

Abstract: Notice for the promotion in the form of employment contract in public functions, to 1 (one) vacancy of Associate Professor, in the disciplinary area of Forestry of the Agronomy Institute of the University of Lisbon.

Instituto Superior de Agronomia da University of Lisbon

NOTICE N° 1485/2019

Ref. PRO2/2019

It is noted that, before the Instituto Superior of Agronomia (hereinafter ISA) of the University of Lisbon (ULisboa), for a period of 30 working days from the working day immediately following the publication of this Notice in the Diário da República 1 (one) vacancy of Associate Professor are opened for promotion, in the form of employment contract in public functions, in the disciplinary area of Forestry of ISA, University of Lisbon, pursuant to the provisions of articles 38 to 51, and 61 and 62-A of the University Academic Career Statute, republished by Decree-Law 205/2009 of 31 August and amended by Law 8/2010 of 13 May (abbreviated as ECDU), in conjunction with Article 77 of Decree-Law No. 84/2019 of 28 June, which establishes the necessary provisions for the implementation of the State Budget for 2019, approved by Law no. 71/2018 of December 31, 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 rectoral order of February 16, 2015 and published by order no. 2307/2015, in the Diário da República, 2nd series, no. 45, of March 5, abbreviated as Regulation.

Joint Order No. 373/2000, of March 31, of the Minister of State Reform and Public Administration and the Minister for Equality, establishes that entry and access contests are required to state:

“Pursuant to Article 9 (h) of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in access to employment and advancement, taking great care to avoid any form of discrimination.” In this sense, the terms 'candidate', 'recruited', 'teacher' and the like are not used in this notice to refer to gender.

Likewise, no candidate may be privileged, benefited, harmed or deprived of any right or exempt from any duty on the grounds, in particular, of descent, age, sexual orientation, marital status, family situation, economic status, education, origin or condition. social status, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs and trade union membership. In accordance with Articles 38 to 51 of the ECDU, in conjunction with Article 77 of Decree-Law No. 84/2019 of 28 June, and other applicable legislation, and with the provisions of Article 8 of the Regulation, the following provisions shall be observed:

I. Order of authorization of the Rector

This contest was authorized by Order of 09/12/2019, of the Rector of the University of Lisbon, issued after verification of the assumptions provided for in article 77 of Decree-Law no. 84/2019, of 28 June, as well as after confirming the existence of adequate budget appropriateness and that the job now open is foreseen and not occupied in the personnel map of ISA.

II. Workplace

The Associate Professor's place of work will be at the Instituto Superior de Agronomia of the University of Lisbon, located at Tapada da Ajuda, 1349-017 Lisbon.

III. Admission Requirements

III.1 - Pursuant to the provisions of article 41 of the ECDU, only those who have held a doctorate degree for more than five years may be admitted to this competition.

III.2 - Holders of academic degrees awarded by foreign higher education institutions must be holders of doctoral degree recognition under the terms of Decree-Law No. 66/2018, of 16 August, until the deadline awarded for the conclusion of the contract.

III.3 - Pursuant to paragraph 2 of article 77 of Decree-Law 84/2019, of June 28, only assistant professors of the University of Lisbon may be opposed to this promotion with an indefinite contract and a minimum of 10 years of seniority in the respective category.

III.4 - Failure to submit any of the documents that must instruct the application, within the deadline and under the terms indicated in Chapters VIII and IX of this announcement, determines its non-admission, which shall be subject to analysis and decision of the President of ISA prior to deliberation on absolute merit.

III.5 - The provisions of Chapter VI of the Regulation apply to the verification and fulfillment of the admission and exclusion requirements of candidates.

IV. Absolute merit admission requirements

IV.1 - The admission in absolute merit of candidates depends on the fulfillment of the following criteria, cumulatively:

- a) possession of a global curriculum in the last 10 (ten) years that the jury reasonably considers to have scientific merit and research capacity and value of the pedagogical activity already developed, compatible with the disciplinary area for which the competition was opened and appropriate to the respective teaching category, as provided for in Article 10 (2) of the Regulation;
- b) holding the PhD degree in Forestry or other appropriate to the exercise of teaching functions in the disciplinary area for which the competition was opened;
- c) Presentation of a Scientific and a Pedagogical Project that shows the capacity necessary for the proper exercise of the functions of Associate Professor in the disciplinary area of the competition, and that is fully and clearly supported by the work performed by the candidate.

IV.2 - A candidate who is approved by an absolute majority of the voting members of the jury in a justified nominal vote, in which no abstentions are admitted, is considered admissible.

V. Evaluation parameters and ranking in relative merit, respective weighting and final valuation system

Once the successful candidates have been identified in absolute merit, they will be evaluated and ranked in relative merit. The method of selection is that of curriculum evaluation, as provided for in Article 50 (6) of the ECDU, Article 5 (4) and Article 11 of the Regulation and the grading parameters, which are weighted accordingly, and the final valuation system indicated in this

notice.

Each Jury member's assessment of the relative merit of candidates for ranking will be based on the weighted sum of the scores assigned to the assessment parameters on a scale of 0-100 (0 and 100 maximum) or converted to a scale of 0-20 (where 0 is the minimum and 20 is the maximum).

The curriculum of the candidates admitted in absolute merit is evaluated in the following aspects: scientific performance, pedagogical capacity and other activities relevant to the mission of the institution of higher education that have been developed by the candidate, compatible with the disciplinary area in which the competition is opened, and appropriate to the category of Associate Professor, as well as the scientific project and the pedagogical project presented by the candidate. The grading strands are assigned the following overall weighting:

A. Scientific Performance - 35%;

B. Pedagogical Capacity - 25%;

C. Other activities relevant to the mission of the University and ISA - 20%;

D. Scientific project and pedagogical project (when required under Article 5 (4) of the Regulation) - 10 and 10% respectively.

In each of the strands, the following parameters will be evaluated, with their respective weighting:

A. Scientific Performance (35%)

In the Scientific Performance aspect, the candidates are evaluated taking into account essentially the following parameters:

1 - Scientific production: number and relevance of books, book chapters, articles in indexed scientific journals (Scopus, Web of Science), and minutes of international conferences of which the candidate was the author or co-author, taking into account their impact (impact factor and quartiles of the journals to be placed on the curriculum), scientific and technological level, degree of innovation, evidence of international collaboration and contribution to the advancement of the state of knowledge, with emphasis on the works indicated by the candidates as significant contributions to the program and the advancement of knowledge to the area where the competition was opened, within the scope of ISA domains;

2 - Intervention in research projects: coordination and / or participation in competitive national and international scientific projects, with emphasis on those based in ISA; experience evidenced by the candidates and their potential to coordinate and integrate competitive projects of national and international nature;

3 - Intervention in the community: intervention of candidates in organizational and management tasks related to scientific activity and transmission of scientific knowledge to society, as well as published books and magazines (as a member of the editorial board or as a registered reviewer); Participation in competitive assessment tasks for projects and institutions, and in general all activities of candidates who demonstrate competence in developing the activities necessary for a scientifically productive and relevant global university.

B. Pedagogical Capacity (25%)

In the Pedagogical Capacity, the candidates are evaluated taking into account essentially the following parameters:

1 - Teaching Activity: The teaching activity of the candidate will be evaluated, namely the teaching effort, the coordination and the diversity of subjects taught, as well as the evidences of the competences held for the future development of this activity. This assessment should take into account available pedagogical assessment mechanisms, such as educational surveys, the results of which candidates are required to include in their curriculum vitae, and other relevant indicators such as awards or other distinctions.

2 - Orientation and follow-up activity: The orientation, mentoring and follow-up activity of students carried out by the candidate will be evaluated.

3 - Pedagogical Material produced: The quality and quantity of the pedagogical material produced by the candidate will be evaluated, as well as the relevance and impact of pedagogical publications, awards or other distinctions.

4 - Intervention in the community, either inside or outside the university: the intervention of candidates in the community will be considered, namely in organizational and management tasks related to pedagogical activity and knowledge dissemination, and in general all activities that prove to be candidates that have the skills to perform the tasks necessary for a pedagogically effective global university.

C. Other activities relevant to the mission of the University and ISA (20%)

Under Other activities relevant to the mission of the University and ISA, candidates are evaluated taking into account essentially the following parameters:

1 - Intervention in the scientific and professional community: ability to intervene in the scientific and professional communities, namely in the organization of events promoting activities and projects, and scientific dissemination of the disciplinary areas to the competition, invited lectures, and participation in juries of tests and in juries of promotions.

2 - Support to the scientific community: Consideration will be given to the performance of positions in scientific and professional organizations, as well as participation in national and international technical or advisory committees, and in activities of knowledge transference, including technical studies, seminars/workshops organization and registered patents..

3 - Activity in management bodies: Consideration will be given to holding positions or participating in ISA management bodies, research departments or units, and the creation and management of scientific infrastructures.

4 - Other activities: Participation in other tasks on management bodies and falling within the scope of the university teaching activities.

D. Scientific project and pedagogical project (10% each) required of applicants pursuant to Article 5 (4) of Regulation.

Scientific project and pedagogical project as foreseen in no. 4 of article 5 of the Regulation, each with a maximum of 10000 characters. and scientific.

The scientific project includes: i) presentation of the main problems to which it intends to dedicate its future research; ii) systematic and succinct description of the research strategies that the candidate proposes to adopt in order to develop his research; iii) Explain the reasons and motivations for your choices.

The pedagogical project, dedicated to one or more ISA study plan subjects related to the subject area of the competition, should focus on the following aspects: i) objectives and framework; ii) topics considered relevant; iii) teaching methods, including assessment.

In the ranking of contest candidates, each member of the jury orders the candidates in descending order of merit, and each member of the jury takes part in the votes based on his or her ordered list of candidates, in which ex-aequo classifications are not allowed.

Pursuant to Article 20 of the Rules of Procedure, the selection board initially votes for first place, then second place, and so on, until all the candidates admitted to the competition and previously approved in absolute merit are ordered. In each vote, the deliberations of the jury are taken by an absolute majority of votes and the methodology of ranking the candidates is that set out in paragraph 5 of article 20 of the Regulation, in compliance with the provisions of article 17 of Regulation

After applying the evaluation and ranking criteria, the jury will draw up a unitary list of candidates' ranking.

VI. Preferred Parameters

In drawing up the list of each member of the jury, in a tie situation, the candidate will be selected to present a curriculum considered most consistent in the activities developed over the 10 last years, and of superior value to the disciplinary area as a whole, bearing in mind the mission of ISA. This parameter will only be used in case of a tie in the individual ranking list of each jury member presented for voting.

VII. Public Hearings

VII.1 - The jury will deliberate at the first meeting on the need to hold public hearings of all candidates approved on absolute merit and are intended solely to clarify what is contained in the curriculum vitae presented by the candidates, in accordance with Article 50 (4) (b) of the ECDU.

VII.2 - If public hearings are required, they will take place between the 30th and 60th days following the date of the jury's meeting for the admission of absolute merit of the candidates, and the candidates will be informed at least in advance of five days, of the date and place at which these public hearings will be held.

VII.3 - Public hearings may be held by videoconference, and the jury shall ensure that they are held on equal terms for all candidates.

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

IX. Application Instruction

IX.1 - Applications must be accompanied by the form referred to in article 33 of the Regulations, addressed to the President of the Institute of Agronomy, and also the declaration to be signed on the honor of fulfilling the requirements required for the admission to the competition provided for in the notice and the Law, both available at

http://www.isa.utl.pt/files/pub/ee/servicos/drh/FORM_DOCENTE.docx, duly completed and accompanied by the following documents, presented:

IX. Application Instruction

IX.1.1 - in digital format (preferably pen-drive) and in non-editable format (pdf):

a. The candidate's curriculum vitae, indicating the activity developed in the Scientific Performance, Pedagogical Capacity and Other activities relevant to the mission of ISA and the University of Lisbon, taking into consideration the evaluation parameters contained in Chapter V of this notice, and the reasons it is considered relevant for the disciplinary area in which the competition is opened.

In the *curriculum vitae* the 6 publications / works that the candidate considers most representative should be marked, namely as regards their contribution to the development and evolution of the disciplinary area in which the competition is opened, as provided for in Chapter V of this notice. This selection must be accompanied by a brief justifying description in which the candidate spells out his contribution;

The *curriculum vitae* should contain a preamble with a reasoned synopsis showing that the candidate has the specificity appropriate to the disciplinary area for which the competition is open and for the ISA Mission. The applicant must also organize his curriculum vitae in such a way as to respond separately to each of the criteria and sub-criteria set out in point V and sub-points, as well as, under penalty of exclusion, to identify and substantiate, among the works produced by him, which 6 do you think best represent your most significant contributions to the ISA Mission.

b. The publications / papers that the candidate considers most representative, namely regarding his / her contribution to the development and evolution of the disciplinary area in which the competition is opened, as provided for in Chapter V of present notice. This selection must be accompanied by a brief justifying description in which the candidate explains his/her contribution;

c. The scientific project and pedagogical project - (in accordance with Article 5 (4) of the Regulation)

IX.1.2 - In paper:

a. A copy of the applicant's *curriculum vitae*;

b. A copy of the scientific project and one of the pedagogical project - (when required from applicants pursuant to Article 5 (4) of the Regulation).

X. Language

Documents supporting applications must be submitted in Portuguese or English.

XI. Constitution of the Jury

Pursuant to the provisions of Articles 45 and 46 of the ECDU, Article 14 of the Regulation and Article 77 (4) of Decree Law 84/2019 of 28 June, The jury is composed of the following

members:

President: Rector of the University of Lisbon

Members:

Doutora Laura Monteiro Torres, Professora Catedrática na Universidade de Trás-os-Montes e Alto Douro

Doutora Maria Rosa Santos de Paiva, Professora Catedrática da Universidade Nova de Lisboa

Doutor Rui Manuel Victor Cortes, Professor Catedrático na Universidade de Trás-os-Montes e Alto Douro

Doutor Manuel Luís de Magalhães Nunes da Ponte, Professor Catedrático da Universidade Nova de Lisboa

Doutora Vanda Costa Brotas Gonçalves, Professora Catedrática da Faculdade de Ciências da Universidade de Lisboa

10th of December, 2019, The President of Instituto Superior de Agronomia, University of Lisbon,
Professor António Guerreiro de Brito