



Faculty of Health Sciences
University Fernando Pessoa

UNIVERSITY FERNANDO PESSOA

Faculty of Health Sciences

Application Public Notice

Recruitment Competition for Assistant Professor Position in Dentistry at the Faculty of Health Sciences of University Fernando Pessoa

The Faculty of Health Sciences of University Fernando Pessoa (UFP) hereby announces that, for a period of 30 (thirty) working days, from the immediate working day after the publication of this Notice, there is an open competition for recruiting, under a fixed-term contract, an Assistant Professor, in the core area of Dentistry, under the terms of article 13 of UFP's Professional Statute for Teachers and other applicable legislation.

This application procedure is open on the basis of the strategy for developing research and development and teaching activities in the areas in question.

The person recruited will sign a fixed-term contract in the category for which the competition was held, with a trial period of 30 days.

The competition is particularly aimed at highly capable and research-oriented doctoral degree holders seeking to enter the academic career track at University Fernando Pessoa.

The Foundation Teaching and Culture Fernando Pessoa, as an employer, promotes a policy of equal opportunities for men and women in access to employment and professional progression, rejecting any form of discrimination, all under the terms of Article 9, line h), of the Constitution of the Portuguese Republic. No candidate may be privileged, benefited, disadvantaged or deprived of any right on the grounds of their ancestry, age, sexual orientation, marital status, family situation, economic situation, origin or social condition.

The following provisions and requirements for applying to this competition will be observed:

A - Place of work:

Faculty of Health Sciences of University Fernando Pessoa, located at Rua Carlos da Maia, no. 296 4200-150 Porto, Portugal.

B - Requirements for admission to the competition:

1 — It is a requirement for admission to the competition to hold a doctoral degree in the core area of Dentistry, as well as to be proficient in spoken and written Portuguese and English.

1.1 — Candidates who hold qualifications obtained abroad must prove, when applying, the recognition, equivalence or registration of the doctoral degree by a Portuguese public higher education institution, in accordance with the applicable legislation.

This requirement must be met by the end of the application deadline.

1.2 – Vacancies open in the disciplinary areas of *Periodontology*, *Prosthodontics and Occlusion*, *Conservation Dentistry (Dentistry and Endodontics)* and *Oral Surgery*.



2 — Presentation of applications:

Applications* may be sent by e-mail to rh@fundacaofernandopessoa.pt, or by registered mail with acknowledgment receipt to the Human Resources Department of the Foundation Fernando Pessoa, Praça 9 de Abril, no. 349, 4249-004 Porto, Portugal, within 30 (thirty) business days following the publication of this notice.

* Please include the following reference in the subject line of your application:

- i) Reference for the disciplinary area of Periodontology: **FFP/PA_PERIOFCS-2024 Assistant Professor.**
- ii) Reference for the disciplinary area of Prosthodontics and Occlusion: **FFP/PA_PROSTOCLUSFCS-2024 Assistant Professor.**
- iii) Reference for the disciplinary area of Conservation Dentistry: **FFP/PA_MDCFCS-2024 Assistant Professor.**
- iv) Reference for the disciplinary area of Oral Surgery: **FFP/PA_COFCS-2024 Assistant Professor.**

3 — Formalization of applications:

3.1 — Applications must be accompanied by the following documents:

- a) Application form addressed to the Rector of University Fernando Pessoa;
- b) Document proving that the applicant meets the requirements set out in point B, no. 1;
- c) A detailed Curriculum Vitae containing all relevant information for the assessment of the application, as specified below;
- d) Copies of selected works deemed by the applicant as most representative of the curriculum, with a minimum of 2 and a maximum of 5 titles, including justification for the selection;
- e) Information on scientific performance and, if applicable, pedagogical experience related to the program of the disciplinary or scientific area of being applied for;
- f) A report on research activities, university extension, and other relevant activities contributing to the mission of the university;
- g) A scientific-pedagogical project including a proposal of the activities the candidate intends to carry out during his/her first five years as an Assistant Professor, specifying how he/she plans to contribute to the progress and development of the disciplinary area in question, particularly in its scientific and pedagogical aspects, cooperation and community engagement.
- h) A scientific work or project currently in progress by the candidate;
- i) Any other materials deemed relevant by the candidate for the evaluation of his/her merit.



4 – Language:

The application documents may be submitted in Portuguese or English, provided that proficiency in both languages is a prerequisite for application.

5 – Composition of the Selection Committee:

5.1 – The selection committee is composed as follows:

Chairperson: The Rector of University Fernando Pessoa or another member of the university's governing bodies delegated for this purpose.

Members:

Professor Jorge Maciel, Full Professor, Faculty of Health Sciences

Professor Sandra Gavinha, Associate Professor, Faculty of Health Sciences

Professor Patrícia Monteiro, Associate Professor, Faculty of Health Sciences

Professor Otilia Lopes, Assistant Professor, Faculty of Health Sciences

Professor Mónica Pinho, Assistant Professor, Faculty of Health Sciences

Professor Duarte Guimarães, Assistant Professor, Faculty of Health Sciences

6 – Admission and exclusion of applications:

6.1 – Approval on absolute merit:

The admission of candidates is contingent upon their approval on absolute merit, based on the overall quality of their curriculum vitae in the disciplinary area of the competition, considering also the following requirements:

6.1.1 – Being the author or co-author of publications indexed in Clarivate Analytics' Web of Science or Scopus with comparable characteristics.

6.1.2 – Having citations on Clarivate Analytics' Web of Science or Scopus (excluding self-citations) for scientific works produced in the disciplinary area for which the position is open.

6.2 – Candidates must provide the identifier to be used in the searches on Clarivate Analytics' Web of Science and Scopus.

6.3 – Methods and evaluation criteria:

6.3.1 – The selection method is based on curriculum evaluation, which aims to assess scientific performance, teaching capacity, and achievements in other activities relevant to the mission of higher education institutions.



6.3.2 – Curriculum evaluation must obligatorily consider and weigh the following aspects, in accordance with the requirements of the duties corresponding to the category of the position:

- a) The candidate's scientific performance in the disciplinary area for which the position is open.
- b) The candidate's teaching capacity in the disciplinary area for which the position is open.
- c) Other relevant activities.
- d) The scientific-pedagogical project.

6.3.3 – In evaluating the aspects mentioned in items a), b), and c) of point 6.3.2, the extent of the candidates' curriculum vitae should be considered. Special emphasis will be placed on activities conducted over the past 5 (five) years, which will account for 80% of the evaluation in each of these aspects.

7 – Evaluation Criteria:

The evaluation of the aspects outlined in the previous section is based on the following criteria, with the corresponding weighting factors:

7.1 – Criteria for Evaluating Scientific Performance:

7.1.1 – Scientific Production: The quality and quantity of scientific production in the area for which the position is open (books, book chapters, journal articles, conference presentations), measured by the number and type of publications, and the recognition received from the scientific community (reflected in the quality of publication journals and citations by other authors).

7.1.2 – Participation in Scientific Projects: The quality and quantity of scientific projects in which the candidate has participated, in the area for which the position is open. This includes projects competitively funded by public agencies (national or international) or by companies. Quality assessment considers the amount of funding obtained, the competitive level of the calls, project evaluations, prototypes developed, and whether these led to products or services.

7.1.3 – Engagement with the Scientific Community: The candidate's capacity for engagement in the scientific community, demonstrated through activities such as organizing events, serving as (co-)editor of journals, participating in project and article evaluations, delivering invited lectures, participating in academic juries, consultancy work, and recognition through awards or distinctions and their respective impact.

7.1.4 – Formation of scientific teams and supervision of doctoral students and postdoctoral fellows.



7.2 – Criteria for evaluating Teaching Capacity:

7.2.1 – Coordination of Pedagogical Projects: The design, development, teaching, and coordination of curricular units.

7.2.2 – Teaching Activity. The quality of teaching activities carried out by the candidate, assessed where possible through objective methods such as broad-based feedback (pedagogical surveys).

7.3 – Criteria for evaluating Other Activities relevant to the University's mission:

7.3.1 – Activities in training and/or professional development (courses, workshops, seminars), participation in scientific, pedagogical, or institutional management, as well as involvement in outreach activities, knowledge transfer, or technology transfer that contribute to the university's mission.

7.3.2 – Analysis of the report on scientific, pedagogical, and other activities relevant to the mission of Higher Education Institutions.

7.4 – Criteria for evaluating the scientific-pedagogical project:

7.4.1 – Analysis of the scientific-pedagogical project: assessment of the clarity and quality of the presentation, the relevance and timeliness of the content, and other complementary elements deemed relevant, with particular attention to the potential contribution to the scientific and pedagogical development of the area for which the position is open.

7.5 – Weighting of criteria:

Scientific Performance: 55%

Teaching Capacity: 20%

Other Relevant Activities: 5%

Scientific-Pedagogical Project: 5%

In-person Interview at FCS-UFP: 15%

8 – Evaluation and selection:

8.1 – After reviewing and accepting applications, the selection committee first determines whether candidates meet the criteria for absolute merit.

8.2 – Each member of the selection committee evaluates each criterion or category for each candidate on a scale from 0 to 100.

9 – Ranking and voting methodology:

9.1 – The ranking of candidates must be based on the evaluation conducted according to the categories, evaluation criteria, and corresponding weighting factors outlined in this public notice.



10 – Participation of candidates and decision:

10.1 – The draft final ranking is communicated to the candidates.

10.2 – The selection committee's decision is final and not subject to appeal.

11 – Publication of the competition public notice:

a) On the website of University Fernando Pessoa in both Portuguese and English.

b) On Fernando Pessoa University's social networks.

UFP, 6th of December of 2024