

LISBON POLYTECHNIC INSTITUTE

Proclamation

Under the terms of Articles 3, 5, 10-B, 15, 15-A, 17 and 29-B of the Career Statutes for Teaching Staff in Higher Polytechnic Education (ECPDESP), sanctioned by Decree-Law no. 185/81, of 1 July, as amended by Decree Law no. 207/2009 of 31 August (which republished them), and by Law no. 7/2010 of 13 May, combined with Order no. 1979/2010, published in the *Diário da República*, series II, no. 19 of 28 January, amended by Declaration of Rectification no. 244/2010, published in the *Diário da República*, series II, no. 26 of 08 February, which passed the Regulations for Hiring Teaching Staff at the Lisbon Polytechnic Institute (IPL), it is hereby announced that, by order of the IPL President dated 11 October 2022, exercising his powers pursuant to Article 92(1)(d) of Law no. 62/2007 of 10 September, and Article 26(1)(d) of Normative Order no. 20/2009 of 13 May, published in the *Diário da República*, series II, no. 98 of 21 May, a selection procedure is now opened, for 30 working days from the publication date of this proclamation in the *Diário da República*, for an Adjunct Professor to fill an open position in the teaching staff of the Lisbon Polytechnic Institute/Lisbon Higher Institute of Engineering in the subject area of Computer Engineering.

1 — Type of Selection Process — Document Based.

2 — Category — Adjunct Professor.

3 — Disciplinary Area — Computer Engineering.

4 — Time period — The selection process ends once the vacancies contained in the public notice are filled, as provided for in Article 38(1) of Order no. 1979/2010, of 28 January.

5 — Functional Content — As described in Article 3(4) of ECPDESP.

6 — Applicable legal relation mode — Public service employment contract for an indefinite period with a trial period of five years, in accordance with Article 10-B of ECPDESP.

7 — Admission requirements — Applications for the above-mentioned post should meet the conditions laid down in Article 17 of ECPDESP and hold a PhD or Specialisation in the subject area in question.

8 — Applications — Formal applications should be submitted to the President of the Lisbon Polytechnic Institute, to the following email address *cd.pa.deetc.EI.02@isel.pt*. If the documents to be attached, with the exception of the application, are large and not supported by the email system, they must be packaged in a single zip file and sent via an email system for the transmission of a large file, such as FCCN *filesender*.

9 — Application requirements — Submission of the following information is mandatory: full name; parents' names; date and place of birth; number and date of identification document; home address and telephone number; marital status; academic qualifications and final grade; professional category and position currently held; identification of the position the candidate is applying for and of the *Diário da República* in which the present proclamation was published; as well as any other information deemed relevant in order to assess the suitability of the interested parties.

10 — Documents to be submitted together with the application:

a) Identity card or citizen card (exclusion for not presenting an identification document is not applicable, upon presentation of an alternative document, proving the requirements necessary for the exercise of public functions);

b) Criminal record certificate;

c) Medical certificate confirming the candidate's physical condition and psychological profile to perform public service, issued by a practising doctor;

d) Compulsory vaccination record, duly updated;

e) Documents proving that the candidate meets the legal provisions stipulated in paragraph 7 of the present proclamation;

f) Detailed *Curriculum Vitae*, dated and signed by the candidate, in PDF format;

g) Proof of all documentation referred to in the *curriculum vitae*, in PDF format;

h) Scientific-pedagogical project in PDF format: This document should include the candidate's proposed activities during his/her first five years as an Adjunct Professor, explaining how he/she can

contribute towards the progress and development of the subject area in question from a scientific, pedagogic and social cooperation standpoint;

i) Digital support of supplementary document, in Excel format, containing the objective breakdown of the items corresponding to the evaluation criteria defined in point 13. A template is available to candidates at:

<https://www.isel.pt/docentes/docentes/recursos-humanos/concursos-de-pessoal>

j) Complete list of all documentation submitted.

10.1 — Whenever appropriate, the jury may request further documentation relating to the *curriculum vitae* submitted.

11 — Exemption from the submission of documents — Exemption from the submission of the documents mentioned in a), b) and c) of the previous paragraph may be granted to candidates who declare in their application, under separate headings and on their word of honour, their exact situation with respect to the content of each of these items.

11.1 — Candidates who are currently employed in the ISEL are exempt from submitting such documents as these are already included in their records. This should be clearly stated in their application.

12 — *Curriculum vitae* items — Information to be provided in the *curriculum vitae*:

a) Academic qualifications (degrees, grades, dates and institutions where they were obtained);

b) Other certified training, including the respective grades, dates, duration and awarding institutions;

c) Professional experience in the subject area in question;

d) Participation in research and innovation projects (the information provided should allow for an assessment of the candidate's degree of involvement and responsibility, amounts of financing, team and duration of the projects, the final results achieved and their impact on society);

e) Participation in/organisation of meetings, seminars and other events of a similar nature (the information provided should allow for an assessment of the candidate's type of participation and responsibility);

f) Participation in/performance of technical, outreach and didactic work (the information provided should allow for an assessment of the skills involved, the candidate's responsibility and the quality of work produced);

g) Articles and other scientific and technical works published in PDF format;

h) Other experience relevant to this application;

i) The *curriculum vitae* should be organised per the criteria in point 13 of this Proclamation, in accordance with its various sub-paragraphs.

13 — Selection criteria and classification of candidates - In compliance with the terms of Article 15-A of ECPDESP and Order no. 1979/2010 of 12 January, published in *Diário da República*, Series II, No. 19 of 28 January, at a preliminary meeting on 11 May 2022, the Jury approved the assessment parameters, methods and selection criteria to be adopted and the system of final assessment and classification, applicable to activities in the subject area in question.

The evaluation parameters of candidates take into account the activities carried out by the candidate in the areas of Teaching, Research and Other Activities, as well as the Scientific and Pedagogical Project. The evaluation components mentioned above must be compatible with the subject area in question, be suitable for the category of adjunct professor, and focus particularly on the relevance, quality and timeliness of the *curriculum vitae* of the candidate and the most relevant and high impact academic contributions selected by the candidate and identified in the *curriculum vitae*.

The evaluation of the relative merit of the candidates with a view to their shortlisting will be based on the weighted sum of the scores attributed to the evaluation parameters described below, on a scale of 0 to 100 (0 being the minimum and 100 the maximum).

The following global weighting distribution is assigned to each of the areas:

a) Research Strand (Technical/Scientific and Professional Activities (TSPA)) — 40%;

b) Teaching Strand — (Pedagogical Activity (PA)) — 40 %;

c) Other Activities Strand (Other activities relevant to the mission of the institution (OA))— 20%;

Criteria, indicators and weightings, with a view to evaluating and shortlisting candidates, and the respective *curriculum vitae* should be organised accordingly:

13.1 — Technical, Scientific and Professional Activities (TSPA) in the subject area in question, with greater emphasis on the last five years in which they are considered:

a) Scientific production, publications, conference papers (PC): (60%)

(books and/or book chapters, articles in indexed scientific journals and in conference proceedings, as author or co-author, classified in terms of type of publication, impact factor and number of citations, communications at scientific events. The quality of selected publications should be taken into account);

b) Coordination and participation in research and development projects (RDP): (20%)

(coordination and participation in scientific projects in competitive programmes, distinguishing between international and national programmes financed by external entities or by a Research Centre accredited by the FCT. The capacity to attract competitive funding and scientific and/or technological challenges and results and/or innovation should be highlighted;

c) Autonomy and leadership (AL): (10%)

(participation in and coordination of initiatives to create or reinforce laboratory infrastructures of an experimental and/or computational nature, to support research. Coordination and leadership of research teams. Participation or coordination of committees or juries of a technical-scientific nature);

d) Peer Recognition (PR): (5%)

(awards from scientific societies or obtained at scientific meetings, editorial and evaluation activities in scientific journals, peer evaluation activities (programmes, projects, grants, awards), coordination or participation in programme committees of scientific events, invited lectures at scientific meetings or at other universities, membership in competitive admission-based scientific societies and other similar distinctions);

e) Participation in research units, scientific societies and their committees (PRU). (5%)

The classification to be assigned in this criterion (TSPA) is the result of the weighted application of the above parameters.

13.2 — Pedagogical Activity (PA), in the subject area in question, in which the following are taken into consideration:

a) Teaching (T): (30%)

(teaching of coordinated and/or taught curricular units, related to the subject area in question: diversity, pedagogical practices and, if possible, the group of students and results of surveys on teaching activity and other pedagogical aspects);

b) Supervision and academic juries (G): (25%)

(experience of supervising Doctoral, Master's and Bachelor's students: number, quality, scope and scientific/technological impact of resulting publications, theses, dissertations and final course work. Award-winning works and international recognition should be highlighted. Cases of supervision, co-supervision or monitoring should be detailed separately. Participation as a member or examiner in juries of academic exams for a Doctorate or Master's/Bachelor's degree);

c) Pedagogical Innovation (PI): (20%)

(promotion of new pedagogical initiatives: reasoned and coherent proposals to create and/or reformulate curricular units, creation or reinforcement of laboratory infrastructures to support teaching (of an experimental and/or computational nature), creation or restructuring of groups of curricular units or of study plans);

d) Pedagogical materials (PM): (15%)

(quality and diversity of pedagogical and didactic publications, computer applications, experimental prototypes, texts and materials that the candidate p/prepared or in which the candidate participated in completing/preparing);

e) Others (O): (10%)

(relevant work and/or professional experience, carried out outside academia, in the subject area in question).

The classification to be assigned in this criterion (PA) is the result of weighted application of the above parameters.

13.3 — Other activities relevant to the mission of the institution (OA) in the subject area in question, of which the following are taken into consideration:

a) Scientific-Pedagogical Project (SPP): (50%)

(This document should include the applicant's proposed activities during his/her first five years as an associate professor, explaining how he/she can contribute towards the progress and development of the subject area in question from a scientific, pedagogic and social cooperation) standpoint;

b) Participation in management bodies and in technical, scientific, pedagogical or professional bodies, committees and working groups (PMB): (20%);

c) Participation in organising technical, scientific and pedagogical (OE) events: (15%);

d) Community Outreach Activities, such as disseminating R&D activities and courses abroad (COA): (10%);

e) Internationalisation of his/her Activities in the subject area in question (IA): (5%).

The classification to be assigned in this criterion is the result of the weighted application of the above parameters.

13.4 — The final classification (FC) of each candidate is obtained by the average of the classifications attributed by the Jury members (FC_{mem}) on a scale from 0 to 100 points and will be obtained as follows:

$$FC_{vog} = 0.4 TSPA + 0.4 PA + 0.2 OA$$

$$FC = \text{Average } (FC_{mem})$$

13.5 — All results are rounded to the nearest tenth.

14 — Selection methods and criteria to be adopted: Admission, assessment and ranking of candidates per the criteria defined in point 13. At the end of the application period, the Jury shall meet to decide on admission and proceed with the evaluation and ranking of candidates based on the final classification.

In the event of a tie between candidates, the provisions of Article 15(3)(b) of the selection process regulations for the hiring of teaching career staff at the Polytechnic Institute of Lisbon shall apply, as approved in annex to Order no. 1979/2010, of 28 January.

14.1 — Candidates who obtain a final classification equal to or greater than 50% and cumulatively a classification of not less than 20% in TSPA and a classification of not less than 20% in PA and a classification of not less than 10% in OA are considered approved on absolute merit.

15 — The selection procedure may be terminated by reasoned act of the President of IPL respecting the general principles of administrative activities as well as the legal and regulatory limits on recruitment.

16 — Jury — By order of the President of the Lisbon Polytechnic Institute, dated 11/10/2022, published by Order No. 12478/2022 in Diário da República, Series 2 PART E, no. 206 of 25 October, the Jury shall be composed as follows:

President:

Dr Manuel Martins Barata, President of the Department of Electronic Engineering, Telecommunications and Computers at the Lisbon Higher Institute of Engineering, by delegation of powers from the President of the Lisbon Polytechnic Institute.

Permanent Members:

Dr Alexandre Paulo Lourenço Francisco, Associate Professor with Aggregation of the Higher Technical Institute of the University of Lisbon;

Dr Ana Maria Dias Madureira Pereira, Coordinating Professor of the Porto Higher Institute of Engineering of the Porto Polytechnic Institute;

Dr João Carlos Gomes Moura Pires, Associate Professor of the Faculty of Science and Technology of Universidade Nova de Lisboa;

Dr Walter Jorge Mendes Vieira, Coordinating Professor of the Lisbon Higher Institute of Engineering of the Lisbon Polytechnic Institute.

Alternate Members:

Dr João Paulo Mestre Pinheiro Ramos e Barros, Coordinating Professor of the Higher School of Technology and Business at the Beja Polytechnic Institute;

Dr. Fernando Manuel Gomes de Sousa, Coordinating Professor of the Lisbon Higher Institute of Engineering of the Lisbon Polytechnic Institute.

17 — Prior hearing — In the event of a candidate being excluded for non-compliance with the legal requirements, and at the end of the assessment, a prior hearing will be given under the terms of Articles 121 et seq. of the Code of Administrative Procedure (CPA), published by Law No. 4/2015 of 7 January.

18 — Public hearings — Under the terms laid down in Article 23(4)(b) of ECPDESP, the jury may conduct public hearings on an equal footing for all candidates.

19 — Consultation of the process – The selection process may be consulted by the candidates wishing to do so through the Secretary's Office of the Electronic Engineering, Telecommunications and Computer Department of ISEL during normal office hours.

20 — The shortlisted candidate will be contracted under the terms and conditions that allow compliance with the provisions contained in Article 36 of Law no. 12/2022, published in the *Diário da República*, Series 1, no. 122 of 27 June (State Budget Law for 2022).

21 — Pursuant to Article 9(h) of the Constitution, the IPL, as an entity actively promotes a policy of equal opportunities for men and women as regards access to employment and professional career advancement, scrupulously guarding against any and all forms of discrimination.

Lisbon, 20 December 2022. — President of the Lisbon Polytechnic Institute, Dr. Elmano da Fonseca Margato.