



Call for Proposals for the position of Associate Professor in the disciplinary area of Animal Production

Applications are invited, for a period of 30 working days following the date of publication of the present notice in the Diário da Republica (Official Journal), for one (1) position of Full Professor in the disciplinary area of Animal Production, to be hired by the Faculdade de Medicina Veterinária da Universidade de Lisboa (Faculty of Veterinary Medicine, University of Lisbon).

This recruitment procedure is regulated by the articles 37 to 51, 61 and 62-A of the University Teaching Career Statutes (ECDU), issued by Decree-law nº 205/2009, of 31st of August, and altered by Law n.º 8/2010, of 13th May, and further applicable legislation, namely the General Regulation for the Recruitment of Full, Associate and Auxiliary Professors of the University of Lisbon, published by the Rector's Orders nº 40/2015 of 16th of February 2015, published in the Diário da República (Official Journal), 2nd series, no. 45, of 5th of March 2015.

The joint order nº 373/2000, of 31st of March, from the Minister of State Reform and Public Administration and the Minister for Equality made compulsory the inclusion of the following reference in all civil service recruitment procedure notices:

"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 agreement with articles 37 to 51.º of ECDU and further applicable legislation, namely with the article 8 of the General Regulation for the Recruitment of Full, Associate and Auxiliary Professors of the University of Lisbon, the following dispositions are observed:

I – Authorization Order

Order from 19/05/2015 from the Rector of the University of Lisbon.

II –Place of work

Faculdade de Medicina Veterinária, Avenida da Universidade Técnica 1300-477 Lisboa, Portugal

III – Requirements for admission

III.1 - Candidates must hold:

- a) A PhD degree for more than five years, by the deadline of application, and the title of "Agregado". Holders of a PhD degree obtained abroad must demonstrate equivalence/recognition / registration of that degree to the same degree awarded by a Portuguese university, by the deadline for submission of applications;
- b) The domain of the Portuguese idiom, both spoken and written; foreign candidates, except applicants from Portuguese Speaking-Countries, should declare to held an official diploma confirming the oral and written domain of the Portuguese idiom;

III.2 Candidates who fail to submit the required documents, defined in section IX of this notice, by the deadline of application, according to the procedures defined in this notice concerning the place and form of submission, will be immediately disqualified.

III.3 Notwithstanding their approval and inclusion in the final ranking list of candidates in a position that enables their selection for the post, candidates will be disqualified if, when



required, in compliance with Chapter VI of the Regulations, they fail to submit the supporting documents that make proof of the fact that they fulfil the legal requirements for the celebration of an employment contract of indefinite duration in public functions with Faculdade de Medicina Veterinária, or unjustifiably fail to meet the fixed deadline for their submission, or when submitted, the documents prove to be inadequate, false or invalid. In the case of foreign candidates, all certificates must be authenticated by the issuing entities and by the Consulate Services of the respective country and translated into Portuguese, with the exception of the ones written in Spanish, French or English.

At the time of hiring, the documents that prove the possession of the requirements for admission to this call must be submitted in English, Spanish, French or English, subject to the need for recognition under the Portuguese law. When submitted in another language, a certified translation into Portuguese should also be submitted.

III.4 Following the disqualification of a candidate, for the reasons defined in the previous paragraph, the candidate, who is ranked immediately below the disqualified candidate in the final ranking list, will be required to submit the supporting document that makes proof of the fact that they fulfil the legal requirements for the celebration of an employment contract of indefinite duration in public functions with Faculdade de Medicina Veterinária.

III.5 The hearing of the candidates who are disqualified, according to the provisions laid down in the aforementioned paragraphs, will be held and the candidates will be granted a period of ten days to refute the grounds for their disqualification.

III.6 The application must be accompanied by the documents described in Chapter IX

IV – Requirements for absolute merit approval

Hold a PhD degree for more than five years, the title of “Agregado” and a scientific and pedagogic curriculum in the disciplinary area of the present call compatible with the opened position.

V – Assessment and ranking criteria in relative merit, their respective weighting and final assessment system

Candidates will be selected and ordered based on the elements described in number 6 of article 50 of the ECDU and on a pedagogical project referred in the article 5 of the General Regulation for the Recruitment of Full, Associate and Auxiliary Professors of the University of Lisbon, attributing the following weights to each of the components:

1. Pedagogic capacity (PC) - 45 points, including:
 - a) Pedagogical materials;
 - b) Students’ guidance and supervision;
 - c) Curricular units lectured.
2. Research performance (RP) – 45 points, including:
 - a) Publications;
 - b) Scientific projects.
3. Other activities relevant to the mission of Higher Education Institutions (OARMHEI) that were undertaken by the applicant – 10 points, including
 - a) Patents, legislation and technical norms and technical publications;
 - b) Rendering of services and consulting and science and technology diffusion;
 - c) Management activities.

4. A Pedagogical Project (PPEDAG) related with one or more curricular units comprised in the disciplinary area of this recruitment procedure, proposing the most adequate pedagogic methodologies for competencies' acquisition in that/those curricular unit(s) – 25 points.

The final assessment (VF) will result from the sum of the points obtained in each of the components described above, multiplied by values assigned to the preferential parameters described in chapter VI of this call:

$$VF = [PC + (PC \times PP1)] + [RP + (RP \times PP2)] + [OARMHEI + (OARMHEI \times PP3)] + PPEDAG$$

VF may reach 125 points, when the preferential parameters are not applied, or up to 150 points if all the preferential parameters are applied with the maximum weight.

VI – Preferential parameters

1. The teaching experience in a University, in Veterinary Medicine study cycles and in the curricular units of the disciplinary area ("Plant Biology, Agriculture and Environment", "Zootechnics", "Animal Behavior and Welfare", "Nutrition", "Animal Feeding", "Animal Production (I and II)", "Animal Breeding" and "Rural Economics") related to this recruitment procedure (PP1) is a preferential factor, adding up to more 25% of the points achieved in the component Pedagogic Capacity.

2. The scientific performance in the sub-areas comprised in the disciplinary area (PP2) is a preferential factor, adding up to more 25% of the points achieved in the component Scientific Performance.

3. The performance in other activities relevant to the mission of Higher Education Institutions in the scope of scientific sub-areas comprised in the disciplinary area (PP3) is a preferential factor, adding up to more 25% of the points achieved in that component.

VII – Public auditions

VII.1 At the first meeting, the Jury will deliberate about the necessity of a public hearing for the candidates who obtain absolute merit approval, with the exclusive aim of clarifying the information contained in the candidates' *curriculum vitae*.

VII.2 If the necessity to hold the aforementioned public hearings is identified, they will take place between the 30th day and the 70th day after the deadline of application. All candidates will be informed of the date and place of the public hearings at least five days in advance.

VIII – Submission of Applications

Applications must be delivered or sent by mail to the Secretaria of the Faculdade de Medicina Veterinária, Avenida da Universidade Técnica, 1300-477 Lisboa, Portugal (secretaria@fmv.ulisboa.pt).

IX – Application Supporting Documents

- a) The application must be accompanied with the completed form available on the website of FMV / ULisboa.
- b) Two printed copies and six in non-editable electronic format (PDF), of the candidate's *curriculum*, mentioning the teaching, research, and other activities considered relevant to the mission of Higher Education Institutions undertaken by the applicant, taking into consideration the selection and ranking criteria and the preferential parameters described in chapters V and VI of the present call;



- c) One copy in non-editable electronic version (PDF) of each of the pedagogic, scientific and technical papers published and mentioned in the candidate's curriculum.
- d) Two printed copies and six in non-editable electronic version (PDF) of the pedagogic project, which must be formatted at 1.5 spaces, font Times New Roman 12 or Arial 10 and must not exceed 25 pages.

The candidate may highlight in his *curriculum* the papers that he/she considers being the most representative of his/her activity, namely the ones related to the development and evolution of the disciplinary area defined in this recruitment procedure.

X - Language

All the documents that accompany the application referred in a), b) e d) of chapter IX of this call must be written in Portuguese.

XI – Composition of the Jury

The Jury will comprise the Rector of the University of Lisbon, who presides, and the following members:

- Doutor José Antunes Afonso de Almeida, professor catedrático da Universidade de Évora.
- Doutor Carlos Alberto Sequeira, professor catedrático da Universidade de Trás-os-Montes e Alto Douro.
- Doutor Jorge Manuel Teixeira de Azevedo, professor catedrático da Universidade de Trás-os-Montes e Alto Douro.
- Doutor Emídio Ferreira dos Santos Gomes, professor catedrático do Instituto de Ciências Biomédicas de Abel Salazar da Universidade do Porto.
- Doutor Luís Manuel dos Anjos Ferreira, professor catedrático da Faculdade de Medicina Veterinária da Universidade de Lisboa.
- Doutor Rui Manuel de Vasconcelos Horta Caldeira, professor catedrático da Faculdade de Medicina Veterinária da Universidade de Lisboa.

O Presidente da Faculdade de Medicina Veterinária da Universidade de Lisboa

Luís Manuel Morgado Tavares
(Professor Catedrático)