

Call for Proposals for one position of Associate Professor in the disciplinary area of Morphology and Function

Applications are invited, for a period of 30 days following the date of publication of the present notice in the Diário da Republica (Official Journal), for one (1) position of Associate Professor in the disciplinary area of Morphology and Function, 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

The present order was issued by the Rector of the University of Lisbon, Dr. António Cruz Serra in 25/09/2017 after confirmation that the position can be adequately covered by both the faculty budget and the map of personnel. Selected candidate will work in both teaching and research activities held at the Faculty of Veterinary Medicine.

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. 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 the contract signature;
- b) A university degree (licenciado pré-Bolonha or master) in Veterinary Medicine;
- c) 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 the oral and written domain of the Portuguese idiom corresponding to level C2 of the of the Common European Framework of Reference

for Languages; candidates must hold this diploma by the deadline for the contract signature.

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 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 he/she fulfils 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 X

IV – Requirements for absolute merit approval

IV.1 Hold a PhD degree on Veterinary Sciences, on a scientific area of the disciplinary area of the present call;

IV.2 Hold a university degree (licenciado pré-Bolonha or master) in Veterinary Medicine;

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 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:

V.1. Pedagogic capacity (PC) - 45 points, including:

- a) Pedagogical materials;
- b) Students' guidance and supervision;

- c) Curricular units lectured.
- d) Evaluation by the students.

V.2 Research performance (RP) – 45 points, including:

- a) Publications;
- b) Scientific projects.

V.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) Coordination of study programs;
- c) 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 – Preferential parameters

VI.1. The teaching experience in a University, in Veterinary Medicine study programs, and in curricular units which syllabus are equivalent to those of the curricular units of Histology of the disciplinary area of the present call (PP1), is a preferential factor adding up to more 50% of the points achieved in the component Pedagogic Capacity.

VI.2. The scientific performance in the sub-area of Animal Histology (PP2) is a preferential factor, adding up to more 50% of the points achieved in the component Research Performance.

VI.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 50% of the points achieved in that component.

VIII – Final assessment (VF)

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 175 points if all the preferential parameters are applied with the maximum weight.

Ranking of candidates: In the ranking of the candidates, each member of the Jury ranks the candidates in descending order of their merit and participates in the votes with his ordered list of candidates.

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, as provided for in the number 5 of the second article of the Regulation. In each vote, decisions are taken by an absolute majority of votes.

Once the evaluation and ranking criteria has been completed, the Jury will draw up a unitary ordered list of candidates.

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 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.

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 (secretaria@fmv.ulisboa.pt).

X – 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 the *curriculum* the papers that he/she considers being the most representative of his/her activity, namely the ones related to the development and progress of the disciplinary area of this call.

XI – Language

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

XII – 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.
Doutora Aura Antunes Colaço, Professora Catedrática da Universidade de Trás-os-Montes e Alto Douro.



Doutora Maria de Fátima Gartner, Professora Catedrática do Instituto de Ciências Biomédicas Abel Salazar da Universidade do Porto.

Doutor Carlos Alberto Gonçalves, Professor Catedrático da Faculdade de Medicina da Universidade de Coimbra.

Doutora Maria Leonor da Silva Parreira, Professora Catedrática da Faculdade de Medicina da Universidade de Lisboa.

Doutor José António Mestre Prates, Professor Catedrático da Faculdade de Medicina Veterinária da Universidade de Lisboa.

The President of Faculdade de Medicina Veterinária, Universidade de Lisboa

A handwritten signature in blue ink, which appears to read 'Luís Morgado Tavares', is written over the printed name.

Luís Manuel Morgado Tavares
(Professor Catedrático)