

## LISBON SCHOOL OF NURSING

### PUBLIC NOTICE

**Summary:** Opening of a national and international documentary competition for recruitment under a permanent public service employment contract of indefinite duration, for one (1) Adjunct Professor at the Lisbon School of Nursing (ESEL), in the specialised scientific area of Rehabilitation Nursing.

It is hereby made public that, for a period of 30 working days from the day following the publication of this Notice in the Diário da República, a national and international documentary competition is open for recruitment under a permanent public service employment contract, for one (1) Adjunct Professor in the specialised scientific area of Rehabilitation Nursing, pursuant to the Statute of the Career of Teaching Staff of the Polytechnic Higher Education (ECPDESP), approved by Decree-Law No. 185/81 of 1 July as amended, as well as the applicable Regulation of Competitions for the Recruitment of Professors at ESEL in force – Dispatch No. 10653/2024, published in Diário da República No. 175/2024, 2nd. Series, 10/09/2024, and subsequent Rectification Declaration No. 843/2025/2, published in Diário da República, 2nd Series, No. 174, of 10 October 2025 (hereinafter referred to as the Regulation).

Joint Dispatch No. 373/2000, of 31 March, of the Minister for the Reform of the State and Public Administration and the Minister for Equality, establishes the mandatory inclusion of the following statement in entrance and access competitions:

*“In compliance with subparagraph h) of Article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional progression, diligently ensuring the avoidance of any form of discrimination.” Accordingly, the terms “candidate,” “professor,” and similar expressions are not used in this Notice to indicate the gender of individuals.*

Likewise, no candidate may be privileged, advantaged, disadvantaged, deprived of any right, nor exempted from any duty on account of, in particular, ancestry, age, sexual orientation, marital status, family situation, economic situation, education, social or economic origin, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic or race origin, place of origin, language, religion, political or ideological beliefs, or trade union affiliation.

In accordance with the ECPDESP and other applicable legislation, the following provisions shall be observed:

- 1. Authorization Order:** The opening of this competition was authorized by order of 11 July, 2025 by the President of ESEL, upon proposal of the Technical-Scientific Council (CTC), approved by the Ordinary Meeting of the CTC, no. 6 of 26/05/2025, and issued after confirming the existence of adequate budgetary provision and that the post to be filled is foreseen and unoccupied in ESEL's staff map.
- 2. Validity Period:** The competition is valid solely for the filling of the positions mentioned above and expires once they are filled. The approved list shall not constitute an internal recruitment reserve
- 3. Functional Content of the Category:** As described in no. 4 of Article 3 of the ECPDESP and in the current Regulation on Teaching Service of ESEL.
- 4. Place of work:** ESEL facilities and other locations where the School carries out its activities.
- 5. Remuneration Position:** As determined under Article 35 no. 1 of the ECPDESP, in conjunction with the remuneration statute of university and polytechnic teaching staff and scientific research staff – approved by Decree-Law No. 408/89 of 18 November, in its current wording.
- 6. Admission Requirements:** To be eligible for the competition, candidates must hold a Doctoral degree in Nursing or the Specialist Nursing Title, (in accordance with Decree-Law No. 206/2009 of 31 August, as amended), in the specialised scientific area for which the competition is opened.

6.1. Holders of foreign qualifications must prove the recognition, equivalence or registration of their Doctorate in Nursing, in accordance with the legislation in force and the applicable internal regulations.

## 7. Admission requirements in absolute merit:

7.1. Before proceeding to the ranking of admitted candidates, the Jury will deliberate on their approval or non-approval on the basis of absolute merit, taking into account compliance with the requirements for such, as approved by the ESEL Technical-Scientific Council.

### 7.2. Absolute Merit Requirements:

Candidates who cumulatively meet the following criteria are considered to have absolute merit:

#### 1. Scientific Activity:

- a) Publication of at least 4 scientific articles, with 2 published in the last 5 years in journals indexed in Scopus or Web of Science, where the candidate is the first or last author, in the specialised scientific area for which the competition is opened.
- b) Participation in scientific research project teams registered in Research Units.

#### 2. Pedagogical Activity:

- a) Teaching of curricular units in higher education institutions or supervision of nursing students in Clinical Teaching or Internships.

7.3. Candidates who do not achieve approval on the basis absolute merit will be notified via the ESEL recruitment platform and may, if they wish, submit a written statement within ten working days as part of the hearing of interested parties, in accordance with the Administrative Procedure Code.

## 8. Evaluation Parameters and Criteria, Weighting, Final Scoring System, Ranking, and Ordering on the Basis of Relative Merit:

- a. The selection method will be based on the evaluation of the following elements:  
***Curriculum Vitae***, with an overall weighting of 100%;

**8.1.** The assessment of the Curriculum Vitae shall focus on the following parameters set out in paragraph 3 of Article 7 of the Regulation and in accordance with the ECPDESP:

- a. Technical-scientific and professional performance;
- b. Pedagogical capacity;
- c. Other activities relevant to ESEL's mission.

**8.2.** The curricular assessment of the various candidates in each of the parameters shall take into account the specialised scientific area for which the competition is opened.

**8.3.** The criteria to be considered in the evaluation of the candidates *Curriculum Vitae* for each of the parameters listed in point 8.2., as well as the weighting to be attributed to each in the final classification, are set out below:

**Parameter 1: Technical-Scientific and Professional Performance - (40 %).**

- i) Academic training and professional competence relevant to the scientific field of Rehabilitation Nursing – (30%).
- ii) Scientific output– (35 %).
- iii) Coordination and participation in ID projects – (35 %).

**Parameter 2: Pedagogical Capacity – (30 %).**

- i) Teaching in higher education institutions - (30 %).
- ii) Supervision of undergraduate, master's, and doctoral students - (30 %).
- iii) Pedagogical innovation - (20 %).
- iv) Publication of textbooks with ISBN - (10 %).
- v) Coordination/management of curricular units - (10 %).

**Parameter 3: Other Activities Relevant to ESEL's Mission - (30 %).**

- i) Provision of services and consultancy to the community - (5 %).
- ii) Collaboration with higher education institutions - (25 %).
- iii) Participation in management activities in higher education, research, or health institutions, or in other entities of a scientific, technological, or cultural nature

that carry out activities relevant to the mission of the aforementioned institutions - (5 %).

- iv) Professional, cultural, social, and other activities considered relevant - (25 %).
- v) Intellectual and industrial property - (5 %).
- vi) Contracts for the provision of specialised services - (5 %).
- vii) Training activities as a trainer - (5 %).
- viii) Non-academic experience relevant to the specialised scientific field of Rehabilitation Nursing - (25 %).

**8.4.** Once the phase of verification of the requirements of absolute merit has been completed, it is incumbent upon each member of the jury, under the terms of paragraph 1 of Article 23 of the Regulations, to produce a written document, attached to the minutes of the respective meeting, containing the final classification awarded to each candidate, duly substantiated on the basis of the evaluation criteria and parameters, as well as the corresponding weighting factors set out in points 8.1. to 8.3. above.

**8.5.** In the ranking of candidates who have been approved on the basis of absolute merit, the method established in paragraph 2 of Article 23 of the Regulation will apply, as amended by Rectification Declaration No. 843/2025/2, published in the Diário da República, 2nd. Series, No. 174, of 10 October 2025.

**8.6.** Upon completion of the application of the ranking method referred to in the preceding paragraphs, the jury will proceed with the preparation of a final ordered list of candidates.

**8.7.** Candidates placed on the final classification list in positions corresponding to vacancies that cannot be filled through the competition will be notified, via the ESEL recruitment platform, if they wish, submit a written statement within ten working days as part of the hearing of interested parties, in accordance with the Administrative Procedure Code.

**8.8.** The final ranking list, on once ratified, is published in the 2nd Series of the Diário da República, posted at the usual locations within ESEL, and made available on the respective recruitment portal.

**9. Public Hearings:** Whenever deemed necessary, the jury may decide to promote public hearings, on equal terms, for candidates admitted on the basis of absolute merit. These hearings are intended solely to clarify issues related to the documents submitted by the candidates. In such cases, the hearings shall take place between the 15th and the 30th day following the conclusion of the absolute merit admission process.

**10. Submission of applications (form, deadline, place):** Applications must be submitted exclusively in digital format, through the ESEL recruitment platform at <https://recrutamento.esel.pt/>, within 30 working days from the date of publication of this Notice in the 2nd. Series of the Official Gazette (Diário da República).

**11. Application Instruction:**

**11.1.** The application must include the completion of the Application Form available on the ESEL recruitment platform at <https://recrutamento.esel.pt/>, as well as the following documents in digital format and non-editable form, with short file names recommended:

a. The candidate's **Curriculum Vitae**, which must be organized in accordance with point 8.3. of this Notice, indicating the works and activities considered most representative in the areas of Technical-Scientific and Professional Performance, Pedagogical Capacity, and Other Activities relevant to the mission of the Higher Education Institution, and pertinent to the specialised scientific field of Rehabilitation Nursing.

The Curriculum Vitae must be written in portuguese; however, in the case of candidates from foreign countries, it may be written in English. Documents attached to the Curriculum Vitae must be submitted in their original language, with a mandatory translation into portuguese or english when these are not the languages of origin.

b. **Copy of the doctoral degree diploma and/or the certificate of the specialist title in Nursing** obtained in accordance with Decree-Law No. 206/2009, of 31 August, as currently amended, as well as, where applicable, the certificate of the habilitation degree or its legal equivalent; in the case of holders of foreign qualifications, a copy

of the recognition, equivalence, or registration of the doctoral degree in the field of Nursing in Portugal in accordance with applicable legislation.

- c. **Copy of the diploma evidencing training in the specialised scientific field** for which the competition is opened.
- d. **Proof of other qualifications** and of academic and professional titles.
- e. **Declaration of Validation of the Conditions for Professional Practice** issued by the Portuguese Nurses' Association (Ordem dos Enfermeiros).

**11.2.** Whenever deemed necessary, the jury may request candidates, via the recruitment platform, to submit supporting documents for the Curriculum Vitae, as well as any additional documentation related thereto.

**11.3.** Failure to submit the documents requested under the preceding point shall result in the non-assessment of the elements they were intended to verify.

**11.4.** Applications that are not duly completed or do not meet the formal admission criteria for the competition, as defined by the applicable legislation and this Notice, shall not be accepted. The submission of any required documentation after the stipulated deadline shall also result in non-admission to the competition.

**11.5.** Candidates who are already employed at ESEL are exempt from submitting documents that are already available in their individual file, provided that this is expressly indicated in the respective Application Form.

**11.6.** The submission of a false declaration and/or document shall result in the immediate exclusion from the competition and shall be reported to the competent authority for the purposes of criminal proceedings.

## **12. Admission and Exclusion of Applications to the Competition:**

**12.1.** Once the deadline for submission of applications has expired, the jury shall verify compliance with the legally required conditions, as well the conditions established in this notice.

12.2. Where exclusion is warranted, candidates subject to exclusion shall be notified of this intention via the ESEL recruitment platform and may, if they wish, submit a written statement within ten working days as part of the hearing of interested parties, in accordance with the Administrative Procedure Code.

**13. Consultation of the Application File:** The competition file may be consulted by candidates who request it, by prior appointment via email at [recursoshumanos@esel.pt](mailto:recursoshumanos@esel.pt), at the Human Resources Division of ESEL, located at Av. Prof. Egas Moniz, 1600-190 Lisbon, during normal office hours, from 10:00 to 12:00 and from 14:00 to 16:00.

14. This competition shall be advertised on the BEP (Public Employment Exchange), on the website of the Foundation for Science and Technology, I.P., in both Portuguese and English, as well as on the ESEL recruitment platform.

15. All notifications to candidates within the scope of this competition will be made in accordance with Article 20 of the applicable Regulation.

**16. Constitution of the jury:**

**President:**

Doutora Maria da Graça de Melo e Silva, Vice-Presidente da Escola Superior de Enfermagem de Lisboa (ESEL).

**Jury Effective Members:**

Doutora Cristina Rosa Soares Lavareda Baixinho, Professora Coordenadora da Escola de Enfermagem de Lisboa;

Doutor Vítor Sérgio de Oliveira Parola, Professor Coordenador da Escola Superior de Enfermagem de Coimbra;

Doutor Rogério Manuel Ferrinho Ferreira, Professor Coordenador na Escola Superior de Saúde do Instituto Politécnico de Beja;

Doutor André Filipe Morais Pinto Novo, Professor Coordenador na Escola Superior de Saúde do Instituto Politécnico de Bragança.

**Other members:**

Doutora Vanda Lopes da Costa Marques Pinto, Professora Coordenadora na Escola Superior de Enfermagem de Lisboa;

Doutor Fernando Alberto Soares Petronilho, Professor Coordenador na Escola Superior de Enfermagem da Universidade do Minho.

Lisbon, 16 october 2025

The President of ESEL,

Professora Doutora Patrícia Silva Pereira