

## Advertisement nº /2016

An international competition for recruitment of an Assistant Professor is open for a period of 30 working days (counted from the day after the publication of this Advertisement) for the Instituto Superior de Agronomia (ISA), University of Lisbon, to carry out research and teaching in the subject area of Forestry Engineering of ISA, obeying the provisions of Articles 37 to 51, 61 and 62-A of the Statutes of the University Teaching Career (ECDU ), in the form imposed by the Government Decree No. 205/2009 of August 31st, and by other legislation, namely the General Rules for the Recruitment of Full, Associate and Assistant Professors of the University of Lisbon (Regulation) approved by Order Nº 2307/2015, of February 16th, published in the 2nd series of the Official Gazette Nº 45 of 5th march 2015.

Apart from teaching duties in the area indicated, the Assistant Professor must develop research activities in one of the research units of ISA.

The recruited professor will sign an employment contract as a public sector employee for an indeterminate period, in the category for which this position was open, with an initial probation period of five years. The competition is especially directed to individuals with a PhD degree having a high potential and ability to carry out research and willing to start at the base of the university teaching career.

The joint order Nº 373/2000 of March 31st, from the Minister of State Reform and Public Administration and the Minister for Equality, requires that in the Advertisements for admissions of personnel the following statement must be included:

"In compliance with paragraph h) of Article 9 of the Constitution, the Government, as an employer, actively promotes a policy of equal opportunities between men and women for the access to employment and career development, taking every step to prevent any form of discrimination".

In accordance with Articles 37 to 51 of ECDU and other pertinent legislation, and with Article 8 of the Regulation, the following rules will apply:

### I – Order of the Rector

This competition was opened by Order \_\_\_\_\_ 2016 from the Rector of the University of Lisbon, given after confirmation of funding in the annual budget, and confirmation of a vacancy in the current list of personnel from ISA.

### II – Place of work

The place of work of the Assistant Professor will be in the Instituto Superior de Agronomia, Tapada da Ajuda, 1349-017 Lisboa.

### III – Admission requirements and motives for exclusion of candidates:

III.1 - In accordance with Article 41-A of ECDU, a PhD degree is a necessary condition for admissibility to this competition.

III.1.2 – The holders of a PhD from another country must have their degree officially recognised as equivalent to the degree obtained in a Portuguese university.

III.1.3 - The recognition mentioned in III.1.2 has to be obtained before the deadline for the submission of the application.

### III.2 - Competence in Portuguese (written and spoken)

III.2.1 - Foreign candidates, except those from Portuguese-speaking countries, must demonstrate their ability to write and speak Portuguese, at the level B1 or higher. This demand is officially recognized through a certificate or diploma of fluency in Portuguese according to the Common European Framework of Reference for Languages, of the European Council.

III.2.2 - The candidates must have the document mentioned in III.2.1 before the deadline for the submission of the application.

III.3 - Failure to comply with the deadline for the submission of the application, as well as lack of submission or late submission of documents referred to in VIII of this Advertisement, will result in the exclusion of the candidate.

III.4 – Chapter VI of the Regulation will be applied in what concerns proof and compliance of the rules for admission and exclusion of candidates.

### IV – Rules for admission of candidates as having absolute merit:

IV.1 – Article 10 of the Regulation will be applied to determine absolute merit of candidates.

IV.2 – The selection panel will decide about the approval or exclusion of candidates as having absolute merit by a justified individual vote, with no abstentions.

IV.3 – Candidates that receive a positive vote from at least half plus one of the voting members of the selection panel will be admitted as having absolute merit.

IV.4 - To be admitted as having absolute merit candidates must have published, in the last 5 (five) years, at least 5 (five) publications included in Thomson Reuters “Web of knowledge”, considered relevant to the area of this competition.

IV.5 - The candidates will not be admitted into this competition as having absolute merit when their PhD was not obtained in an area considered appropriate for the teaching requirements in

the subject area for which the competition was opened and this is not compensated by other training held by the applicant, or when the scientific and teaching plans presented are considered of insufficient quality or contain serious inaccuracies.

V – Criteria for selection and ranking in relative merit, respective ranking and final valuation:

V.1. - Once the candidates approved in absolute merit are selected, they will be ranked by relative merit, based on the selection and ranking criteria, respective weighting and final valuation system defined below in this Advertisement.

V.2 - The CVs of candidates approved on absolute merit will be evaluated based on aspects related to research, teaching and knowledge transfer. In each of these aspects, the following factors will be used and weighted, respectively, by the number of years of scientific activity and the number of years of teaching activities. Particular importance will be given to the suitability of the CV for the disciplinary area of the competition and to the scientific production of the candidate in the last five years.

V.2.1 - In terms of research, candidates will be assessed primarily on the following factors:

(i) Scientific publications: book chapters, papers in scientific journals and proceedings of international conferences that the candidate has authored or co-authored, taking into account their impact (assessed by the impact factor of journals and the number of citations by other authors), scientific and technological level, degree of innovation, evidence of international collaboration and contribution to the advance of knowledge in Silviculture and Forest Management.

(ii) Other scientific activities: participation of the candidate as coordinator or researcher in scientific projects subject to competitive bidding, taking into account the territorial level, the scale, the level of science and technology involved and the degree of innovation; the creation or improvement of laboratory or computational capabilities and the encouragement of scientific activity will also be considered.

V.2.2 - In terms of teaching, candidates will be assessed primarily on the following factors:

- i) Course units that the candidate has coordinated and taught taking into account the diversity, integration and teaching practice.
- ii) Supervision of Master and PhD students and production of teaching materials.

V.2.3 - In terms of knowledge transfer, candidates will be assessed primarily on the following factors:

- (i) Professional experience in the area of Silviculture and Forest Management.
- (ii) Intellectual and industrial property;

- (iii) Consultancies involving the business community and the public sector, taking into consideration the type of participation, the size, diversity and innovation;
- iv) Services to the scientific community and society, taking into account the participation and coordination of initiatives promoting science and technology, and the nature and the results achieved.

V.3 - The scientific and teaching plans (each with a maximum of 5000 characters) will be evaluated considering the merit and suitability for the subject area of the competition, in particular, their potential contribution to the scientific and educational development of the disciplinary area of the competition, giving preference to the subjects of Silviculture and Forest Management.

V.4 - The following weighting will be given to the aspects listed in V.2 and to the scientific and teaching plans:

- a) Research: 45%
- b) Teaching: 20%
- c) Transfer of knowledge: 10%
- e) Scientific plan: 10%
- f) Teaching plan: 15%

V.5 - Each member of the panel will assess the merits of the candidates for each of the aspects listed in V.2 and V.3 of this Advertisement and perform the final evaluation and ranking of the candidates as described below:

- a) Definition of the initial ranking of candidates in each component, taking into account the specific factors of the evaluation and reference scales, duly justified;
- b) Definition of the final ranking of candidates through the combination of intermediate classifications and the weight given to each aspect;
- c) Preparation of an ordered list of candidates, in which no "ex aequo" ratings are admitted, on which to base the individual and justified vote that will lead to the final ranking of the candidates in accordance with Article 20 of the Regulation;
- d) When there is a tie in the final ranking referred to in the previous paragraph, the contribution to the development of the scientific area as well as the development of teaching in Silviculture and Forest Management can be used as the preferred factor.

#### VI – Public hearings

The selection panel may hold public hearings, on equal terms, for the candidates selected on absolute merit. In this case, the auditions will take place between 15 and 25 days after the end of the admission process based on absolute merit.

#### VII – Submission of applications:

Applications should be submitted either:

VII.1 – In person, to the Núcleo de Recursos Humanos of the Instituto Superior de Agronomia, Tapada da Ajuda, 1349 -017 Lisboa, Portugal between the hours of 10 to 12 or 14 to 16, until the deadline.

VII.2 – Or by registered signed for mail to the Núcleo de Recursos Humanos do Instituto Superior de Agronomia, Tapada da Ajuda, 1349 -017 Lisboa, Portugal, until the deadline, referencing the Advertisement number or the BEP reference.

VIII – Documents to be submitted:

VIII.1 - Applications should be addressed to the President of ISA with a cover letter and contain the following elements:

- a) Identification of the competition;
- b) Identification of the applicant (name, date of birth, nationality, postal and email addresses);
- c) Indication of the position held and teaching institution, if applicable;
- d) Indication of the degrees held;
- e) Authorization for future communication regarding this competition to be sent by email;
- f) Filled application form, available on the Internet site of the Núcleo dos Recursos Humanos of ISA:

[http://www.isa.utl.pt/files/pub/ee/servicos/drh/FORMULARIO\\_DE\\_CANDIDATURA\\_PARA\\_CONCURSO\\_DE\\_DOCENTE.docx](http://www.isa.utl.pt/files/pub/ee/servicos/drh/FORMULARIO_DE_CANDIDATURA_PARA_CONCURSO_DE_DOCENTE.docx)

- g) Statement affirming that all facts and documents contained in the application are true, according to the form annexed to this Advertisement.

VIII.2 – The application has to include the following documentation, which must be submitted in one (1) CD or one (1) USB Flash Drive:

a) Scientific and teaching plans in electronic format (pdf) preferably written in English, briefly describing the research and teaching activities that the applicant intends to carry out during the probation period. These must highlight the contribution for science and teaching in Silviculture and Forest Management.

b) Curriculum vitae (CV) of the candidate in electronic format (pdf), as described in V.2 of this Advertisement. In particular, for each publication, the ISI impact factor and the number of citations (excluding self-citations) must be provided, when available. The CV should also indicate a set of 5 (five) publications selected by the candidate that best indicate his ability within the scope of the scientific and teaching plans requested in the previous paragraph. This selection must be accompanied by a brief description (max 2000 characters) in which the candidate explains his contribution to each publication.

c) Electronic version in pdf format of the publications mentioned in the CV and other works that the candidate considers relevant for the selection panel.

X- Language

The application and other documents must be presented in English.

XI – Composition of the selection panel

The selection panel of this competition is composed of the following members in agreement with Articles 45 and 46 of ECDU and Article 14 of the Regulation:

President: Rector of the University of Lisbon

Members:

Jørgen Bo Larsen, Professor Catedrático, Department of Geosciences and Natural Resource Management (IGN), Forest, Nature and Biomass, University of Copenhagen, Denmark

Roque Rodríguez Soalleiro, Professor Catedrático, Universidad Santiago Compostela, Escuela Politécnica Superior de Lugo, Lugo, Spain

Isabel Cañellas Rey de Viñas, Investigadora Coordinadora, Centro de Investigación Forestal, Instituto Nacional de Investigación y Tecnología Agraria y Alimentaria, Madrid, Spain

Rui Manuel Vitor Cortes, Professor Catedrático, University of Trás os Montes e Alto Douro

Helena Margarida Nunes Pereira, Professora Catedrática, Instituto Superior de Agronomia, University of Lisbon

Maria Margarida Branco de Brito Tavares Tomé, Professora Catedrática, Instituto Superior de Agronomia, University of Lisbon

....., 2016 The President of Instituto Superior de Agronomia, Professor Doctor Amarilis de Varennes

ANNEX

\_\_\_\_\_ (name), candidate to one position of Assistant Professor that exists in the current list of personnel from Instituto Superior de Agronomia, Universidade de Lisboa, declares under oath, that she/he complies with the rules in Article 17 of the Lei Geral de Trabalho em Funções Públicas, approved by Law 35/2014, June 20th, Article 41-A of the Statutes of the University Teaching Career (ECDU ), in the form imposed by the Government Decree No. 205/2009 of August 31st, and other legislation, and fulfils all the admission demands of the law, in particular those of the General Rules for the Recruitment of Full, Associate and Assistant Professors of the University of Lisbon and those of this Advertisement.



INSTITUTO  
SUPERIOR DE  
AGRONOMIA  
*Universidade de Lisboa*

The applicant has full knowledge that supplying false statements will result in exclusion from the present competition, and may be referred to the competent authorities for criminal prosecution.

The applicant has full knowledge that if she/he is selected in the final ranking of candidates for the position in this Advertisement, she/he has a deadline of 10 (ten) working days, from the date of notification of the final ranking, to present at Instituto Superior de Agronomia of the University of Lisbon, the documents that prove the admission requirements for this competition.

The applicant has also full knowledge that failure to present the documents referred in the previous paragraph due to her/his own fault will result in his/her exclusion from the competition.

\_\_\_\_(place), \_\_\_\_ (date)  
(signature)