



CD-CTTI-02-ARH/2020- Doctor Paulo Jorge dos Santos Gonçalves Ferreira, Full Professor and Rector at the University of Aveiro, hereby announces that for a period of **thirty** business days starting on the first business day following after which this notice is published in the newspaper “Público”, an international public competition is opened, for the recruitment of 1 (one) position as Assistant Professor in the subject area of Design, subarea of Industrial Design, under an employment contract for an indefinite period under the Portuguese Labour Code and the regulation on the careers of teaching staff in private law at the University of Aveiro and related hiring (regulation 384/2014, of 26 August).

1 – Admission requirements:

1.1 — Applicants to the Competition must be holders of a PhD degree in the area or area related to it for which the competition is open.

1.2 — Applicants with qualifications obtained abroad must provide proof of recognition, equivalence or registration of a PhD degree, under the applicable law. This formality must be fulfilled by the date of expiry of the application deadline.

2 — Formalizing the applications:

2.1 — The application should include, among others, the following elements:

- a) Application for competition addressed to the Rector of the University of Aveiro;
- b) Detailed curriculum vitae containing all of the pertinent information for the assessment of the applicant considering the items of evaluation of point 4 of the present notice, recommending that it be organized according to the assessment criteria detailed in point 5;
- c) Copies of papers selected by the applicant as being most representative of their curriculum vitae, no more than five, including the justification of the selection;
- d) Copy of the portfolio of the work developed in the activity as a designer;
- e) Report on the performance in scientific, educational and other activities considered relevant to the mission of the higher education institutions, focusing in particular on the papers that he has selected as being more representative.
- f) Scientific-pedagogical project: Document which makes it possible to sustain a future charter of mission that must include a proposal of activities that the candidate intends to develop during the first five years of activity as an Assistant Professor, explaining how the candidate can contribute to the progress and development of the subject area of the competition, in the scientific and pedagogical aspects of cooperation with the society;



g) Document that objectively highlights the number of citations of publications listed in the curriculum and explanation of the method used to count the citations with enough detail so that the jury is able to reproduce the procedure in accordance with section 5;

h) Any other elements that the applicant deems relevant.

2.2 — The application should include, among others, the following elements:

a) Competition identification;

b) Applicant's identification: full name, birth date, nationality, mailing address and email;

c) Identification of the position and institution where the applicant is presently working, when applicable;

d) Identification of degrees held by the applicant;

e) Statement that the applicant declares the elements or facts contained in the application to be true.

2.3 — The *curriculum vitae* should contain:

a) Full identification;

b) Contacts: address, telephone number and email;

c) Position, group or subject, service time as staff member and the name of the University or Polytechnic Institution to which the applicant belongs, whenever applicable;

d) Specialization pertaining to the area in which the Competition was opened;

e) Copy of the certificate with the respective classification or other document that is legally recognized for the same effect;

f) Documents proving all of the elements mentioned in subsections c), d) and e) of point 2.3.

2.4 — The applicants from the University of Aveiro are not required to present proof of their individual process.

2.5 — How to present application:

2.5.1 — The application may be presented in Portuguese or in English and handed in via email to the Human Resource Department of the University of Aveiro (sgrhf-concursos@ua.pt) by the deadline stipulated in this Notice.

2.5.2 — In submitting the application electronically, applicants are required to present a “message sent” confirmation.

2.5.3 — Instructions for the submission of applications, in digital format, are available in the area of Recruitment and Job area Human Resources at <https://www.ua.pt/sgrhf/PageText.aspx?id=15031>.

2.6 — The failure to comply with the deadline set, as well as the failure or the late entry of documents referred to in subsections a) to f) of No. 2.1, will result in the exclusion of the application.

2.7 — The jury may, whenever they see fit, request that the applicants hand in additional documents with regards to the *curriculum vitae* and set a deadline for the effect.

2.8 — The jury will hold public hearings of the admitted candidates.

2.8.1 — The jury will hold public hearings of all candidates approved in absolute merit and are intended, exclusively, to better clarify what appears in the application under paragraph b) of n.º 4 of article 50.º of the ECDU. The public hearings will be held before the meeting of the jury aiming at the ordering of candidates admitted on absolute merit, with all candidates being informed, at least five days in advance, of the date and place of these public hearings.

2.8.2 — The public hearings referred to in the previous point may be held by teleconference.

3 – Competition Jury:

3.1 — The Competition jury consists of the following:

President: Doctor Paulo Jorge dos Santos Gonçalves Ferreira, Rector of the University of Aveiro.

Doctor Raul José Ribeiro de Matos Cunca, Associated Professor with Habilitation at the Faculty of Fine Arts of the University of Lisbon;

Doctor Rita Assoreira Almendra, Associated Professor with Habilitation at the Faculty of Architecture of the University of Lisbon;

Doctor Inês Secca Ruivo, Associated Professor at University of Évora;

Doctor Vasco Afonso da Silva Branco, Associated Professor with Habilitation at University of Aveiro;

Doctor Teresa Cláudia Magalhães Franqueira Baptista, Associated Professor at University of Aveiro;

3.2 — The deliberations are held by roll call voting requiring the absolute majority of votes of the members of the jury present at the meeting, not permitting abstentions.

4 — Admission and exclusion of applications:

4.1 - Approval on absolute merit:

The admission of candidates is subject to your approval on merit, based on the merits of the overall curriculum candidates in the disciplinary area of competition, taking into account, cumulatively, and compliance with at least one of the following requirements:

4.1.1 - The applicant is the author or co-author of at 10 papers/book chapters in the subject area that the competition is open, submitted to peer review, indexed in SCOPUS and/or in databases recognized in the area and/or published in prestigious international publishing houses, such as Springer, MIT Press; Taylor&Francis Group; Oxford University Press, among others;



or

4.1.2 — Have obtained a total of at least 20 citations (excluding self-citations) to the scientific and/or design works produced in the disciplinary area for which the contest is open;

or

4.1.3 — Have a portfolio that demonstrates a production in Design or art relevant to the disciplinary area for which the contest is open, which includes the following items: a) description and presentation of the main projects undertaken (of products, environments or services); b) relevant individual and group exhibitions, curatorships; c) participation by invitation in international or national competitions or exhibitions; d) awards, distinctions or other recognition of the work in Design by the community (including publications or references on the projects undertaken);

or

4.1.4 - Have a relevant teaching portfolio, presented in a systematized manner, related to the disciplinary area for which the competition is open, which includes the following items and sub-items: a) teaching experience (different study cycles, number of hours taught, different formats such as seminars, Project Based Learning or undergraduate project guidance); different assessment methods; international teaching experience; (b) management activities and authoring of teaching materials (course directions; production of books, laboratory materials, tutorials); (c) planning, management and development of new course units or modules of course units; (d) guidance of graduate students (experience as a principal supervisor; supervision completed; supervision in progress);

4.2 — Candidates must prove that they meet the above requirements (4.1.1), indicating the key to be used in the search for Web of Science from Clarivate Analytics in SCOPUS or other databases which prove it, or by including in your CV a list of the same database which confirms it; for points 4.1.3 and 4.1.4 by providing the appropriate portfolio.

4.3— Methods and items for assessment:

4.3.1 — The method of selection is the assessment of the curriculum which aims to assess the applicant's scientific performance, pedagogic skills and performance in other activities relevant to the mission of higher education institutions.

4.3.2 — In the assessment of the curriculum the following items are mandatorily considered and pondered in accordance with the requirements of the functions corresponding to the position to be filled with the present Competition:



- a) The scientific and/or Design performance of the applicant in the subject area that the Competition is open;
- b) The pedagogic capacity of the applicant in the subject area that the Competition is open;
- c) Other relevant activities;
- d) Scientific-pedagogical project.

4.3.3 — In assessing the items referred to in 4.3.2 (a), (b) and (c), the extent of the curriculum of the candidates should be taken into account and the activity developed in the last five 5 (five) years and will represent 80% of the assessment in each of these areas.

5 — Assessment criteria

In applying the items of assessment mentioned in the previous point the following criteria are assessed, to which the indicated weighting factors are attributed.

5.1 — Criteria for assessing Scientific and/or Design Performance

5.1.1 - Scientific and/or Design Production. Quality and quantity of the scientific and/or Design production in the area for which the contest is open (books, book chapters, papers in journals, conference communications, projects carried out, exhibitions, invitations) expressed by the number and type of publications and/or projects and the recognition given to it by the scientific and/or Design community (translated into the quality of the places of publication/exhibition and the references made to them by peers).

Quality of production in the area for which the competition is open, measured also through the portfolio of the candidate and expressed in the social, economic, cultural or artistic impact, complexity and typology of the projects undertaken, as well as the degree of innovation of the solutions presented.

5.1.2 - Coordination, participation and execution of scientific and/or design projects. Quality and quantity of scientific and/or Design projects in which it has participated, in the area for which the competition is open, financed on a competitive basis by public funds, through national or international agencies, or financed by companies. The quality evaluation must take into account the financing obtained, the level of demand of the contest, the evaluations of the projects carried out and the results obtained, in particular if they were followed up in products or services, in new opportunities or gave rise to the creation of networks.

5.1.3 - Intervention in the scientific and/or design community. Evaluating the capacity of intervention in the scientific and/or Design community, expressed, namely through the organization of scientific and/or Design events, participation as (co-) magazine editor, participation in project and article evaluation functions, presentation of invited keynote or artistic residencies, participation in academic or Design juries, and consultancy activities, as well as the recognition obtained through the attribution of awards or other distinctions and respective impact.

5.1.4 — Constitution of research teams and orientation of academic work of post-doctoral and doctoral students.

5.2 — Criteria for evaluation of Pedagogical Capacity.

5.2.1 — Coordination of pedagogic projects. Conception, development and direction of study programs or curricular units, proven by the institutions where the pedagogical activity took place.

5.2.2 — Teaching activity. Total number of teaching hours and quality of teaching activity performed by the applicant, proven by the institutions where the pedagogical activity took place, using, whenever possible, objective methods based on extensive collections of opinion (educational surveys).

5.2.3 — Orientation of students in final bachelor's and master's dissertations.

5.3 — Criteria for evaluation of the Other Relevant Activities

5.3.1 — Training activities shall be considered and or professional activity (courses, workshops, seminars), the participation in scientific, pedagogical or institutional management activities and the participation in outreach activities, transfer of knowledge or technology, contributing to the Mission of the University.

5.3.2. — Analysis of the scientific performance report, educational and other activities considered relevant to the Mission of higher education institutions.

5.4 — Criteria for evaluation of the Scientific-academic project

5.4.1 — Analysis of Scientific-academic project: Consider the clarity and quality of the exhibition, the actuality of the content and other complementary elements considered, with special attention to the potential contribution to the educational and scientific development of the area to which is opened the contest.

5.5 — The weight of each aspect and criteria are indicated in the following table:

Table – Weight of each aspect and assessment criteria

Items	Weight	Criteria	Weight
Scientific Performance	P1=60,0	Scientific and/or Design Production (C11)	P11=0,3
		Coordination, Participation, Execution in scientific and/ Design projects (C12)	P12=0,3
		Intervention in the Scientific and/or Design community (C13)	P13=0,2
		Constitution of research teams and orientation of academic work of post-doctoral and doctoral students (C14)	P14=0,2



Pedagogic capacity	P2=20,0	Coordination of pedagogic projects (C21)	P21=0,3
		Teaching activity (C22)	P22=0,4
		Orientation of students in final bachelor's and master's dissertations (C23)	P23=0,3
Other relevant activities	P3=10,0	Knowledge transfer, or industrial activities, and dissemination or science management activities (C31)	P31=0,3
		Report on scientific and pedagogical performance (C32)	P32=0,7
Scientific-academic project	P4=10,0	Scientific-academic project (C41)	P41=1

6 — Assessment and selection:

6.1 — After the admission of the application to the Competition, the jury will begin the processes of analysis of the applications, taking into account the items and criteria set out in this notice.

6.2 — In the first meeting, which may take place by teleconference as decided by the jury president and after examination and admission of applications, the jury begins to decide which applicants pass to the next phase on absolute merit. To this purpose, each member of the jury proposes, which applications do not meet the requirements at both a scientific and pedagogic level as established by the Notice for the present Competition. After all jury members have submitted their proposals to the President of the jury, the jury votes on each application, for which rejection is proposed, and no abstentions are allowed; an application is rejected on absolute merit if obtains a majority of votes favourable to the rejection among the members of the jury present at the meeting. Each application will be voted only once. Other proposals, which eliminate the same application will not be voted on. The final decision on each proposal, as well as the number of votes collected by each of them, and their bases, are an integral part of the minutes.

6.3 — In the case of an application not receiving absolute merit approval, the jury proceeds to holding a hearing the excluded applicants, who may contest within 10 days.

6.4 — The jury then assesses those candidates approved according to absolute merit, considering the criteria and parameters of assessment as well as the ranking factors in this notice.

6.4.1 — Each member of the jury applies a value, on the scale of 0-100, for each criteria or aspects regarding each applicant.

6.4.2 — The final result is expressed on a numerical scale of 0-100 and it is calculated by weighing each criteria with the corresponding weight which provides a score to each aspect. Each aspect score has its own weight which is used to calculate the final score.



Expressed as a formula, the final result (FR) is calculated as follows:

$$\mathbf{FR=P1*(C11*P11+C12*P12+C13*P13+C14*P14)+P2*(C21*P21+C22*P22+C23*P23)+P3*(C31*P31+C32*P32)+P4*(C41*P41)}$$

7 — Voting methodology and ordering:

7.1 — The ordering of candidates should be founded on the assessment made based on strands and criteria of assessment and corresponding weighing factors listed in this notice.

7.2 — Before voting, each member of the jury presents a written document, that will be attached to the minutes of the meeting, with the order of the applicants, duly founded, taking into consideration the previous paragraph.

7.3 — On the various votes, each jury member should respect the order presented, no abstentions allowed.

7.4 — The jury will use the following voting method in order to obtain an absolute majority in the final ranking of candidates:

The first vote is intended to determine the applicant to be put in first place. If an applicant receives more than half the votes of the members of the jury present at the meeting he will be placed in first place. If the applicant in first place is not determined, the voting will be repeated, but only among the candidates who received votes to be considered for first place after removal of the applicant least voted in the first round. If there is more than one applicant in the position of least voted there will be another vote with only these applicants in order to determine who is to be eliminated. For this vote, the jury members vote for the applicant who has the lowest ranking, the applicant with the most votes is eliminated. If at this point there continues to be a tie among two or more applicants, the president of the jury will decide which of them is to be eliminated. Once this elimination is made, the jury returns to the first vote, but only with the remaining candidates. The process is repeated until one applicant receives more than half the votes for first place. The process is repeated for second place and so on until an ordered list of all candidates is complete.

8 — Participation of interested parties and the decision:

8.1 — The applicants are notified of the final ranking in order to start the hearings of the interested parties conducted under the terms of the Administrative Procedure Code, applying the adaptations outlined in article 25 of the Regulation.

8.2 — Once the interested parties have had their hearings, the jury assesses their allegations and approves the final ranking of the applicants.

9 — Deadline for final decision:



9.1 — Notwithstanding the following paragraph, the deadline for delivering the jury's final decision cannot surpass ninety consecutive days, starting from the deadline for submission of applications.

9.2 — The deadline mentioned in the previous subsection may be extended when there is an high number of applicants and or when the particular complexity of the Competition justifies it.

10 — The teacher will be hired for an indefinite period with an experimental period of five years to carry out the functions described in the letter of mission and inherent in the category of Assistant Professor.

11 — The present competition is exclusively destined to fill the position indicated and can be finished until the homologation of the final ranking list of candidates and expiring with the respective occupation of the job on offer.

12 — Publication of Competition notice

In addition to being publish in a national newspaper, the present notice is also published in:

- a) The website of the Foundation for Science and Technology, I.P., in Portuguese and English;
- b) The website of the University of Aveiro, in Portuguese and English.

13 — In compliance with paragraph h) of Article 9 of the Constitution of the Portuguese Republic, the Government, as the employing entity, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, scrupulously taking measures to avoid any form of discrimination.

December 18th, 2019 — The Rector, *Professor Doutor Paulo Jorge dos Santos Gonçalves Ferreira*.