

## **PUBLIC NOTICE**

It should be known that, before this Instituto Superior Técnico, University of Lisbon (hereinafter referred to as IST), and within 30 working days following the day after the publication of this notice in "Diário da República" (the Portuguese Official Gazette), it is open an international documental recruitment competition, in the form of an employment contract in public functions, for one position of Assistant Professor in the disciplinary fields of *Artificial Intelligence and Information Systems* from the Department of Computer Science and Engineering of Instituto Superior Técnico, University of Lisbon, under articles 37.º to 51.º, 61.º and 62.º-A of the *Estatuto da Carreira Docente Universitária* (University Teaching Career Statute), republished by Decree-Law n.º 205/2009, from 31<sup>st</sup> August (hereinafter referred to as ECDU), and other applicable law, namely the Regulamento Geral de Concursos para Recrutamento de Professores Catedráticos, Associados e Auxiliares da Universidade de Lisboa (*General Regulations for the Recruitment of Full Professors, Associate Professors and Assistant Professors of the University of Lisbon*), approved by the Rector Order of 16<sup>th</sup> February 2015, published in the 2nd Series of Diário da República n.º 45 of 5<sup>th</sup> March 2015 (hereinafter referred to as Regulations).

In addition to the duties to be performed in the Department Computer Science and Engineering, the recruited Assistant Professor should also carry out research activities in one of IST's research units or in its associated research units.

The recruited candidate will sign a public functions contract of undetermined time, in the category for which the present competition is open, which includes five years of an experimental period. This competition is specially directed to young PhD degree holders who have high research potential and capacities that intend to start a university teaching career at its initial level.

The joint order nº 373/2000, of 31<sup>st</sup> March, of the Minister of State Reform and Public Administration and the Minister for Equality made compulsory the inclusion of the following reference in all civil service recruitment procedure notices:

"In compliance with paragraph h) of article 9 of the Constitution, the Public Administration, as the employing entity, actively promotes a policy of equality of opportunities between men and women in access to employment and professional development, scrupulously providing for the prevention of any type of discrimination."

This public notice implements the no. 6 of the article 23 of the Law no. 57/2017 of 19<sup>th</sup> of July, which approved the first change, by parliamentary appreciation, to the Decree-Law no. 57/2016 from 29<sup>th</sup> August.

In compliance with articles 37.º to 51.º from ECDU and other applicable law, and with article 8.º from the General Regulations for the Recruitment of Full Professors, Associate Professors and Assistant Professors of the University of Lisbon, the following terms and conditions must hold:

### **I — Rector's Order Authorization**

This recruitment procedure follows the University of Lisbon Rector's Order, dated 7<sup>th</sup> August 2017, issued after the confirmation of budget provision and after the confirmation that the post, for which this recruitment procedure is open, is foreseen in the IST staff list, in which the functions to be carried out are defined as teaching and research activities, that constitute the set of duties of an Assistant Professor in the Department of Computer Science and Engineering.

### **II – Place of work**

Instituto Superior Técnico  
Campus da Alameda, Av. Rovisco Pais, 1  
1049-001 Lisboa, Portugal  
and  
Campus Taguspark  
Av. Prof. Dr. Aníbal Cavaco Silva  
2744-016 Porto Salvo; Portugal

### **III – Admission requirements and grounds of exclusion**

III.1 - In compliance with article 41.<sup>o</sup>-A of the ECDU, applicants to this recruitment procedure must hold a PhD degree.

III.2 – Chapter VI of the Regulations shall be applied in respect to the confirmation and fulfilment of the admission requisites and ground of exclusion of the candidates.

III.3 — The holders of a doctorate degree awarded by a foreign institution must demonstrate that the degree has been registered, or is equivalent to a degree awarded by, or recognised by a Portuguese university.

III.4 — The equivalence, recognition, or registration of the doctorate degree must be obtained before the deadline to sign the contract, in case the candidate ranked in an eligible place has been awarded the doctorate degree by a foreign institution.

### **IV – Absolute merit approval requirements**

IV.1 – Article 10.<sup>o</sup> from Chapter III of the Regulations shall be applied in respect to the absolute merit approval of the candidates.

IV.2 - The Jury will deliberate on the approval or rejection on absolute merit of a given candidate, through justified nominal voting, abstentions not being allowed.

IV.3 - It is considered approved in absolute merit the candidate that receives a favorable vote of more than half of the voting members of the Jury.

IV.4 - When the vote is not in favour of the absolute merit approval of a candidate, it must be based on IV.4 or/and in one of the following circumstances:

- a) the scientific curriculum of the candidate is out of scope from the disciplinary field of this competition;
- b) the knowledge domain and/or field of the PhD which the candidate holds, is not academically adequate for the, minimally adequate, performance of the duties in the disciplinary field related to this recruitment procedure and the candidate's academic background fail to compensate for this fact; and/or
- c) the relevance, quality, and impact of the curriculum vitae of the candidate, and the academic contributions and of highest impact selected by the candidate, do not demonstrate the minimum standards, to perform, in a minimally adequate way, the duties of a faculty member at Instituto Superior Técnico in the disciplinary field related to this recruitment; and/or
- d) the scientific and pedagogical project, requested in IX.2.a) and specified in V.4.e), elaborated by the candidate is clearly insufficient, presenting severe incorrectness or not being supported by previous work from the candidate.
- e) The candidate has at least 3 or more publications classified as A\* or A in the CORE conference list (<http://www.core.edu.au/>) or, for journal publications,

in Q1 impact factor from the Scimago relevant areas to the disciplinary field of this competition.

## **V – Evaluation parameters and relative merit ranking, respective percentage and final valuation**

V.1 - This recruitment procedure aims to evaluate the candidates' abilities and performance concerning the different aspects that constitute the set of duties to be performed, in accordance with article 4.º of the ECDU, as a result of their recruitment in case they are hired. According to article 4 of the ECDU, faculty members are required to:

- a) Carry out scientific research, cultural creation or technology development activities;
- b) Carry out the teaching duties assigned to them and guide and supervise the students;
- c) Participate in activities related to university representation, scientific disclosure and economic and social knowledge transfer;
- d) Participate in management activities within the university;
- e) Carry out other duties assigned by the competent bodies in the scope of the regular activities of a faculty member.

V.2 - The selection will be made through the curriculum evaluation method, which, according to the faculty members' general duties established in article 4.º of the ECDU, is based on the following items:

- a) Teaching;
- b) Research;
- c) Knowledge Transfer;
- d) Management activities within the university;
- e) scientific and pedagogical project.

V.3 - The candidates' curriculum evaluation in each of the aforementioned areas must take into consideration the disciplinary field related to this recruitment procedure.

V.4 - The parameters to be considered in the candidates' curriculum evaluation in each of the areas defined in V.2, and the respective percentage for the final classification, are the following where special emphasis is given to the relevance, quality and impact of the curriculum vitae of the candidate, to the most relevant and with the highest impact academic contributions as selected by the candidate and identified in the document IX.2.c, in the last 5 years:

- a) Research (60%): candidates will be evaluated essentially in the following parameters:
  - i. *Scientific publications*: book chapters, papers published in scientific journals and in international conferences proceedings, of which the candidate is author or co-author, taking into account its impact (evaluated by the impact factor of the journals and by the number of citations from other authors), scientific and technological level, degree of innovation, evidence of international collaboration, contribution to the improvement of the state of the art;
  - ii. *Other scientific activities*: coordination of and participation in scientific projects subject to competitive tendering, taking into account the territorial scope, the size, the scientific/technological level and the degree of innovation; it will also be considered the creation and/or reinforcement of

laboratory or computational infrastructures and the stimulation of scientific activities.

- b) Teaching (10%): candidates will be evaluated essentially in the following parameters: teaching activity, undergraduates, MSc and PhD students supervision, and publication of pedagogical material.
- c) Knowledge transfer (5%): candidates will be evaluated essentially on the following parameters: intellectual and industrial property, legislation and technical norms, rendering of services and consulting, non-academic experience (in Science, Engineering, Management and Architecture) that are relevant to the disciplinary field of this competition.
- d) Management activities (5%): candidates will be evaluated by their participation in the management of teaching and research laboratories, in academic degrees' examination boards, and in the organization of national and international scientific events.
- e) Scientific and Pedagogical Project (20%): the scientific and pedagogical project submitted by the candidate will be evaluated in respect to its potential contribution to the disciplinary field related to this recruitment procedure with the objective of promoting the teaching and research activities which, within the disciplinary field of this recruitment procedure, are associated with the areas of Machine Learning and Information Retrieval.

V.5 – Once finally identified the candidates approved in absolute merit, based on the previous conditions expressed in IV, the Jury will proceed to the final valuation and ranking of the candidates, following the procedure established in article 20.º of the Regulations, where the preferential parameters described in VI can be used as weighting criteria to the classifications given to each of the parameters described in V.4 when establishing the list mentioned in no. 3 of article 20.º of the Regulations.

## **VI – Preferential parameters**

It is a preferential parameter that the candidate is a recent PhD degree holder with high research potential and capacity that wishes to start a university teaching career at its initial level, having a curriculum vitae that is adequate to the disciplinary field of this competition, where special emphasis is given to the candidate's scientific production over the last 5 (five) years.

It is a preferential parameter the contribution given to the development and evolution of the disciplinary field of this competition and the areas of Machine Learning and Information Retrieval.

## **VII - Public hearings**

VII.1 - At the first meeting the Jury will deliberate about the need for a public hearing of the candidates that have been approved in absolute merit, with the exclusive aim of clarifying the information contained in the candidates' curriculum vitae, according to paragraph b), n.º 4, article n.º 50 of the ECDU.

VII.2 - If the Jury decides to hold the aforementioned public hearings, those will have to take place between the 30<sup>th</sup> day and the 70<sup>th</sup> day after the deadline to submit the application, and all candidates will be informed of the date and place of the public hearings at least five days in advance.

VII.3 - The aforementioned public hearings can be done by videoconference, and the Jury must guarantee that they are done in equal circumstances to all candidates.

VII.4 - The Jury may also decide to request additional documents, in compliance with paragraph a), no. 4, article 50 of the ECDU, with the aim of clarifying the information contained in the curriculum vitae of a given candidate.

## **VIII – Submission of applications**

VIII.1 - Applications must be submitted until the 30<sup>th</sup> working day from the date of publication of this notice in the Diário da República.

VIII.2 - The application documents must be submitted to the particular electronic address related to this public notice provided at the Human Resources of IST web page:

<http://drh.tecnico.ulisboa.pt/job-opportunities>

## **IX – Application Supporting Documents**

IX.1 - The application must be accompanied by their respective application form that can be found at the Human Resources of IST web page:

<http://drh.tecnico.ulisboa.pt/job-opportunities>

where it should be explicitly referred the candidate's agreement that all communications and notifications in the scope of this competition must be made through the specific electronic mail address indicated by the candidate.

IX.2 - The application must be accompanied by the following documents:

- a) Document in PDF format with the scientific and pedagogical project proposed by the candidate on the disciplinary field to this recruitment procedure, according to paragraph e) from V.4 of this notice, presented in accordance with the rules found in: <http://drh.tecnico.ulisboa.pt/job-opportunities>
- b) Document in PDF format with the candidate's curriculum vitae containing all the necessary information needed for the candidate's evaluation, in accordance with the evaluation parameters and criteria mentioned in V.4 of this notice, including the "Google Scholar ID" which enables the identification of the publications list, their respective number of citations, the H-index according to the sources: Google Scholar; the candidate should structure the curriculum vitae such that it enables an easy and complete identification of its own contribution to the items listed in V.4, demonstrating the fulfillment of the quantitative criteria listed in IV.4;
- c) Document with the most relevant academic contributions over the last 5 (five) years, presented in accordance with the rules found in: <http://drh.tecnico.ulisboa.pt/job-opportunities>
- d) PDF version of all scientific publications mentioned in the document described on the above paragraph c) from IX.2 of this notice;
- e) Other works that the candidate might consider relevant for the Jury to evaluate;
- f) A declaration of honour that testifies the candidate's fulfillment of the legal requirements for admission to this recruitment procedure.

## **X - Language**

X.1. All documents that accompany the application must be presented in Portuguese or in English.

## **XI – Composition of the Jury**

According to the ECDU (articles 45 and 46) and the "Regulamento" (article 14), the jury is composed of the following members:

President: Rector of the University of Lisbon

Members:

Pavel Bernard Brazdil, Full Professor (Emeritus), Faculty of Economy, University of Porto;

Henrique Santos do Carmo Madeira, Full Professor, Faculty of Sciences and Technology, University of Coimbra;

Nuno Manuel Carvalho de Ferreira Guimarães, Full Professor, ISCTE — Instituto Universitário de Lisboa;

Salvador Luís Bethencourt Pinto de Abreu, Full Professor, University of Évora;

José Manuel Nunes Salvador Tribolet, Full Professor, Instituto Superior Técnico, University of Lisbon;

Mário Jorge Costa Gaspar da Silva, Full Professor, Instituto Superior Técnico, University of Lisbon;

Ana Maria Severino de Almeida e Paiva, Full Professor, Instituto Superior Técnico, University of Lisbon.

## **Annex**

### ***Declaration on honour***

*I, (name), candidate to the recruitment procedure open to fulfil one Assistant Professor position(s) available at the staff list of Instituto Superior Técnico, Universidade de Lisboa, hereby declare on my word of honour that I fulfil the requisites present in article 17º from the "Lei Geral do Trabalho em Funções Públicas" (General Law for Labour Work on Public Functions), approved by the Law n.º 35/2014 from 20th of June, as well the requisites present in article 41º-A from the "Estatuto da Carreira Docente Universitária" (University Teaching Career Statutes), republished in the Decree-Law n.º 205/2009 from 31th of August, fulfil all the requisites for admission to this recruitment procedure that are predicted by the Law, in particular those expressed in Chapter IV of the "Estatuto da Carreira Docente Universitária" (University Teaching Career Statutes), the Regulations, especially the "Regulamento Geral de Concursos para Recrutamento de Professores Catedráticos, Associados e Auxiliares da Universidade de Lisboa" (General Regulations for the Recruitment of Full Professors, Associate Professors and Assistant Professors of the University of Lisbon) and in this notice.*

*I also declare that all statements herein were made with the knowledge that wilful false statements will result in my exclusion from this recruitment procedure, notwithstanding the communication of such statements to the competent authorities for criminal procedures.*

*I further declare that I understand that, in case I am placed in an eligible position within the final ranking list of the candidates, I must comply with the deadline of ten days as of the date of notification of the final ranking list to provide Instituto Superior Técnico, Universidade de Lisboa, with the supporting documents that make proof of the fact that I fulfil the admission requirements defined for this recruitment procedure.*

*I further declare that I understand that the failure to provide the supporting documents referred to in the previous paragraph, for reasons within my control, will result in my exclusion from this recruitment procedure.*

\_\_\_\_\_ (place), \_\_\_\_\_ (date).

\_\_\_\_\_

(signature)

Instituto Superior Técnico, ... of .... 2017, The President, Professor Doctor Arlindo  
Manuel Limede de Oliveira