

UNIVERSITY OF LISBON

School of Agronomy

Notice No. 155/2023

Summary: International competition for the recruitment of a Full Professor in the form of employment contract in public functions, in the disciplinary area of Environmental Engineering of the Instituto Superior de Agronomia of the University of Lisbon.

It is hereby made known that at the School of Agronomy of the University of Lisbon (hereafter abbreviated as the Institute), for a period of 30 working days from the day immediately following the publication of this Notice in the *Diário da República*, opens an international competition for the recruitment of a Full Professor, in the form of employment contract in public functions, in the disciplinary area of Environmental Engineering, under the terms of articles 37 to 51, 61 and 62^oA of Teaching Career Statute, republished by Decree-Law no. 205/2009, of 31 August, amended by Law n.º 8/2010, of 13rd may (hereafter ECDU), and other applicable legislation, namely the general regulation of competitions for the recruitment of Full, Associate and Assistant Professors of the University of Lisbon, approved by the Rector on 16th February 2015, published in the 2nd series of the *Diário da República* nº 45, by Order no. 2307/2015, of March 5th, 2015 (hereafter Regulation).

Furthermore, the Joint Order No. 373/2000, of 31 March, of the Minister for State Reform and Public Administration and the Minister for Equality, determines that the following mention must be made in admission and access contests:

"In compliance with subparagraph h) of article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in accessing employment and professional development, scrupulously providing to avoid any form of discrimination." In this sense, the terms 'candidate', 'recruited', 'teacher' and similar terms are not used in this notice to refer to the gender of people.

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

In accordance with articles 37 to 51 of the ECDU and other applicable legislation, and with the provisions of article 8 of the Regulation, the following provisions shall be observed:

I - Rector's authorization order:

The opening of this competition was authorized by the Rector of the University of Lisbon, in 27 October 2022, after confirmation of adequate budgetary space, and that the job now applied for is foreseen and not occupied in the Institute's personnel map, and that his/her holder must carry out teaching and research activities assigned to a Full Professor in the disciplinary area of Environmental Engineering.

II - Workplace:

School of Agronomy, Tapada Campus, 1349-017 Lisbon, Portugal

III - Admission requirements and reasons for exclusion of candidates:

III.1 - Under the terms of article 40 of the ECDU, admission can be given only to those who hold a Doctor's degree awarded for more than five years, counting from the deadline for submitting applications, and who hold the title of aggregate.

III.2 - The provisions of Chapter VI of the Regulation apply with regard to the verification and fulfillment of the admission and exclusion requirements of candidates.

III.3 - Holders of academic degrees awarded by foreign higher education institutions must be holders of recognition of the doctoral degree under the terms of Decree-Law No. 66/2018, of 16 August.

III.4 - Recognition of the doctoral degree referred to in the previous number must be obtained by the end of the period granted for the conclusion of the contract, if the candidate ordained in an eligible place has obtained a doctorate degree abroad.

III.5 - Failure to deliver any of the documents that must accompany the application, within the stipulated period and under the terms indicated in this public notice, determines the non-admission of the same, which must be the object of analysis and decision of the President of the School of Agronomy prior to the Jury's deliberation on absolute merit.

IV - Absolute merit admission requirements:

IV.1 - The provisions of article 10, Chapter III of the Regulation will be applied, with regard to the admission of candidates on absolute merit.

IV.2 - The Jury will decide on its approval or rejection in absolute merit, by justified nominal vote where abstentions are not allowed.

IV.3 - The candidate who manages to obtain a favorable vote from more than half of the voting members of the jury is considered approved on absolute merit.

IV.4 - The vote against approval on absolute merit must be based on one or more of the following circumstances:

a) The branch of knowledge and/or specialty in which the doctorate was awarded and/or the aggregation held by the candidate does not prove to be adequate academic training for the exercise of teaching functions in the disciplinary area for which the competition was opened ; and

b) The relevance, quality and timeliness of the candidate's curriculum vitae, and the most relevant and impactful academic contributions selected by the candidate, prove to be clearly insufficient for the exercise of the functions of Full Professor in the disciplinary area of the competition; and

c) From the list of 10 (ten) publications, mentioned in point b) of point VIII.3, which the candidate considers most representative in terms of their contribution to the development and evolution of the disciplinary area in which the competition is open, lack of evidence that the candidate has the necessary capacity to perform the functions of Full Professor in the disciplinary area of the competition; and

d) The candidate does not have at least 45 publications identified in the Scopus database; and

e) The candidate does not have at least six publications in the last three years, identified in the Scopus database, published until the 31st of December prior to the publication date of the public notice; and

f) If the Scientific-Pedagogical Project for the subject area, prepared by the candidate, requested in item VIII.3.c) and specified in V.4.e), presents serious insufficiencies or inaccuracies that show that it does not have the necessary capacity to the adequate exercise of the functions of Full Professor in the disciplinary area of the competition, or is not supported by the candidate's previous work.

V - Parameters of evaluation and ranking in relative merit, respective weighting and final valuation system:

V.1 - This call for tender is intended to verify the ability and performance of candidates in the different aspects that, under the terms of article 4 of the ECDU, are part of the set of functions to be performed, if, following the contest, they to be hired. Under the terms of this article 4 of the ECDU, university professors are responsible for:

a) Carry out scientific research, cultural creation or technological development activities;

b) Provide the teaching service assigned to them, and monitor and guide students;

c) Participate in university extension tasks, scientific dissemination and economic and social valorization of knowledge;

d) Participate in the management of the respective university institutions;

e) Participate in other tasks assigned by the competent management bodies, and which fall within the scope of university teaching activities.

V.2 - The selection method to be used is the curricular assessment, as provided for in paragraph 6 of article 50 of the ECDU, in paragraph 4 of article 5 and in article 11 of the Regulation, which will focus on the following aspects:

a) Pedagogical capacity of the candidate, taking into account, when applicable, the analysis of their previous teaching practice;

- b) Scientific performance, namely with regard to its contribution to the development and evolution of the disciplinary area;
- c) University Extension, Scientific Dissemination and Economic and Social Enhancement of Knowledge, which will be called Knowledge Transfer;
- d) University Management;
- e) Scientific-Pedagogical Project for the Disciplinary Area.

The aspects indicated in subparagraphs c) and d) must be considered within the scope of subparagraph c) of paragraph 6 of article 50 of the ECDU, concerning other activities relevant to the mission of the HEI.

V.3 - The curricular evaluation of the various candidates in each of these aspects must take into account the disciplinary area for which the competition is open.

V.4 - The parameters to be taken into account in the curricular evaluation of candidates in each of the aspects listed in V.2 and the weighting to be attributed to each one of them in the final classification, are the following, giving particular importance to the relevance, quality and timeliness of the candidate's curriculum vitae, and the ten most relevant and impactful academic contributions selected by the candidate and identified in document VIII.3.b):

a) Pedagogical Capacity (30%):

i) Pedagogical content: parameter that takes into account publications, computer applications and experimental prototypes of a pedagogical scope that the candidate has carried out or participated in carrying out, taking into account their nature and their impact on the national and international community;

ii) Teaching activity: parameter that takes into account the curricular units that the candidate coordinated and taught, taking into account the diversity, pedagogical practice and the universe of students, as well as their evaluation indicators;

iii) Innovation: parameter that takes into account the candidate's ability to promote new pedagogical initiatives, such as:

Presentation of reasoned and coherent proposals for the creation of new curricular units or for the profound reformulation of the existing ones;

The creation or reinforcement of laboratory infrastructures of an experimental and/or computational nature to support teaching;

The creation or restructuring of groups of curricular units or study plans;

The improvement of pedagogical practice.

iv) Monitoring and mentoring of students: parameter that takes into account the orientation of doctoral students, masters students and undergraduate students, taking into account the number, quality, scope and scientific/technological impact of publications, theses, dissertations and resulting final course works, with special emphasis on award-winning works and international recognition;

v) Non-academic professional experience: parameter that takes into account the influence of the relevant teaching work carried out outside the academic environment in the disciplinary area being applied for.

b) Scientific Performance (30%):

i) Scientific publications: parameter that takes into account the books, book chapters, articles in scientific journals and international conference proceedings of which the candidate was the author or co-author, considering:

Your nature;

The impact factor;

The number of citations;

The technological level;

Innovation;

Diversity;

Multidisciplinary;

International collaboration;

The importance of contributions to the advancement of the current state of knowledge;

The importance of the ten works that were selected by the candidate as the most representative, namely with regard to their contribution to the development and evolution of the disciplinary area for which the competition is open.

ii) Coordination and participation in scientific projects: parameter that takes into account the participation and coordination of scientific projects by the candidate, subject to competition on a competitive basis, considering:

The territorial scope;

The dimension;

The technological level;

The importance of contributions;

Innovation;

Diversity.

iii) Creation and reinforcement of laboratory means, mesocosms or field installations or tests: parameter that takes into account the participation and coordination of initiatives by the candidate that have resulted in the creation or reinforcement of laboratory infrastructures of an experimental and/or computational nature to support the investigation.

iv) Stimulation of scientific activity: parameter that takes into account the capacity of coordination and leadership of research teams demonstrated by the candidate, including supervision of PhD researchers;

v) Recognition by the international scientific community: parameter that takes into account:

Awards from scientific societies;

Editorial activities in scientific journals;

Participation in editorial boards of scientific journals;

Coordination and participation in scientific event program committees;

Conducting guest lectures at scientific meetings or at universities;

Participation as a member of scientific societies for competitive admission and other similar distinctions.

c) Knowledge Transfer (15%):

i) Industrial property: parameter that takes into account the authorship and co-authorship of patents, models and industrial designs, taking into account their nature, territorial scope, technological level and the results obtained;

ii) Legislation and technical norms: parameter that takes into account the participation in the elaboration of legislative projects and norms, taking into account their nature, territorial scope and technological level;

iii) Publications for scientific and technological dissemination: parameter that takes into account articles in national journals and conferences and other publications for scientific and technological dissemination, taking into account their professional and social impact;

iv) Provision of services and consultancy: parameter that takes into account the participation in activities involving the business environment and the public sector, taking into account the type of participation, dimension, diversity, technological intensity and innovation;

v) Conception, design and production of achievements in Engineering, Management or Architecture: parameter that takes into account the value for the activities of the School of relevant professional experiences;

vi) Services to the scientific community and society: parameter that takes into account the participation and coordination of scientific and technological dissemination initiatives and taking into account the nature and results achieved by these, when carried out together:

From the scientific community, namely through the organization of congresses and conferences;

From the media;

Companies and the public sector.

vii) Vocational training actions: parameter that takes into account the participation and coordination of technological training actions aimed at companies and the public sector, taking into account their nature, technological intensity and the results achieved.

d) University Management (15%):

i) Positions in higher education institutions and their organic units: parameter that takes into account the nature and responsibility of the position;

ii) Positions in units and course coordination: parameter that takes into account the position, the universe of activity and the results obtained by the candidate in the exercise of management functions in departments and research units, of course coordination, of scientific or of sections;

iii) Temporary Positions and Tasks: parameter that takes into account the nature, the universe of activity and the results obtained by the candidate when participating in editorial activities of international journals, in evaluation in scientific programs, in juries of academic tests, in juries of competitions and in temporary positions and tasks that have been assigned by the competent management bodies, among others;

iv) Other positions: parameter that takes into account the exercise of positions referred to in article 73 of the University Teaching Career Statute (ECDU) and positions in national and international scientific organizations.

e) Scientific-Pedagogical Project for the Subject Area (10%): assesses the quality and scope of the scientific and pedagogical strategy that the candidate proposes for the subject area of the competition, taking into account the human resources and infrastructure available, and the vision of the candidate regarding the future development of the disciplinary area at the School of Agronomy; with a maximum of 20000 characters with spaces;

V.5 - Once the candidates approved in absolute merit have been identified, based on the provisions of point IV above, the jury will proceed with the ordering of these candidates following the procedure established in article 20 of the Regulation, being able, in the elaboration of the list of each member of the jury, referred to in paragraph 3 of article 20 of the Regulation, be used as a qualifying criterion in each of the parameters described in V.4, the preferential parameters indicated in point VI.

VI - Preferred parameters:

It is a preferential parameter the adequacy of the curriculum vitae to the disciplinary area of the competition.

The performance evaluation should emphasize the curricular activity in the last five years.

VII - Public Hearings:

VII.1 - The jury will decide at the first meeting on the need to carry out public hearings of all candidates approved on absolute merit and which are intended exclusively to clarify issues related to the documents presented by the candidates.

VII.2 - If there is a need to hold public hearings, they will take place between the 20th and the 50th day following the date of admission in absolute merit of the candidates, with all candidates being informed, at least 5 days, date and place where these public hearings will take place.

VII.3 - The public hearings referred to in the previous point can be carried out by teleconference, and the jury must ensure that they are held under equal circumstances for all candidates.

VII.4 - The jury may also ask candidates to submit additional documentation related to the curriculum presented, based on the provisions of paragraph a) of paragraph 4 of article 50 of the ECDU.

VIII – Conditions for the submission and instruction of candidacies:

VIII.1 - Applications must be delivered in person or sent by registered mail with acknowledgment of receipt, to the Instituto Superior de Agronomia of the University of Lisbon, located at Tapada da Ajuda 1349-017, within 30 working days after publication in the Diário da Republic of this notice.

VIII.2 - Failure to deliver any of the documents that must accompany the application, within the prescribed period, determines the non-admission of the same, which must be the object of analysis and decision of the President of the Institute prior to the Jury's deliberation on the absolute merit .

VIII.3 - In the application statement, the following documents must be submitted:

a) Curriculum vitae (in PDF format) of the candidate which includes:

i) The teaching, research, knowledge transfer and university management activities that are considered relevant to the competition, namely, identifying the activities carried out in the different aspects that, under the terms of article 4 of the ECDU, are part of the set of functions to be performed by a Full Professor, taking into account the aspects and evaluation parameters contained in point V.4 of this public notice and which are considered relevant to the disciplinary area in which the competition is open; the candidate must structure the curriculum vitae in order to facilitate the quick and complete identification of his/her contribution in each of the sub-items of point V.4, as well as demonstrate compliance with the quantitative criteria identified in point IV.4;

ii) Information taken from the "Scopus Author ID" that makes it possible to identify the list of publications contained therein and publication dates, the number of respective citations, and the H-index according to the Scopus databases;

b) Document (in PDF format) with the 10 most relevant academic contributions to the subject area of the competition, and the respective justification of its relevance;

- c) Electronic version (in PDF format) of the scientific articles mentioned in the previous paragraph;
- d) Document (in PDF format) with the Scientific-Pedagogical Project that the candidate proposes for the disciplinary area in which the competition is open, as specified in point e) of point V.4 of the public notice;
- e) Declaration on honor that the candidate meets the requirements for admission to the competition provided for in the notice and in the law (attached to this Notice).

VIII.3 - In the application statement, the following documents must be submitted:

- a) Curriculum vitae (in PDF format) of the candidate, which includes:
 - i) The teaching, research, knowledge transfer and university management activities that are considered relevant to the competition namely identifying the activities carried out in the different aspects that, under the terms of article 4 of the ECDU, are part of the set of functions to be performed by a Full Professor, taking into account the aspects and evaluation parameters contained in point V.4 of this public notice and which are considered relevant to the disciplinary area in which the competition is open; the candidate must structure the curriculum vitae in order to facilitate the quick and complete identification of his/her contribution in each of the sub-items of point V.4, as well as demonstrate compliance with the quantitative criteria identified in point IV.4;
 - ii) Information taken from the "Scopus Author ID" that makes it possible to identify the list of publications contained therein and publication dates, the number of respective citations, and the H-index according to the Scopus databases;
- b) Document (in PDF format) with the 10 most relevant academic contributions to the subject area of the competition, and the respective justification of its relevance;
- c) Electronic version (in PDF format) of the scientific articles mentioned in the previous paragraph;
- d) Document (in PDF format) with the Scientific-Pedagogical Project that the candidate proposes for the disciplinary area in which the competition is open, as specified in point e) of point V.4 of the public notice;
- e) Declaration on honor that the candidate meets the requirements for admission to the competition provided for in the notice and in the law (attached to this Notice).

VIII.3 - The application must be accompanied by the respective application form referring to this public notice, which is available on the website [http://www.isa.utl.pt/files/pub/ee/servicos/drh/Form_DOCENTE .docx](http://www.isa.utl.pt/files/pub/ee/servicos/drh/Form_DOCENTE.docx), and the candidate must express his consent so that communications and notifications within the scope of the tender procedure can take place by email indicating the respective address.

X - Language:

The documents supporting the application must be submitted in Portuguese or English.

XI - Constitution of the jury:

Pursuant to the provisions of articles 45 and 46 of the ECDU and article 14 of the Regulation, the jury is composed of the following members:

President: Rector of the University of Lisbon.

Members:

Doutor José Manuel de Saldanha Gonçalves Matos, Professor Catedrático do Instituto Superior Técnico, Universidade de Lisboa;

Doutor Rui Manuel Victor Cortes, Professor Catedrático aposentado, Faculdade de Ciências e Tecnologia, Universidade de Trás-os-Montes e Alto Douro;

Doutor José Manuel Pereira Vieira, Professor Catedrático do Departamento de Engenharia Civil da Universidade do Minho;

Doutora Helena Maria de Oliveira Freitas, Professora Catedrática do Departamento de Ciências da Vida da Faculdade de Ciências e Tecnologia da Universidade de Coimbra;

Doutor António da Nóbrega de Sousa da Câmara, Professor Catedrático da Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa.

ATTACHMENT

Declaration of honor

... (name), candidate for the competition for the recruitment of a position of Full Professor existing in the personnel map of the Instituto Superior de Agronomia of the University of Lisbon, declares, under oath, that he/she meets the requirements set out in article 17 35/2014, of 20 June, as well as those required in article 40 of the University Teaching Career Statute, republished by Decree-Law no. 205/2009, of 31 August, amended by Law No. 8/2010, of 13 May, which fulfills all the requirements for admission to this competition that are provided for in the Law, in particular in chapter IV of the Teaching Career Statute University, the Regulations, in particular the General Regulations of Tenders for the Recruitment of Full, Associate and Auxiliary Professors of the University of Lisbon, and in this public notice.

The declarant is fully aware that the provision of false declarations implies his exclusion from this competition, without prejudice to the participation to the competent entity for the purposes of criminal proceedings.

The declarant is fully aware that, if he is placed in a place eligible for contracting in the approved final order of this competition, he has a non-extendable period of 10 working days, counting from the notification of that final order, to present, at the Instituto Superior de Agronomy of the University of Lisbon, documents proving that you have the requirements for admission to this competition.

The declarant is also fully aware that the failure to submit the supporting documents referred to in the previous paragraph, for reasons attributable to him, determines his exclusion from this tender.

... (place), ... (date).

... (signature)

12 of january, 2023. — The President of the School of Agronomy, António Guerreiro de Brito