

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 Nursing.

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, 2nd series, nº 35, of 18 February 2011, as set out in my dispatch of 12/11/2025, 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 Nursing and is covered by a public sector employment contract of indeterminate duration.
2. Location – School of Health, situated on the Setubal Campus of the Polytechnic Institute of Setubal (Escola Superior de Saúde – 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. Salary position (article 35, Number 1, ECPDESP) – “The salary regime applicable to career teachers and teaching staff hired outside their career is set out in a specific diploma.” — Decree-Law no. 408/89, 18 November, amended by Decree-Law no. 76/96, 18 June and Decree-Law no. 373/99, 18 September.
6. Job description – The adjunct professor will carry out functions set out in section 4 article 3º of ECPDESP.
7. 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.

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8. Validity of the competition
 - 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.

9. Application form:
 - 9.1. 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:
Conhecer → Organização → Divisão de Gestão de Pessoas → Recrutamento → Docentes → Formulários → Formulário de Candidatura a Concurso Documental
 - 9.2. 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 7 of this notice.
 - 9.3. 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 7 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.

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- 9.4. 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;
- 9.5. 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.
- 9.6. 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.
- 9.7. Applications sent by email are not accepted.
- 9.8. 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.
- 9.9. False statements will be punished under the law.
10. Selection and ranking criteria:
- Each member of the jury individually assigns a numerical score to each candidate for each criterion, taking into account the assessment grid in which the maximum scores for each criterion have been set. Based on this assessment, each member of the jury ranks the

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candidates (from 0 to 100), with each member's vote being justified on the basis of their individual ranking.

The provisional final ranking list contains the final quantitative scores for each candidate, on a scale of 0 to 100 points, which is calculated as the simple average of the quantitative scores obtained for each of the assessment criteria by each member of the jury; those who obtain a final score of 50 points or more are deemed to have passed on the basis of absolute merit.

In the event that there are candidates with the same final score, the tie will be broken by a vote, with each member of the jury justifying their vote on the basis of their individual assessment.

11. Evaluation grid:

Weighting	Dimensions	Criteria	Score per item	Maximum Score	
45%	A - Technical, Scientific and Professional Performance	Indicators of Production Achieved (35%)			
		A.1.1. Articles published in scientific journals	Article in which the candidate is the author or co-author, published in a journal with an Impact Factor and Q1 or Q2.	6	30
			Article in which the candidate is the author or co-author, published in a journal indexed in a Q3 or Q4 database.	4	
			Article in which the candidate is the author or co-author, published in a journal indexed in a database without quartiles – 2 points per article;	2	
		A.1.2. Article in conference proceedings	Peer-reviewed article published in conference proceedings.	2	10
		A.1.3. Books and book chapters	Book in which the candidate is the author or co-author.	6	10
			Book chapters in which the candidate is the author or co-author.	4	
			Book editing/coordination – book in which the candidate is the editor/editorial coordinator or co-editor.	1.5	
		A.1.4. Experience as a principal investigator or team member in scientific research projects, particularly in the context of competitive calls for proposals, as well as in completed and ongoing research and technological development services targeted for funding (excluding those carried out during academic careers).	Coordination and promotion of research activity - IR research projects	3 points per completed project	30
			Participation in research or development projects	1 point for each participation	
			Member of a research unit/center	0.5 points/year	

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		A.1.5 Organization and oral presentation of papers at congresses and other scientific meetings, as well as giving lectures and conferences as an invited speaker.	0.25 points each per invitation	0.25	10
			0.2 points each per submission	0.2	
		A.1.6. Awards, distinctions and mentions.	Award, distinction and nominal mention, for technical-scientific and professional performance.	1	5
		A.1.7. Other activities of a scientific nature, especially in the field of scientific evaluation, including participation in academic examination boards and evaluation panels for grants and research projects, as well as membership in editorial boards and the review of papers in indexed scientific publications.	Participation in scientific examination panels and awarding of specialist titles as president or member.	0.5 points / Master's degree or specialist title	5
			Participation in scientific examination panels and the awarding of specialist titles, as an examiner.	1 point / Master's degree or specialist title	
			Participation in evaluation panels for grants and research projects.	0.5 points/participation/year	
			Participation in an indexed journal (editorial board, review)	0.25 points/commission/year or task	
			Review of papers in indexed scientific publications	0.1 points/review	
					100
		Scientific-Pedagogical Project (10%)			
		A.2. Scientific-pedagogical project. In the analysis of the scientific-pedagogical project presented by the candidate, considering the category of, the clarity and quality of presentation, the timeliness of the content and other complementary elements considered relevant will be taken into account, with special attention to the potential contribution to the scientific and pedagogical development of the area for which the competition is open.	Importance of the topic to be developed, and its contribution to the consolidation, development, and projection of the disciplinary area and the higher education institution.		50
			State-of-the-art in terms of the subject matter considered (teaching and research)		10
			Description of the teaching and research activities to be promoted, and how they can be related to and involve students.		20
			Relevance of the proposal in the context of current policies and challenges.		10
			Feasibility in terms of phasing, scheduling, and resources required.		5
			Analysis of the risks that could jeopardize the execution of the proposed program.		5
		Subtotal			100
		Subtotal A			45
40 %	B. Pedagogical Capacity	Teaching Skills			
		B.1. Responsibility in processes for new study cycles, new courses, and the evaluation of existing study cycles that have been positively assessed.		10	20
		B.2. Teaching and delivering curricular units in study cycles at Higher Education Institutions			30
		a. Curricular units taught and teaching methods used in the various study cycles.	0.2 points /UC	2	
			0.02 points/theoretical classes	2	
			0.02 points / Problem-based learning, seminars	2	
			0.02 points/OT classes	2	
			0.01 points/ TP and P classes	2	
		b. Responsibility of curricular units	0.25 points /UC ≤ 8 ECTS	3	
			0.5 points /UC > 8 ECTS/year	2	
B.3. Completed supervisions - of Master's students,	Supervision and guidance of clinical teaching/curricular internships - by UC	0.5	20		

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		doctoral students, and teaching or professional internships in study cycles.	Mentoring master's students	1	
			Completed supervisions of undergraduate projects	0.5	
		B.4. Experience in implementing innovative techniques and methods to support teaching.	Description, rationale and evaluation of use	2	10
		B.5. Production of educational materials and didactic texts, with ISBN or DOI, as well as scientific dissemination.	1 point/publication of teaching materials related to nursing education (in paper or digital format, e-book, audiobook and videobook, with ISBN or DOI)	1	10
		B.6. Other activities of a pedagogical nature, including teaching in short courses and other activities within the scope of international academic activities, and activities that enhance educational value.	Activities to enhance value in the pedagogical field.	0.2	10
			Participation in educational events/activities	0.2	
		Subtotal			100
		Subtotal B			40
15 %	C. Other activities relevant to the IPS mission	C. Other Activities Relevant to the ESS Mission			
		C.1. Coordination of Study Cycles and/or coordination of short courses and training activities within the scope of academic or cultural extension activities.	Course year management (full year)	6	20
			Coordination of Short Courses/Postgraduate Programs Held (by year)	4	
			Coordination of training activities within the scope of academic or cultural extension activities (by activity)	2	
		C.2. Participation in juries and in institutional committees or working groups, by appointment.		0.5	20
		C.3. Participation in Mobility Programs		0.5	20
		C.4. Consulting and service provision activities, with or without financial return, provided they are included in the activity plan of the candidate's institution of origin and authorized by the competent body.		0.25	20
		C.5. Other activities including institutional representation in external entities, participation in bodies of scientific societies and professional organizations, holding positions in other institutions and entities.		0.5	20
		Subtotal			100
		Subtotal C			15
Final Score 100					

12. Complementary information to the Evaluation and Selection process.

12.1. 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.

12.2. The minutes of the jury will be made available to applicants on request.

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12.3. Documents submitted by applicants will be destroyed one year after the conclusion of the competition if no request is made for their return.

12.4. The documentation submitted by applicants concerning to contests in litigation appealed, may only be destroyed or returned, after the execution of the sentence.

13. The composition of the jury, is as follows:

President

Madalena Ramos Lopes Gomes da Silva, Coordinating Professor and Director of the School of Health Sciences at the Polytechnic Institute of Setúbal, named as President of the Jury under paragraph a) of nº 1 of Article 23º of ECPDESP.

Members of the jury

Adriano de Jesus Miguel Dias Pedro, Director of Nursing at the Northern Alentejo Local Health Unit, E.P.E., in his capacity as a specialist of recognized merit;

Ana Paula Gato Polido Rodrigues Polido, Coordinating Professor at the School of Health Sciences of the Polytechnic Institute of Setúbal;

José Carlos Rodrigues Gomes, Coordinating Professor, School of Health Sciences, Polytechnic Institute of Leiria;

Lucília Rosa Mateus Nunes, Principal Coordinating Professor at the School of Health Sciences of the Polytechnic Institute of Setúbal;

Sandra Maria Miranda Xavier da Silva, Coordinating Professor at the Lisbon School of Nursing.

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

15. The present notice is published in the following:

- a) In The 2nd series of the Diário da República;
- b) In the Public Employment Exchange, in 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;



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Polytechnic Institute of Setúbal,

The President,