

## PUBLIC NOTICE Nº 1135/2021

National and International applications are invited by the Instituto de Educação da Universidade de Lisboa (IE-ULisboa) for a period of 30 (thirty) working days from the day immediately following the publication of the present Public Notice in “*Diário da República*” (the Portuguese Official Gazette), to make applications to an international documental tender to be hired through the celebration of an employment contract in public functions, for 1 (one) position of Associate Professor in the subject area of Education, with special focus on the research and teaching of Education and Training Policies of the IE-ULisboa, all in compliance with articles 37 to 51, 61 and 62-A of the University Teaching Career Statutes, published by Decree-Law nº 205/2009, August 31<sup>st</sup>, altered by the Law nº 8/2010, May 13<sup>th</sup> (herewith designed as ECDU) and other applicable laws, namely the “Regulamento Geral de Concursos para Recrutamento de Professores Catedráticos, Associados e Auxiliares da Universidade de Lisboa”, issued by the Rector’s Order of February 16<sup>th</sup> 2015, published in the Portuguese Official Gazette 2<sup>nd</sup> series, nº 45 of March 5<sup>th</sup>, by the Order nº 2307/2015 (herewith designated as ULisboa Regulation).

In compliance with paragraph h) of article 9 of the Constitution, the Public Administration, as the employing entity, actively promotes a policy of equality of opportunities between men and women in access to employment and professional development, scrupulously providing for the prevention of any type of discrimination, in compliance with the joint Order nº 373/2000, of March 31<sup>st</sup> of the Minister of State Reform and Public Administration, and the Minister for Equality. In this sense, the terms “candidate”, “recruited”, “teacher” and similar terms are not used in this Notice to refer to the gender of the people.

Likewise, no candidate shall be privileged, favored, prejudiced, deprived of any right or exempted from any duty on the basis of ancestry, age, sexual orientation, marital status, family status, economic situation, education, social circumstances, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, place of origin, language, religion, political or ideological beliefs and union membership.

In view of the foregoing and in accordance with articles 37 to 51 of the ECDU and other applicable legislation, and in compliance with the article 8 of the ULisboa Regulation, the following requirements must be followed:

### **I – Authorization Order**

This Public Tender follows the University of Lisbon Rector’s Order, Professor António Cruz Serra, dated September 14<sup>th</sup>2021, issued after the cumulative confirmation of the following requirements:

- a) confirmation of budget provision;
- b) confirmation that the positions, for which this recruitment procedure is open, are foreseen in the IE-ULisboa staff list.

### **II – Workplace**

Instituto de Educação da Universidade de Lisboa, located in Alameda da Universidade, 1649-013 Lisboa, with the selected candidate performing teaching and research activities, in the latter case, being integrated in the Research and Development Unit in Education and Training, associated with the Institute of Education of the University of Lisbon.

### **III — Admission requirements**

1) In compliance with article 41 of the ECDU, only holders of a PhD degree for more than five years will be admitted to this public tender.

1.1) Holders of the doctor's degree obtained abroad must have the same degree awarded by a Portuguese higher education institution in accordance with Decree-Law nº 66/2018 of August 16<sup>th</sup>.

1.2) The recognition of the doctor's degree, in accordance with Decree-Law nº 66/2018, of August 16<sup>th</sup>, must be obtained up to the date of the contract agreement is signed, if the candidate in an eligible place has obtained a doctorate abroad.

2) Have the domain of spoken and written Portuguese.

2.1) Candidates of foreign nationality, except candidates from Portuguese-speaking countries, must demonstrate expertise of the Portuguese language, both spoken and written, at the common reference level of B1 or higher. This requirement has to be officially recognized through a certificate or diploma of communicative competence in the Portuguese language of the Common European Framework of Reference for Languages of the Council of Europe.

2.2) The candidate must be a holder of the requirement referred to in 2.1) up to the date of signing the contract, when applicable.

3) The non-delivery of any of the documents that must instruct the application, within the deadline and under the terms indicated in points VIII and IX of this Notice, immediately determines the non-admission of the same, which should be the object of analysis and decision of the Director of the Institute of Education prior to the Jury's deliberation on absolute merit.

4) Will also be excluded the candidates, even if approved and ordered in the unitary list of final ranking in place to fill the job, which, in accordance with Chapter VI of the ULisboa Regulation, when required to deliver the documents that meet the legal conditions for the establishment of a legal relationship of indefinite duration with the IE-ULisboa, unjustifiably fail to do it within the time assigned for doing it or having them submitted, the documents prove to be inadequate, false or invalid.

### **IV — Admission requirements in absolute merit**

1) Only candidates that cumulatively fulfill the following requirements will be admitted in absolute merit:

a) Having a Ph.D. degree in Education, or similar area for the subject are for which the Public Tender was opened, more than five years after the deadline for submitting applications, and on having a curriculum that the Jury considers of sufficient scientific merit, research capability, as well as the value of teaching activities developed compatible the development of research and teaching activities within the subject area of Education, appropriated to the teaching category of Associate Professor, in compliance with article 10 of the Chapter III of the ULisboa Regulation;

b) Have published, in the last five years and by the deadline for the submission of applications, 6 (six) or more articles in scientific journals with peer review and impact factor ISI/WoS or Scopus and relevant to the disciplinary area of the tender, considering as published articles accepted for publication by the editor - for all these articles the respective URL address must be indicated or, in the case of articles accepted for publication, the respective proof;

c) Submit a scientific and pedagogic project that is suitable to the subject area and teaching and research activities for which the tender was opened, and without any severe inaccuracies.

2) Candidates approved by absolute majority of the voting members of the Jury, in justified nominal voting, without any abstentions, will be considered of absolute merit.

#### **V — Selection and ranking criteria of relative merit, weighting and final evaluation system**

- 1) Once identified the candidates approved in absolute merit, they will be ranked according to their relative merit.
- 2) The selection method will be the curricular evaluation, as established in nº 6 of article 50 of the ECDU, as well as nº 4 of the article 5 and article 11 of the ULisboa Regulation, and based on ranking criteria, their relative weight and final evaluation system indicated in this Public Tender.
- 3) The relative merit assessment with the final aim of ranking the candidates will be based on the weighted sum of the scores obtained in each evaluation criteria below-discriminated, in a 0-100 scale (being 0 minimum and 100 maximum).
- 4) These criteria take into account: the scientific performance, pedagogical capacity and other relevant activities to the mission of the higher education institution that may have been developed by the candidate, as well as the content of the scientific and pedagogic project, compatible with the subject area in which this tender is opened and appropriated to the teaching category of Associate Professor.
- 5) The following weight distribution will be attributed to the scores in each ranking criteria:
  - a) Scientific Performance — 40%;
  - b) Pedagogical Capacity— 20%;
  - c) Other activities relevant to the University's mission — 10%;
  - d) Scientific and Pedagogic Project — 30%.
- 6) In each of these criteria, specific parameters will be evaluated, as below-discriminated, considering the number of years of scientific activity and the number of years of teaching activities, within the scope of research and teaching of Education and Training Policies.

##### **A. Scientific performance (40%)**

This criterion is divided in the following parameters:

A.1. Scientific merit of **3** (three) publications selected by the candidate, in regards to their contribution to the development of research and teaching in the field of Education, with special focus on the area of research and teaching of Education and Training Policies.

A.2. Other scientific publications in the tender area: chapters of books, articles in scientific journals and international conferences proceedings of which the applicant was the author or co-author, considering its impact (assessed by journals impact factor), scientific level and contribution to the advancement of the current state of knowledge.

A.3. Other scientific activities in the tender area: participation of the candidate as coordinator or member of research teams of public money actions in a competitive contest, considering the territorial scope, its size and the scientific level.

##### **B. Pedagogical capacity (20%)**

This criterion is divided in the following parameters:

- B.1. Number and diversity of lectured curricular units;
- B.2. Supervision of doctoral, master and undergraduate students;
- B.3. Production of pedagogical material;
- B.4. Pedagogical innovation.

**C. Other activities relevant to the University's mission (10%)**

This criterion is divided in the following parameters:

- C.1. Vocational training actions;
- C.2. Participation in intervention projects;
- C.3. Provision of services and consultancy relevant to the disciplinary area of the competition;
- C.4. Participation in academic juries;
- C.5. Activities in national and international scientific events organizations;
- C.6. Performance in positions of management university;
- C.7. Participation in boards of the university management.

**D. Scientific and pedagogic project (30%)**

The scientific-pedagogic project is evaluated considering the merit and the adequacy to the disciplinary area of the public tender, namely its contribute to the scientific and pedagogical development of this disciplinary area regarding the aims set in the paragraph a), number 3, Chapter IX.

- 7) In the ranking process of the candidates in this tender, each Jury member produces a list of candidates in descending order of merit.
- 8) The Jury vote initially for the first place, then for the second place, and so on, until the final ranking of the candidates admitted to the tender and previously approved in absolute merit. In each vote, the Jury's decisions are taken by absolute majority vote and the methodology for the ranking of the candidates is that stated in no. 5 of article 20 of the ULisboa Regulation, in compliance with the provisions in article 17.
- 9) Once completed the application of the selection and raking criteria, the Jury will draw up a unitary list of final ranking of candidates.

**VI — Preferential parameters**

When completing the individual final ranking of each Jury member presented for voting, foreseen in the paragraph 7) of the previous section, and in case there is a tie, the preferred parameter is the one mentioned in criterion A.1., paragraph 6, Chapter V of this notice.

**VII — Public hearings**

- 1) The Jury may decide to promote public hearings, on equal footing, to candidates approved in absolute merit and who are exclusively intended to clarify issues related to the documents presented by the candidates, pursuant to paragraph b), nº 4 of article 50 of the ECDU. In this case, the hearings will take place between the 15<sup>th</sup> and the 25<sup>th</sup> working day, after the end of the admission process on absolute merit.
- 2) The Jury, whenever it deems it necessary, is entitled to require any candidate to present documentary evidence of the declarations in the submitted documents, which may be relevant to

the analysis and classification of his/her application, in accordance with the paragraph a), nº 4, article 50 of the ECDU.

### VIII — Submission of applications

Applications must be delivered personally or sent by registered mail with notice of receipt to the Human Resources Sector of the Instituto de Educação da Universidade de Lisboa, Alameda da Universidade, 1649-013 Lisboa, before the deadline of 30 working days counting from this Public Notice publishing in *Diário da República* (Portuguese Official Gazette). In case the candidates deliver the application personally, the working hours of the Human Resources is from 10:00am to 12:30pm and from 2:00p.m. to 4:30p.m..

### IX — Application instructions

- 1) Candidates must submit their application with a written application form, available at <http://www.ie.ulisboa.pt/instituto/servicos%20-comuns/recursos%20-humanos/formularios> (Formulário de Candidatura – Professor), addressed to the Director of the Instituto de Educação da Universidade de Lisboa, stating the identification of this notice, full name, number and date of identity card, Citizen Card, or identification number, date and place of birth, profession, residence and contact address, including the e-mail address and telephone.
- 2) In the application form, candidates must indicate his/her consent so that the communications and notifications in the context of this public tender can occur by electronic mail, to the e-mail address specified in the application.
- 3) The application form, which is mandatory, must be dully filled, dated and undersigned and shall be accompanied by the documents mentioned below, in paragraphs a) to c), must be delivered in digital format only (CD, DVD or pen drive), otherwise the application won't be considered:
  - a) *Scientific-pedagogic project* in electronic format (pdf), organized as stated in paragraph 4 of article 5 of the ULisboa Regulation, describing the research and teaching activities that the candidate proposes to develop and explain his/her contribution towards the scientific and pedagogic development in the disciplinary area of the tender and with an impact on the area of research and teaching of Education and Training Policies, with the aim of promoting and reinforce the teaching and research activities of the Instituto de Educação and the *Research and Development Unit in Education and Training*;
  - b) *Curriculum vitae* of the candidate in electronic format (pdf), presented in such a way that separately responds to each of the elements and criterion referred to in Chapter V of this Notice: A. Scientific Performance; B. Pedagogical Performance; C. Other activities related to the University's mission;
  - c) Electronic versions in electronic format (pdf) of the publications mentioned in the *Curriculum vitae* and other works that the candidates considers most relevant for the Jury's appreciation;
- 4) Failure to comply with the deadline set for the submission of the application, as well as the lack of submission or the late submission of the documents required in the previous paragraphs will determine the exclusion of the application.
- 5) The candidate ranked in 1<sup>st</sup> position of the unitary list of final ordering shall deliver to the Human Resources Section, as stated in the declaration on honor on the form, the supporting documents that meets the legally required conditions for establishment of a legal public employment relationship of indefinite duration with the Instituto de Educação da Universidade de Lisboa, within

the non-extendable deadline of 10 working days, counting from the date of the notification for delivering the mentioned documents, as is laid down in the Article 26 of the ULisboa Regulations.

#### **X — Language**

Documents instructing application should be presented in Portuguese or English language.

#### **XI — Composition of the Jury**

In accordance with articles 45 and 46 of the ECDU, and in article 14 of the ULisboa Regulation, the Jury is composed by the following members:

Chairman: Rector of the University of Lisbon.

Other members:

Doutor António Manuel Magalhães Evangelista de Sousa, Full Professor from the Faculdade de Psicologia e de Ciências da Educação da Universidade do Porto;

Doutor Jorge Adelino Rodrigues da Costa, Full Professor from the Universidade de Aveiro;

Doutor Licínio Carlos Viana Silva Lima, Full Professor from the Instituto de Educação da Universidade do Minho;

Doutor António Manuel Seixas Sampaio da Nóvoa, Full Professor from the Instituto de Educação da Universidade de Lisboa;

Doutor Justino Pereira de Magalhães, Full Professor from the Instituto de Educação da Universidade de Lisboa.

September 29<sup>th</sup> 2021 — The Director, Prof. Doutor Luís Miguel Carvalho