

**Professor José Manuel Pereira Dias de Castro Lopes, Full Professor at the Faculty of Medicine of the University of Porto, Vice-Rector of the same University:**

Following my Order issued on 30<sup>th</sup> January 2024, by delegated power under Ordinance no. 9493/2022 published in the Official Gazette (*Diário da República*), 2<sup>nd</sup> series, no. 148 of 02 August, this call for applications is published for one position of Assistant Professor to the disciplinary area of Mining Engineering at the Faculty of Engineering of the University of Porto. The application procedure will remain in force for a period of thirty business days as from the date immediately following the publication of this Notice in the Official Gazette.

### **1. Applicable legal provisions**

Articles 37 to 51, 61 and 62-A of the University Teaching Career Statute (ECDU – *Estatuto da Carreira Docente Universitária*), republished in Decree-Law 205/2009 of 31 August, and amended by Law no. 8/2010 of 13 May, and the Regulations for the Recruitment of Full, Associate and Assistant Professors of the University of Porto (abbreviated to Regulations), approved by Order no. 12913/2010, published in the Official Gazette, 2<sup>nd</sup> Series, no. 154 of 10 August, and the Amendment Resolution (excerpt) no. 380/2019, published in the Official Gazette, 2<sup>nd</sup> Series, no. 64 of 1 April 2019.

### **2. Eligible candidates**

2.1 - Under article 41-A of the ECDU, only those with a doctoral degree may be admitted to this competition.

*If the doctorate was awarded by a foreign higher education institution, it must be recognised by a Portuguese higher education institution, under the terms of Decree-Law no. 66/2018, published in Diário da República, 1st series, no. 157, of August 16. This formality must be fulfilled by the application deadline.*

2.2 - Proficiency in spoken and written Portuguese. Candidates of foreign nationality, except those from Portuguese-speaking countries, must have a command of spoken and written Portuguese at common reference level B1 or above. This requirement is officially recognised through a Portuguese communicative competence certificate or diploma from the Council of Europe's Common European Framework of Reference for Languages.

### **3 Approval based on absolute merit**

**3.1.** If there are no reasons to reject the applications, the Selection Committee will deliberate on their approval or non-approval based on absolute merit, by justified nominal vote, from which the Selection Committee members are not allowed to abstain.

**3.2.** A candidate who is approved by an absolute majority of the voting Selection Committee members is considered approved on absolute merit.

**3.3.** The approval of candidates based on absolute merit will depend on whether they have a curriculum vitae

that the Selection Committee generally considers as having shown scientific and pedagogical merit, research capacity and developed activity, compatible with the disciplinary area for which this call is open and appropriate to the respective teaching category, as documented in the respective information submitted in the call.

**3.4** For the purposes of the evaluation process stated in the previous point, the approval of the candidates based on absolute merit will depend on the cumulative fulfilment of the following qualitative and quantitative circumstances or requirements:

- a) The candidate must hold a PhD in Mining Engineering or another considered appropriate, taking into account the sub-areas of exploration and exploitation of geo-resources, processing and recycling of geo-resources, geo-environment, and occupational safety and hygiene of the Department of Mining Engineering (DEM) of the Faculty of Engineering of the University of Porto (FEUP);
- b) Have a minimum of 10 publications indexed in Clarivate Analytics Web of Science or Scopus in the last 10 years as first/last author or corresponding author.

#### **4. Evaluation and ranking based on relative merit**

Once successful candidates have been admitted based on absolute merit, the Selection Committee will proceed to their ranking by relative merit, based on the established selection dimensions and criteria, respective weighting and final valuation system, established in accordance with the provisions of no. 6 of Article 50 of the ECDU and Article 16 of the Regulations.

##### **4.1. Evaluation methodology**

Candidates approved on absolute merit will be subject to a curricular assessment, bearing in mind the general duties assigned to university lecturers by Article 4 of the ECDU, focusing on the aspects and respective criteria identified below. Curricular elements of leadership and multidisciplinary in the sub-areas of exploration and exploitation of geo-resources, processing and recycling of geo-resources, geo-environment, and occupational safety and hygiene will be emphasised, with particular emphasis on the work carried out in the last five years (counting from the date of the application deadline), and focusing on the assessment aspects referred to in 4.2.

##### **4.2. Evaluation Dimensions**

The evaluation of candidates focuses on the following dimensions and Scientific-Pedagogical Project and must consider the curricular aspects in the disciplinary area for which the call is open:

- a) Scientific Merit ( $V_{SM}$ ) - 50%
- a) Pedagogical Experience and Merit ( $V_{PEM}$ ) - 15%
- b) University Extension Tasks and the Economic and Social Valorisation of Knowledge ( $V_{EK}$ ) - 5%
- c) University Management ( $V_{UM}$ ) - 5%
- d) Scientific-Pedagogical Project (SPP) - 25%

### **4.3. Evaluation criteria**

The criteria to be taken into consideration when assessing each of the assessment aspects and the Scientific-Pedagogical project identified in the previous point and the weighting to be given to each of them in the final classification are as follows:

#### **4.3.1 Evaluation criteria for the Scientific Merit strand ( $V_{SM}$ ) - 50%.**

##### **4.3.1.1 SM1 - Scientific production**

Quality and quantity of scientific production in the field for which the recruitment procedure is open (books, articles in journals, publications in conference proceedings, etc.) expressed by the number and type of publications and by the recognition given to them by the scientific community (reflected in the quality of the scientific journals of the publications, the places of publication and presentation, and the references made to them by other authors).

Priority will be given to the publication of scientific articles in journals indexed in Web of Science or Scopus, ranked in quartiles 1 and 2.

##### **4.3.1.2. SM2 Coordination and implementation of scientific projects**

Quality and quantity of scientific projects in which you have participated in the field of mining engineering for which the competition is open, taking into account the sub-areas of exploration and exploitation of geo-resources, processing and recycling of geo-resources, geo-environment, and occupational safety and hygiene, financed on a competitive basis by public funds, through national or international agencies or by companies, and the results obtained in them, with emphasis on project coordination. When assessing quality, an account should be taken of the amount of funding received, how demanding the funding competition was, the evaluations of the projects carried out and the prototypes realised, in particular, whether they resulted in products or services.

##### **4.3.1.3 SM3 - Setting up scientific teams**

Ability to create, organise and lead scientific teams and supervise researchers in post-doctoral, doctoral and master's work.

##### **4.3.1.4 SM4 - Intervention in the scientific and professional communities**

Ability to participate in the scientific and professional societies, expressed in particular through collaboration in the publication of journals, the presentation of guest lectures, participation in academic juries outside the institution itself, as well as activities with a recognised impact, namely through the award of prizes or other distinctions, in the disciplinary area of mining engineering for which the call for candidates is open, taking into account the sub-areas of exploration and exploitation of geo-resources, processing and recycling of geo-resources, geo-environment, occupational safety and hygiene.

#### **4.3.2 Evaluation criteria for the Pedagogical Experience and Merit strand ( $V_{PEM}$ ) - 15%.**

##### **4.3.2.1 PEM1 - Pedagogical projects**

Promoting new pedagogical projects (e.g., developing new curricular unit programmes, creating and coordinating new courses or study programmes, etc.) or reforming and improving existing projects (e.g., reformulating existing curricular unit programmes, participating in the reorganisation or existing study programmes), as well as carrying out projects with an impact on the teaching/learning process. Evidence of a link between teaching and research activity, namely the involvement of undergraduate students in research activities and the integration of master's students in research projects.

#### **4.3.2.2 PEM2 - Production of educational material**

Quality and quantity of teaching material produced by the candidate, particularly in the form of books and publications of a teaching nature in prestigious international journals or conferences.

#### **4.3.2.3 PEM3 - Teaching activity**

Experience (expressed by the teaching service time), scope (expressed by the number of curricular units and study cycles covered) and quality of the teaching activity (expressed by student evaluation and the quality of the material produced) carried out by the candidate. Whenever possible, the assessment of the quality of the candidate's teaching activity should use the results of objective methods based on opinion surveys (pedagogical surveys) and peer evaluation.

### **4.3.3 Evaluation criteria for the University Extension, and Economic and Social Valorisation of Knowledge strand ( $V_{EK}$ ) - 5%**

#### **4.3.3.1 EK1 - Patents, registration and ownership of rights, drafting of technical standards and legislation**

Authorship and co-authorship of patents, registrations of ownership of intellectual property rights on software, mathematical methods and rules of mental activity. Participation in drafting legislation and technical standards.

#### **4.3.3.2 EK2 - Consultancy services and study and development contracts**

Coordination and participation in consultancy activities involving the business community and the public sector. The assessment of this criterion should also take into account the economic value of the research results achieved, as measured by the development and technology transfer contracts they have given rise to and the spin-off companies whose creation they have contributed to in the field of mining engineering for which the competition is open, taking into account the sub-areas of exploration and exploitation of geo-resources, processing and recycling of geo-resources, geo-environment, and occupational safety and hygiene.

#### **4.3.3.3 EK3 - Dissemination of science and technology**

Coordination and participation in initiatives to disseminate science and technology to the scientific community (e.g. organisation of conferences) and various audiences.

Scientific and technological publications.

### **4.3.4 Evaluation criteria for the University Management strand ( $V_{UM}$ ) - 5%**

#### **4.3.4.1 - UM - University management activities**

The candidate's participation and performance in scientific, pedagogical or institutional management activities is assessed.

#### **4.3.5 Evaluation criteria for the Scientific-Pedagogical Project strand (SPP) - 25%.**

Proposal for research lines in the sub-areas of Mining Engineering (exploration and exploitation of geo-resources, processing and recycling of geo-resources, geo-environment, and occupational safety and hygiene). The candidate should set out the research they intend to carry out in the future, contextualising the state of the art with the research strategies they intend to adopt. They must also explain how this plan is articulated with teaching in the disciplinary area where the competition is being held. A document of no more than 10 A4 pages (Arial font, size 11, 1.5 spacing and 2.5 cm margins) should be submitted, consisting of two parts: (i) a proposal for the research activities that the candidate plans to carry out during the first five years as an Assistant Professor; and (ii) a pedagogical proposal for a curricular unit under the responsibility of the DEM, integrated into one of the study cycles with a substantial contribution from the DEM (L.EMG, M.EMG, MESHO, L.EA and M.EA).

### **5. Procedural guidelines for the Selection Committee**

#### **5.1. Candidates Score**

Each member of the Selection Committee makes his/her reasoned assessment, scoring each candidate based on each dimension on a scale from 0 to 100 points, taking into account the criteria approved for each dimension, with a degree of demand adjusted to the category for which the competition is open.

#### **5.2 Public Hearing**

The Selection Committee has the possibility to hold public hearings, under the same circumstances for all candidates approved in absolute merit, with the purpose to clarify in person evaluation elements from the documentation submitted.

If there is a need to hold these public hearings, it between the 30<sup>th</sup> and the 70<sup>th</sup> day following the deadline for submission of applications. All candidates will be informed in advance by email, at least ten working days in advance, of the date and place where these public hearings will take place.

#### **5.3. Final Result**

The final result (RF) of the evaluation of each candidate by each member of the Selection Committee is calculated through the sum of the scores in each dimension, considering its particular weighting:

$$RF = (0.50 \cdot V_{SM}) + (0.15 \cdot V_{PEM}) + (0.05 \cdot V_{EK}) + (0.05 \cdot V_{UM}) + (0.25 \cdot V_{SPP})$$

Which reflects the weights associated with each strand, listed in the Table in Annex I.

Following the individual reasoned assessment, each jury member draws up his or her ranked list of candidates, with which he or she participates in the votes that lead to the decision and the final ranking of

the candidates under the terms of point 4, where there can be no tie between candidates in the final ranking.

#### **5.4. Deliberations of the Selection Committee**

**5.4.1.** Any decision results from no. 12 of Article 17, of the Regulations, applicable under Article 83-A of the ECDU, which determines its approval with a view to implementing the rules of that legal diploma, covering the procedural requirements of the calls for applications, namely the system of evaluation and final classification.

Consequently, under the terms of article 17, n. 12 of the aforementioned Regulations, the Selection Committee will deliberate by means of a nominal vote based on the selection criteria adopted for the admission, selection and ranking of the candidates. An absolute majority is required for any deliberation; from which abstentions are not permitted.

#### **5.4.2. Ranking methodology**

In the different votes, each member of the Selection Committee must respect his/her ranking list, observing the following in each vote:

- a) the first voting round is intended to determine the candidate placed in first place by counting the number of votes each candidate received for that place;
- b) if a candidate obtains an absolute majority of votes for the first place, he/she is placed in the respective position and removed from the vote. The procedure will start to choose the candidate who will be positioned in the second place of the voting round;
- c) if no candidate obtains an absolute majority of votes for the first place, a new voting round will be held, which will only include candidates who have achieved votes for the first place, upon removing the least voted candidate in the previous vote for that place;
- d) if there is a tie between two or more candidates in the least voted position, a tiebreak vote between them will be held, counting the number of relative first positions for each, from which the least voted candidate is removed;
- e) if a tie still remains between two or more candidates in the least voted position, but the number of those candidates has been reduced in relation to the previous vote, a further tiebreak vote shall be held only between candidates tied for the least voted position, counting the number of relative first positions for each, from which the least voted candidate is removed;
- f) if the tie still remains between two or more candidates in the least voted position, without reducing the number of candidates tied in the least voted position in relation to the previous voting round, the decision will be made by the quality vote of the President of the Selection Committee or by a casting vote, according to the situation. The candidate voted by the President of the Selection Committee will be included in the following voting round for the same place;
- g) if there is a tie when only two or more candidates remain for the first place, the tiebreaker is made

through the casting vote of the President of the Selection Committee or by the exercise of the tiebreaker vote, according to the situation;

- h) the candidate chosen for the first place will leave the voting process and then the selection procedure begins for the candidate who will be placed in second place, repeating the process mentioned in the previous paragraphs for the subsequent places until there is a single ranked list of candidates.

## **6. Submission of applications**

### **6.1. Delivery of applications**

Applications must be submitted exclusively on the FEUP website at the following address: [https://sigarra.up.pt/feup/pt/CNT\\_CAND\\_GERAL.CONCURSOS\\_LIST](https://sigarra.up.pt/feup/pt/CNT_CAND_GERAL.CONCURSOS_LIST) by the deadline.

### **6.2. Required application procedures and documents**

The application must include all the following documents:

- a) Mandatory application form (personal data and statements), fully filled in and duly dated and signed, which is available at:  
[https://sigarra.up.pt/up/pt/conteudos\\_geral.ver?pct\\_pag\\_id=1004282&pct\\_parametros=p\\_pagina=1004282&pct\\_grupo=3123&pct\\_grupo=2013&pct\\_grupo=2015&pct\\_grupo=2461#2461](https://sigarra.up.pt/up/pt/conteudos_geral.ver?pct_pag_id=1004282&pct_parametros=p_pagina=1004282&pct_grupo=3123&pct_grupo=2013&pct_grupo=2015&pct_grupo=2461#2461);
- b) Copy of the candidate's doctoral certificate or diploma, except in cases in which the doctoral degree was awarded by the University of Porto;
- c) Proof of recognition of the PhD awarded by a foreign higher education institution by a Portuguese higher education institution (if applicable);
- d) Certificate or diploma of communicative competence in Portuguese from the Council of Europe's Common European Framework of Reference for Languages, in the case of candidates of foreign nationality, except those from Portuguese-speaking countries, under the terms of point 2.2. of this notice;
- e) Curriculum Vitae in Portuguese and English, containing all the information relevant to the application assessment and demonstrating compliance with the criteria set out in point 3 of this notice, considering the evaluation and ranking criteria set out in point 4.3. of this notice for the assessment strands and parameters;
- f) One copy of each work and proof of activities mentioned in the CV submitted makes it possible to prove and assess the criteria in points 3.4. and 4.3. of this notice.

In addition, candidates may highlight up to ten of these works/activities in their CVs, which they consider to be the most representative of their work, stating the reasons for highlighting the selected documents;

- g) File with the Scientific and Pedagogical Project in Portuguese and English.

6.3. The documents referred to in subparagraphs (e) and (g) must be submitted in Portuguese and English, under penalty of exclusion from the contest.

6.4 Each document listed in point 6.2 f) of the invitation to tender must be submitted in an individual file and in full in **the Sigarra system**. The documents can be integrated into folders with a compressed format (zip, rar, 7z). However, it is necessary to consider the system's limit for uploading, which is set at a maximum of 720MB per file or compressed folder. Each application can submit several compressed files or folders, each with a limit of 720 MB, and the total number of compressed files/folders submitted is not limited.

6.5. For the purposes of evaluating applications, any documents whose access is provided through links will not be considered, with the exception of those that refer to publications with DOI, maintaining, however, the requirement for submission of these same documents in the Sigarra system, as defined in point 6.4. above.

6.6. The documents mentioned in item 6.2 should be submitted preferably in a non-editable format.

6.7. Failure to comply with the provisions of 6.1 above will result in exclusion from the application.

6.8. Failure to submit or late submission of the documents mentioned in 6.2 a) to f) above shall result in rejection of the application.

## **7. Notification of the results and requests for a prior hearing**

7.1. The Human Resources Service of the Common Resources and Services Centre of the University of Porto will notify the candidates of the administrative ranking of admission or non-admission to the call, which will be based on the fulfilment or non-fulfilment of the conditions established in the legislation in force and in paragraph 2 of this Notice, and the conditions established regarding the application instructions referred to in paragraph 6.2.

7.2. The candidates who have not been admitted administratively, or have not been approved on absolute merit, as well as candidates who appear on the ranked list of candidates in positions that do not allow them to fill the post announced, may request a prior hearing under the terms of Articles 121 and 122 of the Code of Administrative Procedures. All candidates are notified of the final resolution approved by the Rector.

7.3. The notifications will be sent by email, pursuant to articles 112 (1) (c) and 113 (5), of the Code of Administrative Procedures (CPA).

The deadline for candidates to comment in writing is ten working days.

## **8. Composition of the Selection Committee**

### **Chair:**

Professor Rui Artur Bártolo Calçada, Full Professor and Director of the Faculty of Engineering of Universidade do Porto, in the use of delegated competence by order, published in the Diário da República:



**Members:**

**Professor María de las Nieves González García**, Full Professor, Department of Architectural Constructions and their Control, Polytechnic University of Madrid, Spain;

**Professor Oktay Şahbaz**, Full Professor, Department of Mining Engineering, Kutahya Dumlupinar University, Turkey;

**Professor Tomasz Niedoba**, Associate Professor, Faculty of Civil Engineering and Resource Management, AGH University of Science and Technology, Poland

**Professor Maria de Lurdes Proença de Amorim Dinis**, Associate Professor, Department of Mining Engineering, Faculty of Engineering, University of Porto, Portugal

**Professor João Manuel Abreu dos Santos Baptista**, Full Professor, Department of Mining Engineering, Faculty of Engineering, University of Porto, Portugal.

**9. Other provisions**

The Joint Order n. 373/2000, of 31 March, issued by the Minister for Reform of Government and Public Administration and the Minister for Equality, determines that the following mention must be included in entry and access calls for applications:

«In compliance with paragraph h) of article 9 of the Portuguese Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities among men and women to access employment and in their professional progress, taking strict measures to avoid any type of discrimination.»

In this sense, the terms “candidate(s)”, “teacher(s)” and similar terms are not used in this public notice to refer to the gender of people.

Likewise, no candidate may be privileged, benefited, harmed or deprived of any right, or exempted from any duty on any grounds, in particular of lineage, age, sexual orientation, marital status, family situation, economic situation, education, origin or social status, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic or racial origin, territory of origin, language, religion, political or ideological beliefs and trade union membership.

30<sup>th</sup> January of 2024. - The Vice-Rector, Professor José Manuel Pereira Dias de Castro Lopes.

**Table 1. Weights for the aspects and respective criteria of the curricular assessment (CA)**

<p><b>Scientific Merit [VMC] (50 %):</b></p> <ul style="list-style-type: none"><li>- Scientific production [MC1];</li><li>- Coordination and realisation of scientific projects [MC2];</li><li>- Setting up scientific teams [MC3];</li><li>- Intervention in the scientific and professional communities [MC4].</li></ul> <p><b>Pedagogical Experience and Merit [VEMP] (15 %):</b></p> <ul style="list-style-type: none"><li>- Pedagogical projects [EMP1];</li><li>- Production of educational material [EMP2];</li><li>- Teaching activity [EMP3];</li></ul> <p><b>University extension activities, scientific dissemination and the economic and social valorisation of knowledge [VTC] (5 %):</b></p> <ul style="list-style-type: none"><li>- Patents, registration and ownership of rights, drafting technical standards and legislation [TC1];</li><li>- Consultancy services and study and development contracts [TC2];</li><li>- Dissemination of science and technology [TC3];</li></ul> <p><b>University Management [VGU] (5 %):</b></p> <ul style="list-style-type: none"><li>- University management activities [GU1];</li></ul> <p><b>Scientific-Pedagogical Project [PCP] (25%).</b></p>
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