

Under the Statute of the Teaching Staff Career of the Polytechnic Higher Education (Estatuto da Carreira do Pessoal Docente do Ensino Superior Politécnico, ECPDESP) and the IPC Tender Regulation of Contracting of Teachers (Regulamento de Concursos para Contratação de Professores do IPC, RCCPIPC), approved by Order No 9208/2010, published in the Official Gazette, 2nd series, No 104, of 28/05, it is hereby made public, by my Order of 15/10/2024 by the powers invested by Order no 6711/2023, published in the Official Gazette, 2nd series, No 119, of 21/06, that the invitation to the tender hereunder has been issued within 30 business days from the publication of this public notice in the Official Gazette, international competition based on qualifications for the recruitment of two positions of Adjunct Professor for the subject area of Animal and Veterinary Sciences, aiming at a public employment legal relationship, celebrated as an employment contract of indefinite duration in public functions, provided for in the teaching staff statement of IPC.

This tender is a competition based on qualifications and is regulated by the provisions of the IPC Tender Regulation of Contracting of Teachers (RCCPIPC), approved by Order No 9208/2010, published in the Official Gazette, 2nd series, No 104, of 28/05, as well as by the Statute of the Teaching Staff Career of the Polytechnic Higher Education (ECPDESP).

1 – Tender reference: PRPD/12/2024

2 – Workplace: Coimbra Agriculture School

3 – Functions and remuneration:

The generic functions of polytechnic higher education teachers provided for in Article 2(A) of the ECPDESP, with the rank functions set out in Article 3(4) of the ECPDESP. The rank of Adjunct Professor corresponds to the remuneration provided for in the table attached to Executive Order No 408/89, of 18 November, as amended.

4 – Period of validity of the tender:

The tender shall be valid for the position put for tender, and shall cease with the occupation of the position set out in the publicised notice or when the same cannot be fully occupied, due to the absence or insufficient number of applicants, as well as in the cases referred to in Article 31(2) of the RCCPIPC.

5 – Admission requirements: 5.1 – General requirements: to meet, until the expiry of the deadline for the submission of applications, the admission requirements provided for in Article 17(1) of the General Employment Law in Public Functions (Lei Geral do Trabalho em Funções Públicas, LTFP), namely:

- (a) Portuguese nationality, when not exempted by the Constitution, by international convention or special law;
- (b) 18 years old;
- (c) No disqualification from the practice of public functions or no prohibition of the practice of those which the applicant proposes to perform;
- (d) Physical strength and psychic profile indispensable for the performance of the relevant duties;
- (e) Compliance with mandatory vaccination laws.

5.2 – Candidates must master the Portuguese language (spoken and written) at a level that allows the assignment of teaching service, without any communication limitations in this language.

5.3 – Special requirements: to hold, until the end of the deadline set for the submission of applications, the degree of doctor or the title of specialist in the disciplinary area or area related to that for which the competition is open.

Applicants with foreign qualifications shall prove the recognition of the doctoral degree in accordance with the applicable legislation.

6 – Submission of Application:

6.1 - The applicants shall access and register on the website https://www.ipc.pt/bupc/concursos/form/concursos_docentes to submit the application, selecting the procedure they wish to apply for.

The application submission is done exclusively in digital form, in portable document format (PDF), except for documents with planned submission in other digital formats.

The application is submitted by filling in the sections available at the electronic address mentioned above.

If the application contains a classified document which reveals a commercial or industrial secret, or secrecy concerning literary, artistic or scientific property, when formalising the application, the applicant shall expressly indicate such a reservation, otherwise, the work in question will be freely accessible by any of the other applicants in the course of the procedure consultation.

6.2 Deliverables:

- a) Request for admission to the tender, addressed to the President of the Polytechnic Institute of Coimbra, containing: full name, date and place of birth, identity card/citizen card, number or foreign civil identification document (EU)/passport, residence, telephone number, e-mail address, reference to the relevant tender, with an express indication of the public notice and reference to

the Official Gazette in which it was published, reference of the tender shown in point 1 of this public notice, as well as a list of the documents accompanying the request.

- b) Detailed, dated and signed curriculum vitae;
- c) Duly completed application form, specifically designed for this tender (available at <https://www.ipc.pt/ipc/sobre/rh/a-decorrer-pessoal-docente>), including score grid, and also delivered in Excel format (xls or xlsx) and portable document format (pdf);
- d) Sworn statement declaring compliance with the requirements for the establishment of a public employment relationship as set out in point 5.1;
- e) Sworn statement declaring that all information and documentation included in the application is authentic, without prejudice to the actual proof, when requested;
- f) Qualification certificates;
- g) All works mentioned in the curriculum vitae, in PDF or ZIP format.

6.3 – When submitting the application, the candidate must provide the information strictly necessary for this purpose, under the terms of this public notice, and must hide personal information that may exist in the documentation delivered, otherwise these information may be freely accessed by any of the other candidates.

6.4 – *The curriculum vitae* shall contain:

- a) Preamble containing the academic degrees and corresponding grade, professional category and, where applicable, the position currently held;
- b) Detailed and contextualized description of the curricular elements, organized according to the scoring grid, as per annex 1, in order to allow a better appreciation of the data presented in the form referred to in subparagraph c) of point 6.2 of this notice.

6.5 – All application documents indicated in point 6.2 shall be submitted in Portuguese or English.

6.6 – Failure to submit the supporting documents for the curriculum presented by the applicant implies not to validate the elements that should be proven, unless the jury chooses to use the option provided for in Article 26 of the RCCPIP.

6.7 - Applications that are not properly submitted or that do not fulfil the formal criteria for admission to the tender shall not be admitted in accordance with the terms laid down in the current legislation and in this public notice. The submission of any required documentation beyond the expiry of the relevant period also determines the rejection of the admission to the tender.

6.8 – No applications submitted by post or electronic mail shall be accepted.

7– Public hearings:

7.1 - If the jury considers it necessary to promote public hearings focusing on the curriculum vitae of the applicants, they shall be held in the first meeting of the jury. The dates of the public hearings shall be published at the institutional website and the eligible applicants shall be notified, under Article 9 of the RCCPIPC.

8 – Criteria, method of evaluation, methodology of classification and ranking of applicants:

8.1 – The assessment of the applications shall be performed in accordance with Article 25 of the RCCPIPC;

8.2 - The weighting to be assigned to the assessment parameters as well as to the selection criteria and ranking criteria is laid down in Annex I of this public notice.

8.3 – The grade shall be expressed on a scale of 0 to 100 points; applicants with a grade below 50 points shall not be approved and applicants with a grade of 50 points or more shall be approved.

8.4 - In the case of a tie, the following tiebreaker criteria shall be considered:

- a) the score obtained in the competition scoring grid, considered to the nearest thousandth;
- b) the length of professional experience in clinical veterinary medicine, with production animals, expressed in months;
- c) the length of teaching experience in higher education, expressed in months.

9 – Notification of the applicants:

9.1 - The notification of the applicants is made in accordance with Article 9 of the RCCPIPC;

9.2 - The lists of non-approved applicants, the ranked list of approved applicants based on absolute merit and the act of approval shall be communicated to the applicants in accordance with Articles 29 and 30 of the RCCPIPC.

9.3. The full procedure of the tender may be consulted by the applicants, subject to prior scheduling during opening hours, from 9 a.m. to 5 p.m. at the Polytechnic Institute of Coimbra (Instituto Politécnico de Coimbra, Rua da Misericórdia, Lagar dos Cortiços - S. Martinho do Bispo, 3045-093 Coimbra).

10 – Composition of the jury:

President: Jorge Manuel dos Santos Conde, President of the Polytechnic University of Coimbra

Full members:

George Thomas Stilwell, Associate Professor with Tenure at the University of Lisbon

Maria Rosa Rebordão Cordeiro Simões Crisóstomo, Coordinating Professor at the Polytechnic Institute of Coimbra

Rita Maria Payan Martins Pinto Carreira, Full Professor at the University of Évora

António José Faria Raimundo, Coordinating Professor at the Polytechnic Institute of Santarém

Rosário Plácido Roberto da Costa, Coordinating Professor at the Polytechnic Institute of Coimbra.

Alternate members:

Manuel Vicente de Freitas Martins, Coordinating Professor at the Polytechnic Institute of Castelo Branco

Helena Maria Vala Correia, Coordinating Professor at the Polytechnic Institute of Viseu

The Vice-President of the Polytechnic Institute of Coimbra, Daniel Jorge Roque Martins Gomes

ANNEX I

1 - TECHNICAL-SCIENTIFIC COMPONENT (Weight 60%)

Dimension		Items	Unit	Score
I. Academic Education and Other Training MAX 40 PTS		Degrees and Academic Titles		
		Doctorate		
	C1	- In the field of Veterinary Sciences	degree	20
	C2	- In a related field	degree	5
		ii) Specialist Title (DL nº 206/2009 de 31 de Agosto)		
	C3	- In the field of Veterinary Sciences (CNAEF 64)	degree	15
	C4	- In a related field	degree	2
		iii) Integrated Master's – not scored under "vi) Post-Bologna Bachelor's Degree"		
	C5	- In Veterinary Medicine	degree	12
	C6	- In related fields	degree	2
		iv) Master's Degree		
	C7	- In the field of Veterinary Sciences	degree	7
	C8	- In related fields	degree	2
		v) Pre-Bologna Bachelor's Degree		
	C9	- Veterinary Medicine	degree	12
	C10	- In related fields	degree	2
		vi) Post-Bologna Bachelor's Degree		
	C11	- 1st cycle of the integrated master's in Veterinary Medicine	degree	6
	C12	- 1st cycle of the integrated master's in Veterinary Medicine	degree	4
	C13	- In related fields	degree	2
		vii) Other Higher Education Qualifications		
	C14	- Postgraduate studies in the fields of veterinary medicine or veterinary sciences (with 60 or more ECTS)	course	5
	C15	- Postgraduate studies in related fields (with 60 or more ECTS)	course	0,5
	C16	viii) Specialist certified by the European Board of Veterinary Specialization or similar entity	current title	7
		B. Other Training (Max. 5 PTS)		
	C17	i) Technical-scientific training and update course with a duration equal to or greater than 35 hours (Max. 2.5 Pts)	course	0,8
	C18	ii) Technical-scientific training and update course with a duration less than 35 hours (Max. 2.5 Pts)	course	0,3

		C. Technical-Scientific Publications		
		a) In journals		
	C19	i) Paper in a scientific journal indexed by ISI/Scopus	paper	2
	C20	ii) Paper in other scientific journals	paper	0,5
		b) In books		
	C21	i) Author/co-author of a complete work/edited book	book	1,5
	C22	ii) Author/co-author of a chapter in an edited book	chapter	0,5
		c) Publication of paper in proceedings of scientific meetings		

II. Technical-Scientific Production (with relevance in the field of Veterinary Sciences) MAX 5PTS	C23	i) Paper in proceedings of international scientific meetings	paper	0,5
	C24	ii) Paper in proceedings of national scientific meetings	paper	0,2
		d) Publication of abstract in proceedings of scientific meetings		
	C25	i) Abstract in the book of proceedings of international/national scientific meetings	abstract	0,1
		e) Presentation of invited lecture/communication		
	C26	i) International technical-scientific event	lecture/presentation	0,5
	C27	ii) National technical-scientific event	lecture/presentation	0,3
		f) Oral presentation in technical-scientific events		
	C28	i) International technical-scientific event	presentation	0,5
	C29	ii) National technical-scientific event	presentation	0,2
	C30	g) Poster presentation at international/national technical-scientific events	poster	0,2
		h) Review of scientific papers		
	C31	i) ISI journals (listed/cited in Scopus or Web of Knowledge)	paper	0,3
	C32	ii) Other journals	paper	0,2
	C33	iii) Editor or co-editor of multi-author scientific works	paper	0,1
III. Participation in advanced-level scientific/pedagogical projects (with relevance in the field of Veterinary Sciences) MAX 5 PTS	C34	b) Collaborator in national/international R&D projects	project	2
	C35	c) Supervision or co-supervision of doctoral or postdoctoral research (completed)	thesis	4
	C36	d) Thesis examiner for doctoral degrees, specialist exams, or other exams in faculty recruitment processes for higher education	thesis/exam	1
IV. Merit recognition and distinctions (with relevance in the field of Veterinary Sciences) MAX 5 PTS	C37	a) Merit scholarships	scholarship	2
	C38	b) International awards or distinctions (individual)	award	1
	C39	c) National awards or distinctions (individual)	award	1
	C40	d) International awards or distinctions (team)	award	1
	C41	e) National awards or distinctions (team)	award	1
V. Organization and collaboration in technical-scientific events (with relevance in the field of Veterinary Sciences) MAX 5 PTS		a) Organization of technical-scientific events		
	C39	i) International technical-scientific event	event	1,5
	C40	ii) National technical-scientific event	event	1
		b) Participation in scientific committees		
	C41	i) International technical-scientific event	event	0,5
	C42	ii) National technical-scientific event	event	0,3
VI. Work Experience (with relevance in the field of Veterinary Sciences)	C43	Proven professional experience in Veterinary Clinical Practice with production animals	/year	8

2- PEDAGOGICAL COMPONENT (Weight 30%)

Dimension		Items	Unit	Score
I - Teaching Professional Experience Coordination and Pedagogical Practice (with relevance in the field of Veterinary Sciences) MAX 55 PTS	P1	Pedagogical experience in higher education	per full academic year of teaching	3
		b) Average number of course coordinations or responsibilities (Re) in curricular units (CUs) taught in higher education (Sum of the number of course coordinations/responsibilities over the years of teaching divided by the Number of full academic years of teaching)		acumula com leção
	P2	i) in doctoral/master's programmes	Re/academic year	2
	P3	ii) in undergraduate (bachelor's) programmes	Re/academic year	0,75
	P4	iii) in short-cycle higher education technical programmes	Re/academic year	0,5

II - Supervision and Guidance of Internships (with relevance in the application area) MAX 25 PTS		a) Supervision or co-supervision of internships/final projects in higher education institutions		
	P5	i) in doctoral programmes	completed dissertation	1
	P6	ii) in master's programmes	completed internship	0,5
	P7	iii) in undergraduate programmes	completed internship	0,3
	P8	iv) in short-cycle higher education technical programmes	completed internship	0,1
		b) Examiner of theses/dissertations/internships/final projects in higher education institutions		
	P9	i) in doctoral programmes	examination committee	0,5
	P10	ii) in master's programmes	examination committee	0,2
	P11	iii) in undergraduate programmes	examination committee	0,15
	P12	iv) in short-cycle higher education technical programmes	examination committee	0,05
	P13	c) Supervision/examination of mid-programme curricular internships in the field of Veterinary Sciences	completed internship	0,1
	P14	d) Supervision/examination of professional internships in veterinary clinical practice with production animals	internship	0,05

III - Other Pedagogical Activities (with relevance in the application area) MAX 20 PTS	P15	a) Teaching of training courses and others not included in official teaching service distribution in higher education	course with 10 or more hours	1
	P16	b) Pedagogical professional certification	certificate	1,5
	P17	c) Creation or responsibility for the management of teaching support structures (e.g., laboratories)	support structure	3
	P18	d) Pedagogical publications with ISBN	publication	1
	P19	e) Teaching within the scope of academic mobility programmes	action	0,25

3 – OTHER RELEVANT ACTIVITIES (weight 10%)

Dimension		Items	Unit	Score
I - Participation in Governance Bodies of Higher Education Institutions MAX 10 PTS	OA1	a) Head/Director in a higher education institution	full year	4
	OA2	b) Programme Coordinator or Department Chair in a higher education institution	full year	2
	OA3	c) Chair of statutory collegiate governance bodies in higher education institutions	full year	2
	OA4	d) Secretary or Vice-Chair of statutory collegiate governance bodies in higher education institutions	full year	1

	OA5	e) Member of statutory collegiate governance bodies in higher education institutions	full year	1
II – Performance Assessment MAX 15 PTS		a) Evaluation of teaching performance (2010 – present)		
	OA6	i) Rating of “Excellent”	year	2
	OA7	ii) Rating of “Very Good”	year	1
		b) Evaluation of non-teaching performance (2010 – present)		
	OA8	i) Rating of “Excellent”	year	0,6
	OA9	ii) Rating of “Very Good”	year	0,3
III – Consulting Activities MAX 25 PTS	OA10	a) Project leadership/responsibility	work/project	2
	OA11	b) Team member/co-author of projects or works	work/project	1
	OA12	c) Preparation of expert opinions/reports	report	0,5
	OA13	d) Member of ORBEA (Animal Welfare Body) or Ethics Committee	year	0,5
IV – Participation in Committees and Outreach Activities MAX 15 PTS		a) Member of evaluation or selection committees		
	OA13	i) Recruitment in competitive selection processes	process	1,5
	OA14	ii) Public procurement selection committees (goods, services, and public works)	process	1,5
	OA15	b) Participation in technical, scientific, or institutional outreach activities	activity	0,5
V – Participation in Committees, Working Groups and Other Professional Activities MAX 10 PTS		a) Participation in accreditation, evaluation, and audit processes in the field of Veterinary Sciences		
	OA16	i) Member of a team for course accreditation or self-assessment processes in higher education	per course	5
	OA17	ii) Participation in audits in the scientific area of Veterinary Sciences	full year	2
	OA18	b) Participation in technical working groups/committees, appointed by a competent authority	group/committee	2
	OA19	c) Organisation of non-degree short courses / continuing education courses / other training courses	per course	1
	OA20	d) Registered standards or patents	standard/patent	2
		e) Professional certifications		
	OA21	i) by an international entity	certification	3
	OA22	ii) by a national entity	certification	1,5
	OA23	f) Participation in international mobility programmes for organisational purposes	action	1
		g) Participation in Research Units		
	OA24	i) Scientific Coordinator of the Research Unit	full year	10
	OA25	ii) Member of the Executive Committee of a Research Unit (not cumulative with points as a regular member)	full year	4
	OA26	iii) Full member of a Research Unit	full year	2
	OA27	iv) Non-full member of a Research Unit (Master’s level) or collaborator (PhD level)	full year	1
VI – Involvement in the Management of Veterinary Medical Service Companies	OA28	a) Responsibility for the management of companies providing veterinary clinical services for production animals	full year	5
	OA29	b) Responsibility for the management of Veterinary Medical Care Centres (CAMV)	full year	0,5