



INSTITUTO DE HIGIENE E
MEDICINA TROPICAL
DESDE 1902

PUBLIC NOTICE

Job vacancy for 1 faculty position of Assistant Professor in the disciplinary area of Medical Microbiology, with an emphasis on Bacteriology, Mycology and Virology of the Institute of Hygiene and Tropical Medicine – NOVA University of Lisbon

In accordance with Article 39 of the Estatuto da Carreira Docente Universitária (ECDU), approved by Decreto-lei 448/79, of 13 November, in its current version, by delegation of powers, the Director of the Institute of Hygiene and Tropical Medicine of the NOVA University of Lisbon, Professor Filomeno Fortes hereby announces that a job vacancy is open, for a period of 30 working days, starting from the day that immediately follows the date of publication of this notice in the Diário da República, for the recruitment of an Assistant Professor in the disciplinary area of Medical Microbiology, with an emphasis on Bacteriology, Mycology and Virology, at the Institute of Hygiene and Tropical Medicine (IHMT) of this University.

The opening of this job vacancy, as well as the appointment of the jury, was authorized by the Rector's order of 27/03/2024.

This is an international application procedure based on qualifications, and it is governed by the provisions of Articles 37 et seq. of the above-mentioned Statute ECDU and Regulamento dos Concursos da Carreira Docente da Universidade Nova de Lisboa, published in an annex to Despacho No. 3012/2015, of 20 February, published in Diário da República, 2nd series, number 58, of 24 March and by the Regulamento de Concursos de Professores Catedráticos, Associados e Auxiliares do IHMT, Regulamento No. 254/2019, of March 21, in the framework of disciplinary areas of the NOVA University of Lisbon, published in annex to the Despacho No. 2224/2022, published in Diário da República, 2nd series, No. 36, of February 21.

I – Admission requirements:

1. To be holder of a PhD degree, awarded up to the deadline of this application (in accordance with article 41-A of ECDU), in Biomedical Sciences, Microbiology, Biology, Biochemistry, or related areas relevant to Medical Microbiology.

Holders of academic degrees awarded by a foreign university, must have its recognition/equivalence, complying with the provisions of Decree-Law no. 66/2018, of 16th August 2016. This formality must be fulfilled before the application deadline.



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2. Possession of an overall *curriculum vitae* and significant experience that the jury considers reflecting an adequate scientific merit and research capacity as well as the relevance of the teaching activities in areas compatible with Medical Microbiology, with an emphasis on Bacteriology, Mycology and Virology, and adequate to fulfil a vacancy of Assistant Professor.
3. The candidates must be fluent in spoken and written Portuguese and English, at a level that may allow the assignment of teaching duties, without limitations of communication in these languages.
4. Submit the application with all documents described in this Public Notice. Failure to submit any of the documents that must accompany the application, until the deadline and under the terms of this Public Notice, determines the immediate rejection of the application, prior to the decision on absolute merit.

II - Submission of the application:

1. The application file as well as all supporting documents must be sent in digital format "PDF" to the following e-mail address, drh@ihmt.unl.pt, until the day of the application deadline. The subject of the e-mail must indicate the reference of this Announcement. The application form is available on the IHMT-NOVA website at <https://www.ihmt.unl.pt/category/bolsas-e-concursos/>.
2. The application must be accompanied by the following documentation:
 - a) Documents proving the fulfillment of the requirements in numbers 1., and 2., when applicable, of point I.
 - b) *Curriculum vitae* organized according to the system described in point III of this Announcement.
 - c) Publications cited in the *curriculum vitae*, namely those considered most representative, in terms of their contribution to Medical Microbiology, with an emphasis on Bacteriology, Mycology and Virology, and in the context of research in tropical regions.
 - d) Sworn statement that if the jury requests any of the documentation indicated in paragraphs b) and c) or any other scientific documentation cited in the candidate's *curriculum vitae*, it will be delivered within ten working days.
 - e) Sworn statement that in case of being selected, you will be able to teach in Portuguese and English and communicate with students without any language limitations.
3. The documents proving possession of the general requirements for recruitment in public functions may be replaced by a declaration provided in the application form, referred to in no. 1. of point II, which is available on the IHMT-NOVA website at <https://www.ihmt.unl.pt/category/bolsas-e-concursos/>.



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4. Applications, duly accompanied by the above-mentioned documents, must be submitted within 30 working days starting from the day that follows the publication of this Public Notice in the Diário da República.
5. The lack of any evidential documents that cannot be provided of its own motion will determine the rejection of the application.
6. All communications and notifications made within the context of this tender procedure will be made by e-mail. Candidates must indicate their e-mail address on the application form and sign their consent to be contacted by this mean.
7. Applications must be accompanied by a list of the documents submitted.

III - Evaluation criteria:

1. Candidates will be approved on absolute merit if they cumulatively fulfill the following requirements:
 - a) Hold a PhD in areas compatible with the subject area of this job vacancy.
 - b) Have published at least ten (10) scientific articles with content compatible with the subject area of the job vacancy, with DOI, in journals with peer review and Impact factor in the first three quartiles (Q1 to Q3), using the Journal Citation Reports (JCR, from Clarivate) or SCOPUS from Elsevier as references, and/or books (author/editor) and book chapters of academic scope published by national and international publishers, recognized by the scientific community, with ISBN. The candidates must, in relation to such articles/book chapters/or book, be the first, last or corresponding author in at least five (5) and be first, last, or corresponding author in at least three (3), in the last five (5) years.
 - c) Have a total number of citations greater than one hundred and fifty (150), using the Elsevier's SCOPUS database or Clarivate's Web of Science.
 - d) Have formally participated in at least one (1) I&DT project approved for competitive funding in the last five (5) years.
 - e) Have been or are supervising or co-supervising at least one (1) completed PhD thesis or Master's or Integrated Master's dissertation, as well as having two (2) in progress, in areas compatible with the subject area of this job vacancy.
2. The cumulative fulfillment of the above requirements, paragraphs a), to e) of no. 1. of point III, will be equivalent to compliance with the provisions of paragraph 7 of article 14 of Regulation no. 254/2019, of March 21. The candidate who is approved by an absolute majority of the voting members of the jury, in a justified roll-call vote, in which abstentions are not allowed, is considered to have been admitted on absolute merit.



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3. Once identified the successful candidates approved in absolute merit, they will be evaluated and ranked according to relative merit. The selection method is that of curricular assessment, as provided in number 6 of the article 50 of ECDU, and in articles 12 and 14 of the Regulation of the Application for Full, Associate and Assistant Professors of the IHMT, NOVA University of Lisbon.
4. In assessing applications, emphasis and value will be given to:
 - a) Teaching and research experience in the field of Medical Microbiology, with an emphasis on Bacteriology, Mycology and Virology, preferably in tropical countries.
 - b) The work and activities carried out in the scientific area of this Announcement in the last five years.
 - c) Results of performance evaluation in previous jobs, if any.
 - d) Teaching experience in degree granting courses in areas compatible with the subject area for which this vacancy is open.
5. The parameters for evaluation of relative merit (in a scale of 0 to 100) and respective weighing factors (P), to rank candidates admitted in absolute merit by the jury, are the following:

5.1. Evaluation of the Scientific Performance, Development, and Innovation Activities (PDCDI) – 40%:

DCDI 1 – Ability to integrate the national and international funding systems, namely the funded projects coordinated by the candidates.

DCDI 2 – Ability to integrate the national and international funding systems, namely financed collaborative projects in which the candidates are the responsible investigator in their respective host institution.

DCDI 3 - Direction/Coordination/Leadership of scientific research teams (Units, Centers and Laboratories, Scientific Societies and others);

DCDI 4 - Participation in: a) scientific and/or organizing committees of congresses and other national and international scientific meetings; b) revision of articles in indexed journals or communications in scientific meetings; c) evaluation panels of the educational, technological and scientific system.

DCDI 5 - Scientific production with particular emphasis on authorship and co-authorship of a) articles published in journals indexed in Scopus and Thomson Reuters/Clarivate/Web of Knowledge international bibliometric databases; b) books or chapters in scientific and pedagogical books; c) communications in international and national congresses.

DCDI 6 - Awards for scientific merit, scholarships, and other types of merit recognition.

5.2. Evaluation of Pedagogical Capacity Activities (PCP) - 40%:

CP 1 - Coordination of national/international academic/pedagogical projects: Degree granting courses, Masters, PhD, postgraduate, courses not granting



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degrees (and others), in scientific and academic areas related to this tender competition. Coordination of curricular units.

CP 2 - Coordination and/or participation in international academic/pedagogic projects.

CP 3 - Production of pedagogic/didactic materials: manuals, support texts and scientific and educational articles within the scope of the scientific areas of this competition.

CP 4 - Teaching activities (load and diversity) and, if applicable, assessment of teaching performance, in particular the results of student surveys of curricular units or courses the candidates have taught.

CP 5 - Training for the acquisition and development of educational skills.

CP 6 - Capacity for supervising pre- and post-graduate works expressed as supervision and co-supervision at post-doctoral, doctoral, master's, and advanced studies at post-graduate and undergraduate levels.

CP 7 - Participation in juries of academic examinations, with more weighting given in case of arguing.

CP 8 - Awards and honors (Academic).

5.3. Evaluation of University Extension and Outreach Activities (PEXU) - 10%:

- a) Provision of services to the community.
- b) Registered patents.
- c) Creation of Spin-offs.
- d) Scientific dissemination and training activities.
- e) Organization of specialization and pedagogical updating courses.
- f) Consultancy, translation, and scientific review activities.
- g) Experience in national and international scientific and academic cooperation activities, with emphasis on the CPLP countries.

5.4. Evaluation of Academic Management Activities (PGAc) - 5%:

- a) Participation in management bodies, carrying out duties of direction and coordination of academic institutions, scientific and pedagogical activities and active participation in the creation and management of libraries, laboratories and other relevant infrastructures and services of the university and scientific or academic Institutions to which the candidates belong or have belonged.
- b) Coordination or participation in temporary work groups by appointment of the respective university and institutional management boards.
- c) Participation in selection boards for teaching, research, and senior technical career competitions.

5.5. Interview to assess suitability for teaching and investigating on specific topics in Medical Microbiology, with relevance to Bacteriology, Mycology or Virology (PEnt) - 5%:



- a) Candidates with the highest scores, calculated by summing and relative weighting of the above indicated evaluation parameters (C1) - (C1 = DCDI×0.4 + CP×0.4 + ExU×0.1 + GAc×0.05), and equal to or greater than 60 points, will be called for an interview.
- b) All candidates with scores less than 60 points in C1 will be considered excluded from the competition - "Excluded".
- c) The interview will focus on the following criteria: motivation for teaching and scientific research, willingness, and ability to join the IHMT-NOVA Medical Microbiology Teaching and Research Unit, professional knowledge, and attitude; interpersonal relationships and communication skills; command of the English language.
- d) Candidates with a final score in the interview of less than 75 points (scale from 0 to 100) will be automatically excluded - "Excluded". For the purposes of a tie-breaker in the final ranking of the interview, the candidates will be ranked on the basis of the scores awarded for each of the evaluation criteria in the following order of precedence: (i) motivation for teaching and scientific research, availability and ability to join the IHMT-NOVA Medical Microbiology Teaching and Research Unit, (ii) professional knowledge and attitude and (iii) communication skills and command of the English language, and (iv) interpersonal relationships.

5.6. Ranking the candidates

Candidates will be ranked according to the following formula: Final Classification (CF) = (C1×0.95) + (Entr×0.05).

IV - Jury composition:

President: Miguel Viveiros Bettencourt, Full Professor, Institute of Hygiene and Tropical Medicine of the NOVA University of Lisbon.

Members:

Celso Vladimiro Ferreira de Abreu Cunha, Associate Professor with Aggregation, Institute of Hygiene and Tropical Medicine of the NOVA University of Lisbon.

Isabel Maria dos Santos Leitão Couto – Associate Professor, Institute of Hygiene and Tropical Medicine of the NOVA University of Lisbon.

João José Inácio Silva – Principal Lecturer, School of Pharmacy and Biomedical Sciences, University of Brighton, United Kingdom.



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Madalena Maria Vilela Pimentel, Full Professor, Faculdade de Farmácia da Universidade de Lisboa;

Maria Manuela Castilho Monteiro de Oliveira, Associate Professor with Aggregation, Faculdade de Medicina Veterinária da Universidade de Lisboa;

Nuno Eduardo Moura dos Santos da Costa Taveira, Full Professor, Instituto Superior de Ciências da Saúde Egas Moniz.

V - Evaluation of applications:

1. Once the deadline for applications has expired, the jury will meet for evaluation and ordering of the candidates. In case any of the candidates is excluded, a prior hearing will be held, under the terms of article 100 and following of the Administrative Procedure Code.
2. Once the answers of the candidates excluded in absolute merit have been considered, and after the respective deliberation of the jury, or in case of admission of all candidates, the jury will proceed to evaluate and rank them in relative merit, according to the criteria mentioned in number III.
3. If deemed necessary, the jury may ask candidates to clarify, in writing or in person, some aspects mentioned in the *curriculum vitae*.

VI - In compliance with paragraph h) of article 9 of the Constitution of the Portuguese Republic, Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in access to employment and professional advancement, taking scrupulous care to avoid all forms of discrimination.