

LISBON SCHOOL OF NURSING

PUBLIC NOTICE

Summary: Opening of a national and international documentary competition for recruitment under the regime of an open-ended public employment contract of indefinite duration for one (1) Coordinator Professor at the Lisbon School of Nursing (ESEL), in the specialised scientific area of Child and Pediatric Health 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 Official Gazette (Diário da República), a national and international documentary competition is open for the recruitment, under a permanent public service employment contract for one (1) Coordinator Professor in the specialised scientific area of Child and Pediatric Health Nursing, under the terms of the Statute of the Career of Teaching Staff of Polytechnic Higher Education (ECPDESP), approved by Decree-Law No. 185/81 of 1 July, as amended, as well as the Regulation for Competitions for the Recruitment of Professors at ESEL in force – Dispatch No. 10653/2024, published in Diário da República No. 175/2024, 2nd Series, of 10/09/2024, and the 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 Order No. 373/2000, of 31 March, of 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 career progression, diligently ensuring the avoidance of any form of

discrimination." Accordingly, the terms "*candidate*," and "*teacher*," and similar expressions are not used terms 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 ECPDESP and other applicable legislation, the following provisions shall be observed:

- 1. Authorisation Order:** The opening of this competition was authorised by order of 11 July 2025 of 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 aforementioned positions and will expire once they are filled. 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 ECPDESP and in the current Regulation on Teaching Service at ESEL.
- 4. Place of Work:** ESEL premises, and any other locations where the School develops its activities.
- 5. Remuneration Position:** As determined under Article 35(1) of 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: Candidates must hold a Doctorate in Nursing or the Specialist Nursing Title (pursuant to Decree-Law No. 206/2009, of 31 August, as amended) obtained more than five years ago, in the specialised scientific field for which the competition is open.

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

7. Absolute Merit Admission:

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 account compliance with the requirements for such, as approved by the ESEL Scientific-Technical Council.

7.2. Absolute merit requirements:

Candidates shall be considered to possess absolute merit if they cumulatively meet the following criteria:

Scientific Activity:

- a) Publication of at least 4 scientific articles, of which 2 must have been published in the last 5 years, in journals indexed in Scopus or Web of Science, in which the candidate is the author or co-author, and publication of at least 2 books or scientific book chapters with an ISBN, in the specialised scientific area for which the competition is opened;
- b) Integration as Principal Investigator or Co-Investigator in a scientific research project registered in a Research Unit, or participation as a team member in at least three (3) research projects registered in Research Units, at least one of which must have been

completed with scientific output.

Pedagogical Activity:

- a) Teaching of curricular units;
- b) Supervision of at least 4 completed Master's final projects in the specialised scientific area for which the competition is opened.

7.3. Candidates failing to achieve approval on absolute merit shall be notified via the ESEL recruitment platform and may submit a written statement within ten working days as part of the hearing of interested parties, under the terms of the Administrative Procedure Code.

8. Evaluation parameters and criteria, weighting, final scoring system, ranking, and ordering by 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 85%;
- b. **Scientific and Pedagogical Project** that the candidate proposes to develop in the specialised scientific area for which the competition is opened, as provided for in no. 2 of Article 7 of the Regulation, with a weighting of 15%.

8.2. Evaluation of the Curriculum Vitae shall consider the following parameters in no. 3 of Article 7 of the Regulation and under ECPDESP:

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

8.3. The curricular assessment of each candidate for each parameter must take into account the specialised scientific area of Pediatric and Child Health Nursing for which the competition.

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 professional capacity relevant to the the specialised scientific area of Pediatric and Child Health Nursing – (30%);
- ii) Scientific output – (35%);
- iii) Coordination and participation in ID projects – (35%).

Parameter 2: Pedagogical Capacity – (35%)

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

Parameter 3: Other Activities Relevant to ESEL’s Mission – (15%).

- 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 other scientific, technological, or cultural entities that carry out activities relevant to the mission of the aforementioned institutions - (15%);
- iv) Professional, cultural, social, and other activities deemed relevant- (10%);
- v) Intellectual and industrial property – (5%)
- vi) Specialized service contracts – (10%);
- vii) Training activities as trainer – (20%);
- viii) Non-academic relevant experience in the specialised scientific area of Child and Pediatric Health Nursing - (10%).

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

- i) Not exceed five thousand words;
- ii) Present a concise research proposal and a strategy for training in the specialized scientific field of Child and Pediatric Health Nursing, highlighting the

innovative nature of the project and its alignment with the Mission and Vision of ESEL. The scientific aspect should be related to the pedagogical component that the candidate intends to implement.

- iii) Frame the project in terms of the state of the art, also justifying the choices of materials and methods;
- iv) Present a strategy for attracting human resources and funding to support the development and consolidation of the proposed research strategy. The candidate should include previous research outcomes that can support the presented proposal.
- v) Include a brief summary of the most recent bibliographic references as well as a summary of expected results, and provide the project timeline.

8.6. Once the phase of verifying the requirements of absolute merit has been completed, each member of the jury is, under the terms of paragraph 1 of Article 23 of the Regulations, required to produce a written document, annexed to the minutes of the respective meeting, containing the final classification awarded to each candidate, duly justified based on the evaluation criteria and parameters and the corresponding weighting factors set out in points 8.1 to 8.5 above.

8.7. In the candidates who have met the requirements of absolute merit, the method established in paragraph 2 of Article 23 of the Regulations shall apply, as amended by Rectification Statement No. 843/2025/2, published in the Diário da República, 2nd Series, No. 174, of October 10, 2025.

8.8. Once the ranking method provided for in the preceding paragraphs has been applied, the jury shall proceed to prepare a final ordered list of the candidates.

8.9. Candidates placed on the final ranking list in positions that cannot be appointed to the advertised vacancies are 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 Code of Administrative Procedure.

8.10. Once approved, the final ranking list shall be published in the 2nd Series of the Diário da República, posted in the usual locations at 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, and Place): Applications must be submitted exclusively in digital format via ESEL's recruitment platform at <https://recrutamento.esel.pt/> until the 30th working day from publication in the 2nd. Series of the Official Gazette (Diário da República).

11. Application Instruction:

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

- a. **Curriculum Vitae** organised per point 8.4, indicating the most representative works and activities in Technical-Scientific and Professional Performance, Pedagogical Capacity, and Other Activities relevant to the institution's mission; Portuguese preferred, English allowed for foreign candidates. Attachments must be in the original language, with mandatory translation to Portuguese or English if different.
- b. **Scientific and pedagogical project** that the candidate proposes to develop in the Specialized Scientific Field of Child and Pediatric Health Nursing;
- c. **Copy of the doctoral degree diploma and/or the certificate of the Specialist Nursing Title** obtained in accordance with Decree-Law No. 206/2009, of 31 August, as amended, as well as, if applicable, the certificate of the aggregate 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 specialized scientific field of Child and Pediatric Health Nursing, for which the competition is open;
- e. **Proof of other certificates of qualifications** and of academic and professional titles;
- f. **Declaration of Validation of Professional Practice Conditions** issued by the Portuguese Nursing Association (Ordem dos Enfermeiros)

11.2. Whenever deemed necessary, the jury may request that candidates, via the recruitment platform, to submit documents supporting 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 elements they were meant to verify not being assessed.

11.4. Applications that are not properly completed or do not meet the formal admission criteria established by current legislation and in 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 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 the referral to the competent authority for criminal proceedings.

12. Admission and Exclusion of Applications:

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

12.2. In the event of exclusion, candidates who are to be excluded 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 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 office hours, from 10:00 to 12:00 and from 14:00 to 16:00.

14. This competition will be publicised 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 made in accordance with Article 20 of the applicable Regulations.

16. Composition of the Jury:

President:

Doutora Maria da Graça de Melo e Silva, Vice-Presidente da Escola Superior de Enfermagem de Lisboa;

Jury Effective Members:

Doutora Paula Manuela Jorge Diogo, Professora Coordenadora da Escola Superior de Enfermagem de Lisboa;

Doutora Elsa Maria de Oliveira Pinheiro de Melo, Professora Coordenadora da Escola Superior de Saúde, Universidade de Aveiro;

Doutor Luís Manuel da Cunha Batalha, Professor Coordenador da Escola Superior de Enfermagem de Coimbra;

Doutora Maria Antónia Fernandes Caeiro Chora, Professora Coordenadora da Escola Superior de Enfermagem S. João de Deus, Universidade de Évora.

Other Members:

Doutora Maria Isabel Dias da Costa Malheiro, Professora Coordenadora da Escola Superior de Enfermagem de Lisboa;

Doutora Maria Goreti Ramos Mendes, Professora Coordenadora da Escola Superior de Enfermagem da Universidade do Minho

Lisbon, 19 november 2025

The President of ESEL,

Professora Doutora Patrícia Silva Pereira