

ANNOUNCEMENT/ 0021/2019
INTERNATIONAL SELECTION TENDER PROCEDURE FOR ASSISTANT PROFESSOR HIRING BY THE
FACULTY OF BIOTECHNOLOGY OF THE UNIVERSIDADE CATÓLICA PORTUGUESA

Internal Reference: ESB-PA2019-Biologia

The Rector of the Universidade Católica Portuguesa (UCP), Professor Isabel Capelo Gil, hereby informs that an international selection tender for the recruitment of an Assistant Professor in the scientific area of Biology is now open for a period of thirty days from the date of publication of this notice.

This tender is open within the framework of the Agreement-Programme of Institutional Support Selection Procedure (articles 17, 19, and 28 of the Scientific Employment Regulation) signed between the Portuguese Foundation for Science and Technology, I.P. (FCT, IP) and the Universidade Católica Portuguesa.

In accordance with the provisions of the Statute of the University Teaching Career (SUTC) currently in force at the UCP the procedures below shall be observed:

1. Admission Requirements

Doctoral Degree in the area of Biology and other requirements as mentioned in articles 13 and 22 of the SUTC.

If the Doctoral degree has been awarded by a non-Portuguese higher education institution it must comply with the provisions of the Portuguese legislation on the recognition of foreign degrees, regulated by Decree-Law no. 66/2018 of August 16th. The signature of the contract is conditional on the presentation of the formal document.

Applicants are advised to check the website of the Directorate-General for Higher Education for further information: <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>.

2. Workplace

The workplace is on the premises of the Universidade Católica Portuguesa, in Porto, Portugal.

3. The application for tender admission, addressed to the UCP Rector, must include:

- a) Documents showing the candidate meets the basic applicant requirements, as stated above;
- b) A digital copy of the curriculum vitae detailing previous work including publications and other academic, scientific and teaching activities;
- c) Statement declaring personal alignment with the specific nature and purpose of the UCP.

4. The Rectory shall inform each candidate, within three working days, of the Rector's decision concerning tender admissibility. Non-admission arises from non-fulfillment of the previously stated requirements. Non-admitted candidates can object within 10 working days. The final decision will be taken within a maximum of 30 days.

5. Candidates admitted to the tender must provide the following within 30 days of the admission notification date:

- a) One copy of each of the documents listed in the curriculum vitae (digital format accepted);
- b) An academic development plan detailing the scientific and pedagogical project they intend to put in place at the University.

6. The candidates' absolute merit admission depends on the overall curriculum evaluation by the jury as regards scientific merit, research ability, pedagogical value and other relevant activities to the University's mission. All of this work must have been previously developed and has to be compatible with the disciplinary area in which the tender was opened, as well as appropriate to the corresponding teaching level.

7. Taking into account assistant professor duties, the tender's requirements and purpose, and the need for transparency in candidate evaluation, the following criteria for relative merit are established:

- pedagogical capacity (40%);
- merit of scientific and research work (40%);
- performance in other activities relevant to the CUP's mission (20%).

7.1. In the evaluation of the pedagogical merit of the candidates, taking into account the tender's scientific field, all relevant pedagogical details brought up by the candidate shall will be considered, as long as they are susceptible to verifiable qualitative evaluation. This includes:

- a) Quantity, diversity and quality of the academic activity developed by the candidate – quality assessment shall be carried out using, whenever possible, objective pedagogical evaluation methods;
- b) Course oversight responsibility;
- c) Development of course syllabuses;
- d) Development of new courses or study programs;
- e) Coordination and / or participation in pedagogical projects.

7.2. In the evaluation of the scientific merit of the candidates all parameters listed below will be considered, among others. This indicator evaluates scientific skills in the tender's specialty area, which is Plant Nutrition and Genetics.

- a) Advisorship / co-advisorship of doctoral theses and / or master's theses and research / projects / internships of students and / or researchers;
- b) Publication of scientific articles in internationally indexed (e.g. in Scopus) research journals, in particular those in which the applicant is recognized as the lead author (responsible for the research work), taking into account both number and journal impact ranking;

- c) Coordination and / or participation in research projects and scientific research scholarships with competitive external financing;
- d) Signs of internationally and nationally recognized scientific leadership, including invitations to conferences and scientific committees, journals' editorial boards, societies' (or their chapters) management, or participation as an evaluator;
- e) Participation as a jury member in public examinations of doctoral, master or bachelor's degree's theses, in higher education institutions in Portugal and abroad;
- f) Other scientific production including books and concrete results, namely the development of prototypes or the registration of national, European and international patents, in particular if already marketed;
- g) Development of knowledge and technology transfer, in particular towards the business sector.

7.3. In the evaluation of the participation in other activities relevant to the University's mission the following items will be considered, among others:

- a) Participation in University management bodies;
- b) Participation in university extension and scientific dissemination tasks;
- c) Coordination of courses or cycles of studies;
- d) Coordination and participation in evaluation processes of research centers, courses or others, at various levels (A3ES, Professional Bodies, etc.);
- e) Execution of tasks assigned by University management bodies and included within the scope of university teaching activities.

8. In order to rank the candidates, each member of the selection board shall separately proceed to rank candidates relative to each other according to merit. This will result in a vote for 1st place, for 2nd place and so on until all candidates, previously approved in absolute merit, are ranked. Once the application of the selection criteria has been concluded, the jury prepares the draft single sorted list of approved candidates.

9. The draft list, together with its justification, including the non-inclusion of candidates not admitted to absolute merit, shall be sent to the candidates by electronic mail for a written hearing, within 10 working days. Consequently the jury finalizes the ranked list within a maximum of 30 days. The ranked list will be posted in the premises of the UCP, in Porto, and advertised on the respective website <http://www.esb.ucp.pt/>.

10. The final decision of the jury, to be defined within a maximum of 90 days (counted from the date of publication of the decision said jury was created), is written down in minutes, stating the individual votes cast by the members and the corresponding reasoning. No abstentions allowed.

11. Within eight days the final decision, together with the minutes, shall be sent to the Rector for approval and publication.

12. Jury membership:

President: Prof. Isabel Maria de Oliveira Capelo Gil, Rector of the UCP

Other members:

Professora Doutora M. Margarida Oliveira, professora associada com agregação da Universidade Nova de Lisboa

Professora Doutora Maria da Conceição Rangel, professora associada com agregação da Universidade Porto

Professora Doutora Ana Cristina da Silva Figueiredo, professora associada da Universidade de Lisboa

Professora Doutora Ana Gomes, professora associada da Universidade Católica Portuguesa

13. As for the Privacy Policy, the Universidade Católica Portuguesa is the controller responsible for the processing of Personal Data in accordance with Regulation (EU) 2016/679 – General Regulation on Data Protection. The personal data processed in the scope of this tender procedure is processed within the framework of said tender procedure only, and will be processed by Universidade Católica Portuguesa with the purpose of verifying the fulfillment, by the candidates, of the assumptions established in the applicable legislation for their contracting. Opposition to the processing of data by the candidates will make it impossible to accept the application and, therefore, to analyze and evaluate it.

The personal data of the Data Subject, if it be indispensable for the fulfillment of the obligations of Universidade Católica Portuguesa, may be conveyed to third parties, namely to the Financing Entities identified in this announcement. The data retention period shall correspond to the legally defined period of five years.

The Data Subject is entitled to oppose to the collection and processing of data, has the right to verification, the right to rectification, the right to deletion, and the right to restriction of processing of the data collected. However, the exercise of such rights may be excluded when the personal data is used to protect public interest, namely in the detection and prevention of crimes or when subject to professional rules of confidentiality.

The Data Subject has the right of access and portability of the data. Rights of Personal Data Subjects: <https://www.ucp.pt/rights-data-subjects>. For purposes of exercising the respective rights, contact the University through the e-mail address compliance.rgpd@ucp.pt or by using the address found at the end of this announcement, through the means set out in "Contacts for clarification". The Data Subject is always entitled to contact and file a complaint with the Comissão Nacional de Proteção de Dados (Portuguese Supervisory Authority for Personal Data).

14. The Universidade Católica Portuguesa actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, gender, sexual orientation, marital status, family status, family and economic conditions, instruction, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions, and union membership.

15. This tender is exclusively destined to fill this specific vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy. This invitation to tender and the contract concluded as a result of it will only take effect if FCT's financing conditions are fulfilled. The interruption or suspension of the funding can determine the termination of the contract.

This tender procedure can be canceled when it is vacant; when any case of force majeure occurs; when reasons of a budgetary nature, occurring after the opening of the competition, determine it.

The selected candidates will be hired by Universidade Católica Portuguesa as auxiliary professors under a contract following the determinations stipulated in the Statute of the University Teaching Career of Universidade Católica Portuguesa.

16. The application is activated by sending the documents listed above in para 2. and 4. to the following address:

Reitoria da Universidade Católica Portuguesa

Concurso de Recrutamento de Professores Auxiliares da ESB/UCP (Refª ESB-PA2019- Biologia)

Campus Palma de Cima

Palma de Cima

1649-023 Lisboa

Portugal

17. Contacts for clarifications:

Universidade Católica Portuguesa – Centro Regional do Porto

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