

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 Nursing School of Lisbon (ESEL), in the specialised scientific field of Mental Health and Psychiatric 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 an employment contract in public service, of one (1) Adjunct Professor in the specialised scientific area of Mental Health and Psychiatric Nursing, pursuant to the Statute of the Career of the Teaching Staff of 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 in force — Order No. 10653/2024, published in the Diário da República No. 175/2024, Series II of 10 September 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 Order 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 recruitment and promotion procedures:

In compliance with point (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, scrupulously ensuring the avoidance of any and all forms of discrimination." In this regard, the terms "candidate," "professor," and other similar expressions are not used in this Public Notice to refer to the gender of individuals.

Likewise, no candidate may be privileged, advantaged, disadvantaged, or deprived of any right, nor exempted from any duty, on account of, in particular, ancestry, age, sexual orientation, marital status, family situation, economic status, education, social origin or condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, 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. Authorisation Order:** The opening of this competition was authorised by Order of 11 July 2025, by the President of ESEL, following a proposal from the Technical-Scientific Council (CTC), approved at the Ordinary Meeting of the CTC, no. 6 of 26/05/2025, and issued after confirmation of the existence of adequate budgetary provision and that the post to be filled in foreseen and unoccupied in ESEL's staff map.
- 2. Period of validity:** The competition is valid solely for the filling of the positions mentioned above and expires once they are filled. The approved list will not constitute an internal recruitment reserve.
- 3. Functional content of the category:** As described in Article 3, no. 4 of the ECPDESP and in ESEL's Teaching Service Provision Regulations.
- 4. Local de trabalho:** ESEL premises, and any other locations where the School carries out its activities.
- 5. Remuneration:** As determined under the terms of Article 35, no. 1 of the ECPDESP, in conjunction with the remuneration statute 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:** The admission requirements for the competition are that candidates hold a Doctorate in Nursing or the Title of Nursing Specialist (as provided for in Decree-Law No. 206/2009 of 31 August, as amended).

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

7. Absolute Merit requirements:

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 the fulfilment of the requirements for such, as 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 simultaneously fulfil the following criteria:

Scientific Activity:

a) Publication of at least four scientific articles, of which three must have been published in the last five years in a journal indexed in Scopus or Web of Science, where the candidate is an author or co-author, in the specialised scientific area for which the competition is open.

b) Participation in scientific research project teams registered in Research Units.

Teaching Activity:

a) Teaching in curricular units at Higher Education Institutions or supervising Nursing students in clinical teaching or internships.

7.3. Candidates who do not obtain approval on the basis of absolute merit shall be notified through the ESEL recruitment platform in order to, if they so wish, submit written comments within ten working days under the right to a hearing of interested parties, pursuant to the Code of Administrative Procedure.

8. Evaluation Parameters and Criteria, Weighting, Final Scoring System, Ranking, and Ordering on the Basis of 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 100%;

8.2. The evaluation of the Curriculum Vitae shall focus on the following parameters set out in paragraph 3 of Article 7 of the Regulation and pursuant to the ECPDESP:

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

8.3. The curricular evaluation of each candidate in each of the parameters must take into account the specialised scientific area of Mental Health and Psychiatric 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 scoring, are as follows:

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

- i) Academic training and professional capacity relevant to the specialised scientific area of Mental Health and Psychiatric Nursing – (30%).
- ii) Scientific production – (35%).
- iii) Coordination and participation in ID projects – (35%).

Parameter 2: Pedagogical Competence – (40%).

- 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 – (20%).

- 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 relevant activities within the mission of the aforementioned – (5%).
- iv) Professional, cultural, social, and other activities deemed relevant- (20 %).
- v) Intellectual and industrial property- (5 %).
- vi) Contracts for the provision of specialised services- (5 %).
- vii) Training activities as a trainer- (10 %).
- viii) Non-academic experience relevant to the disciplinary area of the competition in Mental Health and Psychiatric Nursing - (25 %).

8.5. Once the phase of verification of the absolute merit requirements is completed, each member of the Jury shall, under the terms of paragraph 1 of Article 23 of the Regulations, produce a written document, attached to the minutes of the respective meeting, with the final classification obtained for each candidate, duly justified based on 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 paragraph 2 of Article 23 of the Regulations as amended by Rectification Statement No. 843/2025/2, published in the Diário da República, 2nd Series, No. 174, of 10 October 2025, shall be applied.

8.7. Once the application of the ranking method provided for in the preceding paragraphs is completed, the Jury shall proceed to prepare a final ranking list of the candidates.

8.8. Candidates listed in the final ranking who cannot be appointed to the positions advertised shall be notified through the ESEL recruitment platform in order to, if they

so wish, submit written comments within ten working days under the right to a hearing of interested parties, pursuant to the Code of Administrative Procedure.

8.9. Once approved, the final ranking list shall be published in the 2nd. Series of the Diário da República, posted in the customary 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, on an equal basis, for candidates approved on the basis of absolute merit, which 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 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 Documentation:

11.1. The application must be accompanied by the completion of the Application Form available at <https://recrutamento.esel.pt/>, as well as the following documents in digital format and non-editable, with short file names recommended:

- a. **The candidate's Curriculum Vitae** 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 Competence, and Other Activities relevant to the mission of the Higher Education Institution, and pertinent to the specialised scientific area of Mental Health and Psychiatric 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 CV must

be presented in their original language, with translation into Portuguese or English required when these are not the languages of origin.

- b. **Copy of the Doctorate diploma and/or the certificate of the Specialist 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 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 the applicable legislation.
 - c. **Copy of the diploma certifying training in the specialised scientific area** for which the competition is open;
 - d. **Proof of other qualifications** and academic or professional titles;
 - e. **Declaration of Validation of Professional Practice Conditions** issued by the Order of Nurses.
- 11.2.** Whenever deemed necessary, the Jury may request candidates, through 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 referred to in the previous point, when requested, shall result in the non-assessment of the elements that such documents were intended to substantiate.
- 11.4.** Applications that are not duly completed or do not meet the formal admission criteria for the competition, as established 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 who are already employed at ESEL are exempt from submitting documents that are already present in their individual file, and this must be 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 criminal proceedings.

12. Admission and Exclusion of Applications to the Competition:

12.1. Upon the closing of the application period, the Jury shall verify compliance with the legally required conditions, as well as the conditions established in the Notice.

12.2. In cases warranting exclusion, candidates who are to be excluded shall be notified of this intention through the ESEL recruitment platform, in order to, if they so wish, submit written comments within ten working days under the right to a hearing of interested parties, pursuant to the Code of Administrative Procedure.

13. Consultation of the Process: The competition file may be consulted by candidates upon request, 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 regular 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 in the context of this competition shall be carried out pursuant to Article 20 of the Regulation in force.

16. Composition of the jury:

President:

Doutor Joaquim Manuel de Oliveira Lopes, Professor Coordenador e Presidente do Conselho Técnico-Científico na Escola Superior de Enfermagem de Lisboa.

Jury Effective Members:

Doutor Paulo Rosário de Carvalho Seabra, Professor Coordenador na Escola Superior de Enfermagem de Lisboa;

Doutora Olga Maria Martins de Sousa Valentim, Professora Coordenadora na Escola Superior de Enfermagem de Lisboa;

Doutor Lino Alexandre Andrade Martins dos Ramos, Professor Coordenador na Escola Superior de Saúde, Instituto Politécnico de Setúbal;

Doutora Isilda Maria Oliveira Carvalho Ribeiro Ribeiro, Professora Coordenadora na Escola Superior de Enfermagem do Porto;

Doutora Ana Isabel Fernandes Querido, Professora Coordenadora na Escola Superior de Saúde, Instituto Politécnico de Leiria;

Doutor Raúl Alberto Carrilho Cordeiro, Coordinating, Professor Coordenador na Escola Superior de Saúde, Instituto Politécnico de Portalegre.

Jury Effective Members:

Doutor José Carlos Marques de Carvalho, Professor Coordenador na Escola Superior de Enfermagem do Porto.

Lisbon, 07 november of 2025

The President of ESEL,

Patrícia Silva Pereira