

LISBON POLYTECHNIC INSTITUTE

Public Notice

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 22.11.2024, 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 open for 30 working days from the publication date of this public notice in the *Diário da República*, for three Adjunct Professors to fill three open positions in the teaching staff of the Lisbon Polytechnic Institute/Lisbon Higher Institute of Engineering (ISEL) in the subject area of Computer Engineering.

1 — Type of selection process — Document Based.

2 — Category — Adjunct Professor.

3 — Subject Area — Computer Engineering, Department of Electronic and Telecommunications and 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 Polytechnic Institute of Lisbon, sent to the following email address: cd.pa.deetc.El.19@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 large files, such as the 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 this notice 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 (with no exclusion for failing to present an identification document, upon presentation of an alternative document, proving the requirements necessary to perform public duties);

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 this notice;

f) Detailed *Curriculum Vitae*, dated and signed by the applicant, 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 applicant'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, pedagogical and social cooperation standpoint;

i) Digital support of the additional document in Excel format, containing the objective breakdown of the items that correspond to the evaluation criteria defined in point 13, a model of which shall be made available to candidates for this purpose 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 applicants 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 they are already included in their records. This should be clearly stated in their application.

12 — Curriculum vitae content — 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 applicant's degree of involvement and responsibility, specify amounts of financing, team and duration of the projects, the 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 applicant'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 applicant'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 as per the criteria in point 13 of this Notice, in accordance with its various sub-paragraphs.

13 — Criteria for selection and ordering of candidates — In accordance with the provisions of Article 15-A, of the ECPDESP and in Order no. 1979/2010, of 12 January, published in the Diário da República, series II, No. 19, of 28 January, amended by Amendment Declaration no. 244/2010, published in Diário da República, Series II, no. 26, of 8 February, the Jury, in a preliminary meeting of 4 December, 2024, approved the evaluation parameters, methods and selection criteria to be adopted and the final evaluation and classification system, applicable to activity in the subject area in question.

Candidate evaluation parameters 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 aforementioned assessment components must be compatible with the subject area in question, and appropriate to the category of adjunct professor, giving particular importance to the relevance, quality and timeliness of the candidate's *curriculum vitae* and the most important academic contributions of greatest impact selected by the candidate and identified in the *curriculum vitae*.

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

Each of the aspects is assigned the following global weighting distribution:

a) Research Aspect (Technical-Scientific and Professional Activities (TSPA)) — 40%;

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

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

Criteria, indicators and weightings, with a view to evaluating and ranking candidates, and their *curriculum vitae* must be organised in accordance with them:

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

a) Scientific output, publications, conference communications (SO): (60%)

(books and/or book chapters, articles in indexed scientific journals and conference proceedings, as author or co-author, characterised in terms of type of publication, impact factor and number of citations, communications at scientific events. The quality of the selected publications must 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 FCT. The ability to attract competitive financing and the challenges and results (scientific and/or technological and/or innovation) must be highlighted);

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

(participation and coordination of initiatives to create or improve 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 review activities (programmes, projects, grants, prizes), coordination or participation in scientific event programme committees, guest lectures at scientific or other university meetings, participation as a member of scientific societies with competitive admission and other similar distinctions);

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

The classification to be attributed in this criterion (TSPA) results from the weighted application of the previous parameters.

13.2 — Pedagogical Activity (PA), in the subject area for in question, in which the following are considered:

a) Teaching (T): (30%)

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

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

(experience of supervising doctoral, Master's and undergraduate students: number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final course work. Award-winning works and international recognition should be highlighted. Cases of supervision, co-supervision or monitoring must be highlighted. Participation as a member or examiner on juries for doctoral, Master's or bachelor's degrees);

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

(promotion of new pedagogical initiatives: well-founded and coherent proposals for the creation and/or reformulation of curricular units, creation or improvement of laboratory infrastructures to support teaching (of an experimental and/or computational nature), creation or restructuring of groups of curricular units or study plans);

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

(quality and diversity of publications, computer applications, experimental prototypes, texts and pedagogical and didactic materials that you created/prepared or participated in the creation/preparation of);

e) Other (OT): (10%)

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

The classification to be given in this criterion (PA) results from the weighted application of the previous parameters.

13.3 — Other activities relevant to the mission of the institution (ARMI), in the area in question, which are considered:

Scientific/Pedagogical Project (SPP): (50%)

(This document should include the applicant'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, pedagogical 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 the organisation of 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 activities in the subject area in question: (5%).

The classification to be given in this criterion results from the weighted application of the previous parameters.

13.4 — The final classification (FC) of each candidate is obtained by averaging the classifications given by the members (FCmem) of the Jury on a scale of 0 to 100 points and shall be obtained as follows:

$$\text{FCmem} = 0.4 \text{ TSPA} + 0.4 \text{ PA} + 0.2 \text{ ARMI}$$

$$\text{FC} = \text{Average (FCmem)}$$

13.5 — All results are rounded to the nearest tenth.

14 — Selection methods and criteria to be adopted: Admission, evaluation and ranking of candidates in light of the criteria defined in point 13. Once the application deadline has ended, the Jury meets to deliberate 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 stipulations of Article 15(3)(b) of the regulations for hiring staff for the teaching career of the Lisbon Polytechnic Institute, approved in an 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 no less than 20% in TSPA and a classification of no less than 20% in PA and a classification of no less than 10% in ARMI 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 (IPL), dated 22.11.2024, published by Order no. 14116/2024 in the Diário da República, Series II, No. 231 Part E, of 28 November, the Jury shall be composed as follows:

President:

Dr Mário Pereira Véstias, Head of the Department of Electronic Telecommunications and Computer Engineering, and Coordinating Professor of the Lisbon Higher Institute of Engineering, by delegation of powers from the President of the Polytechnic Institute of Lisbon.

Permanent Members:

Dr Rui Filipe Fernandes Prada, Full Professor at the Instituto Superior Técnico, University of Lisbon;

Dr Mónica Vieira Martins, Coordinating Professor at the School of Technology, Management and Design, at the Polytechnic Institute of Portalegre;

Dr Maria Manuela Areias da Costa Pereira de Sousa, Associate Professor at the University of Beira Interior;

Dr Pedro Miguel Torres Mendes Jorge, Coordinating Professor at the Lisbon Institute of Engineering of Lisbon Polytechnic Institute.

Alternate Members:

Dr Isabel Sofia Sousa Brito, Coordinating Professor at the School of Technology and Management/Polytechnic Institute of Beja;

Dr Nuno Miguel Soares Datia, Coordinating Professor at the Lisbon 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, at the end of the assessment a prior hearing shall 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 ECDESP, the jury may conduct public hearings on an equal footing for all candidates.

19 — Consultation of the process — The selection process can be consulted, by candidates who wish to do so, at the secretariat of the Department of Electronic, Telecommunications and Computer Engineering at ISEL, during normal business hours.

20 — The shortlisted candidate will be contracted under the terms and conditions which allow for the provisions laid down in Article 33 of Law 45-A/2024 of 31 December (State Budget Law for 2025).

21 — Pursuant to Article 9(h) of the Constitution, the IPL actively promotes, as an employer, 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, 21 January 2025 – President of the Lisbon Polytechnic Institute, Dr Elmano da Fonseca Margato.