

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 a indefinite duration, for three (3) Adjunct Professors 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 and documentary competition for the recruitment, under a permanent public employment contract, of a indefinite duration, for three (3) Adjunct Professors 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 — Dispatch 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 10 October 2025 (hereinafter referred to as the Regulation).

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 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, 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 apply:

- 1. Authorisation Order:** The opening of this competition was authorised by Order of 11 July 2025 by the President of ESEL, upon the proposal of the Technical-Scientific Council (CTC), approved at the Ordinary Meeting of the CTC No. 06 of 26/05/2025, and issued after confirming the existence of adequate budgetary provision and that the position 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. Conteúdo Functional Content of the Category:** As described in no. 4 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 pursuant to Article 35(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 for the competition:** Candidates must hold a Doctoral degree in Nursing or the title of Specialist Nursing title (in accordance with for in 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 provide proof of recognition, equivalence, or registration of the Doctorate in Nursing, in accordance with applicable legislation and internal regulations.

7. Admission on Absolute Merit:

7.1. Prior to ranking the admitted candidates, the Jury shall 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 shall be considered to possess absolute merit if they cumulatively fulfil the following criteria:

Scientific Activity:

- a) Publication of at least three scientific articles, including at least one published within the last five years in a journal 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) Integration into scientific research project teams registered in Research Units or funded by other national and/or international entities.

Teaching Activity in Higher Education Institutions:

- a) Delivery of curricular units.
- b) Supervision of students in Clinical Teaching or Internships.

7.3. Os Candidates who do not obtain approval on the basis of absolute merit shall 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, Ranking, and ordering based on relative merit.

8.1. The selection method shall be based on the assessment of the following elements:

- a. **Curriculum Vitae**, with an overall weighting of 100%.

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 each candidate for each parameter must take into account the specialised scientific area of Medical-Surgical Nursing for which the competition is opened.

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 – (40%).
- ii) Scientific output – (30%).
- iii) Coordination and participation in ID projects– (30 %).

Parameter 2: Pedagogical Capacity – (35%).

- 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 the Mission of ESEL- (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 scientific, technological, or cultural entities that carry out activities relevant to the mission of the aforementioned institutions - (5 %).
- iv) Professional, cultural, social, and other activities deemed relevant - (25 %).
- v) Intellectual and industrial property - (5 %).
- vi) Contracts for the provision of specialised services - (5 %).
- vii) Training activities in the capacity of trainer - (5 %).
- viii) Non-academic experience relevant to the specialised scientific area of Medical-Surgical Nursing - (25 %).

8.5. Upon completion of the verification phase of absolute merit requirements, it is the responsibility of each member of the Jury, pursuant to no. 1 of Article 23 of the Regulation, to produce a written document, annexed to the minutes of the respective meeting, containing the final classification obtained by each candidate, duly justified on the basis of the evaluation criteria and parameters and the corresponding weighting factors set out in points 8.1 to 8.4 above.

8.6. In the ranking of candidates approved on the basis of absolute merit, the method established in no. 2 of Article 23 of the Regulation shall 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.

8.7. Upon completion of the application of the ranking method set out in the preceding numbers, the Jury shall proceed to the preparation of a final ordered list of the candidates.

8.8. Candidates listed in positions on the final ranking list that are not eligible to be appointed to the positions under competition shall 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.

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

9. Public Hearings: If deemed necessary, the Jury may decide to hold public hearings, under equal conditions, for candidates approved 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 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. Processing of Application:

11.1. The application must be accompanied by the completed Application Form available on the ESEL recruitment platform at <https://recrutamento.esel.pt/> , as well as the following documents in digital format and in non-editable form, with the use of 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 which are pertinent to the specialised scientific area of Medical-Surgical 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 translation into Portuguese or English required when these are not the original languages.

- b. **A 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.
 - c. **Copy of the diploma certifying training in the specialised scientific area** for which the competition is opened;
 - d. **Proof of other qualifications** and academic or professional titles;
 - e. **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 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 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 accepted. 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 file, and this must be expressly stated 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 submitting applications has expired, the Jury shall verify the legally required qualifications, as well as the conditions established in the Notice.

12.2. In cases where exclusion is warranted, candidates subject to exclusion shall be notified of this intention 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.

13. Access to the Application File: The competition file may be consulted by candidates who request it, by prior appointment via email at recursoshumanos@esel.pt, at the Human Resources Division of ESEL, located at Av. Prof. Egas Moniz, 1600-190 Lisbon, during normal working 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 Fundação para a Ciência e Tecnologia, I.P., in both Portuguese and English, as well as on the ESEL recruitment platform.

15. Todas as notificações aos candidatos realizadas no âmbito do presente concurso são efetuadas nos termos do artigo 20.º do Regulamento em vigor.

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;

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.

Jury Substitute 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, 12 november 2025

The President of ESEL,

Professor Doutora Patrícia Silva Pereira