

## **Instituto Superior de Agronomia**

### **Advertisement number 826/2018**

#### **Ref 7/2018/ISA**

An international competition for recruitment of an Assistant Professor, on the basis of a public service work contract, is open for a period of 30 working days (counted from the day after the publication of this Advertisement in the Diário da República) to carry out research and teaching at the Instituto Superior de Agronomia (ISA), University of Lisbon, in the scientific areas of Forest Engineering and Earth and Environment Sciences of ISA, and thus occupy a vacant place that is foreseen in the current personnel map of Instituto Superior de Agronomia, under the terms of Articles 37 to 51, 61 and 62-A of the Statutes of the University Professors 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 N<sup>o</sup> 2307/2015, of February 16th, published in the 2nd series of the Official Gazette N<sup>o</sup> 45 of 5th march 2015.

The recruited Assistant Professor must develop research activities in the interface between the two scientific areas indicated above and also teaching activities in the sub-areas of Forest Ecology and Ecophysiology and Meteorology Applied to Agricultural Systems and Environment. The research activity must be included in one of the ISA research units.

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 professors career.

The joint order N<sup>o</sup> 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".

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

Under Decree-Law no. 29/2001, of February 3, the candidate with a disability has a preference in equal classification, which prevails over any other legal preference. Candidates must declare their respective degree of disability, the type of disability and the means of communication/expression to be used in the selection process, in accordance with the above-mentioned diploma.

The present recruitment is opened under paragraph 6 of article 23 of Law no. 57/2017 of July 19th, which approved the first amendment, by parliamentary assessment, to Decree-Law no. 57/2016, of August 29th, which approved a system of contracting doctorates to stimulate

scientific and technological employment in all areas of knowledge (RJEC), also taking into consideration the provisions of Regulatory Decree No. 11 A / 2017, of December 29th.

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 the Order 14 of August 2018 from the Rector of the Universidade de Lisboa, given after cumulative confirmation of the following requisites:

i) Signing of the contract with the FCT, which should include the name of the fellow who gave rise to the opening of this procedure for the selection of an Assistant Professor, as well as the modality of contracting and its contractual position;

ii) Notification of the doctorate that fulfils the requirements of Decree-Law no. 57/2016, of the intention of the Instituto Superior de Agronomia to open this selection procedure to which it may be an opponent, with an explicit indication of the scientific areas of the tender, the information that the application will be evaluated and analysed under the ECDU, and the reference that this procedure is carried out in substitution of the one provided for in no. 1 of article 23 of Decree-Law no. 57/2016;

iii) Confirmation of the doctorate that he/she intends to be an opponent of this selection procedure and that the scientific areas considered in the procedure correspond to the scientific areas in which he/she has his/her research activities;

iv) Existence of adequate budget;

v) That the place for the selection procedure is foreseen in the personnel map of Instituto Superior de Agronomia.

### **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 — Termination of the selection procedure**

On the basis of the conditions expressed by the Decree-Law no. 57/2016, the selection procedure will cease if the fellow who gave impetus to this selection procedure does not apply.

### **IV — Admission requirements and motives for exclusion of candidates**

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

1.1) Holders of a PhD from another country must have their degree officially recognised as equivalent to the degree obtained in a Portuguese university.

1.2) Recognition mentioned in 1.1 has to be obtained before the deadline for the celebration of the contract, if the candidate ranked in an eligible place has obtained the degree of doctor abroad.

2) Candidates must have competence in Portuguese (written and spoken).

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.

2.2) The candidates must have the document mentioned in 2.1 before the deadline for the celebration of the contract, if applicable.

3) By decision of the President of the Instituto Superior de Agronomia, candidates who do not comply with the requirements expressed in chapter X of this Advertisement are not admitted to the selection procedure, as well as the candidates who do not submit the application using the form, or fail to deliver all the documents referred to in (a) to (f) of Chapter X, or those that present the form incorrectly completed or invalid/illegal documents. It shall also be entitled, in the event of doubt and for the purposes of admission to the procedure, to require from any candidate supporting documents relating to his statements.

#### **V — Rules for admission of candidates as having absolute merit**

1) Article 10 of chapter III of the Regulation will be applied to determine absolute merit of candidates.

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.

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.

4) To be admitted as having absolute merit candidates must have:

i) A PhD in Forest Engineering or related fields;

ii) Published, in the last 5 (five) years, at least 5 (five) publications included in the “*Web of Science*”, considered relevant to the scientific areas of this recruitment.

5) When the scientific plan and/or the teaching plan mentioned in VI 2. presented by the candidate are considered of insufficient quality or containing serious inaccuracies, the candidate will not be admitted in absolute merit.

#### **VI — Criteria for selection and ranking in relative merit, respective ranking and final valuation**

1) The CVs of candidates approved on absolute merit will be evaluated based on aspects related to Research, Teaching and Other activities relevant for the mission of Instituto Superior de Agronomia.

In each of these aspects, the factors described below (alíneas a) to c)) will be used, with emphasis on the activities during the last 5 years, but taking also into account the total experience of the candidate.

a) 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 the sub-area of Forest Ecology and Ecophysiology.

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

b) 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.

c) In terms of Other relevant activities, candidates will be assessed primarily on the following factors:

(i) Consultancies involving the business community and the public sector, taking into consideration the type of participation, the size, diversity and innovation, including patents registration.

(ii) 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.

2) The scientific plan and the teaching plan (each with a maximum of 5000 characters) will be evaluated considering the merit and suitability for the scientific areas of the competition, in particular their potential contribution to the scientific and technical development in the sub-area of Forest Ecology and Ecophysiology and the educational development in the same sub-area. The teaching plan must focus the following items: i) objectives and framework; ii) topics considered relevant; iii) teaching methods, including the evaluation.

3) The following weighting will be given to the aspects listed in alíneas a), b) and c) of n.º 1 and to the scientific and teaching plans:

a) Research: 45%;

- b) Teaching: 15 %;
- c) Other relevant activities: 10 %;
- d) Scientific plan: 15%
- d) Teaching plan:15 %.

4) Each member of the panel will assess the merits of the candidates for each of the aspects listed in nº1 and nº2 of this chapter and perform the final evaluation and ranking of the candidates as described below:

- a) Definition of the initial ranking of candidates in each aspect, 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.

#### **VII — Preferential parameters:**

When drawing up the list provided for in paragraph c) of the previous paragraph, in a tie situation, the following aspects are a preferred parameter, by sequential order:

- a) Research
- b) Teaching

#### **VIII — Public hearings and request of additional documentation**

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.

The Jury, when found necessary, may ask the candidate to present additional documents considered relevant to the analysis and classification of his candidature.

#### **IX — Submission of applications**

Applications should be submitted either:

- i) 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.
- ii) 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.

## **X — Documents to be submitted**

Applications should be should be addressed to the President of ISA with a cover letter , including the identification of this announcement, full name, number and date of identity card, Citizen's Card or civil identification number, tax identification number, date and place of birth, address and contact address, including e-mail address and telephone contact and formalized by filling a form available at [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),

In the application letter, the candidate must indicate his/her consent so that the communications and notifications in the context of this selection procedure can take place by electronic mail, to the electronic address indicated in the application.

The application form, which must be filled in completely, dated and signed, must be accompanied by the following documents, delivered in digital format (CD, DVD or pen drive) and in pdf format:

a) Scientific and teaching plans in electronic format (pdf) as described in n.º 2 of chapter VI of this Advertisement, preferably in English (two copies of the scientific and pedagogical plans must also be delivered in paper format);

b) *Curriculum vitae* (CV) of the candidate in electronic format (pdf), as described in nº 1 of chapter VI of this Advertisement (two copies of the CV must also be delivered in paper format);

c) Set of 5 (five) publications selected by the candidate that best indicate his ability within the scope of the scientific and teaching requirements of this advertisement;

d) Copy of the PhD certificate or diploma;

e) PhD thesis or equivalent document (s) that determined the award of this academic degree;

f) If appropriate, certificate or diploma referred to in section 2.1 of chapter IV.

2) Failure to comply with the deadline set for the submission of the application, as well as failure to present or submit the documents referred to in paragraph 1 of this chapter in points (a) to (f) after the deadline, shall result in exclusion from the application.

## **XI — Language**

The application and other documents must be presented in Portuguese or English, but the President of the panel may request, within a reasonable period, an English version in the case that one of the panel members is not familiar with the Portuguese language.

## **XII — Composition of the selection panel**

The selection panel of this competition proposed by the Scientific Committee of Instituto Superior de Agronomia has been approved by the Rector of Universidade de Lisboa, that will be the president, with delegation capacity, under the terms of article 6 of the Regulation:

President: Rector of Universidade de Lisboa

Members:

Professor Doctor Manuel Fernandes Ferreira, Professor Catedrático do Departamento de Biologia da Faculdade de Ciências da Universidade do Porto

Professora Doctor Helena Maria de Oliveira Freitas, Professora Catedrática do Departamento de Ciências da Vida (DCV) da Faculdade de Ciências e Tecnologia da Universidade de Coimbra.

Professora Doctor Maria da Conceição Lopes Vieira dos Santos, Professora Catedrática, Faculdade de Ciências, Universidade do Porto

Professor Doctor Luís Carlos Gazarini, Professor Associado da Universidade de Évora

Professor Doctor Ricardo Manuel de Seixas Boavida Ferreira, Professor Catedrático, Instituto Superior de Agronomia da Universidade de Lisboa

Professora Doctor Maria Helena Reis de Noronha Ribeiro de Almeida, Professora Associada do Instituto Superior de Agronomia da Universidade de Lisboa.

The 16 of August 2018. — The President of Instituto Superior de Agronomia, Professor Doctor António José Guerreiro de Brito