Call for Proposals for the position of Associate Professor at the Department of Animal Production and Food Safety

Applications are invited, for a period of 30 days following the date of publication of the present notice in the Diário da República (Official Journal), for one (1) position of Associate Professor in the disciplinary area of Animal Production, which comprises the curricular units of “Plant Biology, Agriculture and Environment”, “Zootechnics”, “Animal Behavior and Welfare”, “Nutrition”, “Animal Feeding”, “Animal Production (I and II)”, “Animal Breeding” and “Rural Economics”, to be hired by the Faculdade de Medicina Veterinária da Universidade Técnica de Lisboa (Faculty of Veterinary Medicine, Technical University of Lisbon) through the celebration of a employment contract of indefinite duration in public functions and perform their functions at the Department of Animal Production and Food Safety of the Faculty of Veterinary Medicine, as is foreseen in the staff map in force.

This recruitment procedure is regulated by the articles 37 to 51 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 Assistant, Associate and Full Professors of the Technical University of Lisbon (RGC of UTL), altered and republished by the Rector’s Orders nº 13071/2010 of 4th of August, in the Diário da República (Official Journal), 2nd series, no. 156, of 12th of August 2010.

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.”

I – Authorization Order
This call for proposal was determined by the Technical University of Lisbon’s Rector’s Order, dated of 16th of May 2011, issued after the confirmation of budget provision.

II – Place of work
Faculdade de Medicina Veterinária, Avenida da Universidade Técnica 1300-477 Lisboa, Portugal

III – Requirements for admission

III.1 - Candidates must have held a PhD degree for more than five years, by the deadline of application, and the domain of the Portuguese idiom, both spoken and written; foreign candidates, except applicants from Portuguese Speaking-Countries, should provide 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 X 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 one of the posts, 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.

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.

IV – Requirements for absolute merit approval
Hold a PhD degree for more than five years and a scientific and pedagogic curriculum in the disciplinary area of the present call and compatible with the opened position.

V – Selection and ranking criteria and their respective weighting
This recruitment procedure aims to evaluate the candidates’ abilities and performance regarding the different aspects that will constitute the set of duties to be carried on, if hired. According to article 4 of the ECDU, faculty members are required to:

- a) Carry out scientific research, cultural creation or technological development activities;
- b) Carry out the teaching duties assigned to them, to guide and supervise the students;
- c) Participate in activities of university extension, science diffusion and economic and social promotion of knowledge;
- d) Participate in the university administration activities;
- e) Carry out other tasks assigned by the administration bodies, which fall under the regular occupation of a faculty member.

The method of selection used will be the curriculum evaluation that, according to the faculty members’ general duties established in article 4 of the ECDU, and in compliance with article 5 of the RGC of UTL, concern the following aspects:

- a) Teaching;
- b) Research;
- c) Activities related to university administration, representation, science diffusion and economics and social promotion of knowledge, relevant to the Mission of the University;
- d) Pedagogical Project.

The candidates’ curriculum evaluation in each of the aforementioned areas must take into consideration the disciplinary area related to this recruitment procedure. The parameters to be considered in the evaluation of the candidate’s curriculum, regarding each of the aspects defined below and the respective criteria percentage for the final classification, are the following:

1. Pedagogic capacity (PC) - 40 points, including:
   - a) Pedagogical material;
   - b) Students’ guidance and supervision;
   - c) Curricular units lectured.

2. Research performance (RP) – 40 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 – 20 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.

VI – Preferential parameters
1. The teaching experience in a University, in Veterinary Medicine study cycles and in curricular units of the disciplinary area related to this recruitment procedure (PP1) is a preferential factor, adding up to more 20% 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 20% 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 20% of the points achieved in that component.

VII – Final Assessment System
The final assessment (VF) will be the calculated as the sum of the points obtained in each of the components described in chapter V, multiplied by values assigned to the preferential parameters described in chapter VI of this call:
VF = PC x PP1 + RP x PP2 + OARMHEI x PP3 + PPEDAG

VIII – 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, as of the deadline of application. All candidates will be informed of the date and place of the public hearings at least five days in advance.

IX – 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.

X – Application Supporting Documents
The application must be accompanied by the following documents:
a) Letter to the President of the Faculty of Veterinary Medicine, requiring the application acceptance and stating the applicant’s full name, address, telephone number, e-mail address and present work position;
b) Formal declaration that the applicant complies with all the requirements of the Portuguese law and of the present recruitment procedure admission;
c) Ten printed copies and one 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 notice;

d) One printed copy and one in non-editable electronic version (PDF) of each of the pedagogic, scientific and technical papers published and mentioned in the candidate's curriculum, as well as other works that the candidate considers relevant to the Jury's evaluation.

e) Ten printed copies and one 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.

XI – Compliance of requirements for admission

The documents related to the recruitment procedure admission should be presented in compliance with article 27 and following of the RGC of UTL, altered and republished by the Rector’s Orders nº 13071/2010 of 4th of August, in the Diário da República (Official Journal), 2nd series, no. 156, of 12th of August 2010.

X – Language

All the documents that accompany the application must be written in Portuguese and dully authenticated by the issuing entities. In the case of foreign candidates, all documents 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.

XI – Composition of the Jury

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

Doctor José Antunes Afonso de Almeida, Professor Catedrático da Universidade de Évora.
Doctor Jorge António Colaço, Professor Catedrático da Universidade de Trás-os-Montes e Alto Douro
Doctor José Estevam da Silveira Matos, Professor Catedrático da Universidade dos Açores
Doctor Alfredo Emílio Silveira de Borba, Professor Catedrático da Universidade dos Açores
Doctor Luís Manuel dos Anjos Ferreira, Professor Catedrático da Faculdade de Medicina Veterinária da Universidade Técnica de Lisboa
Doctor Rui Manuel de Vasconcelos e Horta Caldeira, Professor Catedrático da Faculdade de Medicina Veterinária da Universidade Técnica de Lisboa.

Faculdade de Medicina Veterinária, 31 de Maio de 2011

O Presidente da Faculdade

Luís Manuel Morgado Tavares
(Professor Catedrático)