

NOTICE**23-03-2026****Notice no. 2026/004**

DOCUMENTARY COMPETITION FOR THE POSITION OF ADJUNCT PROFESSOR IN THE ACADEMIC FIELD OF INFORMATIC ENGINEERING, UNDER A PERMANENT PUBLIC EMPLOYMENT CONTRACT

By order of the President of the Instituto Superior de Engenharia do Porto, dated 13/03/2026, 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 Adjunct Professor, in the academic field of Informatic Engineering, 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 Polytechnic Institute of Porto, approved by Order No. 4807/2011, published in the Diário da República, 2nd 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. 57, of 23 March 2026, 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 Adjunct Professor, in the academic field of Informatic Engineering.

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.010 – INESC TEC Chair in Computing for Embedded and Cyber-Physical Systems), and the funding line provided in the second part of paragraph 3 of Article 33 of the 2024 State Budget. The aim is to promote 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, the position will be financed by the PRR – Recovery and Resilience Plan, by the European Union's NextGeneration EU funds, and by tax revenue 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,

NOTICE

23-03-2026

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 Adjunct 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.

NOTICE**23-03-2026**

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) Curriculum vitae containing all information relevant to the evaluation of the application, structured in accordance with the selection and ranking criteria referred to in paragraph 9 of this notice. In the curriculum vitae, the candidate must also:
 - i) Include a section compiling up to 5 works selected by the candidate from their portfolio of publications over the last 5 years, as the most representative in terms of their contribution to the development and evolution of the scientific area. For each of the selected works, the candidate must justify their selection, explicitly taking into account the contribution to the scientific area of the competition and the relevance to the mission of the Software Technologies for Cyber-Physical Systems Laboratory of the Porto Institute of Engineering;
 - ii) Include a section summarizing the relevant results of your previous scientific activity and professional experience, as well as your academic and professional training, justifying their importance to the scientific area of the competition and highlighting how they fit into a current and innovative three-year of strategic development of the Software Technologies for Cyber-Physical Systems Laboratory of the Instituto Superior de Engenharia do Porto, where you intend to carry out your research work.
- g) One copy of each work mentioned in the submitted Curriculum. This requirement is waived for works with a DOI or that are accessible via RCAAP or other scientific repositories, provided that a permanent link is indicated 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:

NOTICE

23-03-2026

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, emphasis should be placed on academic achievements in the disciplinary area of Informatic Engineering, within the scientific subarea of Software Technologies for Embedded and Cyber-Physical Systems (such as programming languages, operating systems, middleware, frameworks, etc.), and their relevance to the mission of the ISEP – Software Technologies for Cyber-Physical Systems Laboratory. Special consideration will be given to work carried out over the past 5 years that demonstrates a strong commitment to the pursuit of a technical-scientific and teaching 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 Polytechnic Institute of 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 (DTC)

The works listed in the curriculum will be taken into account, particularly with regard to their relevance for the development and advancement in the specific field of Software Technologies for Embedded and Cyber-Physical Systems.

A.1 - Research and technological development projects - PID (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 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 – PC (30%)

NOTICE**23-03-2026**

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.

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 – OR (10%)

A.4. - Current and innovative scientific project of strategic development at the Instituto Superior de Engenharia do Porto – Software Technologies for Cyber-Physical Systems Laboratory, where the applicant intends to carry out their research work – PRJ (20%)

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

B - CRITERIA FOR EVALUATING THE PEDAGOGICAL DIMENSION (DP)

It shall be taken into account the analysis of the pedagogical practice, relevant for the domain of Software Technologies for Embedded and Cyber-Physical Systems.

B.1 - Teaching activity – AL (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 – OM (20%)

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

C - CRITERIA FOR ASSESSING THE ORGANIZATIONAL DIMENSION (DO)

Activities carried out by the candidates that are relevant to the institution's mission and aligned with the specific field of Software Technologies for Embedded and Cyber-Physical Systems will be taken into consideration.

C.1 Management of science, technology, and innovation units and programs – FG (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 – ER (20%)

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

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

9.2. Candidate evaluation/ranking

NOTICE

23-03-2026

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 Polytechnic Institute of 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 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 Informatics Engineering, or another deemed appropriate, considering the specific field of Software Technologies for Embedded and Cyber-Physical Systems;
- b) Possess an overall curriculum that the jury reasonably considers to demonstrate scientific merit, research capacity, and relevant activity compatible with the specific field of Software Technologies for Embedded and Cyber-Physical Systems, and appropriate to the respective academic rank;
- c) Have a record of quality scientific activity in the disciplinary area of Informatics Engineering, in topics relevant to the specific field of Software Technologies for Embedded and Cyber-Physical Systems, within the five (5) years preceding the application deadline;
- d) Have submitted a quality, consistent, current, and feasible technical-scientific program — whose previous scientific work demonstrates its viability — and that may contribute to advancements in the state of the art in the specific field of Software Technologies for Embedded and Cyber-Physical 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:

$$FC = 0,45 \cdot DTC + 0,35 \cdot DP + 0,20 \cdot DO$$

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 (%)
DTC – Technical-Scientific Dimension	45	PID – Research and technological development projects	30

NOTICE
23-03-2026

		PC – Quality and quantity of scientific production	30
		OR – Supervision of doctoral theses	10
		PRJ – Current and innovative scientific project	20
		EP/AO – Other activities and/or professional experience	10
DP - Pedagogical Dimension	35	AL – Teaching activity	40
		OM – Supervision in examination committees for master's dissertations	20
		RGP - Resources and educational management	20
		OAP – Other educational activities	20
DO - Organizational Dimension	20	FG - Management of science, technology, and innovation units and programs	30
		ER – Participation in the organization of technical-scientific events and meetings	20
		DP – Development of projects of a practical nature integrated into the socio-professional environment	30
		OAO – 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, Article 23(2) of the ECPDESP and Article 12(2) 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 Isabel Cecília Correia da Silva Praça Gomes Pereira, PhD – Coordinating Professor at the Instituto Superior de Engenharia do Porto

Professor Luís Miguel Rosário da Silva Pinho, PhD – Coordinating Professor with Habilitation at the Instituto Superior de Engenharia do Porto

Professor Armando Jorge Miranda de Sousa, PhD – Associate Professor at the Faculty of Engineering, University of Porto

Professor António Casimiro Ferreira da Costa, PhD – Associate Professor at the Faculty of Sciences, University of Lisbon

NOTICE**23-03-2026**

Professor Ana Cristina Wanzeller Guedes de Lacerda, PhD – Coordinating Professor at the School of Technology and Management of Viseu, Polytechnic Institute of Viseu

Professor José Orlando Roque Nascimento Pereira, Associate Professor with Habilitation, at the University of Minho

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.

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.

NOTICE

23-03-2026

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, on the 1st working day following publication in the Official Gazette;
- c) On the EURAXESS Portugal Portal, at <https://www.euraxess.pt>;
- d) On the ISEP website, at www.isep.ipp.pt.

ISEP, March 23, 2026