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UNIVERSIDADE DE LISBOA
Faculdade de Medicina Veterinária

NOTICE
**Call for Proposals for one position of Full Professor in the
disciplinary area of Morphology and Function (FMV/ULisboa)**

We make known that an international documentary contest is open and 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 Full Professor in the disciplinary area of Morphology and Function at the Faculdade de Medicina Veterinária of 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, 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 nº2307/2015 (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 mention 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 Universidade de Lisboa, Professor Luís Manuel dos Anjos Ferreira, in 18/06/2024, after confirmation that the position can be adequately covered by both the faculty budget and the 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.



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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 for more than five years by the deadline of the 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, in accordance with Decree-Law nº 66/2018 of 16th August;
- b) The aggregate title;
- c) Portuguese language skills, 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, which should be the object of analysis and decision of the President of FMV-ULisboa prior to the deliberation of the Jury on the absolute merit.

III.4 – At the time of hiring, the documents that prove the possession of the requirements for admission to this call must be submitted in Portuguese, Spanish, French or English, without prejudice to the need for recognition under 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 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.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 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;

IV.3 Hold a scientific and pedagogic curriculum in the disciplinary area of the present call compatible with the opened position.



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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 (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) - 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, consulting, and science and technology diffusion;
- c) Coordination of study programs;
- d) 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 The teaching experience in a University, in Veterinary Medicine study programs, and in curricular units which syllabus are similar to the curricular units of the disciplinary area of this call (**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 the disciplinary area of this call, is a preferential factor (**AP2**), adding up to more 50% of the points achieved in the component Research Performance (RP).

VI.3 The performance of university management activities is a preferential factor (**AP3**), adding up to more 50% of the points achieved in that component OARMHEI.

VII – Final assessment (FA)

The final assessment (FA) will result from the sum of the marks 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



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

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 aim, exclusively, of clarifying the information provided by the candidates.

VIII.2 - If the necessity to hold the aforementioned public hearings is identified, they will take place between the 30th day and the 50th day following the date of the jury meeting to admit the candidates on absolute merit. 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 5.30 pm, or, alternatively, sent by registered mail until 11.59 pm on the 30th business day after the date of publication of this call in the 2nd series of the Diário da República.

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/informacao-oficial/procedimentos-concursais/pc-docentes>).
- b) Two 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 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 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 the *curriculum* the papers that he/she considers being the most representative of his/her activity, namely the ones related to the development and



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progress of the disciplinary area of 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 and duly authenticated by the issuing entities.

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 article 45 and 46 of ECDU and article 14 of the Regulation, the Jury will comprise the Rector of the Universidade de Lisboa, who presides, and the following members:

- Maria Filomena Rabaça Roque Botelho, Full Professor, Faculdade de Medicina, Universidade de Coimbra;
- Ana Colette Pereira de Castro Osório Maurício, Full Professor, Instituto de Ciências Biomédicas Abel Salazar, Universidade do Porto;
- Maria Dulce Cordeiro Madeira, Full Professor, Faculdade de Medicina, Universidade do Porto;
- Artur Severo Proença Varejão, Full Professor, Escola de Ciências Agrárias e Veterinárias, Universidade de Trás-os-Montes e Alto Douro;
- José António Mestre Prates, Full Professor, Faculdade de Medicina Veterinária, Universidade de Lisboa;
- Graça Maria Leitão Ferreira Dias, Full Professor, Faculdade de Medicina Veterinária, Universidade de Lisboa;
- Graça Maria Alexandre Pires Lopes de Melo, Full Professor, Faculdade de Medicina Veterinária, Universidade de Lisboa.

Lisbon, 5th July 2024

The President of Faculdade de Medicina Veterinária, Universidade de Lisboa



Rui Manuel de Vasconcelos e Horta Caldeira
(Full Professor)