University of Porto;
- c) Proof of recognition of the Doctorate awarded by a foreign higher education institution, by a Portuguese higher education institution (if applicable);
- d) *Curriculum Vitae*, in Portuguese, containing all information relevant to the evaluation of the application, as well as demonstrating compliance with the criteria set out in point 5 of this notice, taking into account the evaluation and ranking criteria set out in point 6.3. of this notice for the aspects and parameters of the evaluation;
- e) Works mentioned in the curriculum vitae submitted, which prove that the requirements of point 5 are met and allow for the evaluation of the criteria set out in point 6.3 of this notice.
- f) Document indicating the three publications that candidates consider most representative of their work, stating the reasons for highlighting the selected documents;
- g) File with the career development plan in Portuguese.

**8.3.** Each of the documents indicated in point 8.2(e) of the competition notice must be submitted in a separate file and in full **in the Sigarra system**. Documents may be integrated into compressed folders (zip, rar, 7z), but the system upload limit of 720MB per file or compressed folder must be taken into account. Each application may submit several files or compressed folders, each with a limit of 720 MB, with no limit on the total number of files/compressed folders submitted.

**8.4. For the purposes of evaluating applications, no documents** accessed via *links* will be considered, with the exception of those referring to publications with a DOI.

**8.5.** The documents mentioned in point 8.2. should preferably be submitted in a non-editable format.

**8.6.** Failure to comply with the provisions of 8.1 will result in the exclusion of the application.

**8.7.** Failure to submit or late submission of the documents referred to in points a), b) and d) to g) of paragraph 8.2 will result in the application not being accepted.

## **9. Notifications and hearing of interested parties**

**9.1.** The Human Resources Department of the Resource and Common Services Centre of the University of Porto shall notify candidates of the decision on their admission or non-admission to the competition, which shall be based on compliance or non-compliance with the requirements laid down in the legislation in force and in paragraph 4 of this notice, and with the conditions laid down in paragraph 8.2 regarding the application procedure.

**9.2.** A hearing will be held for interested parties, in accordance with Articles 121 and 122 of the Administrative Procedure Code, for candidates who have not been admitted administratively, those who have not been

approved on absolute merit, and candidates ranked on the list of candidates who cannot be appointed to the position advertised. All candidates shall be notified of the approval of the final decision of the selection board.

**9.3.** Notifications shall be made by email, in accordance with Articles 112(1)(c) and 113(5) and (6) of the CPA. Candidates have ten working days to respond in writing.

## **10. Composition of the Jury**

### **Chair:**

Professor Pedro Jorge da Silva Coelho Nobre, Director of the Faculty of Psychology and Educational Sciences of the University of Porto, acting under the authority delegated by Order No. 4444/2025, published in the *Diário da República*, 2nd series, No. 70, of 9 April.

### **Permanent members:**

**Professor Mariana Teresa Gaio Alves, PhD**, Professor at the Institute of Education of the University of Lisbon;

**Professor Natália Fernandes, PhD**, Associate Professor at the Institute of Education of the University of Minho;

**Professor Teresa de Jesus Seabra de Almeida, PhD**, Associate Professor at ISCTE – University Institute of Lisbon;

**Professor Maria Manuela Martinho Ferreira, PhD**, Associate Professor at the Faculty of Psychology and Educational Sciences of the University of Porto;

**Professor Carla Sofia Marques da Silva**, Associate Professor at the Faculty of Psychology and Educational Sciences of the University of Porto.

### **Alternate members:**

**Professor Armando Paulo Ferreira Loureiro**, Associate Professor with Aggregation from the University of Trás-os-Montes and Alto Douro;

**Professor Maria Assunção Folque**, Associate Professor at the School of Social Sciences of the University of Évora;

**Professor José Augusto Branco Palhares**, Associate Professor at the Institute of Education of the University of Minho;

**Professor Maria Cristina Tavares Teles da Rocha**, Associate Professor with Aggregation from the Faculty of Psychology and Educational Sciences of the University of Porto;

**Professor Tiago Guedes Barbosa do Nascimento Neves**, Associate Professor at the Faculty of Psychology and Educational Sciences of the University of Porto.

## 11. Other provisions

Joint Order No. 373/2000, of 31 March, of the Minister for State Reform and Public Administration and the Minister for Equality, establishes that the following statement must be included in entrance and access competitions:

‘In compliance with Article 9(h) of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, taking scrupulous care to avoid any form of discrimination.’

In this sense, the terms ‘candidate(s)’, ‘teacher(s)’ and other similar terms are not used in this notice to refer to the gender of persons.

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

23 April 2025 – The Vice-Rector, Professor Maria Joana Mesquita Cruz Barbosa de Carvalho