

University of Lisbon
Lisbon School of Medicine

PUBLIC NOTICE

It is hereby made known that, before this Lisbon School of Medicine of the University of Lisbon and for a period of 30 working days from the day immediately following the publication of this Notice in the *Diário da República*, an international documentary competition for recruitment is open, in the form of a contract of work in public functions, of a Full Professor in the disciplinary area of **Pathological Anatomy** of this Faculty, pursuant to articles 37 to 51, 61 and 62-A of the Statute of the University Teaching Career, republished by Decree-Law No. 205/ 2009, of August 31, amended by Law No. 8/2010, of May 13 (abbreviated ECDU), and other applicable legislation, namely the General Regulation of competitions for the recruitment of full professors, associates and assistants of the University of Lisbon, approved by rectoral order of February 16, 2015, published in the *Diário da República*, 2nd series, no. 45, of March 5, by Order no. 2307/2015 (abbreviated as Regulation).

Joint Order No. 373/2000, of March 31, 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 competitions:

"In compliance with paragraph h) of article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, scrupulously taking care to avoid all and any form of discrimination". In this sense, the terms "candidate", "recruited", "professor" and similar terms are not used in this notice to refer to the gender of the people.

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

In accordance with articles 37 to 51 of the ECDU and other applicable legislation, and with article 8 of the Regulation, the following provisions shall be observed:

I – Authorization Order – The opening of the present competition was authorized by order of 03/06/2026 of the Rector of the University of Lisbon, given after confirming the existence of adequate budgetary space and that the job in the competition is foreseen and not occupied in the Lisbon School

of Medicine's teaching staff map and characterized therein by its holder having to carry out teaching and research activities assigned to a Full Professor.

II - Workplace

Institute of Pathological Anatomy at the Lisbon School of Medicine of the University of Lisbon
Av. Professor Egas Moniz, 1649-028 Lisbon

III – Contest admission requirements

III.1 – Pursuant to article 40 of the ECDU, only those who hold a PhD degree for more than five years, as well as holding the title of Aggregate, may only be admitted to this competition.

III.2 – Holders of academic degrees awarded by foreign higher education institutions must hold a doctoral degree recognition under the terms of Decree-Law No. 66/2018, of 16 August, as it stands.

III.3 – Recognition of the doctoral degree referred to in the previous number must be obtained by the deadline for submitting applications for the present competition.

III.4 – Candidates who, by the end of the period and in the place and form set out in point VII of this Notice, do not deliver all the documents required by point VIII of this Notice, will be excluded from the present competition, which must be object of analysis and decision of the Director of the Faculty of Medicine prior to the deliberation of the Jury on absolute merit.

III.5 - Candidates will also be excluded from the competition, even if they are approved and sorted in the unitary list of final ordering of the present competition in a place that allows them to occupy the job in the competition, who are required to present under the terms of chapter VI of the Regulation, documents proving that they meet the legally necessary conditions for the establishment of a legal relationship for an indefinite period with the Faculty of Medicine, unjustifiably not delivering them within the deadline set for them or, having presented them, the documents delivered prove to be inadequate , false or invalid.

III.6 – If a candidate is excluded, by order of the legal and statutorily competent body of the University of Lisbon, based on the reason mentioned in the previous number, the candidate who immediately succeeds him in the unitary list of final ordering will be asked to deliver a supporting document which meets the legally necessary conditions for the constitution of a legal relationship of public employment for an indefinite period with the Faculty of Medicine.

III.7 – There is room for a prior hearing of candidates who may be excluded under the provisions of the previous numbers, with a period of ten working days being given to them, if they so desire, to express their opinion in writing.

IV - Requirements for admission on absolute merit

IV.1 - Before proceeding with the ranking of admitted candidates, the Jury will deliberate on their approval or non-approval on absolute merit, by justified nominal voting where no abstentions are admitted.

IV.2 - The candidate who manages to obtain a favourable vote from more than half of the members of the jury present at the meeting is considered to have been approved on absolute merit.

IV.3 – Approval on absolute merit depends on possessing a global curriculum that the jury reasonably considers to have scientific merit, research ability, and the value of the pedagogical activity already developed, compatible with the disciplinary area or areas of the competition, and appropriate to the respective category.

When applicable, approval on absolute merit also depends on the overall and well-founded assessment of the clinical trajectory, integrating dimensions of quality relevance, consistency, and contribution to the advancement of knowledge and/or improvement of healthcare, with the disciplinary area of the competition.

The assessment of absolute merit will then be based on the demonstration of at least three of the following requirements:

- i) Publications in indexed journals (Scopus, Scimago and/or Web of Science);
- ii) Impact of scientific production (e.g., citations, relevance in the disciplinary area of the competition, contribution to the advancement of knowledge);
- iii) Participation in scientific projects with competitive funding, including coordination of scientific responsibility;
- iv) Relevant professional activity, namely clinical (when applicable): regular practice of activity relevant to the disciplinary field of the competition, with recognised differentiation and professional experience.

IV.4 - Candidates who do not manage to obtain approval on absolute merit are notified, if they wish, to comment, in writing, within 10 working days.

V - Evaluation parameters and ranking in relative merit, respective weighting and final valuation system

V.1 - The selection method will be based on the evaluation of the elements:

- a) Curriculum Vitae, with an overall weighting of 80%;
- b) Scientific and pedagogical project that the candidate proposes to develop in the subject area for which the competition is open, as provided for in n.º 4 of Article 5 of the Regulation, with an overall weighting of 20%.

V.2 – The evaluation of the Curriculum Vitae focuses on the following aspects, pursuant to paragraph 6 of article 50 of the ECDU:

- a) Scientific Performance;
- b) Pedagogical ability;
- c) Other activities relevant to the mission of the higher education institution that have been developed by the candidate, including professional activity.

V.3 - The evaluation of the Curriculum Vitae of the various candidates in each of the areas indicated in V.2 must consider the subject area for which the competition is open.

V.4 - The parameters to be considered in evaluating the Curriculum Vitae of candidates in each of the areas listed in V.2 and the weighting to be given to each of them in the final classification are as follows:

A - Scientific Performance — (40%)

a) Publications with an emphasis on journals with an impact index on international reference systems. In this parameter, the importance of the works that were selected by the candidate as the most representative should be considered, namely with regard to their contribution to the development and evolution of the subject area for which the competition is open (70%);

b) Leadership and participation in research projects, as well as the constitution of scientific teams (10%);

c) Communications, conferences and organization of scientific meetings (5%);

d) Supervision of academic dissertations, as well as intervention in academic juries, scientific refereeing of journals and applications for research projects and grants (10%);

e) Awards, scholarships and other distinctions (5%).

B - Pedagogical Skill - (40%)

a) Teaching activities, considering the quality and diversity of the work and reflection developed, at pre- and post-graduate levels, and frequency of pedagogical training actions (80%);

b) Positions and functions in the pedagogical area, as well as the ability to streamline pedagogical projects, including new courses or study programs and pedagogical innovation work (20%).

C - Other activities relevant to the mission of the higher education institution, including professional activity (20%)

a) Exercise of academic management positions and activities, as well as cultural extension activities and community service and participation in activities of scientific and cultural interest (30%);

b) Activities in professional areas important to pedagogical and scientific practice, including the clinical area or others (70%).

V.5 - Once the candidates have been definitively identified in absolute merit, based on the provisions of point IV, they are ranked in relative merit, based on the final valuation system follow identified.

V.6 - Each member of the jury assesses the merits of the candidates in relation to each of the aspects under consideration and assesses and ranks the candidates as follows:

a) Determination of the intermediate classification of candidates in each strand, considering the specific evaluation parameters of that strand;

b) Determination of the candidates' final classification by combining the intermediate classification with the weight given to each aspect and with the weight given to the scientific and pedagogical project that the candidate proposes to develop in the disciplinary area for which the competition is open;

c) Elaboration of a ranked list of candidates based on which it participates in the individual and justified voting that leads to the ranking of candidates, under the terms of article 20 of the Regulation.

V.7 - For the ranking of candidates approved on absolute merit, the procedure established in article 20 of the Regulation is followed.

V.8 – Candidates placed on the ranked list that cannot be filled in a vacancy put up for competition are notified, if they so desire, to comment, in writing, within 10 working days.

VI - Public Hearings – Whenever deemed necessary, the jury may decide to promote public hearings, under equal circumstances, to candidates admitted on absolute merit, which are exclusively intended to clarify issues related to the documents presented by the candidates. In this case, the auditions will take place between the 15th and the 30th day after the end of the admission process on absolute merit.

VII – Submission of applications (form, deadline, place and postal address)

Applications must be delivered in person at the address indicated below, or sent by registered mail with acknowledgment of receipt, by the 30th working day from the date of publication in the 2nd series of the *Diário da República* of this Notice, to the Human Resources Department of the Lisbon School of Medicine, Av. Professor Egas Moniz, 1649-028 Lisbon.

VIII – Application Instruction

VIII.1 – The application must be instructed by completing the form referred to in article 33 of the Regulation, and also with the following documents:

a) Two copies in digital support (pen drive) containing the following documents:

i) Curriculum vitae of the candidate in non-editable electronic format (pdf), indicating the activity carried out in the areas of Scientific Performance, Pedagogical Capacity and Other activities relevant to the mission of the Higher Education Institution, considering the evaluation parameters contained in the point V.4 of this notice, and that is considered relevant to the disciplinary area in which the competition is open. The curriculum vitae should indicate the ten publications/works that the candidate considers most representative, namely with regard to their contribution to the development and evolution of the subject area in which the competition is open. This selection must be accompanied by a brief justifying description in which the candidate explains his/her contribution;

ii) non-editable electronic version (pdf) of the ten publications/works mentioned in the curriculum vitae by the candidate as the most representative;

iii) Scientific and pedagogical project that the candidate proposes to develop in the subject area for which the competition is open, in non-editable electronic format (pdf).

b) A printed copy of the candidate's curriculum vitae;

c) A printed copy of the scientific and pedagogical project that the candidate intends to develop in the subject area for which the competition is open.

VIII.2 – The application submission form is available on the website of the Human Resources Department of the Lisbon School of Medicine, at the address

<https://www.medicina.ulisboa.pt/sites/default/files/2025-04/formulario-candidatura-docentes.pdf>

VIII.3 – The candidate positioned in 1st place on the final ordering unit list must deliver to the Human Resources Department, as follows from the declaration on honor contained in the form, the documents proving that it meets the legally necessary conditions for the constitution of a legal relationship of public employment for an indefinite period with the Lisbon School of Medicine of the University of Lisbon, within a non-extendable period of 10 working days, counted from the date on which you are notified to make the referred delivery, as established in article 26 of the Regulation.

IX – Language – The documents supporting the application must be presented in Portuguese or English.

X – Constitution of the Jury

Under the terms of articles 45 and 46 of the Statute of the University Teaching Career and of article 14 of the Regulation, the jury is composed of the following members;

President: Rector of the University of Lisbon

Other members:

Doutor **Fernando Carlos de Landér Schmitt**, Professor Catedrático da Faculdade de Medicina da Universidade do Porto;

Doutor **Rui Manuel Ferreira Henrique**, Professor Catedrático Convidado com Agregação do Instituto de Ciências Biomédicas Abel Salazar da Universidade do Porto;

Doutora **Ana Maria Felix de Campos Pinto**, Professora Catedrática da Faculdade de Ciências Médicas/NOVA Medical School da Universidade Nova de Lisboa;

Doutora **Maria do Carmo Salazar Velez Roque da Fonseca**, Professora Catedrática da Faculdade de Medicina da Universidade de Lisboa;

Doutor **José Augusto Gamito Melo Cristino**, Professor Catedrático da Faculdade de Medicina da Universidade de Lisboa.

Lisbon School of Medicine of the University of Lisbon, June 5th 2026

The Director

(Prof. Doutor João Eurico Cabral da Fonseca)