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## Job offer

JOB

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| Posted on: 4 July 2025

### **Call for Proposals for two positions of Associate Professor in the disciplinary area of Clinics (FMV/ULisboa)**

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4 Jul 2025

## Job Information

Organisation/Company	Faculdade de Medicina Veterinária
Research Field	Medical sciences » Veterinary medicine
Researcher Profile	Leading Researcher (R4)
Positions	PhD Positions
Country	Portugal
Application Deadline	13 Aug 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35

**Is the job funded through the EU Research Framework Programme?**

Not funded by a EU programme

**Is the Job related to staff position within a Research Infrastructure?**

No

## Offer Description

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 two (2) positions of Associate Professor in the disciplinary area of Clinics, to be hired by the Faculdade de Medicina Veterinária of the Universidade de Lisboa (Faculty of Veterinary Medicine, University of Lisbon, FMV-ULisboa).

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 no. 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, approved by the Rector's Order of 16th of February 2015, published in the Diário da República (Official Journal), 2nd series, no. 45, of 5th of March 2015, by Order no. 2307/2015 (abbreviated as Regulation).

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 this sense, the terms "candidate", "recruited", "teacher" and similar ones are not used in this Notice to refer to the gender of people.

Likewise, no candidate may be privileged, benefited, impaired or deprived of any right or exempt from any duty based, in particular, on ancestry, age, sexual orientation, marital status, family situation, economic status, education, origin or social condition, genetic heritage, reduced working capacity, disability, chronic disease, nationality, ethnic origin or breed, territory of origin, language, religion, political or ideological beliefs and trade union membership.

In agreement with articles 37 to 51 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

## Where to apply

**Website** <https://www.fmv.ulisboa.pt/pt/institucional/procedimentos-concursais/pc-docentes>

## Requirements

**Research Field** Medical sciences » Veterinary medicine

**Education Level** PhD or equivalent

**Languages** ENGLISH

**Level** Excellent

**Languages** PORTUGUESE

**Level** Excellent

## Additional Information

### Additional comments

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In agreement with articles 37 to 51 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 – Rector Authorization Order**

The present order was issued by the Rector of the University of Lisbon, Professor Luís Manuel dos Anjos Ferreira, in 27/05/2025, after confirmation that:

1. The position can be adequately covered by faculty budget;
2. The position is provided in the faculty map of personnel.

The selected candidate will work in both teaching and research activities, in the latter case, in research units linked to FMV-ULisboa.

## **II – Place of work**

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

### **III – Requirements for admission and motives for candidates exclusion**

#### **III.1 - Candidates must hold:**

1. A PhD degree for more than five years, in accordance with the provisions of article 41 of the ECDU, by the deadline of application.

PhD degrees obtained abroad must be recognized, under the terms of Decree-Law no. 66/2018, of 16 August, by the deadline for the contract signature;

2. The domain of the Portuguese idiom, both spoken and written; foreign candidates, except applicants from Portuguese Speaking-Countries, should declare to hold an official diploma confirming oral and written Portuguese language skills corresponding to level C2 of the Common European Framework of Reference for Languages; candidates must hold this diploma by the deadline for the contract signature.

III.2 Chapter VI of the Regulation applies with regard to the verification and compliance with the requirements for admission and exclusion of candidates.

III.3 Candidates who fail to submit the required documents, defined in section IX and 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. This situation must be submitted to the analysis and decision of the President of FMV prior to the Jury's deliberation on absolute merit.

III.4 At the time of hiring, the documents that prove the compliance with the requirements for admission to this call must be submitted in Portuguese, 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.5 Following the disqualification of a candidate, for the reasons defined in the previous paragraph, the candidate that 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.6 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.7 The application must be accompanied by the documents described in Chapter X.

#### **IV – Requirements for absolute merit approval**

IV.1 Hold a PhD degree in Veterinary Sciences in a theme in the scope of the disciplinary area of the present call;

IV.2 Hold a university degree (Pre-Bologna Bachelor or Post-Bologna Master) in Veterinary Medicine or equivalent;

IV.3 Hold 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 article 50(6) of the ECDU and a pedagogical project referred to in article 5(4) 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:

V.1. Pedagogic capacity (PC) - 30 points, including pedagogical contents, monitoring and supervision of students, lectured curricular units and evaluation by students.

V.2. Research performance (RP) – 35 points, including publications and scientific projects.

V.3. Other activities relevant to the mission of Higher Education Institutions (OARMHEI) that were undertaken by the applicant – 35 points, including patents, legislation, standards and technical publications, provision of services, consultancy and dissemination of science and technology and management activities.

V.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 – Additional parameters**

VI.1. Teaching experience in a higher education institution, in Veterinary Medicine study cycles and in curricular units whose contents contribute specifically to the training of students in the disciplinary area of Clinics, is a preferential factor (**AP1**), adding up to more 50% of the points achieved in the component Pedagogic Capacity (PC).

VI.2. Scientific performance in the scope of the disciplinary area of Clinics is a preferential factor (**AP2**), adding up to more 50% of the points

achieved in this component.

VI.3. Performance of management activities in a higher education institution, as well as proven clinical experience, is a preferential factor (**AP3**), adding up to more 50% of the points achieved in the component OARMHEI.

## VII – Final assessment (FA)

The final assessment (FA) will result from 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:

$$\text{FA} = [\text{PC} + (\text{PC} \times \text{AP1})] + [\text{RP} + (\text{RP} \times \text{AP2})] + [\text{OARMHEI} + (\text{OARMHEI} \times \text{AP3})] + \text{PPEDAG}$$

FA may reach 125 points, when the preferential parameters are not applied, or up to 175 points if all the preferential parameters are applied with the maximum weight.

In accordance with article 20 of the Regulation:

1. Before voting starts, each jury member presents a written document, which will be attached to the protocol, with duly justified ranking of the candidate(s), and in descending order of their merit, considering the above mentioned criteria in Chapters V and VI of this call;
2. The Jury will initially vote for the first place, then for the second place and so on, until the ranking of all the candidates admitted to the call and previously approved on absolute merit;
3. In each vote, decisions are taken by an absolute majority of votes;
4. Once the voting is completed, the jury proceeds to draw up the unitary ranking list of the candidate(s).

## VIII – Public auditions

VIII.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 *curriculum vitae* submitted by the candidates.

VIII.2 If the need to hold the aforementioned public hearings is identified, they will take place between the 30th day and the 50th day following the date of admission on absolute merit of the candidates. 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 in person to the Human Resources Management Office of the Faculdade de Medicina Veterinária, Avenida da Universidade Técnica, 1300-477 Lisboa, Portugal, open at the following periods: from 9.30 am to 4.30 pm, or, alternatively, sent by registered mail until 11.59 pm on the 30th working day after the date of publication of this call in the 2nd series of the Diário da República (Official Journal).

## X – Application Supporting Documents

1. The application must be accompanied with the completed and signed form available on the website of FMV/ULisboa:

(<http://www.fmv.ulisboa.pt/pt/institucional/informacao-oficial/procedimentos-concursais/pc-docentes> );

2. One printed copy and one in non-editable electronic version (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 additional parameters described in chapters V and VI of the present call;
3. One copy in non-editable electronic version (PDF) of each published work of a pedagogical, scientific, technical or other nature.
4. One printed copy and one in non-editable electronic version (PDF) of the pedagogical 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 call.

## XI - Language

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

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 those written in Spanish, French or English.

## XII – Composition of the Jury

In accordance with articles 45 and 46 of the ECDU and article 14 of the Regulation, the jury will comprise the Rector of the University of Lisbon, who presides, and the following members:

- Ana Colette Pereira de Castro Osório Maurício, Full Professor, Instituto de Ciências Biomédicas Abel Salazar, Universidade do Porto;
- Rita Maria Payan Martins Pinto Carreira, Full Professor, Escola de Ciências e Tecnologia, Universidade de Évora;
- Paula Alexandra Martins de Oliveira, Full Professor, Escola de Ciências Agrárias e Veterinárias, Universidade de Trás-os-Montes e Alto Douro;
- António José Almeida Ferreira, Full Professor, Faculdade de Medicina Veterinária, Universidade de Lisboa;
- Luís Filipe Lopes da Costa, Full Professor, Faculdade de Medicina Veterinária, Universidade de Lisboa.

Lisbon, 16th June 2025, The President of Faculdade de Medicina Veterinária, Universidade de Lisboa, Rui Manuel de Vasconcelos e Horta Caldeira

## Work Location(s)

Number of offers available	2
Company/Institute	Faculdade de Medicina Veterinária da Universidade de Lisboa
Country	Portugal
State/Province	Lisboa
City	Lisboa
Postal Code	1300-477
Street	Av. da Universidade Técnica
Geofield	



## Contact

State/Province	Lisboa
City	Lisboa
Website	<a href="http://www.fmv.ulisboa.pt/">http://www.fmv.ulisboa.pt/</a>
Street	Av. da Universidade Técnica
Postal Code	1300-477

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