

**University of Lisbon**  
**Faculty of Medicine**

**PUBLIC NOTICE**

It is hereby made known that, before this Faculty 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 competition for recruitment is open, in the form of a contract of work in public functions, of an Associate Professor in the disciplinary area **of Anatomy** of this Faculty, pursuant to articles 37 to 51, 61 and 62-A of the University Teaching Career Statute, republished by Decree-Law No. 205/2009, of August 31, amended by Law No. 8/2010, of May 13 (abbreviated as 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).

The joint order No. 373/2000, of March 31, of the Minister for State Reform and Public Administration and the Minister for Equality, determines the obligation to make the following mention 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 this competition was authorized by order of 24/10/2022 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 Faculty of Medicine's teaching staff map and characterized therein by its holder having to carry out teaching and research activities assigned to an Associate Professor.

## **II - Workplace**

Institute of Anatomy of the Faculty of Medicine of the University of Lisbon

Av. Professor Egas Moniz, 1649-028 Lisbon

## **III – Contest admission requirements**

III.1 – Pursuant to article 41 of the ECDU, only those who have held a doctoral degree for more than five years may 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.

III.3 – Recognition of the doctoral degree referred to in the previous number must be obtained by the deadline for submitting candidacies 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 suitable for 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 2 criteria:

1) Publication of at least 10 scientific articles in a journal indexed on the Web of Science, with impact factor, which must meet the following criteria (a or b):

a) Being the first or last author in at least 5 and being at least 5 in the first and second quartiles of the impact factors of journals in a given area, according to the SCIMAGO (*Scimago Journal and Country Rank*) classification; or

b) The number of citations of your articles as first or last author must be greater than 250, having as reference the number of citations in the *Web of Science* and h-index greater than 8;

2) Preparation and coordination of at least 1 scientific project as a responsible researcher.

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 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 assessment of the *Curriculum Vitae* of the various candidates in each of the areas indicated in V.2 must take into account the subject area for which the competition is open.

V.4 - The parameters to be taken into account 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 (60%);
- b) Leadership and participation in research projects, as well as the constitution of scientific teams (15%);
- 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 (15%);
- e) Awards, scholarships and other distinctions (5%).

B - Pedagogical Ability - (30%)

- a) Teaching activities, taking into account the quality and diversity of the work and reflection developed, at undergraduate and postgraduate level and frequency of pedagogical training actions (40%);
- 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 (30%);
- c) Teaching experience and teaching experience in Anatomy/Neuroanatomy courses for medical students (30%).

C - Other activities relevant to the mission of the higher education institution, including professional activity (30%)

- 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 (40%);
- b) Activities in professional areas important to pedagogical and scientific practice, including clinical or other areas (60%).

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 subject 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 Regulations.

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

V.8 – Candidates placed in the place of the final classification list that cannot be filled in a vacancy put up for competition are notified so that they can 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 Area of Human Resources and Salaries of the Faculty 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, taking into account the evaluation parameters contained in the point V.4 of this notice, and that is considered relevant to the subject 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 and Remuneration Area of the Faculty of Medicine, at [https://www.medicina.ulisboa.pt/sites/default/files/inline-files/Formulario\\_Candidatura\\_Docentes.pdf](https://www.medicina.ulisboa.pt/sites/default/files/inline-files/Formulario_Candidatura_Docentes.pdf).

VIII.3 – The candidate positioned in 1st place on the final ordering unit list must deliver to the Human Resources and Remuneration Area, 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 Faculty 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**

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 **António Carlos Eva Miguéis**, Professor Catedrático da Faculdade de Medicina da Universidade de Coimbra;

Doutor **Artur Manuel Perez Neves Águas**, Professor Catedrático do Instituto de Ciências Biomédicas Abel Salazar da Universidade do Porto;

Doutor **Diogo de Freitas Branco Pais**, Professor Catedrático da Faculdade de Ciências Médicas da Universidade Nova de Lisboa;

Doutor **Ivo da Piedade Álvares Furtado**, Professor Catedrático da Faculdade de Ciências da Vida da Universidade da Madeira;

Doutor **António José Carvalho Gonçalves Ferreira**, Professor Catedrático Jubilado da Faculdade de Medicina da Universidade de Lisboa.

Faculty of Medicine of the University of Lisbon, November 3<sup>rd</sup> 2022

The Director

(Prof. Doutor João Eurico Cabral da Fonseca)