

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, 2<sup>nd</sup> series, No 104, of 28/05, it is hereby made public, by Order of 21/04/2025 of the Vice-President, at the time, Doctor Daniel Jorge Roque Martins Gomes, by the powers invested by Order no 6711/2023, published in the Official Gazette, 2<sup>nd</sup> 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 one position of Adjunct Professor for the subject area of Agronomy, 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, 2<sup>nd</sup> 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/7/2025

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](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 RCCIPC.

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 RCCPIP.

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 RCCPIP;

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.

8.2.1 – 8.2.1 – The final classification, expressed on a scale of 0 to 100 points, will be obtained by applying the formula:

$CF_i = 0.4 \cdot TC_i / TC \cdot 100 + 0.4 \cdot P_i / P \cdot 100 + 0.2 \cdot OAi / OA \cdot 100$  where:

$CF_i$  — Final Classification of candidate  $i$ ;

$TC_i$  — sum of the score obtained in each of the items of the Technical-Scientific component by candidate  $i$ ;

$TC$  — sum of the score obtained in each of the items of the Technical-Scientific component by the candidate with the highest score in this component;

$P_i$  — sum of the score obtained in each of the items of the Pedagogical component by candidate  $i$ ;

$P$  — sum of the score obtained in each of the items of the Pedagogical component by the candidate with the highest score in this component;

$OAi$  — sum of the score obtained in each of the items of the Other Relevant Activities component by candidate  $i$ ;

$OA$  — sum of the scores obtained in each of the items of the Other Relevant Activities component by the candidate with the highest score in this component.

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) Having more teaching service time in the disciplinary area of Agronomy;
- b) Having more professional experience in the disciplinary area of Agronomy;
- c) Having completed a Doctorate degree or Specialist Title a longer time ago.

9 – Notification of the applicants:

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

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 RCCPIP.

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: Cândida Maria dos Santos Pereira Malça, President of the Polytechnic Institute of Coimbra

Full Members:

António Maria dos Santos Ramos, Coordinating Professor at the Polytechnic Institute of Castelo Branco;

José Manuel Serras de Oliveira Tavares, Coordinating Professor at the Polytechnic Institute of Coimbra;

Cristina Isabel Amaro da Costa, Coordinating Professor at the Polytechnic Institute of Viseu;

Kiril Bahcevandziev, Coordinating Professor at the Polytechnic Institute of Coimbra

Ana Paula Calvão Moreira da Silva, Full Professor at the University of Trás-os-Montes and Alto Douro

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:

Maria de Fátima Martins Lorena de Oliveira, Coordinating Professor at the Polytechnic Institute of Coimbra;

Isabel de Maria Cardoso Gonçalves Mourão, Coordinating Professor with Tenure at the Polytechnic Institute of Viana do Castelo

The Vice-President of the Polytechnic Institute of Coimbra, Cristina Isabel Cabral Galhano

ANNEX I

**TECHNICAL-SCIENTIFIC COMPONENT (Weighting 40%)**

Dimension		Items	Unit	Score per unit
<b>I. Academic Qualifications and Other Training</b> (in the field of Agronomy)		<b>a) Academic degrees and titles</b>		
	C1	i) Doctorate	degree	20,0
	C2	ii) Specialist qualification	title	10,0
	C3	iii) Integrated Master's Degree - does not count towards "vi) Post-Bologna Degree"	degree	7,0
	C4	iv) Pre-Bologna degree	degree	7,0
	C5	vi) Non-integrated Master's degree	degree	4,0
	C6	vi) Post-Bologna degree	degree	3,0
	C7	<b>b) Other relevant training</b>	degree	0,002

<b>II. Technical and scientific output</b> (relevant to the field of Agronomy)		<b>a) Publication of articles in scientific journals</b>		
	C8	i) Article in a journal indexed in Web of Science/Scopus	article	2,0
	C9	ii) Article in another journal	article	0,5
		<b>b) Publication of book/book chapter</b>		
	C10	i) Author/co-author of complete work/published book	book	3,0
	C11	ii) Author/co-author of chapter of published work/book	chapter	1,0
		<b>c) Publication of an article in the proceedings of a scientific conference</b>		
	C12	i) Article in proceedings of an international scientific conference	article	0,5
	C13	ii) Article in proceedings of a national scientific conference	article	0,2
		<b>d) Publication of abstract in scientific meeting proceedings</b>		
	C14	Abstract in international/national scientific meeting book	abstract	0,1
		<b>e) Presentation of lecture/communication, as guest speaker</b>		
	C15	i) International technical-scientific event	lecture/communication	0,5
	C16	ii) National technical-scientific event	lecture/communication	0,3
		<b>f) Presentation of oral communications at technical and scientific events</b>		
	C17	i) International technical-scientific event	presentation	0,5
	C18	ii) National technical-scientific event	presentation	0,2
	C19	<b>g) Poster presentation at an international/national technical-scientific event</b>	poster	0,2
		<b>h) Review of scientific articles/chapters</b>		
	C20	i) ISI journals (listed/cited in Scopus or Web of Knowledge)	article	0,3
	C21	ii) Other journals/books	article/chapter	0,2
	C22	<b>i) Editor or co-editor of multi-author scientific work</b>	article	2,0
	C23	<b>j) Translation of articles/chapters</b>	article/chapter	1,0
	C24	<b>k) Translation of book</b>	book	2,0

<b>III. Participation in and evaluation of projects</b> <b>technical-scientific</b> (with relevance in the disciplinary area of Agronomy)	C25	<b>a) Scientific coordination/co-coordination of national/international R&amp;D projects</b>	project	5,0
	C26	<b>b) National/international R&amp;D project collaborator</b>	project	2,0
	C27	<b>c) Evaluation of national/international R&amp;D projects</b>	project	1,0

IV. Recognition of merit/distinctions	C28	Awards, scholarships and distinctions		2,5
V. Knowledge transfer	C29	a) International patent registration		4,0
	C30	b) National patent registration		3,0
	C31	c) Trademark registration		2,0
	C32	d) Proof of concept		1,0
VI. Organisation and collaboration in events  technical-scientific (com relevância na área disciplinar de Agronomia)		a) Member of the organising committee for technical and scientific events		
	C33	i) International event	event	1,0
	C34	ii) National event	event	0,5
		b) Member of the scientific committee of technical-scientific events		
	C35	i) International event	event	0,5
	C36	ii) National event	event	0,3

**2- TEACHING COMPONENT (Weighting 40%)**

Dimension		Items	Unit	Score per unit
I - Professional Teaching Experience, (relevant to the area of the competition)	P1	a) Teaching experience in higher education	Teaching	2,0
	P2	b) Responsibility for Curricular Units (U.C.) taught in higher education	C.U	0,1
	P3	bachelor's and master's degrees	by proposal	2,0

II - Internship guidance and arguments (relevant to the field of Agronomy)		a) Guidance or co-guidance of internships/final year projects at higher education institutions		
	P4	i) in master's and two-stage bachelor's degree courses	completed internship	0,3
	P5	ii) in post-Bologna degree courses and bachelor's degrees	completed internship	0,2
	P6	iii) in higher professional technical courses and technological specialisation courses (CET)	completed internship	0,1
		b) Assessment of internships/final year projects at higher education institutions		
	P7	i) in master's and two-stage degree courses	jury	0,15
	P8	ii) in post-Bologna degree courses and bachelor's degrees	jury	0,10
	P9	iii) in higher professional technical courses and technological specialisation courses (CET)	jury	0,05
III. Participation in educational projects	P10	a) Coordination/co-coordination of national/international	project	5
	P11	b) National/international project collaborator	project	2

IV - Other educational activities a) Educational training/refresher courses hour (relevant to the field of Agronomy)	P12	a) Educational training/refresher courses	hour	0,002
	P13	b) Educational publications with ISBN	publication	1,0

	P14	<b>c) Teaching within the scope of Teaching Mobility Programmes</b>	action	2,0
	P15	<b>d) Member of the educational events organising committee</b>	action	0,5
	P16	<b>e) Participation in educational events</b>	action	0,2

**3 - OTHER RELEVANT ACTIVITIES (Weighting 20%)**

Dimension		Items	Unit	Score per unit
<b>I - Participation in management bodies in Higher education institutions</b>	OA1	<b>a) Director/Course Coordinator or Department Chair at an educational institution</b>	full year	2,0
	OA2	<b>b) Member of the Course Coordination Committee</b>	full year	1,0
	OA3	<b>c) Chair of statutory bodies of higher education institutions</b>	full year	2,0
	OA4	<b>d) Secretary in statutory bodies of higher education institutions</b>	full year	1,5
	OA5	<b>e) Member of bodies of higher education institutions</b>	full year	1,0

<b>II - Consulting activities</b> Max. 10 points	OA6	<b>a) Responsible for/leader of work/projects (excluding those already accounted for in the</b>	work/project	2,0
	OA7	<b>b) Team member/co-author of works/projects (excluding those already counted in the technical-scientific component)</b>	work/project	1,0
	OA8	<b>c) Preparation of opinions or external expert reports</b>	opinion	0,5

<b>lii - Participation in juries and actions of disclosure</b>		<b>a) Member of juries for disclosure procedures</b>		
	OA9	i) Recruitment in competitive selection processes	competition	1,5
	OA10	ii) Public tenders relating to public procurement (goods, services and works)	competition	1,5
	OA11	<b>b) Participation in technical, scientific or institutional dissemination activities</b>	action	0,5

<b>IV – Participation in committees, working groups work and other actions of a similar nature professional</b>	OA12	<b>a) Position held by appointment of the competent body</b>	full year	2,0
	OA13	<b>b) Organisation of free courses/continuing education courses/other non-degree courses</b>	curso	1,0
		<b>c) Professional certifications</b>		
	OA14	i) by international entity	certification	3,0
	OA15	ii) by national entity	certification	1,5
	OA16	<b>d) Participation in international mobility programmes for organisational purposes</b>	action	1,0
		<b>e) Participation in Research Units</b>		
	OA17	i) Scientific Coordinator of the Research Unit	full year	5,0
	OA18	ii) Member of the Executive Committee of the research unit, non-cumulative, with a score of	full year	2,0
	OA19	OA19 iii) Full member of research unit	full year	1,0
OA20	iv) Non-full member of research unit (master's degree) or collaborator (doctorate)	full year	0,5	

<b>V - Professional experience in the field Agronomy</b> Max. 40 points	OA21	<b>Experience in the field of Agronomy</b>	full year	2,5
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