

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 two Full Professors in the disciplinary area of **Medical Sciences** 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 31st, amended by Law No. 8/2010, of May 13th (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 15/10/2024 of the Rector of the University of Lisbon, given after confirming the existence of adequate budgetary space and that the jobs in the competition are foreseen and not occupied in the Lisbon School of Medicine's teaching staff map and characterized therein by their holder having to carry out teaching and research activities assigned to a Full Professor.

II - Workplace

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 favorable 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 - The approval in absolute merit of the candidates will depend on the possession of a global curriculum that the jury considers, based on scientific merit, research capacity and the value of the pedagogical activity already developed, compatible with the disciplinary area for which the competition was opened, and appropriate to the respective teaching category.

IV.4 – For the purposes of applying point IV.3, the vote in favor of approval on absolute merit also depends on the cumulative fulfillment of the following 3 criteria:

1) Publication of at least 25 scientific articles in a journal indexed on the Web of Science, with impact factor, being (a or b):

a) First or last author in most articles, with most articles having an impact factor in the first or second quartiles of the impact factors of journals in a given area, having as reference the SCIMAGO classification (Scimago Journal and Country Rank); or

b) The number of citations of their articles, as first or last author, greater than 500, having as reference the number of citations in the Web of Science and h-index greater than 10;

2) Preparation and coordination of at least 2 scientific projects as a responsible researcher;

3) Demonstration of leadership capacity through the exercise of leadership/direction positions in academic/scientific and clinical areas, when applicable.

IV.5 – 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 paragraph 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 — (50%)

- a) Published works, with emphasis on publications in journals with an impact index in international reference systems. Special relevance should be given to the contribution of the works developed by the candidate to the advancement of knowledge in the disciplinary area in which the call is open (50%);
- b) Leadership of ongoing or already completed research projects, funded by national or international competitive calls, and constitution of scientific teams (25%);
- c) Seminars and conferences by invitation 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 (10%).

B - Pedagogical Skill - (30%)

- a) Teaching activities, taking into account the quality and diversity of the work developed, at pre- and post-graduate level (70%);
- b) Positions and functions in the pedagogical area, as well as the ability to boost pedagogical projects, including new courses or study programs and pedagogical innovation work (30%).

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

- a) Exercise of academic positions and activities, as well as cultural extension activities and service to the community and participation in activities of scientific and cultural interest (60%);
- b) Activities in professional areas important to pedagogical and scientific practice, including the clinical area or others (40%).

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 identified below.

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, taking into account 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 Lisboa.

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, taking into account 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 proposes 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/2021-](https://www.medicina.ulisboa.pt/sites/default/files/2021-11/formulariocandidaturaconcursosdocentes.pdf)

[11/formulariocandidaturaconcursosdocentes.pdf](https://www.medicina.ulisboa.pt/sites/default/files/2021-11/formulariocandidaturaconcursosdocentes.pdf)

VIII.3 – Candidates placed in eligible places in the final ordering unit list, according to the number of places for which the competition was opened, must proceed with the delivery in the Human Resources Department, as follows from the declaration under commitment of 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 he is 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

Pursuant to Articles 45 and 46 of the Statute of the University Teaching Career and Article 14 of the Regulation, the jury is composed of the following members:

President: Rector of the University of Lisbon

Other members:

Doutor **Carlos Manuel da Silva Robalo Cordeiro**, Professor Catedrático da Faculdade de Medicina da Universidade de Coimbra;

Doutora **Helena Cristina de Matos Canhão**, Professora Catedrática da Faculdade de Ciências Médicas/NOVA Medical School da Universidade Nova de Lisboa;

Doutor **Miguel Castelo-Branco Craveiro de Sousa**, Professor Catedrático da Faculdade de Ciências da Saúde da Universidade da Beira Interior;

Doutora **Helena Maria Ramos Marques Coelho Cortez Pinto**, Professora Catedrática da Faculdade de Medicina da Universidade de Lisboa;

Doutor **Fausto José da Conceição Alexandre Pinto**, Professor Catedrático da Faculdade de Medicina da Universidade de Lisboa.

Lisbon School of Medicine of the University of Lisbon, October 16th 2024

The Director

(Prof. Doutor João Eurico Cabral da Fonseca)