

**UNIVERSIDADE DE LISBOA**  
**FACULDADE DE BELAS-ARTES**

**PUBLIC NOTICE**

It is known that, before the Faculty of Fine Arts of the University of Lisbon (abbreviated as FBA-ULisboa), for a period of 30 working days from the working day immediately following the publication of this Notice in the *Diário da República*, it is open documentary contest for promotion, in the form of employment contract in public functions, for an indefinite period, to 1 (one) vacancy of Associate Professor, in the disciplinary area of Fine Arts – Drawing, of the Faculty of Fine Arts of the University of Lisbon, pursuant to the provisions of Articles 38 to 51, and 61 and 62-A of the University Teaching Career Statute, republished by Decree-Law no. 205/2009 of 31 August 2010 and amended by Law no. 8/2010 of May 13 (abbreviated as ECDU), in conjunction with Article 77 of Decree-Law no. 84/2019 of June 28, which establishes the State Budget provisions for 2019, approved by Law no. 71 / 2018, of December 31st, and other applicable legislation, namely the General Regulation of competitions for the recruitment of full professors, associates and auxiliary professors of the University of Lisbon, approved by the Rectoral Order of 16 February 2015 and published by Order 2307 / 2015, in the *Diário da República*, 2nd series, no. 45, of March 5, abbreviated as Regulation.

The Joint Order no. 373/2000, of March 31, of the Minister of State Reform and Public Administration and the Minister for Equality, establishes that entry and access contests are required to state:

“In accordance to article 9, paragraph h) of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in access to employment and career advancement, taking care to avoid any form of discrimination.” In this sense, the terms 'candidate', 'recruited', 'teacher' and the like are not used in this Notice to refer to gender.

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

In accordance with articles 38 to 51 of the ECDU, in conjunction with article 77 of Decree-Law no. 84/2019 of 28 June, and other applicable legislation, and with the provisions of article 8 of the Regulation, the following provisions shall be observed:

**I - Order of authorization of the Rector**

This contest was authorized by Order of December 18, 2019, of the Rector of the University of Lisbon, issued after verification of the assumptions provided for in Article 77 of Decree-Law no. 84/2019, of June 28, as well as after confirming the existence of adequate budgetary provision and that the job position that is now open is foreseen and not occupied in the map of teaching staff of the Faculty of Fine Arts.

## **II – Workplace**

Faculdade de Belas-Artes of the Universidade de Lisboa

Largo da Academia Nacional de Belas-Artes

1249-058, Lisbon, Portugal

## **III – Contest admission requirements**

III.1 - Pursuant to no. 2 of article 77 of Decree-Law No. 84/2019, of June 28, may oppose to this competition for promotion the auxiliary teachers, with an indefinite contract, with the University of Lisbon, qualified with the doctorate degree, and who have a minimum of 10 years of seniority in the respective category.

III.2 - Holders of academic degrees awarded by foreign higher education institutions must be holders of doctoral degree recognition under the terms of Decree-Law no. 66/2018, of 16 August, until the deadline for the submission of applications.

III.3 - The non-delivery of any of the documents that must instruct the application, within the deadline and in the terms indicated in Chapters VIII and IX of this Public Notice, determines its non-admission, which shall be subject to analysis and decision of the President of the Faculty of Fine Arts prior to deliberation on absolute merit.

III.4 - The provisions of Chapter VI of the Regulation apply to the verification and fulfillment of the admission and exclusion requirements of candidates.

## **IV – Absolute merit admission requirements**

IV.1 - The admission in absolute merit of the candidates depends on the fulfillment of the following criteria, cumulatively:

a) Possession of a global curriculum in the last 10 (ten) years, which the jury reasonably considers to have scientific merit and research capacity and value of the pedagogical activity already developed, compatible with the disciplinary area for which the contest was opened and appropriate to the respective teaching category, as provided for in Article 10, no. 2, of the Regulation;

b) Owner of a doctorate degree in the field of knowledge and / or specialty appropriate to the exercise of teaching functions in the disciplinary area for which the contest was opened;

c) Authorship or co-authoring of at least 2 (two) articles in indexed journals or book chapters, relevant to the disciplinary area for which the contest was opened, in the last 10 (ten) years;

d) Presentation of a Scientific-Pedagogical Project that evidences the necessary capacity for the proper exercise of the functions of Associate Professor in the disciplinary area of the contest, and that is, in a full way and manifestly supported by the work done by the candidate.

IV.2 - A candidate who is approved by an absolute majority of the voting members of the Jury in a justified nominal vote, in which no abstentions are admitted, is considered admitted in absolute merit.

## **V – Evaluation and seriation parameters on relative merit, respective weighting and final valuation system**

Once identified, definitively, the approved candidates on absolute merit, it's performed their evaluation and ordering on a relative merit. The method of selection is that of curriculum evaluation, as provided for in no. 6 of Article 50 of the ECDU, no. 4 of Article 5 and in Article 11 of the Regulation and in the grading parameters, their weighting and final valuation system indicated in this notice.

Each jury member's assessment of the relative merit of candidates for ranking will be based on the weighted sum of the scores assigned to the assessment parameters on a scale of 0-100 (0 and 100 maximum) or converted to 0-20 scale (0 being the minimum and 20 being the maximum).

The curriculum of candidates admitted in absolute merit is evaluated in the following aspects: scientific performance, pedagogical capacity and other activities relevant to the mission of the higher education institution that have been developed by the candidate, compatible with the disciplinary area in which the contest is opened, appropriate to the category of Associate Professor, as well as the Scientific-Pedagogical Project presented by the candidate, with particular importance given to the relevance, quality and timeliness of the candidate's curriculum vitae and to the most relevant and most impactful academic contributions selected by the candidate and identified in the curriculum vitae, in the last 10 (ten) years.

The following global weighting distribution is assigned to the seriation criteria:

- A. Scientific performance – 35%;
- B. Pedagogical capacity – 35%;
- C. Other activities relevant to the university's mission – 10%;
- D. Scientific-Pedagogical Project – 20%.

In each of the criteria will be evaluated parameters that are next discriminated, with their respective weighting:

### A. Scientific performance (35%)

In the Scientific Performance criterion, the candidates are evaluated taking into account the following parameters:

i) Scientific production (10%) - books, book chapters, articles in scientific journals and minutes of national and international conferences, catalog texts, communications in conferences of scientific meetings, national and international. In assessing this parameter, consideration shall be given to the quality, originality, diversity and quantity of production, the revealed scientific autonomy, the degree of internationalization, the contribution to the scientific, academic and artistic community, the impact of production and the relevance of the works selected by the candidate as most representative, in particular as regards their contribution to the development of the disciplinary area in which the contest is opened, namely in the fields of Artistic Anatomy, Artistic Drawing or Geometrical Drawing;

ii) Authorship, coordination and participation of / in scientific and / or artistic projects (15%) - projects with national or international funding (public or private) in the disciplinary area in which the competition is opened, namely in the fields of Artistic Anatomy, Artistic Drawing or Geometrical Drawing. In the evaluation of this parameter, the quality, originality, diversity and quantity of projects, their national and international insertion, their competitiveness in terms of financing, their cultural and heritage contribution to the structures of research and the degree of involvement of the researcher (author, coordinator or participant);

iii) Recognition by the national and international scientific and artistic community (5%) - editorial activities in scientific journals, participation in editorial boards of scientific journals, communications by invitation, in scientific meetings or in other universities, invitations to exhibitions and curatorial projects in institutions of reference in the area in which the contest is open, participation, as a member, of scientific, artistic and cultural societies, awards and distinctions, integration in public and private collections, references made by other authors in books, book chapters, catalogs, magazines and written and audiovisual press articles. In the evaluation of this parameter should be taken into account the integration of the activities developed in the disciplinary area in which the contest is opened, namely in the fields of Artistic Anatomy, Artistic Drawing or Geometrical Drawing;

iv) Scientific evaluation (5%) - participation in national or international juries of academic tests, participation in national or international evaluation panels and scientific and artistic consultancy of scholarships, projects, artists, researchers or research units, participation in committees of scientific and artistic events, collaboration in the edition, evaluation and review of national and international scientific and / or artistic publications. In the evaluation of this parameter should be taken into account the role played, the diversity and the relevance of the activities developed for the disciplinary area in which the contest is opened, namely in the fields of Artistic Anatomy, Artistic Drawing or Geometrical Drawing.

## B. Pedagogical capacity (35%)

In the Pedagogical Capacity criterion, the candidates are evaluated taking into account the following parameters:

i) Teaching activity (10%) - curricular units taught (as teacher or coordinator). In the evaluation of this parameter should be taken into account the number and diversity of curricular units taught in the subject area in which the contest is opened, namely in the fields of Artistic Anatomy, Artistic Drawing or Geometrical Drawing;

ii) Pedagogical innovation (15%) - pedagogical initiatives aimed at improving teaching and learning processes. In the evaluation of this parameter, the quantity, nature and diversity of the activities developed in the production and dissemination of pedagogical material, the creation or restructuring of pedagogical units or undergraduate and postgraduate study plans, the creation of new undergraduate and postgraduate courses in the disciplinary area in which the competition is opened should be taken into consideration, namely in the fields of Artistic Anatomy, Artistic Drawing or Geometrical Drawing;

iii) Orientation (10%) - orientation of master's dissertations, doctoral thesis, internships and supervised works. In the evaluation of this parameter, the number and diversity of the orientations should be taken into account in any study cycle, already completed and ongoing, in the disciplinary area in which the contest is opened, namely in the fields of Artistic Anatomy, Artistic Drawing or Geometrical Drawing.

### C. Other activities relevant to the university's mission (10%)

Other activities relevant to the mission of the University are evaluated against the following parameters:

i) University Extension (5%) - consulting and provision of services to the scientific community and society, namely the participation and / or coordination of scientific and artistic dissemination initiatives, continuing education programs, exchange of experiences, courses and seminars aimed at the dissemination of knowledge and professional training actions. In the evaluation of this parameter, the nature, innovation, results obtained and their relevance to the disciplinary area in which the contest is opened should be taken into consideration, namely in the fields of Artistic Anatomy, Artistic Drawing or Geometrical Drawing;

ii) University Management (5%) - participation in university management bodies and research units, coordination of courses, study cycles and / or disciplinary areas, particularly those in which the contest is open, participation in scientific committees and *ad hoc* committees, positions and temporary tasks assigned by the management bodies and other activities relevant to the regular operation of the institution. In assessing this parameter, the nature, responsibility and duration of the positions and the results obtained in the performance of their associated duties shall be taken into account.

### D. Scientific-Pedagogical Project (20%)

This parameter takes into account the Scientific-Pedagogical Project describing the research and teaching activities that the candidate proposes to develop, highlighting its contribution to the scientific and pedagogical development in the disciplinary area in which the contest is opened, namely in the fields of Artistic Anatomy, Artistic Drawing or Geometrical Drawing, with the aim of promoting and strengthening the teaching and research activities of the Faculty of Fine Arts and its Research Units.

In the ranking of candidates for the contest, each member of the jury orders the candidates in descending order of merit, and each member of the jury takes part in the votes based on their ordered list of candidates, in which *ex-aequo* rankings are not allowed.

Pursuant to article 20 of the Regulation, the Jury initially votes for first place, then second place and so on, until all the candidates admitted to the contest and previously approved in absolute merit are ordered. In each vote, the deliberations of the Jury are taken by absolute majority of votes and the methodology of ranking the candidates is that set out in no. 5 of article 20 of the Regulation, in compliance with the provisions of article 17 of Regulation.

After completing the application of the selection and seriation criteria, the jury elaborates a unitary list of final ordering of the candidates.

## VI - Preferred Parameters

In drawing up the list of each of the members of the Jury, in a tie situation, the preferred parameter is that provided for in chapter V - D (Scientific-Pedagogical Project).

## **VII – Public hearings**

VII.1 - The Jury will deliberate at the first meeting on the need to hold public hearings of all candidates approved on absolute merit and which are intended solely to clarify what is contained in the *curriculum vitae* presented by the candidates, in accordance with paragraph b), no. 4 of article 50 of the ECDU.

VII.2 - If there is a need to hold public hearings, they will take place between the 30th and 70th days following the date of the Jury meeting for admission on the absolute merit of the candidates, and the candidates will be informed at least five days in advance, of the date and place at which these public hearings will be held.

VII.3 - Public hearings may be held by videoconference, and the Jury shall ensure that they are held on equal terms for all candidates.

VII.4 - The Jury may also request candidates to submit complementary documentation related to the *curriculum vitae* presented, based on the provisions of paragraph a) of no. 4 of article 50 of the ECDU.

## **VIII – Presentation of applications**

VIII.1 - The documents instructing the application must be presented until the 30th working day, counted from the date of publication in the *Diário da República* of this Notice.

VIII.2 – Applications must be delivered in person, until the deadline, during standard opening hours, in the Human Resources Department, at the Faculdade de Belas-Artes da Universidade de Lisboa, in Largo da Academia Nacional de Belas-Artes, 1249-058, Lisboa, or sent by registered mail, with official notice of receipt, until the deadline, to the attention of the Human Resources Department, to the above mentioned address.

## **IX – Submission of application**

IX.1 - Applications must be instructed by completing the respective application form for this Notice, referred to in article 33 of the Regulation, in paper format, which is available on the Faculty of Fine Arts of the University of Lisbon website ([www.belasartes.ulisboa.pt/staff/docentes/procedimentos-concursais](http://www.belasartes.ulisboa.pt/staff/docentes/procedimentos-concursais)), accompanied by the following documents:

IX.1.1. - in digital format 2 copies (preferably on pen drive) and in non-editable format (pdf):

a) *curriculum vitae* of the candidate indicating the activity developed in the areas of Scientific Performance, Pedagogical Capacity and Other activities relevant to the mission of the Higher Education Institutions, taking into consideration the evaluation parameters contained in Chapter V of this Notice, and which is considered relevant to the disciplinary area in which the contest is opened. In the *curriculum vitae*, the publications / works which the candidate considers to be most representative should be marked, in particular as regards their contribution to the development and evolution of the disciplinary area in which the contest is opened, taking into account the provisions of Chapter V of present Notice. This selection must

be accompanied by a brief justifying description in which the candidate spells out his contribution;

b) publications / works mentioned in the curriculum vitae by the candidate as most representative;

c) Scientific-Pedagogical Project.

IX.1.2. – on paper:

a) a copy of the candidate's *curriculum vitae*;

b) a copy of the Scientific-Pedagogical Project.

## **X – Language**

The documents that instruct the application must be presented in Portuguese or English.

## **XI – Constitution of the jury**

In accordance to the provisions of articles 45 and 46 of the ECDU, article 14 of the Regulation and no. 4 of article 77 of Decree Law 84/2019 of 28 June, the jury is composed of the following members:

President: Rector of the Universidade de Lisboa

Members:

Doctor Lino Cabezas Gelabert, Catedrático of the Facultad de Bellas Arts of the Universitat de Barcelona;

Doutor Mário Augusto Bismark Paupério de Almeida, Professor Catedrático of the Faculdade de Belas-Artes of the Universidade do Porto;

Doutor António Quadros Ferreira, Professor Catedrático Aposentado of the Faculdade de Belas-Artes of the Universidade do Porto;

Doutora Ana Leonor Magalhães Madeira Rodrigues, Professora Catedrática of the Faculdade de Arquitetura of the Universidade de Lisboa;

Doutor Pedro António dos Santos Saraiva, Professor Catedrático Aposentado of the Faculdade de Belas-Artes of the Universidade de Lisboa.

Faculdade de Belas-Artes of the Universidade de Lisboa, December 19, 2019.

The President of the Faculty – Professor Doutor Fernando António Baptista Pereira