

## LISBON SCHOOL OF NURSING

### PUBLIC NOTICE

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

It is hereby made public that, for a period of 30 working days counting 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 of indefinite duration, for one (1) Coordinating Professor in the specialised scientific area of Medical-Surgical Nursing, pursuant to the Statute of the Career of Teaching Staff in Polytechnic Higher Education (ECPDESP), approved by Decree-Law No. 185/81 of 1 July, in its current wording, as well as the Regulation of Competitions for the Recruitment of Professors at ESEL currently in force — Order No. 10653/2024, published in the Diário da República, No. 175/2024, Series II of 10/09/2024, and subsequent Rectification Declaration No. 843/2025/2, published in the Diário da República, 2nd Series, No. 174, of October 10, 2025 (hereinafter referred to as the Regulation).

The joint dispatch no. 373/2000 of 31 March, issued by the Minister for State Reform 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 prevention of any and all forms of discrimination." In this context, the terms "candidate," "professor," and similar expressions are not used in this Notice to refer to the gender of the people.*

Likewise, no candidate may be privileged, advantaged, disadvantaged, or deprived of any right nor exempted from any duty, on account, in particular, to ancestry, age, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or racial origin, territory of origin, language, religion, political or ideological convictions and union membership.

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

- 1. Authorisation Order:** The opening of this competition was authorised by Order of 11 July 2025, issued by the President of ESEL, upon the proposal of the Technical-Scientific Council (CTC), approved by Resolution of Ordinary Meeting No. 6 of the CTC of 26/05/2025, and issued after confirmation of 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 referred to above and shall expire upon their completion. The approved list will not constitute an internal recruitment reserve.
- 3. Functional Content of the Category:** As described in no. 5 of Article 3 of the ECPDESP and in the current Regulation on the Provision of Teaching Services at ESEL.
- 4. Place of Work:** ESEL facilities and any other locations where the School carries out its activities.
- 5. Remuneration Position:** As determined under to Article 35 no. 1 of the ECPDESP, in conjunction with the remuneration framework for university and polytechnic teaching staff and scientific research personnel — Decree-Law No. 408/89 of 18 November, in its current wording.
- 6. Admission Requirements:** Candidates must hold a Doctorate in Nursing or the title of Specialist in Nursing (as provided for in Decree-Law No. 206/2009 of 31 August, in its

current wording) obtained more than five years ago, in the specialised scientific area for which the competition is opened.

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

## **7. Admission requirements in Absolute Merit:**

7.1. Prior to ranking the 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 established for this purpose and approved by the Technical-Scientific Council of ESEL.

7.2. The requirements for absolute merit are:

Candidates will be considered to possess absolute merit if they cumulatively fulfil the following criteria:

### **Scientific Activity:**

- a) Publication of at least five scientific articles, including at least two published within the last five years in journals indexed in Scopus or Web of Science, in which the candidate is the author or co-author, in the specialised scientific area for which the competition is opened.
- b) Integração, como Investigador Responsável ou Co-Investigador, em equipas de projeto de investigação científica inscritos em Unidades de Investigação ou financiados por outras entidades nacionais e/ou internacionais. Participation as Principal Investigator or Co-Investigator in scientific research project teams registered in Research Units or funded by other national and/or international entities.

### **Pedagogical Activity:**

- a) Delivery of curricular units;

- b) Supervision of at least four completed Master's theses or supervision of a doctoral student with a publicly defended project.

Candidates who do not achieve approval on the basis of absolute merit will be notified through 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. Parameters and Evaluation Criteria, Weighting, Final Scoring System, Classification, and Ranking Based on Relative Merit:

8.1. The selection method will be based on the evaluation of the following elements:

- a. **Curriculum Vitae**, with an overall weighting of 90%;
- b. **Scientific and pedagogical project** that the candidate proposes to develop in the specialised scientific area of Medical-Surgical Nursing for which the competition is opened, as provided in no. 2 of Article 7 of the Regulation, with a weighting of 10%.

8.2. The evaluation of the Curriculum Vitae shall focus on the following parameters, as set out in No. 3 of Article 7 of the Regulation and pursuant to the ECPDESP:

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

8.3. The curricular assessment of the various candidates for each of the parameters must take into account the specialised scientific area of Medical-Surgical Nursing for which the competition is open.

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

**Parameter 1: Technical-Scientific and Professional Performance - (35 %).**

- i) Academic training and relevant professional capacity in the specialised scientific area of Medical-Surgical Nursing – (30 %).
- ii) Scientific output – (35 %).
- iii) Coordination and participation in projects ID – (35 %).

**Parameter 2: Pedagogical Capacity – (35 %).**

- i) Teaching in higher education institutions - (30 %).
- ii) Supervision of undergraduate, master's, and doctoral students - (15 %).
- iii) Pedagogical innovation - (20 %).
- iv) Publication of textbooks with ISBN - (15 %).
- v) Coordination/management of curricular units - (20 %).

**Parameter 3: Other Activities Relevant to ESEL's Mission - (20 %).**

- i) Provision of services and consultancy to the community - (15 %).
- ii) Collaboration with higher education institutions - (15 %).
- iii) Participation in management activities in higher education, research, or health institutions, or in other scientific, technological, or cultural entities carrying out activities relevant to the mission of the aforementioned institutions - (15 %).
- iv) Professional, cultural, social, and other activities considered relevant - (10 %).
- v) Intellectual and industrial property - (10 %).
- vi) Specialized service contracts - (10 %).
- vii) Training activities as a trainer - (15 %).
- viii) Non-academic experience relevant to the specialized scientific field of Medical-Surgical Nursing - (10 %).

**8.5. The Scientific and/or Pedagogical Project referred to in point 8.1(b) must be formulated as follows:**

- i) Maximum length of 5,000 words.
- ii) Present a concise research proposal and a strategy for teaching and training in the specialized scientific area of Medical-Surgical Nursing, highlighting the project's innovative character and its alignment with the Mission and Vision of ESEL. The scientific dimension must be integrated with the pedagogical component the candidate intends to implement.
- iii) Provide a contextualization of the project within the state of the art, justifying the choices of materials and methods.
- iv) Present a strategy for attracting human and financial resources to support the development and consolidation of the proposed research strategy. The candidate should include previous research outcomes that support the proposed plan.
- v) Include a brief summary of the most recent bibliographical references, a summary of the expected results, and a timeline (chronogram) of the project.

**8.6.** Upon completion of the verification phase of absolute merit requirements, each member of the Jury shall, pursuant to no. 1 of Article 23 of the Regulation, produce a written document, annexed to the minutes of the respective meeting, containing the final classification awarded to each candidate, duly justified on the basis of the evaluation criteria, parameters, and corresponding weighting factors set out in points 8.1. to 8.5. above.

**8.7.** In the ranking of candidates approved on the basis of absolute merit, the method established in no. 2 of Article 23 of the Regulation will be applied, as amended by Rectification Declaration No. 843/2025/2, published in the Diário da República, 2nd Series, No. 174, of 10 October 2025.

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

**8.9.** Candidates listed in positions on the final ranking list that are not eligible to be appointed to the positions under competition will be notified through 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.

**8.10.** The final ranking list, once ratified, will be published in the 2nd. Series of the Diário da República, posted at the customary 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, under equal conditions, for candidates admitted on the basis of absolute merit. These hearings will be solely for the purpose of clarifying matters related to the documents submitted by the candidates. In such cases, the hearings shall take place between the 15th and 30th day following the conclusion of the absolute merit admission process.

**10. Submission of Applications (Form, Deadline, and Location):** Applications shall be submitted exclusively in digital format through the ESEL recruitment platform at <https://recrutamento.esel.pt/> until the 30th working day counting from the date of publication of this Notice in the 2nd. Series of the 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 organised in accordance with point 8.4. 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 area of Medical-Surgical Nursing.

The Curriculum Vitae must be written in Portuguese; however, for candidates from foreign countries, it may be written in English. Documents attached to the Curriculum Vitae must be submitted in their original language, with translation into Portuguese or English required when these are not the original languages.

- b. **Scientific and pedagogical project** that the candidate proposes to develop in the specialised scientific area of Medical-Surgical Nursing;
  - c. **Copy of the doctoral degree diploma and/or the certificate of the Specialist** in Nursing title obtained in accordance with Decree-Law No. 206/2009 of 31 August, in its current wording, as well as, if applicable, the certificate of the agregado title or its legal equivalent; in the case of holders of foreign qualifications, a copy of the recognition, equivalence, or registration of the Doctorate in Nursing in Portugal in accordance with applicable legislation;
  - d. **Copy of the diploma certifying training in the specialised scientific area** for which the competition is opened;
  - e. **Proof of other qualifications** and academic or professional titles;
  - f. **Declaration of Validation of Professional Practice Conditions** issued by the Portuguese Nursing Council (Ordem dos Enfermeiros).
- 11.2. Whenever deemed necessary, the Jury may request candidates, via the recruitment platform, to submit supporting documents for their Curriculum Vitae, as well as any additional related documentation.
- 11.3. Failure to submit the documents referred to in the previous point when requested shall result in the non-assessment of the elements they are intended to substantiate.
- 11.4. Applications that are not properly completed or do not meet the formal eligibility criteria for the competition, as defined by the applicable legislation and this Notice, shall not be admitted. The submission of any required documentation after the stipulated deadline shall likewise result in non-admission to the competition.

**11.5.** Candidates already employed at ESEL are exempt from submitting documents that are already included in their individual personnel file, and this must be explicitly stated in the respective Application Form.

**11.6.** The submission of any false statement and/or document shall result in the immediate exclusion from the competition and the referral of the matter to the competent authority for criminal proceedings.

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

**12.1.** Once the deadline for submitting applications has expired, the Jury shall verify compliance with the legally required conditions, as well as the requirements established in the 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 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 Portuguese and English, as well as on the ESEL recruitment platform.

**15.** All notifications to candidates within the scope of this competition will be carried out in accordance with Article 20 of the current Regulation.

## **16. Composition of the jury:**

**President:**

Doutor Joaquim Manuel de Oliveira Lopes, Presidente do Conselho Técnico-Científico da Escola Superior de Enfermagem de Lisboa.

**Jury Effective Members:**

Doutora Carla Alexandra Fernandes do Nascimento, Professora Coordenadora na Escola Superior de Enfermagem de Lisboa;

Doutor Adriano de Jesus Miguel Dias Pedro, Enfermeiro Diretor da Unidade Local de Saúde do Alto Alentejo, EPE;

Doutor Filipe Miguel Soares Pereira, Professor Coordenador na Escola Superior de Enfermagem do Porto;

Doutora Maria Alice Góis Ruivo, Professora Coordenadora na Escola Superior de Saúde do Instituto Politécnico de Setúbal.

**Other members:**

Doutora Florinda Laura Ferreira Rodrigues Galinha de Sá, Professora Coordenadora na Escola Superior de Enfermagem de Lisboa;

Doutor Rui Filipe Lopes Gonçalves, Professor Coordenador na Escola Superior de Enfermagem de Coimbra.

Lisbon, 21 october 2025

The President of ESEL,

Professora Doutora Patrícia Silva Pereira