

UNIVERSIDADE DO PORTO
PUBLIC NOTICE NO. 1450/2021

Pedro Nuno Simões Rodrigues, Associate Professor of the Institute of Biomedical Sciences Abel Salazar of the University of Porto and Vice-Rector of the same University:

Following my order issued on 16 november 2021, by delegated power under Ordinance no. 8378/2021, published in the Official Gazette (*Diário da República*), 2nd series, no. 164 of 24 August, a call for applications is published for one Assistant Professor in the disciplinary areas of Physics and Engineering Physics, of the Faculty of Sciences of the University of Porto. This call will remain in force for a period of thirty business days counting from the date immediately following the publication of this note in the Official Gazette. If the University of Porto is closed on the day of the application deadline, the closest following working day will be considered for this effect.

1 — Applicable legal provisions

Articles 37 to 51, 61 and 62-A of the University Teaching Career Statute (ECDU – Estatuto da Carreira Docente Universitária), republished in the 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.

2 — Administrative admission requirements

2.1 — Under the provisions of article 41-A of ECDU, all candidates applying to this call must hold a doctoral degree.

If the doctoral degree was awarded by a foreign higher education institution, it must be recognised 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.

2.2 — Good command of spoken and written Portuguese. Candidates of foreign nationality, except those from countries with Portuguese as official language, must submit proof of command of spoken and written Portuguese at level B1 or higher. This requirement must be officially recognised through a certificate or diploma of Portuguese language competence according to the Council of Europe's Common European Framework of Reference (CEFR).

3 — Evaluation and ranking criteria and methodology

3.1. Admission based on absolute merit

The admission of candidates is contingent on approval in absolute merit, obtained by absolute majority in a roll call vote by the members of the Selection Committee present at the evaluation meeting, no abstentions being allowed and nominal justifications being required.

Approval in absolute merit requires the fulfillment of these two conditions:

- holding a Doctorate in Physics, Engineering Physics, Astronomy or another field related to the recruiting areas;
- exhibiting curricular evidence of capacity to promote research and advanced education in Physics (experimental condensed matter and materials, theoretical condensed matter, statistical physics, quantum and non-linear optics, gravitation and cosmology, quantum fields and particles theory, geophysics) or Engineering Physics (optoelectronics and lasers, micro-nano manufacturing, materials and sensors, medical physics, instrumentation).

3.2. Vectors and criteria for evaluation and ranking by relative merit

Candidates approved in absolute merit shall be ranked by relative merit using a curricular evaluation method, taking into account the functions attributed to university professors by article 4 of ECDU, and in accordance with no. 6 of article 50 of ECDU and article 16 of the Regulations for the Recruitment of Full, Associate and Assistant Professors of the University of Porto.

The curricular evaluation is carried out in the following vectors:

- a) Scientific Merit
- b) Pedagogical Merit
- c) Merit in other relevant activities
- d) Scientific-Pedagogical Project

For each vector a set of criteria is next described.

In Annex I can be found the weights applicable to criteria and vectors in order to obtain the global classification used for the ranking, as detailed in point 4.

3.2.1. Criteria for evaluating the Scientific Merit

3.2.1.1. *Scientific production.* Quality of the scientific production that is relevant for the recruiting area (books, journal articles, articles in conference proceedings, chapters in collective books, prototypes or patents), gauged by the type and quality of the publication venues and references made by other authors, and by the potential impact of the prototypes or patents.

3.2.1.2. *Scientific projects*. Importance of the participation in scientific projects with relevance for the recruiting area and financed on a competitive basis, assessing the level of coordination, the obtained budget, the difficulty of the competition, and available evaluations.

3.2.1.3. *Scientific teams*. Ability to create, organise and lead scientific teams, including supervision of researchers in post-doctoral, doctoral or master-level research work.

3.2.1.4. *Scientific recognition*. Level of recognition by the scientific community, expressed namely through the collaboration as journal editor or article reviewer, participation in program committees of scientific events, roles in organisations, presentation of invited lectures, participation in academic committees, and prizes awarded.

3.2.2. Criteria for evaluating the Pedagogical Merit

3.2.2.1. *Teaching activity*. Experience and quality of the teaching activity in courses in the recruiting area, considering its scope and diversity as well as any objective data based on pedagogical inquiries.

3.2.2.2. *Pedagogical Projects*. Involvement in novel educational projects (new programme or course proposals), pedagogical improvement projects (reformulation of existing programmes or courses) or other projects impacting on the teaching/learning process.

3.2.2.3. *Pedagogical Material*. Quality and innovation of produced pedagogical material, valuing pedagogical articles in prestiged international journals or conferences.

3.2.3. Criteria for evaluating the Merit in other relevant activities

3.2.3.1. *Consulting and services provision*. Coordination and participation in consulting and services provision activities for enterprises or the public sector. Coordination and participation in providing professional training or scientific specialization for enterprises or the public sector.

3.2.3.2. *Knowledge dissemination*. Coordination and participation in science dissemination initiatives, for both the scientific community (e.g. organisation of congresses and conferences) and the general public. Publications aiming at knowledge and science communication.

3.2.4. Criteria for evaluating the Scientific-Pedagogical Project

The application document demanded in item d) of point 5.2 is evaluated according to these two criteria:

3.2.4.1. *Potential of the contribution*. Value for the recruiting entity of the planned and plausible contributions of the candidate regarding research, teaching and other dimensions.

3.2.4.2. *Coherence and vision*. Adequacy of the plan to previous activity, capacity to frame it in the local and global context of the recruiting area, and expositive maturity.

4 — Procedural guidelines for the Selection Committee

4.1. Candidates' score

Each member of the Selection Committee performs its evaluation of each candidate by attributing scores to each of the criteria of each vector, on a scale of 0 to 100 points, and then applies the weights specified in Annex I to obtain the scores of each vector as a weighted average of its criteria's scores, and the global score as a weighted average of the vectors' scores, with rounding to one decimal.

4.2. Final Result

The evaluation being complete, each member of the Selection Committee constructs the ordered list of candidates according to their global scores, to be used for the member's votes leading to the final ranking of the candidates.

4.3. Deliberations of the Selection Committee

4.3.1. Any decision will result from article 17, no. 12, of the Regulations for the Recruitment of Full, Associate and Assistant Professors of the University of Porto, applicable under article 83-A of ECDU, which determined the approval of said Regulations in order to implement ECDU's rules covering the procedures of the contests, namely the evaluation system and the final classification.

Therefore, under the terms of article 17, no. 12, of the abovementioned Regulations, the Selection Committee will deliberate by means of a nominal vote based on the selection criteria adopted for the admission and ranking of the candidates. An absolute majority of votes is required for any deliberation and abstentions are not allowed.

4.3.2. Ranking methodology

In each voting round each member of the Selection Committee must respect his/her ranking list, and the following must be observed:

- a) the first voting round is intended to determine which candidate is placed first, by counting the number of votes each candidate receives for that place;
- b) if a candidate obtains an absolute majority of votes for the first place, he/she is placed in that position and removed from the roll, and the procedure restarts to choose the candidate who will be positioned in second place;
- c) if no candidate obtains an absolute majority of votes for the first place, a new voting round is held just among the candidates who received votes for the first place, upon removal of the least voted candidate in the previous round for that place;
- d) if there is a tie between two or more candidates with the least amount of votes, a tiebreak voting round is held among them, by counting the number of first relative positions and removing the

least voted;

- e) if a tie subsists among the least voted candidates but their number was reduced relative to the latest round, a new tiebreak voting round is held among them, by counting the number of first relative positions and removing the least voted;
- f) if a tie persists among the least voted candidates without reducing their number relative to the latest round, the tiebreak is decided through the quality vote or casting vote of the Chair, whichever the case, that designates the candidate which passes to the next round;
- g) if there is a tie between the candidates remaining for the first place, the tiebreak is decided through the quality vote or casting vote of the Chair, whichever the case, that designates the candidate taking the first place;
- h) the candidate chosen for the first place leaves the roll and the procedure restarts for the second place, repeating the process described above until the ranking of all candidates is obtained.

5 — Submission of applications

5.1. Application delivery

Applications may be delivered in person at *Serviço de Expediente da Universidade do Porto*, Praça Gomes Teixeira, Sala (Room) 114, 4099-002 Porto, during office hours, or sent by post to the same address until the established deadline (this possibility, of sending the application by registered mail, will only be possible for candidates who send their application from the Portuguese national territory). If the application is sent by mail from abroad, the DHL service must be used, and sending by registered mail is prohibited. Additionally, you are requested to send an email to recrutamentorh@sp.up.pt, containing a reference to the competition notice and proof of remittance (with the date).

This condition applies by virtue of the changes that resulted from the community directive that amended the VAT regime on Intra-Community Transactions and the complementary legislation, relating to the application of the VAT tax in electronic commerce, which entered into force simultaneously in all countries of the EU, on July 1, 2021, and postal packages/parcels of extra-community origin containing goods that enter the European Union are subject to payment of VAT and/or customs duties.

5.2. Application guidelines

The application must include all the following documents, under penalty of exclusion:

- a) Application form (personal data and statements) submitted on paper, fully filled in, dated and signed, in the mandatory format available in

https://sigarra.up.pt/up/pt/conteudos_geral.ver?pct_pag_id=1004282;

b) Copies of diplomas or certificates proving the fulfilment of the conditions expressed in no. 2.1 of this public notice.

i) A doctorate certificate is not needed if the degree was obtained from the University of Porto.

ii) Proof of recognition of the PhD awarded by a foreign higher education institution, by a Portuguese higher education institution (if applicable);

c) Certificate or diploma stating command of spoken and written Portuguese, in accordance with the Common European Framework of Reference of the Council of Europe, in the case of candidates of foreign nationality, with the exception of those from Portuguese-speaking countries, of point 2.2. of this notice;

d) *Curriculum Vitae* structured in accordance with the evaluation vectors and criteria expressed in this public notice (excepting the Scientific-Pedagogical Project);

e) Scientific-Pedagogical Project, describing the personal plan of contributions, during the next five years, for the development of the recruiting area in terms of research, teaching and other relevant dimensions, in the context of the recruiting entity, the state-of-the-art and the previous activity of the candidate; this document shall have at most eight A4 pages, with font size at least 11pt;

f) Performance report, corresponding to an analysis by the candidate of the works and elements of his/her *curriculum vitae* that he/she deems more relevant, specially concerning the development of the recruiting area; this document shall have at most five A4 pages, with font size at least 11pt;

g) Scientific publications, up to a maximum of five, considered by the candidate as the most significant for the recruiting area;

5.3. All aforementioned documents (except item a) must be delivered in a CD, DVD or Pen Drive, in duplicate, with edit protection and in PDF format.

5.4. The instructions for presenting the information in digital support can be found in the Personnel Applications area of the U.PORTO SIGARRA portal at

https://sigarra.up.pt/up/pt/web_base.gera_pagina?p_pagina=1004282.

5.5. Failure to comply with the provisions of paragraph 5.1., the failure to submit or late submission of the documents referred to in paragraphs a) to g) of paragraph 5.2, as well as failure to comply with the provisions of paragraph 5.3, determine the non-admission of the application.

6 — Notifications and prior hearings

6.1. The Human Resources Service of the Common Resources and Services Centre of the University of Porto will notify the candidates of the administrative ranking of admission or non-admission to the

call, which will be based on fulfilling or non-fulfilling 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 paragraphs 5.1., 5.2. and 5.3.

6.2. A prior hearing may be requested, under the terms of articles 121 and 122 of the Code of Administrative Procedures, by the candidates who were not admitted, either administratively or based on absolute merit, or those candidates whose place in the final ranking does not guarantee obtaining the post being applied for. All candidates are notified of the final decision of the Selection Committee.

6.3. Notifications are sent by email. The deadline for a candidate to lodge a complaint, in writing, is ten working days counting from the first working day immediately after the date of receipt of delivery of the message sent to their email box, under the terms expressed in the Code of Administrative Procedures.

7 — Composition of the Selection Committee

Chair:

Ana Cristina Moreira Freire, Full Professor and Director at the Faculty of Sciences of the University of Porto, by delegated power — ordinance published in the Official Gazette, 2nd series.

Other members:

Maria Constança Mendes Pinheiro da Providência Santarém e Costa, Full Professor at the Department of Physics at the University of Coimbra;

José António de Carvalho Paixão, Full Professor at the Department of Physics at the University of Coimbra;

José Manuel de Nunes Vicente Rebordão, Coordinating Researcher at the Department of Physics of the Faculty of Sciences of the University of Lisbon;

Vítor Brás de Sequeira Amaral, Full Professor at the Department of Physics at the University of Aveiro;

José Higinio Gomes Correia, Full Professor at the Department of Industrial Electronics at the School of Engineering of the University of Minho;

João Manuel Borregana Lopes dos Santos, Full Professor at the Department of Physics and Astronomy at the Faculty of Sciences of the University of Porto;

José Luís Campos de Oliveira Santos, Full Professor at the Department of Physics and Astronomy at the Faculty of Sciences of the University of Porto;

Orfeu Bertolami Neto, Full Professor at the Department of Physics and Astronomy at the Faculty of Sciences of the University of Porto.

8 — Equality policy

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 in employment access and professional career progression, taking strict measures to avoid any type of discrimination.

16 november 2021 – The Vice-Rector, Professor Pedro Nuno Simões Rodrigues

Annex I

Weights of the evaluation vectors and the criteria in each vector

Vectors	Weights	Criteria	Weights
<i>Scientific Merit</i>	60	Scientific production	60
		Scientific projects	20
		Scientific teams	10
		Scientific recognition	10
<i>Pedagogical Merit</i>	20	Teaching activity	50
		Pedagogical projects	20
		Pedagogical material	30
<i>Merit in other relevant activities</i>	10	Consulting and services provision	50
		Knowledge dissemination	50
<i>Scientific-Pedagogical Project</i>	10	Potential of the contribution	50
		Coherence and vision	50