

**OPEN POSITION FOR ASSISTANT PROFESSOR (PROFESSOR AUXILIAR) IN
ZOOTECNYC AT THE UNIVERSIDADE DE ÉVORA (PORTUGAL)**

EDITAL N° 525/2017 (2ª série), de 28 de julho

By decision of Professor Ana Costa Freitas, Rector of Universidade de Évora (UE), July, 13th 2017, a position is open, for 30 working days counted from the first working day following the publication of this Edital in the *Diário da República*, for the recruitment of one Assistant Professor of Veterinary Medicine at the School of Science and Technology, included in the map of personnel of this University. This position will be announced in the *Bolsa de Emprego Público*, in the web pages of the *Fundação para a Ciência e a Tecnologia, I.P.*, and of UE, in both Portuguese and English, as established by article 62.º-A of the *Estatuto da Carreira Docente Universitária (ECDU)*, republished as attachment to the Decreto-Lei n.º 205/2009, of August 31, altered by the Lei n.º 8/2010, of May 13.

The recruitment aims for the teaching of courses referred to in Despacho No. 24/2012 / ECT / UE of October 29, 2012, by the Director of the School of Science and Technology of this University, in the scientific area of Zootechnyc (Animal Science base group) of the School of Science and Technology of this University. This call is concerned with teaching activities in the courses of Anatomia I, Anatomia II, Anatomia III and Exognósia of the integrated master's degree in veterinary medicine, possibly covering the courses mentioned in Despacho n.º 24/2012/ECT/UE of October 29, 2012 for this subject area, most notably Fisiologia I and II of the same integrated master's degree.

The present call follows the rulings of articles 37.º to 51.º and 62.º-A of the ECDU and further applicable laws and regulations, particularly the Regulamento dos Concursos para Recrutamento de Professores das Carreiras Docentes na Universidade de Évora, from now on called Regulamento, approved by the Despacho Reitoral n.º 445/2011, published at the 2nd Series of the *Diário da República* n.º 5, of January 7.

As established in item *h*) of article 9.º of the Portuguese Constitution, Public Administration, when acting as an employer, actively promotes a policy of equal opportunity between men and women in access to employment and in professional progression, scrupulously endeavouring to avoid any form of discrimination.

In accordance with articles 37º to 51º of the ECDU and other applicable legislation and with nº 1 of article 7º and article 8º of the Regulamento, the following provisions will apply:

1— Admission requirements

- 1.1 The requirements for admission are to hold a 5 years degree (pre-Bologna) in veterinary medicine or a master degree (integrated master's degree) in veterinary medicine (post-Bologna), and to hold a doctoral (PhD) degree in Veterinary Sciences (at the deadline for candidacy), as well as to master the Portuguese language, spoken and written.
- 1.2 The holders of a doctoral degree obtained abroad shall possess equivalência/reconhecimento/registo (equivalence/recognition/registration) of such degree to an identical degree granted by a Portuguese University. The candidates satisfying 1.1. that do not fulfil this requirement shall be admitted conditionally by the Secretary of this call in the Despacho mentioned in article 12.º of the Regulamento, the

conditional admission being kept up to the date of the final decision, with the exclusion of the candidates that until such date are unable to show the granting of their request for equivalência/reconhecimento/registo.

- 1.3 Foreign nationals, except those of official Portuguese expression, are required to provide an officially recognized statement, demonstrating that they master the Portuguese language, in both written and spoken form.

2 — Formalization of applications

The applications are presented in the form of a *Requerimento* (formal letter of request) to the Rector of the Universidade de Évora, under the following terms and conditions:

- 2.1. The *Requerimento* must include, among others, the following items:

- a) Identification of the position that is being applied for;
- b) Identification of the candidate by name, filiations, birth date and place, nationality, civil identification number and issuing agency, profession, marital status, residency, postal and electronic addresses and phone contact;
- c) Indication of the professional category and institution where she/he is currently teaching, when applicable;
- d) Indication of academic degrees obtained by the candidate;
- e) Statement that all elements and facts in the application are true.

- 2.2. The *Requerimento* shall be accompanied by the following documents:

- a) Certificates showing that the candidate holds the degree and the title required to apply as well as the dates they were obtained and certification of the time of service in previous positions;
- b) Two copies in paper, duly signed and dated, and one in digital format of the candidate's *curriculum vitae*, with indication of the articles and other materials realized and published, as well as identification of those that she/he considers most representative, for which a brief description of her/his contribution is required. The *curriculum vitae* must also indicate her/his pedagogical activities. In the writing of the *curriculum vitae*, the candidate shall respect the organization used in number 6 of this Edital.
- c) Two copies of the works selected by the candidate as most representative in her/his curriculum vitae, which to article 11º n.º 2 of the Regulamento altered by Despacho nº 15234/2015, published at the 2nd Series of the Diário da República of December 22
- d) Other diplomas or certificates of studies referred in the *curriculum vitae*.
- e) Certification of adequate physical fitness and psychological profile required to the fulfilment of the position's duties;
- f) Updated Bulletin of mandatory vaccines.

- 2.3. The documents referred to in items e) to f) of 2.2. can be replaced by a statement made in the *Requerimento* by the candidate, on his/her honour, reporting, for each one, his/her precise situation with respect to such items.

- 2.4. In the *Requerimento* or in a separate document, the candidates shall declare, on their honour, their precise situation with respect to the following items:

- a) Nationality;
- b) Fulfilment of military or civic duties, when mandatory;
- c) Not being inhibited of holding public functions or interdict of performing the functions to which they are applying.

- 2.5. Candidates belonging to the Universidade de Évora need not present documents showing the fulfilment of requirements that are already documented in their *processos individuais* (job files).

2.6. The non-compliance with the deadline for the application, as well as the failure to present or the late presentation of the documents referred in items *a)* to *e)* of n.º 2.2 in this Edital, determines the exclusion of the application.

2.7. The *Requerimento* and the remaining documents in the application procedure must be presented in the Portuguese language, in person during office hours (from 9h00 to 12h30 and from 14h00 to 17h30) at the address below, or sent by registered mail with return receipt, up to the deadline, to Universidade de Évora – Divisão de Recursos Humanos (DRH), Serviços Administrativos, Largo da Sr.ª da Natividade, Apartado 94, 7002-554 Évora, Portugal.

2.8. The Jury can ask a candidate to present documentation supplementary to the curriculum and can also determine the realization of public auditions of the admitted candidates.

3 — Jury

3.1. The jury, in accordance with number 1 of article 45º of the ECDU, has the following composition:

President: Rector of the Universidade de Évora

Vogais:

Doutora Graça Maria Alexandre Pires Lopes de Melo, Professora Associada com agregação da Faculdade de Medicina Veterinária da Universidade de Lisboa;

Doutor José Luís Tirapicos Nunes, Professor Associado com agregação da Escola de Ciências e Tecnologia da Universidade de Évora;

Doutora Maria João Feytor Pinto Rodrigues de Oliveira de Meireles Moreira, Professora Associada com agregação do Instituto de Ciências Biomédicas Abel Salazar da Universidade do Porto;

Doutora Ofélia Pereira Bento, Professora Associada com Agregação da Escola de Ciências e Tecnologia da Universidade de Évora;

Doutora Paula Cristina Gomes Ferreira Proença, Professora Associada com agregação do Instituto de Ciências Biomédicas Abel Salazar da Universidade do Porto;

Doutor Fernando Garcia e Costa, Professor Associado da Faculdade de Medicina Veterinária da Universidade de Lisboa.

3.2. The Rector may delegate the presidency of the jury according to nº 2 of article 4º of the Regulamento.

3.3. The jury deliberates according to article 50º of the ECDU and to articles 20º to 23º of the Regulamento.

4 — Admission and exclusion of applications

The admission and exclusion of applications and the notification of the excluded candidates, in terms and for the purpose of article 100.º of the Código do Procedimento Administrativo, are processed in accordance with articles 13º and 14º of the Regulamento.

5 — Methods and criteria of evaluation

5.1. The method of selection is curricular evaluation.

5.2. In the evaluation of the candidates, the following criteria will be used:

- a)* Scientific performance of the candidate (SP);
- b)* Pedagogic capabilities of the candidate (PC);
- c)* Other relevant activities (ORA).
- d)* Motivation and potential for the job (interview) - optional

6. Evaluation parameters and weighting factors

In the application of the criteria defined in number 5, the following parameters and weights will be used:

- a)* Scientific performance, with weight of 50%, which comprises (SP):
 - a1)* Scientific output and its relevance in the domain.

Scientific books, book chapters, articles published in international and national journals, articles published in proceedings of scientific conferences, and articles in other journals. Only will be considered published articles or articles accepted for publication (with DOI).

a2) Scientific coordination. Coordination and participation in scientific projects financed through international or national agencies.

a4) Recognition by the scientific community.

b) Pedagogic capabilities, with a weight of 30%, which comprises the following evaluation parameters (PC):

b1) Teaching experience, in the domain of veterinary clinical sciences. Greater relevance is given to teaching experience in issues related in the domain.

b2) Student supervision. The orientation of 2nd and 3rd cycle students will be weighted with a higher relevance factor.

b3) Publication of textbooks with ISBN and of other pedagogical texts related to themes of the courses considered in the areas for which the recruitment procedure is open.

c) Performance in other relevant activities, with weight of 20%, which entail activities of academic management and extension (participation in management bodies, publications for scientific dissemination, other activities for scientific dissemination, training activities, specialized services to the community, knowledge transfer, other relevant activities to the domain of the veterinary clinical sciences).

d) Interview, if deemed necessary by the jury: appreciation d1-quality of oral expression and ability to interpersonal relationship; d2 - motivation and potential for the functions to be performed (particularly in the context of veterinary anatomy field activities).

7. The ranking of the candidates will be the result of the weighted average of quantitative scores obtained in each of the evaluation parameters, within a range of 0 to 100 points.

8 — Evaluation and selection

8.1. When the admission phase is concluded, the jury shall begin the evaluation of the admitted applications.

8.2. The jury can decide the exclusion of candidates which absolute merit (i.e., irrespective of other candidates), when considering the global curriculum in its aspects of scientific performance, pedagogic capabilities and other relevant activities, does not fit into the area or areas of this call or does not reach the level of quality compatible to the category for which the position is opened.

8.3. In case of non approval in absolute merit, the jury proceeds to the *audiência prévia* (prior hearing) of the excluded candidates who, if they so wish, can have their say in writing within ten days, according to number 3 of article 13º, to article 14º and to number 4 of article 20º of the Regulamento.

8.4. The jury proceeds with the evaluation of the candidates approved in absolute merit, considering the criteria and evaluation parameters, as well as the weighting factors, of this Edital.

8.5. The final valuation (FV) will result from the application of the formula:

$$FV = (0,50 \times SP) + (0,30 \times PC) + (0,20 \times ORA)$$

9 — Ordering and voting methodology

9.1. The ordering of the candidates shall be founded on the evaluation made according to the criteria and evaluation parameters and corresponding weighting factors stated in this Edital.

9.2. Before voting starts, each jury member shall present a written document, to be attached to the *Acta* (Minutes) containing the ordering of the candidates, and explaining the reasons for it, based on what is mentioned in 8.1.

9.3. In the several rounds of voting, each jury member shall respect the ordering he/she has presented and no abstentions are allowed.

9.4. The final serial order of the candidates will be done according to the Regulamento, namely the articles 21º, 22º, and 23º.

10 — Participation of the candidates and decision

10.1. The candidates are notified of the project of final ordering for the purposes of being heard (*audiência*) as prescribed in article 100º and following articles of the Código do Procedimento Administrativo. Article 26º of the Regulamento shall be applied with the appropriate adaptations.

10.2. After the *audiência*, the jury appreciates the candidates' allegations that have appeared, if any, and approves the list containing the final ordering of the candidates. In the absence of allegations by the candidates, the project of final ordering is considered automatically approved.

11 — Deadline for the final decision

The time for the final decision of the jury shall not exceed ninety calendar days counted from the deadline for the applications, the counting being suspended during the phases of *audiência* of the candidates according to article 26º of the Regulamento.

Universidade de Évora, July, 6th 2017

The Rector, Professor Ana Costa Freitas (PhD)