

NOTICE NO 975/2025

Summary: Opening for an International selection recruitment process for an Assistant Professor in Health Management, subfield within the disciplinary area of Policy, Law, Economics, and Health Management – FCT-Tenure (1st edition) – 2023.11076.TENURE.061.

In accordance with Article 39 of the University Academic Career Statute, approved by Decree-Law No 448/79, of 13 November, in its current form (hereinafter referred to as "ECDU"), the Dean of the National School of Public Health of NOVA University Lisbon, Professor Sónia Dias, within the scope of delegated powers as provided for in paragraph b) of No. 1 of Order No. 181/2023, published in *Diário da República*, 2nd Series, No.3, of January 4, hereby announces authorization has been granted for the opening of an international selection recruitment process, for a period of 30 working days from the day immediately following the publication of the Notice in *Diário da República*, for the international selection recruitment process of one Assistant Professor in Health Management, subfield within the disciplinary area of Policy, Law, Economics, and Health Management, at the National School of Public Health of NOVA University Lisbon.

The opening of this recruitment process, as well as the appointment of the Selection Board, were authorized by an order from the Rector of NOVA University Lisbon, Professor João Sàágua, on May 2nd, 2025.

This international selection recruitment process is documental in nature, and is governed by the provisions of Articles 37 *et seq.* of ECDU, as well as by the Regulations for Recruitment Procedures for University Academic Careers of the NOVA University Lisbon and NOVA National School of Public Health (NNSPH), published in Annex to Order No. 3012/2015 (DR, 2nd series, No. 58, of March 24) and Regulation No. 56/2013 (DR, 2nd series, No. 27, of February 7).

This recruitment process is open under the FCT-Tenure program – 1st Edition, and the funding line provided for in Article 137 of the 2024 State Budget for the hiring of PhDs in career positions, following the signing of the program contract between the Foundation for Science and Technology, I.P. (FCT, I.P.) and NOVA University Lisbon (NOVA), under the Scientific Employment Regulation (REC), annexed to Regulation No. 1083/2023 of October 12, published in the 2nd series of the *Diário da República* No. 198, of October 12, with reference 2023.11076.TENURE.061 (Assistant Professor in Health Management) within the strategic objectives of the R&D Unit Comprehensive Health Research Centre (CHRC) and the appointed professor will become an integrated member of this Research Unit.

If the candidate meets the eligibility conditions corresponding to the FCT-TENURE program – 1st Edition, they will automatically be assigned the profile provided in paragraph b) of item 1 of Article 4 of Order 8178/2021, of July 28 - Regulation of service provision by NOVA faculty members, within the scope of the mentioned program and for the period corresponding to the respective funding.

In compliance with paragraph h) of Article 9 of the Constitution of the Portuguese Republic, NOVA University Lisbon, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and career progression, scrupulously ensuring the avoidance of any form of discrimination. In this regard, terms such as “candidate,” “selected,” “professor”, among others referring to individuals applying for the position, are not used in this Notice to indicate gender.

This Notice is published on the Public Employment Exchange, at www.bep.gov.pt, on the first working day following its publication in *Diário da República*, as well as on the Euraxess website <https://euraxess.ec.europa.eu/> and on the NNSPH website.

I. Admission requirements:

1. Meet the general admission requirements for recruitment in public functions.
2. Pursuant to Article 41-A of the ECDU, holding a doctorate degree is a requirement in order to apply for this recruitment process.

If the doctoral degree was awarded by a foreign higher education institution, it must be recognized under the terms of Decree-Law No. 66/2018, of August 16, and any formalities established therein must be completed by the application deadline.

3. Candidates must hold a doctoral degree in areas considered appropriate for this recruitment process.
4. Candidates must have a curriculum demonstrating proficiency in spoken and written English.

II. Other requirements:

Candidates must have a solid teaching and research profile in Health Management, subfield within the disciplinary area of Policy, Law, Economics, and Health Management, and must possess an H-Index (Clarivate Analytics Web of Science or Scopus) equal to or greater than 8 in the subfield for which the recruitment process is open.

III. Submission of Application:

1. The application documents must be submitted by the thirtieth working day, counting from the day following the publication date of this Notice in the *Diário da República*.
2. Applications must be submitted digitally, preferably by email to (recursos.humanos@ensp.unl.pt), or delivered personally (on two PEN drives) on working days between 11:00 and 12:00 and 14:30 and 15:30, at the Human Resources Services of the National School of Public Health of NOVA University Lisbon, located at Avenida Padre Cruz 1600 – 560 Lisbon, or sent by mail to the above address (on two PEN drives) with a postmark dated no later than the last day of the deadline, in any case indicating the reference stated in the Notice.
3. The application process must be accompanied, under the penalty of exclusion, by the documentation listed below, preferably in PDF format, with short file names recommended.
 - a. Application form, available at:
<https://www.enesp.unl.pt/escola/concursos/docentes/> - the candidate must express their consent for communications and notifications within the scope of this recruitment process to take place by email, indicating the respective address in the form.
 - b. Detailed academic and scientific Curriculum Vitae, indicating the work carried out and published, and the activities performed, concerning all the functions that pertain to university faculty members mentioned in Articles 4 and 5 of ECDU, organized according to the systematics of point IV of this Notice;
 - c. A copy of each of the published works mentioned in the curriculum vitae, particularly the most representative ones, regarding their contribution to the development and evolution of the disciplinary area for which the competition is open;
 - d. A Research and pedagogical statement, which the candidate proposes to adopt in the future, up to a maximum of 10 pages;
 - e. A declaration, under oath, that if the selection panel opts to request the documentation indicated in the previous items or any other scientific documentation cited in the candidate's *curriculum vitae*, in paper format, it will be delivered within 10 working days.
4. Documents proving the fulfillment of the general recruitment requirements for recruitment as a public employee may be replaced by a statement made in the application form mentioned above.
5. The documents accompanying the application must be presented in Portuguese or English.
6. Documents should preferably be in PDF format, and it is recommended to use short names (maximum 12 characters, without special characters or accents) for files and/or folders.

7. The maximum size of the email message, including attachments, is 25 MB, and links will not be accepted as a substitute for sending the files.
8. The lack of any supporting documents that cannot be rectified through formal procedures will result in the immediate rejection of the application. Applications that do not meet the required criteria or are submitted after the deadline will also be immediately rejected.

IV. The criteria, indicators and weighing for assessing and ranking applicants are as follows:

1. When assessing the scientific performance, development, and innovation, the following indicators will be considered (45%):

- a) Coordination and participation in research projects, management of research units, and the establishment, leadership, and direction of scientific teams (0 to 5 points);
- b) Scientific production, especially in activities resulting in the publication of articles in indexed scientific journals, with emphasis on contributions in international publications and contributions where the candidate is recognized as the principal author, as well as the impact and recognition within the scientific community (0 to 20 points);
- c) Other forms of national or international scientific publication, books or book chapters, articles in journals, and registered patents (0 to 5 points);
- d) Signs of national and/or international recognition of scientific leadership, manifested notably through invitations to national and/or international scientific conferences, editorial boards of scientific journals, or participation as a reviewer (scientific arbitration) and in academic examination panels outside the candidate's home institution (0 to 5 points);
- e) Participation in research projects, with emphasis on the candidate's role as principal investigator (0 to 20 points);
- f) Ability to secure external funding for scientific research from institutions where the candidate was integrated (0 to 10 points);
- g) Presentations at congresses, meetings, and scientific colloquia, as well as participation in organizing and scientific committees of conferences (0 to 5 points);
- h) Participation in editorial boards of scientific journals and in juries for scientific awards or evaluation panels for research projects (0 to 5 points);
- i) Participation in scientific committees, organizations, or networks (0 to 5 points);
- j) Publications in indexed journals and/or presentations at scientific meetings arising from non-teaching components of doctoral, master's, and specialization programs (0 to 10 points);
- k) The Research statement that the candidate proposes to adopt in the future (0 to 10 points).

2. When assessing pedagogical skills, the following indicators will be considered (40%):

- a) The diversity of teaching activities developed, considering the subjects and study cycles, particularly the coordination and participation in them (0 to 20 points);
- b) The creation, development, and promotion of subject programs, curricular units, courses or programs, and study plans (0 to 20 points);
- c) The availability of lessons and other pedagogical materials in paper format, digital format (web; e-learning), and/or their publication in books and/or indexed scientific publications (0 to 5 points);
- d) The supervision of doctoral theses (0 to 15 points);
- e) The supervision of non-teaching components of master's and specialization courses (0 to 10 points);
- f) Participation in academic examination panels, teaching and research career competitions, and scientific awards (0 to 10 points);
- g) The quality of the teaching activity developed, including the evaluation of teaching by students in relation to the curricular units taught (0 to 10 points);
- h) The pedagogical statement that the candidate proposes to adopt in the future (0 to 10 points).

3. When assessing other relevant activities (academic management and university extension), the following indicators will be considered (15%):

- a) Participation in academic and scientific management bodies and activities of the institutions where the candidate was integrated (0 to 15 points);
- b) Participation in the direction and coordination of courses and working groups in the same institutions, as well as participation in evaluation panels not included in items d) and e) of the previous number (0 to 10 points);
- c) Participation in academic activities that promote collaboration between the academic institutions where the candidate was integrated and other academic, professional, or social entities, both national and international (0 to 15 points);
- d) Provision of services to the community, particularly those with a significant population impact (0 to 15 points);
- e) Participation in scientific societies and associations in the mission areas of NNSPH, particularly in their management and development bodies (0 to 5 points);
- f) Academic courses and professional training acquired by the faculty member (0 to 10 points);

- g) Consultancy and participation in mission groups, projects, and/or community, public, or social services in the mission areas of NNSPH (0 to 5 points);
- h) Participation in media programs aimed at informing citizens and disseminating scientific knowledge, as well as other relevant professional, scientific, or cultural activities within the scope of university extension (0 to 5 points);
- i) Academic awards and distinctions (0 to 5 points);
- j) Evaluation processes leading to the attainment of academic degrees and titles by faculty members (0 to 5 points);
- k) Internationalization of the activities developed (0 to 10 points).

V. Composition of the selection panel:

Chairperson: Full Professor Sónia Maria Ferreira Dias, Dean of National School of Public Health of NOVA University Lisbon (NNSPH), by delegation of powers from the Rector, Professor João Sáàgua, on 4th of January 2023.

Ordinary members:

- Doctor Marília Louvison, Professor at the Department of Policy, Management, and Health da Faculdade de Saúde Pública at Universidade de São Paulo;
- Doctor Luís Francisco Gomes Dias de Aguiar Conraria, Full Professor at Escola de Economia e Gestão da Universidade do Minho;
- Doctor Andreia Dionísio, Associate Professor with Aggregation of the Department of Management at Universidade de Évora;
- Doctor Rui Santana, Full Professor at National School of Public Health of NOVA University Lisbon;
- Doctor Julian Perelman, Full Professor at National School of Public Health of NOVA University Lisbon;

VI. Assessment of applications:

1. Once the deadline for applications is over, the selection panel will meet to evaluate and rank the candidates.
2. Candidates who receive a favorable admission proposal from the majority of the selection panel members are admitted to the recruitment process.
3. Based on the assessment of the curricula, their suitability to the scientific area of the recruitment process, other application materials, and the assigned scores according to the criteria, indicators, and

weightings provided in point IV above, the selection panel members present a justified proposal for admission (score equal to or greater than 50) or exclusion (final score less than 50), in absolute merit, for each candidate.

4. Once the admitted candidates are determined and based on the scores referred to in item b) of paragraph 6 of Article 16 of the NOVA University Regulation for University Teacher Career Applications, the selection panel members present a written opinion with the ranking of the admitted candidates.

5. The ranking of the admitted candidates is done by voting of the selection panel members, respecting the ranking presented in the opinion referred to in the previous number, according to items a) to f) of paragraph 11 of Article 16 of the Regulation of University Teaching Career Competitions of NOVA University Lisbon.

6. If any candidate is not admitted, they will be notified via the email provided in the application form to respond, in accordance with the Administrative Procedure Code.

VII. Non-discrimination and equal access policy:

a) The National School of Public Health, an organic unit of NOVA University Lisbon, actively promotes a policy of non-discrimination and equal access. Therefore, no candidate can be privileged, favored, disadvantaged, or deprived of any right or exempt from any duty based on, among other factors, ancestry, age, sex, sexual orientation, marital status, family situation, economic status, education, origin, or social condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin, race, territory of origin, language, religion, political or ideological beliefs, and union membership.

b) Under the terms of Decree-Law No. 29/2001, of February 3, candidates with disabilities have preference in the event of equal classification, which prevails over any other legal preference. Candidates must submit, along with the documents listed in Point 6, a declaration under oath stating their degree of disability, the type of disability, and the means of communication/expression to be used in the selection process.

May 26th, 2025 - The Dean, *Full Professor Sónia Maria Ferreira Dias*.