

**Notice**

**Call for Applications**

**Accepting applications for a qualification-based competition in the career of teaching staff in the higher education for the position of adjunct professor, in the field of Chemical, Environmental and Marine Processes (PQAM\_ESTS) – Disciplinary Group of Microbiology and Biochemistry, in the form of an employment contract in public functions for an indefinite period, to perform functions at Setúbal School of Technology the Polytechnic Institute of Setúbal.**

1. Under the terms of section a) nº 1 of article 6º of the Recruitment and Appointment Regulations for Career Academic Staff of the Polytechnic Institute of Setubal (Instituto Politécnico de Setúbal - IPS), as published in the Diário da República, 2<sup>nd</sup> series, nº 35, of 18 February 2011, as set out in my dispatch of July 2, 2024, invites applications for the above post within a period of thirty working days from the publication of the present announcement in the Diário da República. The position, which was created but not yet filled within the academic staff of the IPS, is governed by the career structure of the national polytechnic higher education sector at the adjunct professor level, in the field of Chemical, Environmental and Marine Processes (PQAM\_ESTS)– Disciplinary Group of Microbiology and Biochemistry and is covered by a public sector employment contract of indeterminate duration.
2. Location – School of Technology of Setúbal, situated on the Setubal Campus of the Polytechnic Institute of Setubal (Escola Superior de Tecnologia de Setúbal – Instituto Politécnico de Setúbal).
3. Number of posts to be filled - 1
4. Contract regime – Public sector employment contract of indeterminate duration, for an initial experimental period of five years according to article 10º-B of Decreto-Lei nº 185/81, of 1 de julho, altered in the Decreto-Lei nº 207/2009, of 31 de agosto, and in the Lei nº 7/2010, of 13 de maio (ECPDESP).
5. Job description – The adjunct professor will carry out functions set out in section 4 article 3º of ECPDESP.
6. Recruitment requirements – The following cumulative requirements determine eligibility such that candidates must:
  - a) Satisfy the requirements set out in subsections b) to e) of article 17º of Lei Geral do Trabalho em Funções Públicas (LTFP), approved at Lei nº 35/2014, of 20 June;
  - b) Be the holder of a doctorate or hold the title of specialist, in the specified area, or in an area linked to the area specified in the competition.
7. Validity of the competition



**Notice**

**Call for Applications**

**Accepting applications for a qualification-based competition in the career of teaching staff in the higher education for the position of adjunct professor, in the field of Chemical, Environmental and Marine Processes (PQAM\_ESTS) – Disciplinary Group of Microbiology and Biochemistry, in the form of an employment contract in public functions for an indefinite period, to perform functions at Setúbal School of Technology the Polytechnic Institute of Setúbal.**

- a) The competition is valid only for the position referred to above and ceases when the post has been filled or if applications are insufficient.
- b) The competition can also be terminated by a formally justified decision of the President of the IPS which respects the general principles of Portuguese public administration and the corresponding legal, regulatory and procedural limits.

**8. Application form:**

- 8.1. Applications must be formalized by filling in the standard application form (form A), in paper form, written in Portuguese, available on the IPS website at:

[https://www.si.ips.pt/ips\\_si/conteudos\\_geral.conteudos\\_ver?pct\\_pag\\_id=30809&pct\\_parametros=p\\_pagina=30809&pct\\_disciplina=&pct\\_grupo=672](https://www.si.ips.pt/ips_si/conteudos_geral.conteudos_ver?pct_pag_id=30809&pct_parametros=p_pagina=30809&pct_disciplina=&pct_grupo=672)

- 8.2. The application (form A) must be accompanied by a simple photocopy of the qualification certificates, as proof that the candidate meets the application requirements referred to in paragraph 6 of this notice.

- 8.3. When formalizing the application (form A), must also be accompanied by two copies, in digital format (pendrive) containing the following documents:

- a) Qualification certificates, proof that the candidate meets the requirements referred to in paragraph 6 of this notice;
- b) Other diplomas or certificates of the courses referred to in the curriculum vitae, as well as other documents that facilitate the formation of a judgment on the aptitudes of the candidates for the exercise of the functional content of the category of associated professor;
- c) Detailed curriculum vitae, dated, signed, mandatorily organized according to the evaluation grid, and without containing personal data of a confidential nature (namely affiliation, marital status, residence address, and email, mobile / telephone contacts);
- d) Work and proof of activities mentioned in the curriculum vitae;



**Notice**

**Call for Applications**

**Accepting applications for a qualification-based competition in the career of teaching staff in the higher education for the position of adjunct professor, in the field of Chemical, Environmental and Marine Processes (PQAM\_ESTS) – Disciplinary Group of Microbiology and Biochemistry, in the form of an employment contract in public functions for an indefinite period, to perform functions at Setúbal School of Technology the Polytechnic Institute of Setúbal.**

- e) Completed self-assessment grid (according to the model provided) containing mandatory hyperlinks for each item.

8.4. The self-assessment grid is available at:

<https://ips.pt/wp-content/uploads/2025/04/Grelha-de-Autoavaliacao-PA-PQAM.xlsx>

8.5. Applications must be submitted, in a closed envelope, with the proper identification of the candidate's name, the notice number published in Diário da República and the BEP offer code, in one of the following ways:

- a) By registered mail, with acknowledgment of receipt, addressed to the President of IPS, to: Serviço de Recrutamento e Seleção da Divisão de Gestão de Pessoas do Instituto Politécnico de Setúbal, Edifício da Escola Superior de Tecnologia, Campus do IPS, Estefanilha, 2910-761, Setúbal, until the deadline for submitting applications, valid for the date affixed to the registration as the date of dispatch, for the purpose of meeting the respective deadline;
- b) Delivered personally to the Human Resources Department of IPS, until the deadline for submitting applications;

8.6. In order to promote the most appropriate classification of the curriculum elements, candidates must organize the curriculum vitae in accordance with the evaluation grid approved by the jury of the respective competition, as well as present the documents on the pendrives according to that same organization, with the due hyperlinks of the items referred to in the *curriculum vitae* to the respective documents.

8.7. Failure to present the works and proof of activities mentioned in the *curriculum vitae* submitted by the candidate implies the non-valuation of the elements in each of the items of the evaluation grid.

8.8. Applications sent by email are not accepted.

8.9. Candidates with foreign qualifications must prove their recognition, equivalence or registration of a doctoral degree, under the terms of the applicable legislation, obtained up to the deadline for the submission of applications to this competition.



## Notice

### Call for Applications

**Accepting applications for a qualification-based competition in the career of teaching staff in the higher education for the position of adjunct professor, in the field of Chemical, Environmental and Marine Processes (PQAM\_ESTS) – Disciplinary Group of Microbiology and Biochemistry, in the form of an employment contract in public functions for an indefinite period, to perform functions at Setúbal School of Technology the Polytechnic Institute of Setúbal.**

8.10. False statements will be punished under the law.

#### 9. Selection and ranking criteria:

Each member of the jury individually assigns each candidate a quantitative score for each criterion, taking into account the evaluation grid where the maximum scores to be awarded for each criterion were defined. In the event of a tie between candidates, the saturations in all dimensions are removed, and the relative position of the tied candidates is determined by the score now obtained.

The provisional ranking list includes the final scores of each candidate, on a scale of 0 to 100 points, rounded to the nearest tenth and calculated by the simple average of the scores awarded by each member of the jury. Candidates who achieve a final score equal to or higher than 50 points are considered approved on absolute merit.

The final ranking is determined by successive votes by the jury members for each position on the list, with the justification of the vote based on the individual classification of each member. In the event of a tie, the same tie-breaking methodology described above is used. If the final ranking does not coincide with the provisional list, the candidates in question are re-evaluated and classified jointly and consensually by the jury members, based on the evaluation grid.

#### 10. Evaluation grid:

Criteria		Weighting	Score for each element > 5 years.	Score of each element <=5 years.
<b>1. Technical-Scientific and Professional Performance relevant to the disciplinary group of Microbiology and Biochemistry</b>		<b>50%</b>		
<b>1.1 Research and Development Projects ( Max . 100 points)</b>		<b>15%</b>		
a)	Project manager with external evaluation and funding (e.g. European or international project) (proven)		8.00	16.00
b)	Project manager with external evaluation and funding (national project, e.g. FCT) (proven)		5.00	10.00



**Notice**  
**Call for Applications**

**Accepting applications for a qualification-based competition in the career of teaching staff in the higher education for the position of adjunct professor, in the field of Chemical, Environmental and Marine Processes (PQAM\_ESTS) – Disciplinary Group of Microbiology and Biochemistry, in the form of an employment contract in public functions for an indefinite period, to perform functions at Setúbal School of Technology the Polytechnic Institute of Setúbal.**

w)	Responsible for other projects with internal financing (proven)		2.00	4.00
d)	Project collaborator with external evaluation and funding (e.g. FCT, European project) (proven)		2.00	4.00
and)	Collaborator on other projects with internal funding (proven)		1.00	2.00
<b>1.2 Scientific publications and patents ( Max . 100 points)</b>		<b>16%</b>		
the)	Author or co-author of a book (proven)		3.00	6.00
b)	Author or co-author of a book chapter (proven)		1.00	2.00
w)	Publication of an article in an international scientific journal indexed in the Web of Science, Scopus or equivalent, Q1, corresponding author		3.00	6.00
d)	Publication of an article in an international scientific journal indexed in ISI or equivalent, Q2, corresponding author		2.00	4.00
and)	Publication of an article in an international scientific journal indexed in ISI or equivalent, Q3, corresponding author		1.50	3.00
f)	Publication of an article in an international scientific journal indexed in the Web of Science, Scopus or equivalent, Q1, no corresponding author		2.00	4.00
g)	Publication of an article in an international scientific journal indexed in ISI or equivalent, Q2, no corresponding author		1.50	3.00
h)	Publication of an article in an international scientific journal indexed in ISI or equivalent, Q3, no corresponding author		1.00	2.00
i)	Registered international patent (proven)		2.00	4.00
j)	National patent not registered internationally (proven)		0.50	1.00
<b>1.3 Communications at scientific events (Max . 100 points)</b>		<b>5%</b>		
the)	Communication at an international scientific event (oral) (proven)		1.50	3.00
b)	Communication at a national scientific event (oral) (proven)		1.00	2.00
w)	Communication at an international scientific event (poster) (proven)		1.00	2.00
d)	Communication at a national scientific event (poster) (proven)		0.50	1.00



**Notice**  
**Call for Applications**

**Accepting applications for a qualification-based competition in the career of teaching staff in the higher education for the position of adjunct professor, in the field of Chemical, Environmental and Marine Processes (PQAM\_ESTS) – Disciplinary Group of Microbiology and Biochemistry, in the form of an employment contract in public functions for an indefinite period, to perform functions at Setúbal School of Technology the Polytechnic Institute of Setúbal.**

and)	Publication of technical-scientific article in proceedings of international conference with refereeing (proven)		1.00	2.00
f)	Publication of technical-scientific article in proceedings of national congress with arbitration (proven)		0.50	1.00
<b>1.4 Technical-scientific organization (Max . 100 points)</b>		<b>3%</b>		
the)	Integrated member of a scientific unit/group funded by FCT/year (proven)		0.25	0.50
b)	Member of the scientific committee of an international technical-scientific congress/seminar (proven)		2.00	4.00
w)	Member of the scientific committee of a national technical-scientific congress/seminar (proven)		1.00	2.00
d)	Member of the organizing committee of an international technical-scientific congress/seminar (proven)		2.00	4.00
and)	Member of the organizing committee of a national technical-scientific congress/seminar (proven)		1.00	2.00
f)	Evaluator of national and international externally funded projects/project (proven)		3.00	6.00
g)	Member of the editorial board of an indexed scientific journal (proven)		2.00	4.00
<b>1.5 Supervision/co-supervision of theses/dissertations/reports leading to an academic degree (Max . 100 points)</b>		<b>5%</b>		
the)	Doctoral Thesis Supervision - completed (verified)		6.00	12.00
b)	Dissertation/Project/Master's Internship Supervision - completed (verified)		4.00	8.00
w)	Co-supervision of PhD Thesis - completed (verified)		4.00	8.00
d)	Co-supervision of Dissertation/Project/Master's Internship - completed (verified)		2.00	4.00
<b>1.6 Participation in academic examination juries (Max . 100 points)</b>		<b>4%</b>		
the)	PhD Thesis Argumentant (proven)		4.00	8.00
b)	Dissertation/Project/Master's Internship Argumentant (proven)		3.00	6.00
w)	Expert Evidence Argumentant (proven)		3.00	6.00



**Notice  
Call for Applications**

**Accepting applications for a qualification-based competition in the career of teaching staff in the higher education for the position of adjunct professor, in the field of Chemical, Environmental and Marine Processes (PQAM\_ESTS) – Disciplinary Group of Microbiology and Biochemistry, in the form of an employment contract in public functions for an indefinite period, to perform functions at Setúbal School of Technology the Polytechnic Institute of Setúbal.**

d)	Member of the Doctoral Jury (proven)		3.00	6.00
and)	Member of the Master's Dissertation/Project/Internship Jury (proven)		2.00	4.00
f)	Member of the Expert Test Jury (proven)		2.00	4.00
<b>1.7 Activities of a professional nature with relevance to the disciplinary group (Max . 100 points)</b>		<b>2%</b>		
the)	Provision of services abroad, study/project or report prepared, with external financing (proven)		4.00	8.00
<b>2. Pedagogical capacity relevant to the disciplinary group of Microbiology and Biochemistry</b>		<b>40%</b>		
<b>2.1 Teaching (Max . 100 points)</b>		<b>25%</b>		
the)	Teaching experience in higher education (polytechnic or university)/semester (proven)		4.00	4.00
b)	Course unit taught in the area/different subject (proven)		5.00	5.00
w)	Responsible or co-responsible for a Curricular Unit in the area (proven)		5.00	5.00
d)	Preparation of teaching support material covering at least 50% of the subject matter of the course (proven)		3.00	3.00
<b>2.2 Other pedagogical activities (Max . 100 points)</b>		<b>15%</b>		
the)	Supervision or Co-supervision of students in undergraduate Project/Internship or in mobility programs (proven)		2.00	2.00
b)	CTeSP Project/Internship (proven)		1.00	1.00
w)	Member of the Project Jury/Bachelor's Degree Internship or CTeSP (proven)		1.00	1.00
d)	Trainer or Trainee of a pedagogical training course/course (up to 8h) (proven)		1.00	1.00
and)	Trainer or Trainee of a pedagogical training course/course (more than 8h) (proven)		2.00	2.00
f)	Trainer of training courses in the technical-scientific area of the competition (up to 8 hours) (proven)		2.00	2.00
g)	Trainer of training course in the technical-scientific area of the competition (more than 8h) (proven)		4.00	4.00



**Notice  
Call for Applications**

**Accepting applications for a qualification-based competition in the career of teaching staff in the higher education for the position of adjunct professor, in the field of Chemical, Environmental and Marine Processes (PQAM\_ESTS) – Disciplinary Group of Microbiology and Biochemistry, in the form of an employment contract in public functions for an indefinite period, to perform functions at Setúbal School of Technology the Polytechnic Institute of Setúbal.**

h)	Organization of an educational event involving students/editing (proven)		2.00	2.00
<b>3. Other activities relevant to the IPS mission</b>		10%		
<b>3.1 Administrative management and participation in collegiate bodies ( Max . 100 points)</b>		4%		
the)	Effective Member of statutory bodies by election, per year (proven)		3.00	3.00
b)	Other positions or activities or commissions by appointment or request of the management, per year (verified)		3.00	3.00
w)	Course coordination or co-coordination (CET, CTeSP , Bachelor's, Master's, Postgraduate), in the area of the competition, or department coordination, per semester (proven)		3.00	3.00
d)	Participation in juries of local access competitions, accreditations, M23 tests, project grant juries (proven)		3.00	3.00
and)	Participation in the Evaluation/Restructuring/Course Proposal Committee (CET, CTeSP , Bachelor's, Master's, Postgraduate) (proven)		4.00	4.00
<b>3.2 Participation in community relations activities relevant to the subject group ( Max . 100 points)</b>		6%		
the)	Participation in community relations or scientific or institutional outreach activities (proven)		1.00	1.00
b)	Participation in an international mobility program as a teacher (e.g. Erasmus) or researcher (proven)		2.00	2.00
w)	Graduate of a training course in the technical-scientific area of the competition (up to 8 hours) (verified)		3.00	3.00
d)	Graduate of a training course in the technical-scientific area of the competition (more than 8 hours) (proven)		5.00	5.00
and)	Other activities considered relevant (e.g. Awards) (proven)		3.00	3.00
<b>TOTALS</b>		<b>100%</b>		

11. Complementary information to the Evaluation and Selection process.



**Notice**

**Call for Applications**

**Accepting applications for a qualification-based competition in the career of teaching staff in the higher education for the position of adjunct professor, in the field of Chemical, Environmental and Marine Processes (PQAM\_ESTS) – Disciplinary Group of Microbiology and Biochemistry, in the form of an employment contract in public functions for an indefinite period, to perform functions at Setúbal School of Technology the Polytechnic Institute of Setúbal.**

- 11.1. The final approved ordering list will be notified to candidates by e-mail with notification of delivery receipt, registered letter or in person and published in the web site at [www.ips.pt](http://www.ips.pt)
- 11.2. The minutes of the jury will be made available to applicants on request.
- 11.3. The documentation submitted by applicants who do not request their return within one year after the termination of the contest will be destroyed.
- 11.4. The documentation submitted by applicants concerning to contests in litigation appealed, may only be destroyed or returned, after the execution of the sentence.
12. The composition of the jury, is as follows:
  - President  
Luís Manuel Rodrigues Coelho, Coordinating Professor at the Setúbal Higher School of Technology, of the Polytechnic Institute of Setúbal, appointed under paragraph a) of paragraph 1 of article 23 of the ECPDESP.
  - Vowels  
Adriano José Oliveira Henriques, Associate Professor at the Institute of Chemical and Biological Technology, New University of Lisbon;  
Carla Alexandra Gamelas Albuquerque Pinto Reis, Coordinating Professor at the School of Technology of Setúbal, of the Polytechnic Institute of Setúbal;  
Carlos Alberto Gomes Salgueiro, Full Professor at the Faculty of Science and Technology, New University of Lisbon;  
Célia Maria Manaia Rodrigues, Full Professor, at the Higher School of Biotechnology, at the Catholic University of Portugal;  
Cláudio Emanuel Moreira Gomes, Full Professor at the Faculty of Sciences, University of Lisbon.
13. Equal opportunities - In compliance with section h) of article 9º of the Portuguese Constitution, the public administration, as employer, actively promotes a policy of equal opportunities



**Notice**

**Call for Applications**

**Accepting applications for a qualification-based competition in the career of teaching staff in the higher education for the position of adjunct professor, in the field of Chemical, Environmental and Marine Processes (PQAM\_ESTS) – Disciplinary Group of Microbiology and Biochemistry, in the form of an employment contract in public functions for an indefinite period, to perform functions at Setúbal School of Technology the Polytechnic Institute of Setúbal.**

between men and women in access to employment and career development, taking care to avoid any form of discrimination.

14. The present notice is published in the following:

- a) In The 2<sup>nd</sup> series of the Diário da República;
- b) In the Public Employment Exchange, in [www.bep.gov.pt](http://www.bep.gov.pt), on the 1st working day following its publication in Diário da República;
- c) On the internet <https://euraxess.ec.europa.eu> in English;
- d) On the IPS website at <https://www.ips.pt/ips> in Portuguese and English;

Polytechnic Institute of Setúbal,

The President,