UNIVERSITY OF LISBON
School of Agriculture

Edital n.º 246/2023, published in Republic Diary, 2nd grade, n.º 32, of 14 de February

Summary: International documentary tender for recruitment of a main researcher in the scientific area of Forest Engineering in the School of Agriculture.

It is hereby make known, before the School of Agriculture of the University of Lisbon (hereinafter referred to as ISA) and for a period of 30 working days, counting from the day immediately following the publication of this Notice of Opening in the Diário da República, an international documentary tender for recruitment, in the form of an employment contract in the public functions, of a Main Investigator in the scientific area of Forest Engineering, under the terms of articles 9, 11 and 15 of the Statute of the Scientific Research Career, approved by Decree-Law no. 124/99, of April 20, with the amendments introduced by Law no. 157/99 of September 14 and by Decree-Law no. 373/99, of September 18, hereinafter referred to as ECIC.

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

«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 progression, scrupulously providing to avoid any form of discrimination.”

In accordance with articles 16 to 27 of the ECIC, and applicable legislation, the following provisions will be observed:

I — Order of Authorization

The launch of this tender was authorized by Dispatch n.º 13928/2022, of the Dean of the University of Lisbon, on November 15th, published in the 2nd series of Diário da República n.º 231, of November 30th, 2022, issued, on the proposal of the President of the School of Agriculture, after confirming the existence of adequate budgetary space and that the job position now tendered is foreseen in the ISA personnel map and characterized therein as being the duty of its holder to carry out activities of research, attributed to a Principal Investigator of the scientific area indicated above. The 2022 State Budget Law was also observed.
II — Approval of this opening notice

This opening notice was approved, pursuant to paragraph 1 of article 24 of the ECIC, by the Competition Jury at its meeting on January 4th 2023, as per the minutes of the meeting.

III — Scientific Area. Category. Career

III.1 — The scientific area of this tender is Forest Engineering.

III.2 — The Scientific Council of ISA has not identified related scientific areas.

III.3 — This tender is open for hiring, through an employment contract in public functions, for an indefinite period for the occupation of a job in the Scientific Research career, Principal Investigator category of the ISA staff map, in accordance with the provisions of paragraph b) of article 4 of the ECIC.

IV — General and special requirements for admission to the tender

Individuals who meet the general requirements for admission to the tender and the special requirements established in this Public Notice are admitted to the tender.

IV.1 — General requirements — those defined in article 17 of the General Law of Public Service Work (LTFP), approved by Law no. 35/2014, of 20 June, in its current wording.

IV.2 — Specific requirements — those set out in article 11 of the ECIC, as well as the following, specifically considered for admission to this tender:

IV.2.1 — Auxiliary researchers from the same or another institution, in the scientific area of Forest Engineering, or even those who, although from a different area, have a relevant scientific curriculum in the scientific area and which, in any case, contain a minimum of three years of effective service in that category or have been approved in public qualification or aggregation tests;

IV.2.2 — Main researchers from another institution, from the scientific area of the tender, or even those who, although from a different area, have a relevant scientific curriculum in the scientific area of Forest Engineering;

IV.2.3 — Individuals who hold a doctor's degree in the scientific area of the contest or, even, those who, although having a doctorate in a different area, have a relevant scientific curriculum in Forest Engineering and which, in any case, has a minimum of three years of professional experience in these areas after obtaining a doctorate or having passed public qualification or aggregation tests.

V — Salary. Work conditions. Functional content.

V.1 — The remuneration is that of the single remuneration table position equivalent to the salary that was due to index 220 of the 1st step of the Principal Investigator category as mentioned in Annex I of the ECIC, except if the candidate declared as the winner of
this competition, having already been engaged in public functions in this category by another institution, earns a higher remuneration therein.

V.2 — The working conditions are those foreseen in the ECIC, in the legislation that regulates the employment contract in public functions and in the regulatory norms of ISA applied to the researchers hired by it.

V.3 — The functional content of the post to be filled is what is provided for in article 5 of the ECIC.

VI — Workplace. Contest type. Number of seats to be filled. Tender validity period

VI.1 — The place of work of the Principal Investigator to be hired following this tender will be at the School of Agriculture, Campus da Tapada, Tapada da Ajuda 1349-017 Lisbon.

VI.2 — This tender is, under the terms of paragraph a) of article 9 and paragraphs 2 and 3 of article 11 of the ECIC, a documentary contest that will include the candidates' curriculum vitae and a scientific project, describing the research activities to be carried out in the scientific area of Forest Engineering at ISA to promote institutional scientific quality and the thematic area.

VI.3 — The number of seats to be filled is one.

VI.4 — The tender is valid until the candidate who was declared the winner is hired in public functions by ISA.

VII — Jury of the tender

The Jury of this tender will be chaired by the President of the Scientific Council of the School of Agriculture, in the use of powers delegated by the Dean of the University of Lisbon, by Dispatch n.º 13928/2022, published in the 2nd series of Diário da República n. 231, of November 30, and will have the following vowels:

Doctor Helena Margarida Nunes Pereira, Full Professor Emeriti of the School of Agriculture of the University of Lisbon;

Doctor Elizabeth da Costa Neves Fernandes de Almeida Duarte, Retired Full Professor Emeriti of the School of Agriculture of the University of Lisbon;

Doctor Ana Paula Coelho Duarte, Full Professor at the Faculty of Health Sciences of the University Beira Interior;

Doctor José António Teixeira, Full Professor of the School of Engineering of the Minho University;

Doctor Carlos António Coelho Pacheco Marques, Retired Full Professor of the School of Agrarian Sciences and Veterinary of the University of Trás-os-Montes e Alto Douro;

Doctor Armando Jorge Domingues Silvestre, Full Professor of the Department of Chemistry of the University of Aveiro;
Doctor Maria Paula Baptista da Costa Antunes, Full Professor of the Faculty of Sciences/NOVA School of Science & Technology of the Nova University of Lisbon.

VIII — Notification of the lists of admitted and excluded candidates and of the final classification.

The list of admitted and excluded candidates and the final classification list will be posted on the website of the School of Agriculture, Tapada da Ajuda 1349-017, Portugal and all candidates will be notified via email.

IX — Application for admission to tender and application process

IX.1 — The application for admission to this tender, accompanied by the respective application process, must be addressed to the President of the School of Agriculture, by the 30th working day following the day of publication in the Diário da República;

IX.2 — The application accompanied by the documents referred to in point IX.4 must be delivered by the end of the date set in the previous number, in person during office hours (from 10:00h to 16:00h) or sent by registered letter with acknowledgment of receipt to the Human Resources Division, Tapada da Ajuda, 1349-017 Lisbon, dispatched by the deadline referred to in the previous number.

IX.3 — The application process must begin with filling in the respective application for admission, which is available on the ISA website at


In the application, the candidate must, under penalty of exclusion, indicate an email address to which all communications and notifications that may be made within the scope of this tender and under the terms of the ECIC and this public notice will be sent, with a reading notice.

IX.4 — The application for admission to this tender is accompanied by the following documents:

IX.4.1 — Curriculum vitae of the candidate in electronic format (pdf), with an indication of his scientific work in accordance with paragraph 3, article 16 of the ECIC, providing a description of research activities, experience and professional training, provision of service to community and technology transfer, scientific guidance and management that are considered relevant to the tender, namely, identifying the activities carried out in the different aspects that, under the terms of article 5 of the ECIC, form part of the set of functions to be performed by a Main Researcher taking into account the aspects and evaluation parameters set out in point XI.4 of this public notice and which are considered relevant to the scientific area in which the tender is opened;

And also:
i) The candidate must structure the curriculum vitae in such a way as to facilitate the quick and complete identification of his/her contribution in each of the subparagraphs of point XI.4;

ii) The candidate must indicate the “Scopus Author ID” that allows identifying the list of publications, the number of respective citations, and the H-index according to the Scopus database;

iii) The curriculum vitae must indicate up to 10 (ten) works that the candidate considers most representative, namely with regard to their contribution to the development and evolution of the scientific area in which the competition is open. This selection must be accompanied by a succinct justification description in which the candidate explains their contribution.

iv) The candidate must deliver the electronic version (in pdf) of the 10 scientific articles mentioned above, for the jury's appreciation;

IX.4.2 – Report of activities carried out in accordance with paragraph b) of number 2 of article 11 of the ECIC, which must contain a summary of the relevant results of their scientific activity and previous professional experience, as well as their academic and professional training, substantiating their importance for the scientific area of the tender, and showing how they fit into a current and innovative scientific project of strategic development for the scientific area of Forest Engineering, obeying the following limits: maximum of 12 (twelve) A4 pages, with a font with a minimum size of 11pt, not being evaluated, if these limits are exceeded, the pages of the document beyond the first 12 (twelve).

IX.4.3 – With the exception of scientific articles, the documents that instruct the application can be presented in Portuguese or English.

IX.4.4 — Declaration of Honour, which is attached to this opening notice.

IX.5 — The candidate ranked 1st on the final ranking list must deliver, as shown in the declaration on honour referred to in IX.4.4, the documents proving that he/she meets the legally necessary conditions for the constitution of a legal relationship of public employment for an indefinite period with ISA within the non-extendable period of 10 (ten) days, counted from the date on which it is notified to proceed with said delivery.

X — Reasons for exclusion of candidates
X.1 — Candidates who, by the end of the period and in the place and manner set out in this opening notice, do not deliver all the documents required therein, or if they have delivered them, they do not prove that the candidate meets the general and special requirements set out in point IV.
X.2 — Candidates are also excluded from the tender, even if approved and ordered in the unitary final ordering list of this competition in a place that allows them to occupy
the job offered by the competition, who, when asked to present documents proving that they meet the legal conditions necessary for the establishment of a legal relationship of public employment for an indefinite period with the ISA unjustifiably those who do not deliver within the period set for them or, having presented them, the documents delivered prove to be inadequate, false or invalid.

X.3 — If a candidate is excluded, by order of the Dean 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 document proving that he meets the legally necessary conditions for the constitution of a legal relationship of public employment for an indefinite period with the ISA.

X.4 — There is room for a prior hearing of candidates who may be excluded pursuant to the provisions of the previous numbers, with a period of ten days being assigned to them to give their opinion.

XI — Regras de funcionamento do Júri
XI — Rules of operation of the Jury

XI.1 — The Jury, in its functioning, will respect the operating rules established in the ECIC.

XI.2 — The Jury, at its 1st meeting held on the 4th of January 2023, approved the criteria for the absolute merit approval of the candidates and the ranking of those approved on absolute merit, and the process to which the justified nominal vote will follow, which are mentioned below.

XI.3 — Candidates who do not prove that they have, at the date of publication of the notice, at least 30 (thirty) publications registered in the Scopus database, 10 (ten) Scopus publications in the last 5 (five) years registered in the Scopus database, an H-index of at least 15 in the Scopus database, supervision or co-supervision of at least two PhDs and coordination or co-coordination of at least three research projects obtained in competitive funding programs;

XI.4 — Once the candidates approved in absolute merit have been definitively identified, based on the provisions of the previous point, the jury proceeds to rank these candidates following the procedure established in paragraph 3 of article 16 of the ECIC, in preparing this ranking, the parameters identified and listed in the following points for each of the aspects of the evaluation should be considered, weighted with the preferred parameters indicated in XI.5;

XI.4.1 — Quality of the candidates' scientific work, which was given a weighting factor of 55% considering;

i) Scientific publications: parameter that takes into account the books, book chapters, articles in scientific journals and in international conference proceedings of which the candidate was the author or co-author, considering:
   - Its scope;
   - The impact factor and the number of citations;
   - The scientific/technological level and innovation;
Diversity and multidisciplinary;
International collaboration;
The importance of contributions to the advancement of the current state of knowledge.
The importance of the works that were selected by the candidate as the most representative, namely with regard to their contribution to the development and evolution of the scientific area for which the competition is open.

ii) Coordination and participation in scientific projects: parameter that considers the participation and coordination of scientific projects by the candidate, subject to competition on a competitive basis, considering:
The territorial scope and its dimension;
The technological level and the importance of contributions;
Innovation and diversity.

iii) Creation and reinforcement of laboratory resources: parameter that takes into account the participation and coordination of initiatives by the candidate that have resulted in the creation or reinforcement of laboratory infrastructures of an experimental and/or computational nature to support research.

iv) Promotion of scientific activity: parameter that takes into account the ability to coordinate and lead research teams demonstrated by the candidate.

v) Recognition by the international scientific community: parameter that takes into account:
Awards from scientific societies;
Editorial activities in scientific journals;
Participation in editorial boards of scientific journals;
Coordination and participation in program committees of scientific events;
Conducting guest lectures at scientific meetings or at other institutions;
Participation as a member of competitive admission scientific societies and other similar distinctions.

vi) Authorship and co-authorship of patents, models and industrial designs, taking into account their nature, territorial scope, technological level and the results obtained.

XI.4.2 — Provision of service to the community and technology transfer, which was given a weighting factor of 15% considering:

i) Industrial and intellectual property;

ii) Legislation and technical standards: parameter that takes into account participation in the preparation of legislative projects and standards, taking into account their nature, territorial scope and technological level;
iii) Scientific and technological publications: parameter that takes into account articles in national journals and conferences and other scientific and technological publications, taking into account their professional and social impact;

iv) Provision of services and consultancy integrated into the institutional mission: parameter that takes into account participation in activities involving the business environment and the public sector, taking into account the type of participation, size, diversity, technological intensity and innovation;

v) Conception, design and production of scientific achievements: parameter that takes into account the value of relevant professional experience for ISA’s activities;

vi) Services to the scientific community and society: parameter that takes into account the participation and coordination of scientific and technological dissemination initiatives and taking into account the nature and results achieved by these, when carried out together:

- From the scientific community, namely through the organization of congresses and conferences;
- From the media;
- From companies and the public sector.

XI.4.3 — Contributions to scientific guidance activities, which were given a weighting factor of 15% considering:

i) Monitoring and guidance of students, interns and research grant holders: parameter that takes into account the guidance of doctoral students, master’s students and undergraduate students, interns and research grant holders, taking into account the number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final course works, especially distinguishing award-winning works and international recognition;

ii) Professional training actions: parameter that takes into account the participation and coordination of technological training actions aimed at companies and the public sector, taking into account their nature, technological intensity and the results achieved;

iii) Pedagogical content: parameter that takes into account the publications, computer applications and experimental prototypes of a pedagogical scope that the candidate created or participated in, taking into account their nature and their impact on the national and international community;

iv) Teaching activity: parameter that takes into account the curricular units that the candidate coordinated and taught, taking into account diversity, pedagogical practice and the universe of students.
XI.4.4 — Participation in management bodies, which was given a weighting factor of 5% considering;

i) Positions in university and school bodies, or in the research unit: parameter that takes into account the nature and responsibility of the position;

ii) Positions in units and coordination of courses: parameter that takes into account the position, the universe of action and the results obtained by the candidate in the exercise of management functions in departments and research units, of course coordination’s, of scientific areas or of sections;

iii) Temporary positions and tasks: parameter that takes into account the nature, universe of action and results obtained by the candidate when participating in editorial activities of international journals, in evaluation in scientific programs, in juries of academic tests, in juries of competitions and in temporary positions and tasks that have been assigned by the competent management bodies, among others;

iv) Other positions: parameter that takes into account the exercise of positions referred to in article 49 of the Scientific Research Career Statute (ECIC) and positions in national and international scientific organizations.

XI.4.5 — Scientific project, which was given a weighting factor of 10%, considering the strategic development of the scientific area of the tender, with emphasis on its connection to forest products.

XI.5 — Preferred parameters:
Preferred parameters are experience in technology of forest products.

XI.6 — The voting process to be used to decide on the final ranking of candidates will be as follows:

XI.6.1 — During the meeting and before voting starts, each member of the jury presents in a written document, which will then be attached to the minutes, their order of candidates, duly substantiated, namely in consideration of the parameters and criteria that were approved.

XI.6.2 — In the various votes, each member of the Jury must respect the order presented in the written document, abstentions not being admitted.

XI.6.2.1 — The first vote is intended to determine the candidate to be placed in first place.

XI.6.2.2 — If a candidate obtains more than half of the votes, he is placed in 1st place. If this does not happen, the vote is repeated after the candidate with the least number of votes in the first vote has been withdrawn.

XI.6.2.3 — In case there is a tie between two or more candidates in the least voted position and there is at least one who did not remain in that position, a vote is taken
only on those who were last, for the break the tie. If in this restricted vote the tie persists, the President of the Jury decides which candidate to eliminate.

XI.6.2.4 — If all candidates are tied in the first vote, the vote is repeated after a period of discussion between the members of the jury. If the tie persists, it is up to the President of the Jury to decide which candidate to eliminate.

XI.6.2.5 — The process is repeated until a candidate obtains more than half of the votes for first place. Once that candidate is removed, the whole process is repeated for the second place, and so on until an ordered list of all candidates is obtained.

ATTACHMENT

Declaration of Honor

(name), candidate for the tender for the recruitment of a Principal Investigator job existing on the staff map of the School of Agriculture, declares, under oath, that they meet all the requirements for admission to this tender that are provided for by law, especially in Chapter IV of the Scientific Research Career Statute, in the Regulations, and in this Public Notice.

The declarant is fully aware that the provision of false declarations implies his exclusion from this competition, without prejudice to the participation to the competent entity for the purposes of criminal proceedings.

The declarant is fully aware that, should he be placed in a position eligible for hiring in the approved final ordinance of this tender, he has a non-extendable period of 10 working days, counted from the notification of that final ordinance, to present, at the School of Agriculture, documents proving that it has the requirements for admission to this tender.

The declarant is also fully aware that failure to present the supporting documents referred to in the previous paragraph, for reasons attributable to him, determines his exclusion from this tender.

Lisbon, January 4, 2023 – The President of the Jury, Professor Maria Teresa Marques Ferreira