Public Notice n.º 351/2025 - CD-CTTI-18-SGRH/2025 - Doctor Paulo Jorge dos Santos Gonçalves Ferreira, Full Professor and Rector at the University of Aveiro, hereby announces that for a period of **thirty** business days starting on the first business day following after which this notice is published in the *Diário da República*, an international public competition is opened, for the recruitment of 1 (one) position as Assistant Professor in the subject area of Education, subarea Didactics and Educational Technology, specialization area in Language Didactics, under an indefinite employment contract, entered into under the Labour Code, with the monthly remuneration corresponding to that of the first remuneration position of the respective category, on an exclusive dedication basis (€3501.28), to exercise functions at the University of Aveiro.

Characterization of the Call for Applications:

The position is intended to develop the specialization area of Language Didactics, specifically regarding education for linguistic and cultural diversity and the didactics of plurilingualism, considering the challenges posed to educational contexts by increasing mobility and migration. This emphasizes the need to educate teachers that foster more inclusive, democratic, equitable, and sustainable contexts, contributing to the development of plurilingual and intercultural educational language policies. This call aligns with the pedagogical, scientific, and societal engagement strategies of the University of Aveiro (UA), the Department of Education and Psychology (DEP), and the Research Centre on Didactics and Technology in the Education of Trainers (CIDTFF).

The opening of this competition was authorized by order of 30 November 2024, of the Rector of the University of Aveiro, issued on the proposal of the Scientific Council.

This competition is open under the FCT-Tenure Funding Programme/instrument – 1st Edition (2023) (Reference 2023.15265.TENURE.054) and is governed by the provisions contained in the Regulation on the careers of teaching staff under Private Law of the University of Aveiro and their hiring (Regulation No. 384/2014, published in the *Diário da República* No. 163, 2nd series, of 26 August), of the Statute of the University Teaching Career, hereinafter referred to as ECDU, approved by Decree-Law No. 448/79, of 13 November, with the new wording introduced by Decree-Law No. 205/2009, of 31 August, amended by Law No. 8/2010, of 13 May, and by other applicable legislation and regulatory standards.

As it is subordinated to the FCT-Tenure Program/funding instrument, and is dependent on obtaining it, this call complies with the conditions established therein and in particular the following:

i) The call is especially aimed at candidates with a PhD degree and with high potential and research capacity in the subject area of Education, subarea Didactics and Educational Technology, specialization area in Language Didactics, within the scope of the strategic objectives of the University of Aveiro, the Department of Education and Psychology (DEP) and the Research Centre Didactics and Technology in the Education of Trainers (CIDTFF), with the following function profile:

- At the teaching level: teaching in undergraduate, master's, and doctoral programs within the Department of Education and Psychology in the field of language teacher education, using pedagogical and didactic approaches and resources that raise awareness of linguistic diversity at both individual and societal levels; creating and participating in initiatives for the continuous professional development of teachers and in pedagogical innovation programs; supervising master's and doctoral students.
- at the research level: designing national and international research projects in collaboration with various institutions and stakeholders, aiming to secure external funding; disseminating research findings through publications in journals, books, conference presentations, and other; supervising postgraduate students; collaborating on research projects with researchers from the UA and other institutions and/or disciplinary areas.
- at the outreach level: creating synergies between teacher education, research, and community engagement in the field of plurilingual didactics and education for linguistic and cultural diversity; collaborating with the broader community, community organizations, non-profits, and governmental agencies in collaborative projects and consulting services; working with policymakers on educational language policies in the domain of language education.

The research component of activity is automatically assigned to the faculty member under the terms of paragraph b) of paragraph 1 and paragraph 3 of article 15 of the Regulation for the Provision of Service of Teachers of the University of Aveiro (Regulation no. 196/2013, published in the *Diário da República* no. 102, 2nd series, of 28 May), and being mandatory, for the duration of funding by the FCT-Tenure Program identified above, the provision of a maximum limit of 4 hours per week of time dedicated to teaching activity (average value per three-year period);

ii) Only PhD candidates who have usufruct a fixed-term contract or scholarship, such as a doctorate, in an Institution of the National System of Science and Technology (Institutions as described in Decree-Law No. 63/2019, of 16 May) can be opponents of this competition;
iii) Doctorates who hold legal employment relationships for an indefinite period in the careers of Scientific Research, University Lecturer and Polytechnic Higher Education Lecturer, and indefinite in national institutions not covered by the Career Statutes, cannot be opponents to the competition.

1. – Admission requirements:
1.1. — It is a requirement for admission to the competition: to hold a doctoral degree in the area in which the competition is open, and in accordance with the provisions of the characterization of the competition, in particular in paragraphs i) to iii).

1.2. — Applicants with qualifications obtained abroad must provide proof of recognition, equivalence or registration of the doctoral degree in the disciplinary area for which the competition is open, or in one of the sub-areas mentioned above, in accordance with the applicable legislation. This formality must be fulfilled up to the date of signing the contract.

2. — Formalization of applications:

2.1. — The Applications must be accompanied by the following documents:

a) Application minute for the competition addressed to the Rector of the University of Aveiro;

b) Detailed *curriculum vitae* containing all of the pertinent information for the assessment of the applicant considering the items of evaluation of point 4.3.2 of the present notice, and it must be organized according to the evaluation criteria and sub-factors detailed in point 5;

c) Copies of papers selected by the applicant as being most representative of their curriculum vitae, no more than five;

d) Presentation of a single document containing the justification of the papers selected in the previous paragraph;

e) Report on scientific, pedagogical and other activities considered relevant to the University's mission (the candidate must include the contributions he/she has made and that he/she considers relevant, in particular in the scope of the works he/she has selected as being more representative);

f) Scientific-pedagogical project: Document with a maximum of 10 pages that allows sustaining a future charter of mission that must include a proposal of activities that the candidate intends to develop during the first five years of your activity as an Assistant Professor, explaining how it may contribute to the progress and development of the disciplinary area for which the competition is opened, in accordance with the provisions of paragraph i) of the "Characterization of the Competition", in the scientific, pedagogical and cooperation with society aspects;

g) Document that objectively highlights the number of citations (if applicable) of publications listed in the curriculum and explanation of the method used to count the citations with enough detail so that the jury is able to reproduce the procedure in accordance with section 5. The candidate must provide the identification method of the name to search;

h) Any other elements that the applicant deems relevant or the assessment of his or her merits.

2.2. — The application minute must be fully completed, dated and signed, of mandatory use, available at https://www.ua.pt/file/75846.

2.3. — The *curriculum vitae* should contain:

a) Full name of the candidate;

b) Document proving the position, group or subject, service time as staff member and the name of the University or Polytechnic Institution to which the applicant belongs, whenever applicable;

c) Document proving that you have usufruct a fixed-term contract or scholarship, as a doctorate, in an Institution of the National Science and Technology System (Institutions as described in Decree-Law No. 63/2019, of 16 May);

d) Specialization pertaining to the area in which the Competition was opened;

e) Copy of the certificate with the respective classification or other document that is legally recognized for the same effect. Applicants who hold a doctor's degree obtained abroad, must provide proof of recognition, equivalence or registration of a PhD degree, by a Portuguese higher education institution, in accordance with the applicable legislation;

f) Documents proving all of the elements mentioned in subsections b), c), d) and e) of point 2.3.

2.4. — The applicants belonging to the University of Aveiro are exempt from the presentation of the documents referred to in points b) and e) of point 2.3, which appear in their individual file.

2.5. — How to present the application

2.5.1. — The application may be presented in Portuguese or in English and handed in via email to the Human Resource Department of the University of Aveiro (sgrh-avct-recrutamento@ua.pt), by the deadline stipulated in this Notice. The Services will issue a message proving the electronic validation of the same.

2.5.2. — Instructions for the submission of applications, in digital format, are available in the area of Recruitment and Job area Human Resources at teaching staff new competitions and offers - sgrh - Universidade de Aveiro (ua.pt).

2.5.3. — When formalizing the application, if a classified document is submitted that reveals a commercial or industrial secret; a secret relative to the literary, artistic, or scientific property; or that requires confidentiality, the candidate must identify the document with this information, under penalty of the work in question being unrestrictedly accessed by any of the other candidates, when consulting the file.

2.6. — Non-compliance with the deadline for submission of the application, as well as failure to submit or late submission of the documents, referred in points 2.1, will lead to the disqualification of the application. Candidates will be notified of the exclusion decision by e-mail, for the purposes of the hearing of interested parties, in accordance with Articles 121 et seq. of the Administrative Procedure Code.

3. – Competition Jury:

3.1. — The jury of the competition is composed as follows:

President: Doctor Paulo Jorge dos Santos Gonçalves Ferreira, Rector of the University of Aveiro.

Jury members:

- Doctor Paulo José Tente da Rocha Santos Osório, Full Professor at the Universidade Aberta;
- Doctor Manuel Célio Jesus Conceição, Associate Professor with Habilitation at the University of Algarve;
- Doctor Maria Alfredo Ferreira de Freitas Lopes Moreira, Associate Professor at the University of Minho;
- Doctor Maria Helena Almeida Beirão de Araújo e Sá, Full Professor at the University of Aveiro;

- Doctor Ana Isabel de Oliveira Andrade, Full Professor at the University of Aveiro.

3.2. — The deliberations are taken by grounded roll-call vote, by the absolute majority of the votes of the jury members present at the meeting, with no abstentions allowed.

4. — Admission and exclusion of applications:

4.1. The admission of candidates is conditioned to their approval based on absolute merit, based on the merit of the candidates' overall curriculum in the area of specialization of the competition. Additionally, it requires compliance with the criterion outlined in point 4.1.1 and, cumulatively, the fulfilment of at least one of the requirements specified in points 4.1.2, 4.1.3, and 4.1.4.

4.1.1 — Holding certified professional qualifications for teaching in basic and/or secondary education in Portugal.

and one of the following three:

4.1.2. - The applicant is the author or co-author of at least 10 articles or book chapters in the subject area for which the competition is open, with at least 3 of them indexed in: i) the Science Citation Index Expanded of ISI Web of Science as document type = article or document type = review; ii) or in SCI Verse of SCOPUS with the same characteristics; iii) and or in SCIELO; iv) and or in QUALIS/Capes (A classification).

or

4.1.3. — The applicant is the author, co-author, or editor of at least 3 books (excluding self-published editions) or peer-reviewed journals in the subject area for which the recruitment process is open.

or

4.1.4. — The applicant has participated in at least 3 scientific projects obtained through competitive grants and/or interinstitutional funded programs.

4.2. — Applicants must provide proof of the fulfilment of the above(s) requirements (4.1.1 to 4.1.4), indicating the key to be used in the search for Web of Science from Clarivate Analytics or SCI Verse of Scopus that proves it, or including in their CV listing of the same database that confirms it.

4.3.— Selection method and public hearings:

4.3.1. — The method of selection is the assessment of the curriculum which aims to assess the applicant’s scientific performance, pedagogic skills and performance in other activities relevant to the mission of higher education institutions.

4.3.2. — In the assessment of the curriculum the following items are mandatorily considered and pondered in accordance with the requirements of the functions corresponding to the position to be filled with the present Competition:

a) The scientific performance of the applicant in the subject area that the Competition is open;

b) The pedagogic capacity of the applicant in the subject area that the Competition is open;

c) Other relevant activities;

d) Scientific-pedagogical project.

4.3.3. —In assessing the items referred to in 4.3.2 a), b) and c), the extent of the curriculum of the candidates should be taken into account and the activity developed in the last five 5 (five) years and will represent 80% of the assessment in each of these areas.

4.3.4. — The jury will deliberate at the first meeting on the need to hold public hearings on the candidates approved on absolute merit and which are exclusively intended to better clarify what is contained in the application under the terms of paragraph b) of paragraph 4 of article 50 of the ECDU.

4.3.5. — If there is a need to hold public hearings, they will take place before the second meeting of the jury, and the candidates will be Called, at least 5 days in advance, of the date and place where these public hearings will take place.

4.3.6. — The public hearings referred to in the previous point may be held by teleconference.

4.3.7. —In the event that the jury decides on the holding of public hearings, as enshrined in point 4.3.4., candidates who unjustifiably do not attend the hearings are not subject to evaluation and are excluded.

5. — Assessment criteria:

In applying the evaluation strands referred to in the point 4.3.2, the following criteria are evaluated and assigned the weighting factors indicated:

5.1. — Criteria for assessing Scientific Performance:

5.1.1. — Scientific production: Quality and quantity of the scientific production in the area that the competition is open (books, journal articles, and congress communications), expressed by the number and type of publications, and by the recognition given to it by the scientific community (translated into the quality of Publication and in the references made to them by other authors).

5.1.2. — Participation in scientific projects: Quality and quantity of scientific projects in which the applicant has participated in the area for which the competition is open, funded on a competitive basis by public funds, through national or international agencies or financed by companies. In the evaluation of the quality must take into account the obtained financing, the degree of demand of the competition, the evaluations of the projects carried out and the prototypes made, in particular if they have been sequenced in products or services.

5.1.3. — Intervention in scientific community. Assessing the capacity to intervene in scientific community, particularly by organizing events, being (co-)editor of journals, participation in the assessment of projects and articles, being invited to give speeches, as well as participation in academic juries and consulting activities and the recognition obtained through the awarding of prizes or other distinctions and their impact.

5.1.4. — Constitution of research teams and orientation of academic work of post-doctoral and doctoral students.

5.2. — Criteria for evaluation of Pedagogical Ability:

5.2.1. — Coordination of pedagogic projects. Conception, development and direction of study programs or curricular units, proven by the institutions where the pedagogical activity took place.

5.2.2. — Teaching activity. Total number of teaching hours and quality of teaching activity performed by the applicant, proven by the institutions where the pedagogical activity took place, using, whenever possible, objective methods based on extensive collections of opinion (educational surveys).

5.2.3. — Orientation of students in final bachelor's and master's dissertations.

5.3. — Criteria for evaluation of the Other Relevant Activities:

5.3.1. — Training activities shall be considered and or professional activity (courses, workshops, seminars), the participation in scientific, pedagogical or institutional management activities and the participation in outreach activities, transfer of knowledge or technology, contributing to the Mission of the University.

5.3.2. — Analysis of the scientific performance report, educational and other activities considered relevant to the Mission of higher education institutions.

5.4. — Criteria for evaluation of the Scientific-academic project:

5.4.1. — Analysis of Scientific-academic project: Consider the clarity and quality of the exhibition, the actuality of the content and other complementary elements considered, with special attention to the potential contribution to the educational and scientific development of the area to which is opened the contest.

5.5. — The weight of each aspect and criteria are indicated in the following table:

Table – Weight of each aspect and assessment criteria

Items	Weight	Criteria	Weight
Scientific Performance	P1=0,60	Scientific Production (C11)	P11=0,3
		Participation in scientific projects (C12)	P12=0,3
		Intervention in the scientific community (C13)	P13=0,3
		Constitution of research teams and orientation of academic work of post-doctoral and doctoral students (C14)	P14=0,1
Pedagogic Capacity	P2=0,20	Coordination of pedagogic projects (C21)	P21=0,3
		Teaching activity (C22)	P22=0,4
		Orientation of students in final bachelor's and master's dissertations (C23)	P23=0,3
Other Relevant Activities	P3=0,10	Knowledge transfer, or industrial activities, and dissemination or science management activities (C31)	P31=0,5
		Report on scientific and pedagogical performance (C32)	P32=0,5
Scientific-Academic Project	P4=0,10	Scientific-academic project (C41)	P41=1,0

6. — Assessment and selection:

6.1. — After the admission of the application to the Competition, the jury will begin the processes of analysis of the applications, taking into account the items and criteria set out in this notice.

6.2. — In the first meeting, which may take place by teleconference as decided by the jury president and after examination and admission of applications, the jury begins to decide which applicants pass to the next phase on absolute merit. To this purpose, each member of the jury proposes, which applications do not meet the requirements at both a scientific and pedagogic level as established by the Notice for the present Competition. After all jury members have submitted their proposals to the President of the jury, the jury votes on each application, for which rejection is proposed, and no abstentions are allowed; an application is rejected on absolute merit if obtains a majority of votes favourable to the rejection among the members of the jury present at the meeting. Each application will be voted only once. Other proposals, which eliminate the same application will not be voted on. The final decision on each proposal, as well as the number of votes collected by each of them, and their bases, are an integral part of the minutes.

6.3. — In the case of an application not receiving absolute merit approval, the jury proceeds to holding a hearing the excluded applicants, who may contest within 10 days.

6.4. — The jury then assesses those candidates approved according to absolute merit, considering the criteria and parameters of assessment as well as the ranking factors in this notice.

6.4.1. — Each member of the jury evaluates, on a scale of 0 to 100, each criterion or aspect, for each candidate.

6.4.2. — The final score is expressed on a numerical scale from 0 to 100 and is calculated by weighting each criterion with the corresponding weight, leading to the strand score, which in turn will be used with the corresponding weight for the final score calculation. Expressed as a formula, the final score (FR) is calculated as follows:

FR=P1*(C11*P11+C12*P12+C13*P13+C14*P14)+P2*(C21*P21+C22*P22+C23*P23)+P3*(C31*P31+C32*P32)+P4*(C41*P41)

7. — Voting methodology and ordering:

7.1. — The ordering of candidates should be founded on the assessment made based on strands and criteria of assessment and corresponding weighing factors listed in this notice.

7.2. — Before voting, each member of the jury presents a written document, that will be attached to the minutes of the meeting, with the order of the applicants, duly founded, taking into consideration the previous paragraph.

7.3. — On the various votes, each jury member should respect the order presented, no abstentions allowed.

7.4. — The jury will use the following voting method in order to obtain an absolute majority in the final ranking of candidates:

The first vote is intended to determine the applicant to be put in first place. If an applicant receives more than half the votes of the members of the jury present at the meeting, he will be placed in first place. If the applicant in first place is not determined, the voting will be repeated, but only among the candidates who received votes

to be considered for first place after removal of the applicant least voted in the first round. If there is more than one applicant in the position of least voted there will be another vote with only these applicants in order to determine who is to be eliminated. For this vote, the jury members vote for the applicant who has the lowest ranking, the applicant with the most votes are eliminated. If at this point there continues to be a tie among two or more applicants, the president of the jury will decide which of them is to be eliminated. Once this elimination is made, the jury returns to the first vote, but only with the remaining candidates. The process is repeated until one applicant receives more than half the votes for first place. The process is repeated for second place and so on until an ordered list of all candidates is complete.

8. — Participation of interested parties and the decision:

8.1. — The final draft ranking is notified to the candidates, for the purpose of holding a hearing of the interested parties, in accordance with Articles 121 et seq. of the Administrative Procedure Code.

8.2. — Once the interested parties have had their hearings, the jury assesses their allegations and approves the final ranking of the applicants.

9. — Deadline for final decision:

9.1. — Notwithstanding the following paragraph, the deadline for delivering the jury's final decision cannot surpass ninety consecutive days, starting from the deadline for submission of applications.

9.2. — The deadline mentioned in the previous subsection may be extended when there is a high number of applicants and or when the particular complexity of the Competition justifies it.

10. — The teacher will be hired for an indefinite period with an experimental period of five years to carry out the functions described in the letter of mission and inherent in the category of Assistant Professor.

11. — The present competition is exclusively destined to fill the position indicated and can be finished until the homologation of the final ranking list of candidates and expiring with the respective occupation of the job on offer.

12. — Publication of Competition notice:

In addition to being published in Series 2 of the *Diário da República* the present notice is also published in:

a) The public employment pool;

b) The website of the Foundation for Science and Technology, I.P., in Portuguese and English;

c) The website of the University of Aveiro, in Portuguese and English;

d) In a national newspaper.

13. — In compliance with paragraph h) of Article 9 of the Constitution of the Portuguese Republic, the Government, as the employing entity, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, scrupulously taking measures to avoid any form of discrimination.

November 30th, 2024 — The Rector, *Professor Doutor Paulo Jorge dos Santos Gonçalves Ferreira*.