

NOTICE

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

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 Auxiliary Professor in the disciplinary area of Animal Production, 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 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, by Order nº 2307/2015 (abbreviated as Regulation).

The selected applicant will be hired on a public contract with indefinite term, on the category specified in this call, with an experimental period of five years.

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.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 – Rector Authorization Order

The present order was issued by the Rector of the University of Lisbon, Professor Luís Manuel dos Anjos Ferreira, in 3th November 2023, after confirmation that:

- a) The position can be adequately covered by faculty budget;

- b) The position is provided in the faculty map of personnel.

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:

- a) A PhD degree in accordance with article 41-A of ECDU.
PhD degrees obtained abroad must be recognized in accordance with the Decree-Law no. 66/2018, of 16 August, of that degree to an equivalent degree awarded by a Portuguese university, by the deadline of application;
- b) 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 or similar in a theme in the scope of the disciplinary area of the present call;

IV.2 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 in the number 4 of article 5 and article 11 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) - 40 points, including pedagogical contents, monitoring and supervision of students, coordinated and lectured curricular units and pedagogical training acquired.

V.2. Research performance (RP) – 50 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 – 10 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 curricular unit comprised in the disciplinary area of this recruitment procedure, proposing the most adequate pedagogic methodologies for competencies' acquisition in that curricular unit – 25 points.

VI – Additional parameters

VI.1. The teaching experience in a higher education institution, in Veterinary Medicine or Animal Science study cycles, in curricular units whose syllabus contents contribute specifically to the training of students in nutrition and feeding of companion animals (**AP1**), is a preferential factor, adding up to more 50% of the points achieved in the component Pedagogic capacity (PC).

VI.2. The scientific performance in the scope of nutrition and feeding of companion animals, is a preferential factor (**AP2**), adding up to more 50% of the points achieved in this component.

VI.3. The Pedagogical Project (PPEDAG) for a curricular unit that includes in its program the themes of nutrition and feeding of companion animals, is a preferential factor (**AP3**), adding up to more 50% of the points achieved in this component.

VI.4. Hold a university degree (Pre-Bologna Bachelor or Post-Bologna Master) in Veterinary Medicine constitutes an additional parameter (**AP4**), with an appreciation of 10 points.

VI.5. Hold a diploma from the European College of Veterinary and Comparative Nutrition or the American College of Veterinary Nutrition constitutes an additional parameter (**AP5**), with an appreciation of 40 points.

VI.6. The doctoral thesis in a theme in the scope of nutrition of companion animals constitutes an additional parameter (**AP6**), with an appreciation of 10 points.

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:

$$\text{FA} = [\text{PC} + (\text{PC} \times \text{AP1})] + [\text{RP} + (\text{RP} \times \text{AP2})] + [\text{OARMHEI} + [\text{PPEDAG} + (\text{PPEDAG} \times \text{AP3})] + \text{AP4} + \text{AP5} + \text{AP6}$$

FA may reach 125 points, if no additional increase or score is attributed, or up to 242.5 points if the preferential parameters AP1, AP2 and AP3 are increased by the maximum score and the additional parameters AP4, AP5 and AP6 are met by the candidate.

In accordance with article 20º of the Regulation:

- a) 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;
- b) 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;
- c) In each vote, decisions are taken by an absolute majority of votes;
- d) 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 provided 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 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 in person in the Academic and Human Resources Division of FMV-ULisboa, between 9:30h and 17:30h, at Avenida da Universidade Técnica, 1300-477 Lisboa, Portugal, or alternatively, sent by registered mail until 23:59h of the 30^o working day after the publication of this call in the 2.^a série of the Diário da República, to the same address.

X – Application Supporting Documents

- a) The application must be accompanied with the completed form available on the website of FMV/ULisboa:
(<http://www.fmv.ulisboa.pt/pt/institucional/procedimentos-concursais/pc-docentes>).
- b) 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;
- c) One copy in non-editable electronic version (PDF) of each of the pedagogic, scientific, technical or other type papers published;
- d) One printed copy and one in non-editable electronic version (PDF) of the pedagogic project.

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.

The candidate may include in their application elements that allow for the possible enhancement of the Additional Parameters indicated in Chapter VI.

XI - Language

All the documents that accompany the application referred in a), b) and c) 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 the provisions of Articles 45 and 46 of the ECDU and Article 14 of the Regulation, and in accordance with the Orders of the Rector of the University of Lisbon of 3 November and 22 November 2023, the jury will be composed of the Rector of the University of Lisbon, who presides, and the following members:

- Alfredo Manuel Franco Pereira, Full Professor, Escola de Ciências e Tecnologia, Universidade de Évora;

- Ana Rita Jordão Bentes Cabrita, Associate Professor, Instituto de Ciências Biomédicas Abel Salazar (ICBAS), Universidade do Porto;
- Miguel António Machado Rodrigues, Associate Professor, Escola de Ciências Agrárias e Veterinárias, Universidade de Trás-os-Montes e Alto Douro;
- Luís Miguel Mendes Ferreira, Associate Professor with Aggregation, Escola de Ciências Agrárias e Veterinárias, Universidade de Trás-os-Montes e Alto Douro;
- José Pedro da Costa Cardoso Lemos, Associate Professor, Faculdade de Medicina Veterinária, Universidade de Lisboa;
- Rui José Branquinho de Bessa, Associate Professor with Aggregation, Faculdade de Medicina Veterinária, Universidade de Lisboa.

Lisbon, 6th December 2023

The President of Faculdade de Medicina Veterinária, Universidade de Lisboa



Rui Manuel de Vasconcelos e Horta Caldeira
(Full Professor)