

**NOTICE****23-07-2025****Notice no. 2025/023**

DOCUMENTARY COMPETITION FOR THE POSITION OF ASSISTANT PROFESSOR IN THE ACADEMIC FIELD OF ELECTRICAL ENGINEERING AND COMPUTERS, UNDER A PERMANENT PUBLIC EMPLOYMENT CONTRACT

By order of the President of the Instituto Superior de Engenharia do Porto, dated 14/07/2025, it was decided to open a documentary competition, under the modality of a permanent public employment contract, for the recruitment of one position within the teaching staff career of the polytechnic higher education and the category of Assistant Professor, in the academic field of Electrical Engineering and Computers, in accordance with the following:

**1.** Under the terms of Articles 3, 5, 10-B, 15, 15-A, 17, 22, and 29-B of the Statute of the Teaching Career of Polytechnic Higher Education (ECPDESP), approved by Decree-Law No. 185/81 of July 1, in its current wording, in conjunction with the Regulations for the Recruitment of Teaching Staff of the Instituto Politécnico do Porto, approved by Order No. 4807/2011, published in the Diário da República, 2<sup>nd</sup> Series, No. 54, of March 17, it is hereby publicly announced that, for a period of 30 working days from the date of publication of the opening order in the 2nd Series of the Portuguese Official Gazette, as published in the Diário da República, 2nd Series, No. 140, of 23 July 2025, a documentary competition is open for the conclusion of a public employment contract under a permanent legal employment relationship, aiming to fill one (1) job position provided in the staffing chart of the Instituto Superior de Engenharia do Porto, in the teaching staff career of polytechnic higher education and the category of Assistant Professor, in the academic field of Electrical Engineering and Computers.

This call for applications is open under the scope of the FCT-Tenure Programme – 1st Edition, published through the Call Opening Notice (AAC) with reference Investment C06-i06 – Science and Capacity Building – PRR Notice no. 02/CO6-i06/2024 (application reference 2023.15797.TENURE.012 ISEP Professor in Field Robotics and Autonomous Systems applied to Deep-sea), and the funding line provided for in the second part of paragraph 3 of Article 33 of the 2025 State Budget, with the aim of promoting the hiring of PhD holders exclusively for permanent positions through integration into the teaching career, with a limit of 4 teaching hours per week while the support is in effect. During the funding period, it will be financed by the PRR – Recovery and Resilience Plan, by the European Union's NextGeneration EU funds, and by tax revenue funds from the FCT budget.

In compliance with point (h) of Article 9 of the Constitution of the Portuguese Republic and in accordance with Joint Order no. 373/2000 of 31 March, issued by the Minister for State Reform and Public Administration and the Minister for Equality, ISEP, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and career progression, strictly ensuring the prevention of any and all forms of discrimination. Accordingly, terms such as “candidate”, “selected”, “recruited”, “appointed”, “author”, “researcher”, among others referring to individuals applying for the position, are not used in this Notice to indicate gender. Likewise, no candidate may be privileged, benefited, disadvantaged, or deprived of any right or exempt from any duty on the grounds,

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namely, of ancestry, age, sexual orientation, marital status, family situation, economic status, education, social origin or condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, place of origin, language, religion, political or ideological beliefs, or trade union membership.

**2. Type of legal employment relationship to be established:** Permanent Public Employment Contract, under the terms of Article 10-B of the ECPDESP, approved by Decree-Law No. 185/81, of July 1, as amended.

**3. Number of positions to be filled:** 1 (one)

#### **4. Validity of the competition**

The competition is valid for the mentioned position, expiring upon its occupation or due to the absence or insufficiency of candidates.

The competition may also be terminated by a duly justified act of the President of ISEP, respecting the general principles of administrative activity as well as the legal, regulatory, and procedural limits.

#### **5. Job description and characterization of the position:**

The duties of the Assistant Professor are those provided for in no. 4 of Article 3 of the ECPDESP.

#### **6. Workplace:**

The duties will be performed at the Instituto Superior de Engenharia do Porto, located at Rua Dr. António Bernardino de Almeida, 431, Porto.

#### **7. General admission requirements:**

Cumulative requirements for admission to the competition are:

- a) Compliance with the conditions stated in subparagraphs b) to e) of Article 17 of the General Law on Public Functions Employment (LTFP), approved by Law No. 35/2014, of June 20, in its current wording;
- b) Possession of a Doctoral degree or the title of Specialist in the relevant or related academic field for which the competition is open, as established in Article 18 of the LTFP and Article 17 of the ECPDESP.

Applicants must meet these requirements by the deadline for submitting their applications.

##### **7.1. Legal requirements specifically related to the category**

Only those holding the required qualification level may apply. Candidates with academic degrees obtained abroad must submit, under penalty of exclusion, a document certifying the recognition of their foreign qualifications in accordance with applicable Portuguese legislation.

#### **8. Submission of applications and deadline**

Applications must be submitted electronically by filling the appropriate form at: <https://www.isep.ipp.pt/New/ViewNew/7360>, within 30 (thirty) working days from the date of publication of the opening order in the 2nd Series of the Portuguese Official Gazette.

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The application must be accompanied by the following documents, in PDF format:

- a) Identity card, citizen card, or equivalent document;
- b) Criminal record certificate;
- c) Medical certificate, or self-declaration (in accordance with Article 1(1) of Decree-Law No. 242/2009 of 16 September), attesting to the applicant's physical and psychological fitness to perform public duties;
- d) Updated mandatory vaccination record;
- e) Electronic application form for the recruitment procedure;
- f) Detailed, dated, and signed curriculum vitae, containing all relevant information for the evaluation of the application, structured according to the selection and ranking criteria referred to in point 9 of this notice.

The curriculum vitae must also include:

- i. A section compiling up to 5 works selected by the applicant, from their portfolio of publications over the last 5 years, considered the most representative of their contribution to the development and advancement of the scientific area. For each selected work, the applicant must provide a justification for its selection, explicitly addressing its contribution to the scientific area of the competition and its relevance to the mission of INESCITEC's CRAS, the research center hosted at ISEP, in the field of "Field Robotics and Autonomous Systems applied to Deep-sea";
- ii. A section summarizing the relevant results of the applicant's previous scientific activity and professional experience, as well as their academic and professional training, explaining the importance of these in relation to the scientific area of the position, and highlighting how they fit within a current and innovative three-year scientific project of strategic development in the field of "Field Robotics and Autonomous Systems applied to Deep-sea", to be developed at INESCITEC's CRAS, based at ISEP, where the applicant intends to conduct their research;
- g) One copy of each work mentioned in the curriculum vitae. Works with a DOI or available on RCAAP or other scientific repositories are exempt from this requirement, but a permanent link must be provided in the curriculum vitae;
- h) Supporting documents proving that the applicant meets the requirements mentioned in point b) of paragraph 6 of this notice.

**8.1.** Applications submitted via email will not be accepted.

**8.2.** Candidates currently employed at IPP/ISEP are exempt from submitting documents already included in their individual files, provided this is clearly stated in the application form.

**8.3.** Failure to submit the documents proving the admission requirements, as well as those that are indispensable for analyzing the application, will result in exclusion from the procedure.

**8.4.** False declarations will be punished under the law.

## **9. Criteria for selection and ranking of candidates:**

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The competition is designed to assess the merit of candidates, with reference to the duties of teachers in polytechnic higher education, in accordance with article 2-A of the Statute for the Career of Teaching Staff in Polytechnic Higher Education, in the wording currently in force, as well as the provisions of articles 15, 15-A and 23 of the same Statute.

In the curriculum evaluation dimensions identified in point 9.1, particular emphasis should be placed on academic achievements in the disciplinary area of Electrical and Computer Engineering, with a special focus on the subareas of Robotics, Autonomous Systems, Embedded Systems, or Control Systems, and their relevance to the mission of INESCTEC's CRAS, based at the Instituto Superior de Engenharia do Porto. Special consideration will be given to work carried out over the past five (5) years that demonstrates commitment to the pursuit of a technical-scientific and pedagogical career, as well as engagement with the scientific and business communities.

### 9.1. Evaluation Dimensions and Criteria

Under the terms of article 15.º-A of the Statute of the Career of Teaching Staff of Polytechnic Higher Education and article 20.º of the Regulation of Competitions for the Recruitment of Teaching Staff of the Instituto Politécnico do Porto, — Order no. 4807/2011, published in the Diário da República, 2nd series, no. 54, of March 17, 2011, the dimensions and criteria for the curricular evaluation of candidates and respective weightings, approved by the Technical-Scientific Council of the Instituto Superior de Engenharia do Porto of the Instituto Politécnico do Porto, are those indicated below:

- a) *Technical-scientific dimension (45%)* – scientific research or technological development activities and knowledge transfer;
- b) *Pedagogical dimension (35%)* – teaching activity and student monitoring and guidance;
- c) *Organizational dimension (20%)* - scientific, pedagogical or institutional management activities.

#### A - CRITERIA FOR THE TECHNICAL SCIENTIFIC DIMENSION (TSD)

The works listed in the curriculum will be taken into account, particularly with regard to their contribution to the development and advancement in the specific fields of Robotics, Autonomous Systems, Embedded Systems, or Control Systems.

##### A.1 - Research and technological development projects - RTP (30%)

The relevance of the project to the area and topics of the competition must be taken into account, with particular emphasis on international projects funded on a competitive basis, especially those involving academia-industry collaboration.

A.1.1 - Coordination and participation in research and technical or scientific development projects;

A.1.2 – Attraction of funding for research and technical or scientific development projects;

A.1.3 – Participation in activities and/or projects for technological development and transfer of knowledge and linking the institution to the environment.

##### A.2 - Scientific production – SP (30%)

The quality and relevance of the scientific output (books, journal articles, conference proceedings, and other materials considered relevant) should be taken into consideration, as reflected in the quality and significance of the publications and their alignment with the specific field and area of the position.

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A.2.1 Publication of works or texts of a technical-scientific nature:

Indexed journals (SCI/SCIE JCR Q1/Q2); Other journals; Books; Book chapters; Conference proceedings.

A.2.2 Recognition by the technical and scientific community:

Participation in scientific committees; Coordination/moderation/participation in scientific events.

A.3 - Supervision and co-supervision of doctoral theses and membership in doctoral examination committees - SDT (10%)

A.4. - Current and innovative scientific project of strategic development in the area of "Field Robotics and Autonomous Systems Applied to Deep-sea," to be developed at INESC TEC's CRAS, based at ISEP – CISP (20%)

A.5 Other activities and/or professional experience – PE/OA (10%)

### B - CRITERIA FOR EVALUATING THE PEDAGOGICAL DIMENSION (PD)

The analysis of teaching practice in the specific fields of Robotics, Autonomous Systems, Embedded Systems, and Control Systems will be taken into consideration.

B.1 - Teaching activity – TA (40%)

Actual teaching experience in the delivery of curricular units in the area and topics for which the competition is open, namely the responsibility, diversity, and scope of teaching practice;

B.2 – Supervision, co-supervision, and participation in examination committees for master's dissertations, internships, and other academic works leading to the awarding of degrees – SMD (20%)

B. 3 – Resources and educational management – REM (20%)

Production of pedagogical content and/or other material to support teaching activities in the area and topics for which the competition is open; Participation in the preparation of course programs and/or curricular units.

B.4 - Other educational activities– OEA (20%)

### C - CRITERIA FOR ASSESSING THE ORGANIZATIONAL DIMENSION (OD)

Activities carried out by candidates that are relevant to the institution's mission, in the specific fields of Robotics, Autonomous Systems, Embedded Systems, and Control Systems, will be taken into consideration.

C.1 Management of science, technology, and innovation units and programs – MP (30%)

Holding positions; Participation in management bodies and activities; Participation in working groups/committees;

C.2 Participation in the organization of technical-scientific events and meetings – EM (20%)

C.3 Development of projects or activities of a practical nature integrated into the socio-professional environment; application, enhancement, and transfer of knowledge, including in the technological dimension – DP (30%)

C.4 Other organizational activities – OOA (20%)

## **9.2. Candidate evaluation/ranking**

The jury operates in accordance with the way juries work, as set out in articles 12 and 17 to 22 of the Regulations for Competitions for the Recruitment of Teaching Staff at the Instituto Politécnico do Porto.

The absolute approval of candidates depends on possessing an overall curriculum that the jury reasonably considers to demonstrate scientific and pedagogical merit, research capacity, and professional activity compatible with the

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disciplinary area for which the competition was opened and appropriate to the respective academic rank, as documented in the information submitted for the application.

For the purposes of absolute merit evaluation, a favorable vote must be based on the cumulative fulfillment of the following qualitative circumstances or requirements:

- a) Hold a doctoral degree in the disciplinary area of Electrical and Computer Engineering, or another considered appropriate, taking into account the specific fields of Robotics, Autonomous Systems, Embedded Systems, and Control Systems;
- b) Possess an overall curriculum that the jury reasonably considers to demonstrate scientific merit, research capacity, and professional activity compatible with the specific fields of Robotics, Autonomous Systems, Embedded Systems, and Control Systems, and appropriate to the respective academic rank;
- c) Have a record of quality scientific activity in the disciplinary area of Electrical and Computer Engineering, on topics relevant to the specific fields of Robotics, Autonomous Systems, Embedded Systems, and Control Systems, within the five (5) years preceding the application deadline;
- d) Have submitted a quality, consistent, current, and feasible technical-scientific program — whose candidate's previous scientific work demonstrates its viability — and that can contribute advancements to the state of the art in the specific fields of Robotics, Autonomous Systems, Embedded Systems, or Control Systems.

Once the candidates approved on absolute merit are definitively identified, they are ranked based on relative merit, according to the aspects and ranking criteria, their respective weighting, and scoring system defined in point 9.1. Each jury member performs their evaluation, scoring each candidate for each dimension on a scale from 0 to 100 points, taking into account the criteria and weights associated with each criterion.

The Final Classification (FC) of each candidate's evaluation by each jury member is calculated using a weighted formula of the various dimensions, considering the weights associated with each criterion, according to the formula:

$$FC = 0,45 \cdot TSD + 0,35 \cdot PD + 0,20 \cdot OD$$

And as summarized in the following table, which reflects the weights associated with each strand.

**Table 1**

Weights associated with the dimensions and evaluation criteria

Dimension	Weight (%)	Criteria	Weight (%)
TSD – Technical-Scientific Dimension	45	RTP – Research and technological development projects	30
		SP – Scientific production	30
		SDT – Supervision of doctoral theses	10
		CISP – Current and innovative scientific project	20

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		PE/OA – Other activities and/or professional experience	10
PD - Pedagogical Dimension	35	TA – Teaching activity	40
		SMD – Supervision of master's dissertations	20
		REM - Resources and educational management	20
		OEA – Other educational activities	20
OD - Organizational Dimension	20	MP - Management functions	30
		EM – Participation in the organization of technical-scientific events and meetings	20
		DP – Development of projects or activities of a practical nature	30
		OOA – Other organizational activities	20

Following their assessment, each member of the jury makes their ranked list of candidates, with which they take part in the votes that lead to the decision to approve the candidates on absolute merit and the final ranking of the candidates.

With regard to the final classification, the jury will decide in accordance with point 11. In the event of a tie, the vote of the chairperson of the selection board will be considered, in accordance with article 12 of the Regulations for Competitions for the Recruitment of Teaching Staff at the Polytechnic Institute of Porto.

### 10. Composition of the Jury:

Chair: Professor Maria João Monteiro Ferreira Viamonte, President of the Instituto Superior de Engenharia do Porto

Members:

Professor Eduardo Alexandre Pereira da Silva, PhD – Coordinating Professor at the Instituto Superior de Engenharia do Porto

Professor Maria Benedita Campos Neves Malheiro, PhD – Coordinating Professor at the Instituto Superior de Engenharia do Porto

Professor António Paulo Gomes Moreira, PhD – Full Professor at the Faculty of Engineering of the University of Porto

Professor Maria Isabel Lobato de Faria Ribeiro, PhD – Retired Full Professor and Distinguished Professor at Instituto Superior Técnico

Professor José Nuno Panelas Nunes Lau, PhD – Associate Professor with Habilitation at the University of Aveiro

In the event of the absence or impediment of the Chair, she will be replaced by Professor Ana Maria Neves de Almeida Baptista Figueiredo, PhD – President of the Technical-Scientific Council of the Instituto Superior de Engenharia do Porto.

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**10.1.** The Jury has the right to ask any candidate, if there is any doubt about the situation described in their CV, to provide supporting documents for their statements.

### **11. Jury notifications and deliberations**

The meetings for deliberation of the Jury comply with the provisions of article 12.1 of the Regulation of Competitions for the Hiring of Teaching Staff of the Polytechnic Institute of Porto - approved by Order no. 4807/2011, published in the Diário da República, 2nd series, no. 54, of March 17, 2011, applicable by virtue of Article 29-A of the ECDESP, which determined its approval with a view to implementing the rules of that legal diploma, covering the procedures for competitions, namely the evaluation and final classification system.

Under the terms of no. 1 of Article 12 of the aforementioned Regulation and no. 1 of Article 23 of ECDESP, the selection board will decide on the approval and ranking of candidates by means of a roll-call vote based on the selection criteria adopted and published. An absolute majority is required for any decision, i.e. a number of votes at least equal to half plus one of the votes of the members present, with no abstentions allowed.

**11.1.** The minutes of the jury are made available to candidates on request.

**11.2.** The address and email address to be considered for the purposes of notifying candidates will be the one on the application form.

**12.** In compliance with paragraph h) of Article 9 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 professional advancement, taking scrupulous care to avoid any form of discrimination.

**13. Protection of Personal Data:** in the application, the candidate provides the information and the necessary consent for the processing of personal data, at the time of application and for the strict purpose of collection, and integration into the procedure database and for the duration of the procedure, under the terms of the General Data Protection Regulation.

**14.** The documents submitted within the scope of this procedure constitute administrative documents, so access to them will be in compliance with Law no. 26/2016, of August 22, in its current wording.

### **15. Publication of the procedure:**

This Notice will be published as follows:

- a) In the 2nd series of the Diário da República;
- b) On the Public Employment Exchange, at [www.bep.gov.pt](http://www.bep.gov.pt), on the 1st working day following publication in the Official Gazette;
- c) On the EURAXESS Portugal Portal, at <https://www.euraxess.pt>;



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d) On the ISEP website, at [www.isep.ipp.pt](http://www.isep.ipp.pt).

ISEP, July 23, 2025