

PUBLIC NOTICE NO. 807/2019

National and International applications are invited by the Instituto de Educação da Universidade de Lisboa (IE-ULisboa) for a period of 30 (thirty) working days from the day immediately following the publication of the present Public Notice in “*Diário da República*” (the Portuguese Official Gazette), to make applications to an international documental tender to be hired through the celebration of an employment contract in public functions, for 1 (one) position of Assistant Professor in the subject area of Education, of the IE-ULisboa, all in compliance with articles 37 to 51, 61 and 62-A of the University Teaching Career Statutes, published by Decree-Law no. 205/2009, August 31st, altered by the Law no. 18/2010, May 13th (herewith designed as ECDU) and other applicable laws, namely the “Regulamento Geral de Concursos para Recrutamento de Professores Catedráticos, Associados e Auxiliares da Universidade de Lisboa”, issued by the Rector’s Order of February 16th 2015, published in the Portuguese Official Gazette 2nd series, no. 45 of March 5th, by the Order n. 2307/2015 (herewith designated as ULisboa Regulation).

As part of the functions to be performed at the Instituto de Educação, the Assistant Professor will carry out teaching and research activities in the subject area of Education and Training Policy, with special focus in the fields of Educational Evaluation and Educational Administration.

This tender is opened under the program-contract to support the development of R&D activities, between FCT, I.P. (Foundation for Science and Technology) and ULisboa and in accordance with the provisions of paragraph 4 of article 28 of the Scientific Employment Regulation (REC), published in *Diário da República* by Regulation no. 607-A/2017 of November 22nd.

The recruited will celebrate an employment contract in public functions for an indefinite duration, in the category for which this Public Tender was opened, with a trial period of five years. This Public Tender is especially aimed at young PhD’s with a high potential and research capacity who wishes to enter the university teaching career.

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 compliance with the joint Order no. 373/2000, of March 31st of the Minister of State Reform and Public Administration, and the Minister for Equality.

Likewise, no candidate shall be privileged, favored, prejudiced, deprived of any right or exempted from any duty on the basis of ancestry, age, sexual orientation, marital status, family status, economic situation, education, social circumstances, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, place of origin, language, religion, political or ideological beliefs and union membership.

In view of the foregoing and in accordance with articles 37 to 51 of the ECDU and other applicable legislation, and in compliance with the article 8 of the ULisboa Regulation, the following requirements must be followed:

I – Authorization Order

This Public Tender follows the University of Lisbon Rector’s Order, Professor António Cruz Serra, dated

May 16th 2019, issued after the cumulative confirmation of the following requirements:

- a) Celebration of the program-contract, dated November 22nd 2018, between the Foundation for Science and Technology, I.P., and the University of Lisbon, within the scope of the 2018 Institutional Scientific Employment Incentive Contest, which includes the modality of hiring and the number of contracts financed to carry out activities of research and development of scientific and technological activities;
- b) Confirmation of budget provision;
- c) Confirmation that the position, for which this recruitment procedure is open, is foreseen in the Instituto de Educação da Universidade de Lisboa staff list.

II — Workplace

Instituto de Educação da Universidade de Lisboa, located in Alameda da Universidade, 1649-013 Lisboa, and the selected candidate must perform teaching and research activities, in the latter case, being integrated in the research unit *Unidade de Investigação e Desenvolvimento em Educação e Formação*, associated with the Instituto de Educação da Universidade de Lisboa.

III — Admission requirements

- 1) In compliance with article 41-A of the ECDU, only holders of a PhD degree will be admitted to this public tender.
 - 1.1) Holders of the doctor's degree obtained abroad must have the same degree awarded by a Portuguese higher education institution in accordance with Decree-Law no. 66/2018 of August 16th.
 - 1.2) The recognition of the doctor's degree, in accordance with Decree-Law no. 66/2018, of August 16th, must be obtained up to the date of the contract agreement is signed, if the candidate in an eligible place has obtained a doctorate abroad.
- 2) Have the domain of spoken and written Portuguese.
 - 2.1) Candidates of foreign nationality, except candidates from Portuguese-speaking countries, must demonstrate expertise of the Portuguese language, both spoken and written, at the common reference level of B1 or higher. This requirement has to be officially recognized through a certificate or diploma of communicative competence in the Portuguese language of the Common European Framework of Reference for Languages of the Council of Europe.
 - 2.2) The candidate must be a holder of the requirement referred to in 2.1) up to the date of signing the contract, when applicable.
- 3) The candidates who, by the end of the period and the place and manner set out in point VIII of this Notice, do not deliver all documents required by Section IX of that Notice will be excluded.
- 4) Will also be excluded the candidates, even if approved and ordered in the unitary list of final ranking in place to fill the job, which, in accordance with Chapter VI of the ULisboa Regulation, when required to deliver the documents that meet the legal conditions for the establishment of a legal relationship of indefinite duration with the IE-ULisboa, unjustifiably fail to do it within the time assigned for doing it or having them submitted, the documents prove to be inadequate, false or invalid.

IV — Admission requirements in absolute merit

- 1) Only candidates that cumulatively fulfill the following requirements will be admitted in absolute merit:
 - a) Having a Ph.D. degree in Education, or similar area for the subject area for which the Public Tender was opened, and on having a curriculum that the jury considers of sufficient scientific merit, research capability, as well as the value of teaching activities developed compatible the development of research and teaching activities within the subject area of Education, appropriated to the teaching category of Assistant Professor, in compliance with article 10 of the Chapter III of the ULisboa Regulation.
 - b) Have published 3 (three) or more publications in peer reviewed scientific journals with impact factor ISI or Scopus and relevant for the disciplinary area of the tender, in the last 5 (five) years.
 - c) Submit a scientific and pedagogic project that is suitable to the subject area and teaching and research activities for which the tender was opened, and without any severe inaccuracies.
- 2) Candidates approved by absolute majority of the voting members of the jury, in justified nominal voting, without any abstentions, will be considered of absolute merit

V — Selection and ranking criteria of relative merit, weighting and final evaluation system

- 1) Once identified the candidates approved in absolute merit, they will be ranked according to their relative merit.
- 2) The selection method will be the curricular evaluation, as established in no. 6 of article 50 of the ECDU, as well as no. 4 of the article 5 and article 11 of the ULisboa Regulation, and based on ranking criteria, their relative weight and final evaluation system indicated in this Public Tender.
- 3) The relative merit assessment with the final aim of ranking the candidates will be based on the weighted sum of the scores obtained in each evaluation criteria below-discriminated, in a 0-100 scale (being 0 minimum and 100 maximum).
- 4) These criteria take into account: the scientific performance, pedagogical capacity and other relevant activities to the mission of the Instituto de Educação that may have been developed by the candidate, as well as the content of the scientific and pedagogic project, compatible with the subject area in which this tender is opened and appropriated to the teaching category of Assistant Professor.
- 5) The following weight distribution will be attributed to the scores in each ranking criteria:
 - a) Scientific Performance — 45%;
 - b) Pedagogical Performance— 20%;
 - c) Other activities relevant to the mission of the institution — 10%;
 - d) Scientific and Pedagogic Project — 25%.
- 6) In each of these criteria, specific parameters will be evaluated, as below-discriminated, considering the last five years and given particular importance to teaching and research activities in the area of research and teaching in Education and Training Policy, with special emphasis in the fields of Educational Evaluation and Educational Administration and Policy.

A. Scientific performance (45%)

This criterion is divided in the following parameters:

A.1. Scientific merit of **3** (three) publications selected by the candidate, in regards to their contribution to the development of research and teaching in the field of education.

A.2. Other scientific publications: chapters of books, articles in scientific journals and international conferences proceedings of which the applicant was the author or co-author, considering its impact (assessed by journals impact factor), scientific level and contribution to the advancement of the current state of knowledge.

A.3. Other scientific activities: participation of the candidate as coordinator or member of research teams of public money actions in a competitive contest, considering the territorial scope, its size and the scientific level.

B. Pedagogical performance (20%)

This criterion is divided in the following parameters:

- B.1. Number and diversity of lectured curricular units;
- B.2. Supervision of doctoral, master and undergraduate students;
- B.3. Production of pedagogical material;
- B.4. Pedagogical innovation.

C. Other activities relevant to the mission of the University (10%)

This criterion is divided in the following parameters:

- C.1. Vocational training actions;
- C.2. Participation in intervention projects;
- C.3. Provision of services and consultancy relevant to the disciplinary area of the competition;
- C.4. Participation in academic juries;
- C.5. Activities in national and international scientific events organizations;
- C.6. Performance in positions of management university;
- C.7. Participation in boards of the university management.

D. Scientific and pedagogic project (25%)

The scientific-pedagogic project is evaluated considering the merit and the adequacy to the disciplinary area of the public tender, namely its contribute to the scientific and pedagogical development of this disciplinary area regarding the aims set in the paragraph a), number 3, Chapter IX.

- 7) In the ranking process of the candidates in this tender, each jury member produces a list of candidates in descending order of merit.
- 8) The jury vote initially for the first place, then for the second place, and so on, until the final ranking of the candidates admitted to the tender and previously approved in absolute merit. In each vote, the jury's decisions are taken by absolute majority vote and the methodology for the ranking of the candidates is that stated in no. 5 of article 20 of the ULisboa Regulation, in compliance with the provisions in article 17.
- 9) Once completed the application of the selection and raking criteria, the jury will draw up a unitary list of final ranking of candidates.

VI — Preferential parameters

When completing the final ranking of the candidates foreseen in the paragraph 7) of the previous section and in case there is a tie, the preferred parameter is the one mentioned in criterion A.1., Chapter V, paragraph 6.

VII — Public hearings

- 1) The jury may decide to promote public hearings, on equal terms for the candidates approved in absolute merit and are intended exclusively to clarify what appears on the curriculum vitae presented by the candidates, in compliance with the paragraph b), no.4, article 50 of the ECDU. If public hearings are required, they will be held between the 15th and 25th days after the end of the process of admission in absolute merit.
- 2) The jury, whenever it deems it necessary, is entitled to require any candidate to present documentary evidence of the declarations in the submitted documents, which may be relevant to the analysis and classification of his/her application, in accordance with the paragraph a), no. 4, article 50 of the ECDU.

VIII — Submission of applications

Applications must be delivered personally or sent by registered mail with notice of receipt to the Human Resources Sector of the Instituto de Educação da Universidade de Lisboa, Alameda da Universidade, 1649-013 Lisboa, before the deadline of 30 working days counting from this Public Notice publishing in *Diário da República* (Portuguese Official Gazette). In case the candidates deliver the application personally, the working hours of the Human Resources is from 10:00 am to 12:30 pm and from 2:00 p.m. to 4:30 p.m..

IX — Application instructions

- 1) Candidates must submit their application with a written application form, available at <http://www.ie.ulisboa.pt>, addressed to the Director of the Instituto de Educação da Universidade de Lisboa, stating the identification of this notice, full name, number and date of identity card, Citizen Card, or identification number, date and place of birth, profession, residence and contact address, including the e-mail address and telephone.
- 2) In the application form, candidates must indicate his/her consent so that the communications and notifications in the context of this public tender can occur by electronic mail, to the e-mail address specified in the application.
- 3) The application form, which is mandatory, must be dully filled, dated and undersigned and shall be accompanied by the documents mentioned below, in paragraphs a) to e), must be delivered in digital format only (CD, DVD or pen drive), otherwise the application won't be considered:
 - a) *Scientific-pedagogic project* in electronic format (pdf), organized as stated in paragraph 4, article 5 of the ULisboa Regulation, describing the research and teaching activities that the candidate proposes to develop during the experimental period and explain his/her contribution towards the scientific and pedagogic development of the disciplinary area of the tender, in order to promote and reinforce the teaching and research activities of the Instituto de Educação and the *Research and Development Unit in Education and Training*, in the scope of the research

- and teaching area of Education and Training Policy, with special emphasis in the fields of Evaluation in Education and Administration and Educational Policy;
- b) *Curriculum vitae* of the candidate in electronic format (pdf), presented in such a way that separately responds to each of the elements and criterion referred to in Chapter V of this notice: A. Scientific Performance; B. Pedagogical Performance; C. Other activities related to the mission of the University;
 - c) Electronic versions in electronic format (pdf) of the 3 (three) publications mentioned in the *Curriculum vitae* that the candidates considers most relevant for the jury's appreciation;
 - d) PhD thesis or equivalent document(s) that determined the award of this academic degree "Doutor".
- 4) Noncompliance with the application deadline, as well as non-submission, or submission past the deadline, of required documents mentioned on the previous paragraphs, determine the exclusion of the application.
- 5) The candidate ranked in 1st position of the unitary list of final ordering shall deliver to the Human Resources Section, as stated in the declaration on honor on the form, the supporting documents that meets the legally required conditions for establishment of a legal public employment relationship of indefinite duration with the Instituto de Educação da Universidade de Lisboa, within the non-extendable deadline of 10 working days, counting from the date of the notification for delivering the mentioned documents, as is laid down in the Article 26 of the ULisboa Regulations.

X — Language

Documents instructing application should be presented in Portuguese or English idioms.

XI — Composition of the Jury

In accordance with articles 45 and 46 of the ECDU, and in article 14 of the ULisboa Regulation, the Jury is composed by the following members:

Chairman: Rector of the University of Lisbon.

Other members:

Doutor António Gomes Alves Ferreira, Associate Professor from the Faculdade de Psicologia e de Ciências da Educação da Universidade de Coimbra;

Doutor Almerindo Janela Gonçalves Afonso, Associate Professor from the Instituto de Educação da Universidade do Minho;

Doutor António Augusto Neto Mendes, Associate Professor from the Departamento de Educação e Psicologia da Universidade de Aveiro;

Doutor Domingos Manuel Barros Fernandes, Full Professor from the Instituto de Educação da Universidade de Lisboa;

Doutora Maria Natália de Carvalho Alves, Associate Professor from the Instituto de Educação da Universidade de Lisboa.

May 16th 2019 — The Director, Prof. Doutor Luís Miguel Carvalho