

Polytechnic Institute of Leiria

Public Notice no. \_\_\_\_/2026

1 - Pursuant to the Statutes for Higher Polytechnic Teaching Staff Career (ECPDESP), approved by Decree-Law No. 185/81 of July 1<sup>st</sup>, amended by Decree-Law No. 69/88 of March 3<sup>rd</sup> and 207/2009 of August 31<sup>st</sup> and by Law No. 7/2010 of May 13<sup>th</sup>, as well as the *Regulamento de Recrutamento e Contratação do Pessoal Docente de Carreira* [Regulation for Hiring and Recruitment of Career Teaching Staff] of the Polytechnic Institute of Leiria, published in the *Diário da República*, 2<sup>nd</sup> series, no. 127 of July 2<sup>nd</sup> 2010, through Dispatch No. 10 990/2010, as amended by regulation no. 211/2024, published in the *Diário da República*, 2<sup>nd</sup> series, no. 36 of February 20<sup>th</sup> 2024, becomes public that, by order of the outgoing President of the Polytechnic Institute of Leiria, Professor Doctor Carlos Manuel da Silva Rabadão, of May 9<sup>th</sup> 2025, based on a proposal of the Director of the School of Health Sciences, is open for a period of 30 working days, counting from the date of publication of this notice in the *Diário da República*, a documentary contest to recruit one Professor Adjunto (Senior Lecturer), in the form of a public service employment contract for an indefinite period, for the disciplinary area of Occupational Therapy - 1 place.

2- Validity period: the present competition is exclusively intended to fill the aforementioned job position and will be exhausted with its provision.

3 - Functional content of the category:

3.1- Under the terms of Article 2-A of ECPDESP, teachers of the polytechnic higher education are expected to provide the teaching service that is attributed to them and follow and guide students; to carry out research, cultural creation or experimental development activities; to participate in tasks of extension, scientific and technological dissemination and economic and social valorization of knowledge; to participate in the management of the respective higher education institutions and to participate in other tasks allocated by the competent management committees and that fall within the scope of activity of polytechnic higher education teachers.

3.2- Under the terms of paragraph 4 of article 3 of the ECPDESP, the *Professor Adjunto* [Senior Lecturer] is responsible for collaborating with the coordinating professors within the scope of a discipline or scientific area and, namely: to manage and teach theoretical, theoretical-practical and practice classes; to guide, direct and monitor internships, seminars and laboratory or area work; to direct, develop and carry out scientific research and experimental development activities, according to the general guidelines previously and superiorly defined within the scope of the respective discipline or scientific area; to cooperate with the other professors of the discipline or scientific area in the coordination of programs, teaching methodologies and general lines of investigation regarding the disciplines in that area.

4 - Remuneration position (article 35, no. 1, ECPDESP): "The remuneration regime applicable to career teachers and teaching staff hired beyond their career is set out in its own diploma." - Decree-Law No. 408/89 of November 18<sup>th</sup>, amended by Decree-Law No. 76/96 of June 18<sup>th</sup>, Decree-Law No. 124/99 of April 20<sup>th</sup> and Decree-Law 373/99 of September 18<sup>th</sup>.

5 - Admission requirements:

5.1- Under the terms of article 17 of the General Labor Law in Public Functions, approved by Law no. 35/2014 of June 20<sup>th</sup>, in its current wording and of article 12-E of ECPDESP, only candidates who, up to the deadline for submission of applications, cumulatively meet the following general requirements, may apply:

a) To be over the age of 18;

b) Not be inhibited from exercising public functions or not be prohibited from exercising the functions to which the candidate is applying;

- c) Have physical strength and psychic profile that are indispensable for the exercise of the functions to which the candidate is applying;
- d) Have complied with the mandatory vaccination laws.
- 5.2- In compliance with article 17 of the ECPDESP, holders of a doctoral degree or specialist title, in the area or similar area to that for which the competition is open, can apply for the competition. The title of specialist mentioned in article 17 of the ECPDESP refers to the provision of article 48 of Law 62/2007 of september 10<sup>th</sup> and Decree-Law no. 206/2009 of august 31<sup>st</sup>, amended by Decree-Law No. 27/2021 of april 16<sup>th</sup>.
- 5.3- Candidates with foreign qualifications must prove the recognition, equivalence or registration of the doctoral degree, or other degrees when required in the announcement, under the terms of the applicable legislation.
- 6- Language(s) that candidates must be proficient in: Candidate must be proficient in Portuguese, spoken and written.
- 7— Formalization of the application:
- 7.1- Applications must be formalized through a request, addressed to the President of the Polytechnic Institute of Leiria , which can be delivered personally at the Central Services of the Polytechnic Institute of Leiria - Office of Expedient and Archive (09:00h-12:30h e 14:00h-17:30h), or sent by mail, registered with acknowledgment receipt, to the following postal address: Politécnico de Leiria, Rua General Norton de Matos, Apartado 4133, 2411-901 Leiria, until the deadline for submission of applications referred to in paragraph 1 of this notice. Applications sent by email will not be accepted.
- 7.2- The application must be submitted on paper, by filling out the form available on the Polytechnic of Leiria's website ([https://www.ipleiria.pt/politecnico/servico\\_gestao\\_pessoas/concursos-e-contratos/carreira-docente/](https://www.ipleiria.pt/politecnico/servico_gestao_pessoas/concursos-e-contratos/carreira-docente/)), which must be printed and duly signed by the candidate, either by hand or using a qualified electronic signature. In the latter case, the original must also be submitted in electronic format.
- 7.3- Along with the application for admission to the competition, the candidate must present the following documents:
- a) Documents proving the fulfillment of the requirements set out in point 5.1 of this notice. Candidates are, however, exempted from presenting them provided that they declare, in the application for admission, under honor, that they satisfy such requirements. The supporting documents for the declared situations will have to be delivered by the candidates who fill the vacancies;
  - b) Copy of the certificates proving the title of academic degree or the title of specialist, pursuant to point 5.2 of the notice;
  - c) Documents proving the fulfillment of the conditions set out in point 5.3 of this notice, if applicable;
  - d) Copy of the candidate's curriculum vitae (one), duly dated and signed, organized according to the selection and ranking criteria and to the system of evaluation and final classification contained in point 7 of this notice, including an index, with numbered annexes, chronologically organized from the most recent to the oldest, seeking to respect the ordering of the parameters and factors listed, in order to allow a better assessment of the data presented;
  - e) Copy of the documents proving the facts indicated in the curriculum, including other degrees, diplomas or other professional titles;
  - f) Critical Reflection (RC): the candidate must submit three separate documents containing their critical reflections regarding the performance of the position they are applying for, with reference to the specific terms defined in each of the three dimensions for the critical reflection item, with a maximum limit of 3.000 characters each, not including spaces;
  - g) List containing the exact identification of all documents submitted.
- 7.4- The documents referred to in point 7.3 of the notice must be delivered in digital format (CD, DVD or pen drive) duly identified and the candidate must ensure the legibility of the files contained in the chosen external media.

7.5- The documents referred to in the previous point should, as a rule, be in Portable Document Format (PDF), preferably in PDF/A version, except in situations where the document to be presented cannot assume the indicated format. The file name, which must be succinct and cannot contain any of the following characters: /, \, |, :, \*, ?, ", (less than) and (greater than).

7.6- Documents can be presented in Portuguese, Spanish or English. When documents proving the facts indicated in the curriculum or documents mentioned in the curriculum are originally written in another language, a translation into Portuguese, Spanish or English must also be submitted.

7.7- The failure to submit the proving documents, required and provided for in points 5.1, 5.2 and 5.3 (if applicable) in this notice, or their presentation after the deadline stipulated in paragraph 1 of this notice, determines the exclusion of the application.

7.8- The candidate's failure to submit the documents related to the submitted curriculum implies the non-valuation of the elements that they should prove.

7.9- The presentation of false documents determines the immediate exclusion of the candidate from the competition, as well as the communication to the competent entities for the purpose of criminal proceedings.

7.10- The documents delivered by the candidates will be returned to at their request, one year after the end of this contest, except in the event of a judicial challenge. In this situation, the return of the requested documents can only occur after the execution of a final judicial decision.

8- Selection and ranking criteria and evaluation and final classification system (established under the terms of articles 11, point 2, paragraph a) and point 18, point 1, paragraphs l) and m) and points 2 and 3 of Dispatch no. 10990/2010, as amended by regulation no. 211/2024, published in the *Diário da República*, 2<sup>nd</sup> series, no. 36 of february 20<sup>th</sup> 2024):

8.1- The Technical-Scientific and Professional Performance (DTCP) of the candidates, which should be weighted:

- a) Academic Degree and/or Titles (GAT)
- b) Scientific production, publications, communications and conferences in the country and abroad (PC);
- c) Orientation of work leading to a bachelor's, master or doctoral degree (OT);
- d) Participation in Juries of Academic examinations and/or for awarding the title of specialist (JPA);
- e) Participation in Professional Training activities, participation in Scientific Societies and their committees or the organization of scientific conferences, considered relevant in the area of Occupational Therapy (FPSC);
- f) Critical Reflection made by the candidate on the contributions of the pedagogical activities referred to in the previous items for the performance of the function they are applying (RC).

8.1.1- The classification to be awarded in this criterion, which represents 45% of the final classification, for a maximum of 100 points, results from the application of the following formula:

$$DTCP = (30\% \text{ GAT} + 20\% \text{ PC} + 10\% \text{ OT} + 10\% \text{ JPA} + 20\% \text{ FPSC} + 10\% \text{ RC})$$

The above parameters are assessed as follows:

GAT: the academic degree and the specialist title in the area or a related area for which the competition is opened are valued, with a maximum score of 100 points, multiplied by a 30% weighting, the evaluation being carried out under the following terms:

- a) Doctoral degree in the disciplinary area or related area of the one for which the competition is open and specialist title in the area of Therapy and Rehabilitation - Occupational Therapy under Decree-Law no. 206/2009 of 31 August, amended by Decree-Law no. 27/2021 and a Bachelor's degree in Occupational Therapy – 100 points
- b) Doctoral degree in the disciplinary area or related area of the one for which the competition is open and Degree in Occupational Therapy - 80 points;
- c) Specialist title in the area of Therapy and Rehabilitation - Occupational Therapy under the Decree-Law No. 206/2009 of 31 August, amended by Decree-Law no. 27/2021 and Degree in Occupational Therapy - 10 points;

PC: scientific production, publications, communications and conferences in the country and abroad are valued, with a maximum valued of 100 points multiplied by a weighting of 20% and

valued as follows:

- a) For each participation in a funded Research & Development (R&D) project, provided that there is proof of production indicators (e.g. communications/publications) — 18 points;
- b) For each participation in an unfunded Research & Development (R&D) project, provided that there is proof of production indicators (e.g. communications/publications) — 12 points;
- c) For each article published (on the date of publication of the notice) in a journal indexed in scientific databases (indexed in Scopus or ISI) (authorship or co-authorship) — 16 points;
- d) For each article published (on the date of publication of the notice) in a journal indexed in other scientific databases (authorship or co-authorship) — 12 points;
- e) For each article published (on the date of publication of the notice) in a journal not indexed in a scientific database (authorship or co-authorship) — 8 points;
- f) For each full paper published (on the date of publication of the notice) in conference proceedings (authorship or co-authorship) — 3 points;
- g) For each abstract published in conference proceedings with DOI — 2 points;
- h) For each book or e-book published internationally with ISBN (authorship or co-authorship) — 6 points;
- i) For each book or e-book published nationally with ISBN (authorship or co-authorship) — 4 points;
- j) For each book chapter or e-book chapter published internationally with ISBN (authorship or co-authorship) — 3 points;
- k) For each book chapter or e-book chapter published nationally with ISBN (authorship or co-authorship) — 2 points;
- l) For each review of an article in an internationally indexed scientific journal, duly proven with a declaration from the journal — 4 points;
- m) For each review of an article in a national indexed scientific journal, duly certified/verified with a declaration — 3 points;
- n) For each review of an article in an international scientific journal or in a national scientific journal without indexing, duly certified/proven with a declaration — 2 points;
- o) For each review of abstracts for scientific events or book of proceedings of international or national dissemination, duly certified/verified with a declaration — 0.5 points;
- p) For participation on the editorial board of a journal with international or national dissemination, duly certified/verified with a declaration — 4 points.

Additional information: Each item, with the exception of item o), will be scored double whenever it falls within the area of Therapy and Rehabilitation – Occupational Therapy (OT); the inclusion in the area of Occupational Therapy, in case of doubt, shall be decided by majority vote in a nominal voting of the members of the jury; furthermore, in item p), instead of being scored double when it falls within the area of Occupational Therapy (OT), the score is awarded on the basis of integration in the Permanent Editorial Board/Permanent Governing Body.

OT: The supervision of works leading to the obtaining of an academic degree of licentiate, master's or doctoral degree is valued with a maximum score of 100 points, multiplied by a weighting of 10%, and will be valued as follows:

- a) For each orientation or co-orientation of completed doctoral theses — 40 points;
- b) For each orientation or co-orientation of completed master's dissertations/internship reports/project work — 20 points;
- c) For each orientation of completed bachelor's monographs/final works — 10 points.

JPA: Participation in juries for academic examinations and/or for the awarding of a specialist title is valued with a maximum score of 100 points, multiplied by a weighting of 10%, according to the following criteria:

- a) For each participation as an opponent in a doctoral thesis jury - 20 points;
- b) For each participation as an opponent on a jury for the defense of doctoral project proposals for definitive registration — 10 points;
- c) For each participation as a member of a jury for the award of the Specialist Title under Decree Law No. 206/2009 of August 31 — 12 points;
- d) For each participation as an opponent on a jury for the defense of master's dissertations/internship reports/master's projects — 14 points;

e) For each participation as an opponent on a jury for the defense of final projects/monographs of a bachelor's degree — 5 points;

FPSC: Participation in Professional Training activities, participation in Scientific Societies and their committees or the organization of scientific conferences considered relevant in the area of Occupational Therapy is valued with a maximum score of 100 points, multiplied by a weighting of 20%, according to the following criteria:

a) For each free communication/poster at an international scientific meeting (authorship/co-authorship) — 8 points;

b) For each free communication/poster at a national scientific meeting (authorship/co-authorship) — 6 points;

c) For each participation as a member of the scientific/organizing committee at an international or national scientific meeting — 4 points;

d) For each participation as a moderator/commentator at an international or national scientific meeting — 3 points.

**Additional information:** Each item will be scored double whenever it falls within the area of Therapy and Rehabilitation – Occupational Therapy (OT); given that the inclusion in the area of Occupational Therapy, in case of doubt, shall be decided by majority vote in a nominal voting of the members of the jury.

Critical Reflection (RC): The critical reflection made by the candidate alluding to the relevance of the Technical-Scientific and Professional Performance dimension for the performance of the function to which they are applying is valued, up to a maximum of 100 points multiplied by a weighting of 10%, with a maximum limit of 3.000 characters, not including spaces (three documents, one for each domain), with the valuation being made in the following terms:

a) Relevance to the development of knowledge in Occupational Therapy - Maximum of 40 points;

b) Relevance and contribution to the mission of the Higher Education Institution/Organizational Unit - Maximum of 10 points;

c) Relevance to the duties of an Assistant Professor - Maximum of 50 points;

8.2-Pedagogical Capacity (CP) of candidates, which should be weighted:

a) The Coordination of Pedagogical Projects (CPP);

b) Production of Pedagogical Material (MP);

c) Teaching Activity (AL);

d) Experience as a Trainer for each 14 hours of activity in the area of Occupational Therapy (EF);

e) Supervision of curricular internships within the scope of a bachelor's or master's degree in Occupational Therapy (SE);

f) Professional Practice in the area of Occupational Therapy to enhance the candidate's experience (EP);

g) Critical Reflection made by the candidate on the contributions of the pedagogical activities referred to in the previous items for the performance of the function they are applying (RC - CP).

8.2.1-The classification to be awarded in this criterion, which represents 45% of the final classification, for a maximum of 100 points, results from the application of the following formula:  
 $CP = (10\% CPP + 10\% MP + 20\% AL + 10\% EF + 20\% SE + 20\% EP + 10\% RC)$

The above parameters are assessed as follows:

CPP: The coordination and activation of new pedagogical projects (e.g., development of new curricular unit programs, creation and coordination of new courses or study programs, etc.) or the reform and improvement of existing projects (e.g., revising existing curricular unit programs, participating in the reorganization of existing courses or study programs), as well as the implementation of projects with impact on the teaching/learning process, is valued with a maximum score of 100 points, multiplied by a weighting of 10%, being the valuation made under the following terms:

a) Coordinator of a group responsible for the creation of new courses (with 30 or more ECTS or a minimum of 90 contact hours) duly proven and validated by the competent body of the higher education institution — 16 points for each course;

- b) Coordinator of a group responsible for the creation of short courses (with a minimum of 12 contact hours) duly proven and validated by the competent body of the higher education institution — 6 points for each short course;
- c) Coordinator of a course/study cycle awarding an academic degree, duly proven and validated by the competent body of the higher education institution — 32 points for each course;
- d) Coordinator of a course/study cycle not awarding an academic degree (Higher Professional Technical Course – CTESP) duly proven and validated by the competent body of the higher education institution — 25 points for each course (CTESP);
- e) Coordinator of a course/study cycle not awarding an academic degree (Postgraduate Programs – PG), duly proven and validated by the competent body of the higher education institution — 12 points for each PG course;
- f) Participation as a member of a group responsible for the creation of new courses (with 30 or more ECTS), duly proven and validated by the competent body of the higher education institution — 12 points;
- g) Participation in the development of new curricular unit (UC) programs, duly proven and validated by the competent body of the higher education institution (provided the participant is not part of the responsible group and has not already been counted) — 5 points for each UC;
- h) Participation in the reformulation of existing curricular unit (UC) programs, duly proven and validated by the competent body of the higher education institution (provided the participant is not part of the responsible group and has not already been counted) — 3 points for each UC;
- i) Participation in the creation of short courses/micro-credentials with a minimum of 7 hours, duly proven and validated by the competent body — 2 points for each course.

Additional information: Each item, with the exception of items d) and e), will be scored double whenever it falls within the area of Therapy and Rehabilitation – Occupational Therapy (OT), with the understanding that inclusion in the area of Occupational Therapy, in case of doubt, is decided by majority vote in a nominal voting of the members of the jury.

MP: The quality and quantity of pedagogical material produced by the candidate in the area of Occupational Therapy is valued with a maximum score of 100 points, multiplied by a weighting of 10%, according to the following criteria:

Pedagogical material (e.g., support texts, videos, audiovisual material, and computer-based resources) developed by the candidate, duly proven by a declaration and validated by the competent body of the higher education institution — 15 points for each.

Additional information: Each item will be scored double whenever it falls within the area of Therapy and Rehabilitation – Occupational Therapy (OT), with the understanding that inclusion in the area of Occupational Therapy, in case of doubt, is decided by majority vote in a nominal voting of the members of the jury.

AL: The teaching and coordination of curricular units in the area of Occupational Therapy is valued with a maximum score of 100 points, multiplied by a weighting of 20%, according to the following criteria:

- a) Course Leader/Responsible for a curricular unit — 10 points for each UC/academic year;
  - b) For each teaching hour per academic year (excluding supervision/orientation hours in clinical teaching/internship units, which are counted in point 5 of this dimension) — 0.2 points for each UC teaching hour/academic year;
  - c) For each coordination of projects with impact on the teaching/learning process (pedagogical innovation projects), duly proven and validated by the competent body — 6 points per project;
  - d) For each participation in projects with impact on the teaching/learning process (pedagogical innovation projects), duly proven and validated by the competent body — 4 points per project;
- Additional information: Each item will be scored double whenever it falls within the area of Therapy and Rehabilitation – Occupational Therapy (OT), with the understanding that inclusion in the area of Occupational Therapy, in case of doubt, is decided by majority vote in a nominal voting of the members of the jury.

EF: Experience as a Trainer is valued for every 14 hours of activity in the area of Occupational Therapy is valued with a maximum score of 100 points, multiplied by a weighting of 10%, according to the following criterion:

Experience as a trainer in the area of Occupational Therapy in training sessions of no less than 14 hours — 15 points for each 14 hour module.

SE: The orientation and supervision of curricular internships within the scope of a bachelor's or master's degree in Occupational Therapy is valued with a maximum score of 100 points, multiplied by a weighting of 20%, according to the following criterion:

Hours of supervision/orientation in internship/clinical education units:

- Supervision hours (as a teacher) — 0.1 point for each hour;
- Orientation hours (as a clinical practice supervisor) — 0.05 point for each hour.

EP: Professional practice in the area of Occupational Therapy is valued, with a view to recognizing the candidate's experience is valued with a maximum score of 100 points, multiplied by a weighting of 20%, according to the following criterion:

Functions performed in the area of Occupational Therapy — 1 point per month.

Critical Reflection (RC): The critical reflection made by the candidate alluding to the relevance of the Pedagogical Capacity / Teaching Activities dimension for the performance of the function to which they are applying is valued, up to a maximum of 100 points multiplied by a weighting of 10%, with a maximum limit of 3.000 characters, not including spaces (three documents, one for each domain), with the valuation being made in the following terms:

- a) Relevance to the development of knowledge in Occupational Therapy - Maximum of 40 points;
- b) Relevance and contribution to the mission of the Higher Education Institution/Organizational Unit - Maximum of 10 points;
- c) Relevance to the duties of an Assistant Professor - Maximum of 50 points;

8.3- Other Activities Relevant (OAR) to the mission of the Higher Education Institution that has been developed by the candidates, in which they should be weighted:

- a) Exercise of leadership positions and in management bodies and participation in bodies or departments, committees, among others, formally constituted in Higher Education Institutions (HEIs), duly proven by the Higher Education Institution (CD);
- b) Exercise of leadership positions and in management bodies and participation in bodies or departments, committees, among others, formally constituted in the context of professional practice in the area of Occupational Therapy, duly proven by the institution to which the exercise refers (CDTO);
- c) Participation in projects or practical activities of community outreach or scientific dissemination, framed in the area in which the competition is open (PP);
- d) Critical reflection carried out by the candidate regarding the contributions of the activities referred to in the previous items, for the performance of the function to which they are applying (RC).

8.3.1- The classification to be awarded in this criterion, which represents 10% of the final classification, for a maximum of 100 points, results from the application of the following formula:  $OAR = (45\% CD + 45\% PP + 10\% RC)$

The above parameters are assessed as follows:

CD: The holding of leadership positions and service in management bodies, as well as participation in bodies or structures or participation in working groups/committees formally constituted is valued, with a maximum valued of 100 points multiplied by a weighting of 45%, with the valuation being made as follows:

Exercise of leadership positions and in management bodies, and participation in bodies or departments, committees, among others, formally constituted in Higher Education Institutions (HEIs), duly proven by the higher education institution — 1 point for each participation/month.

CDTO: The holding of leadership positions and service in management bodies, and participation in bodies or departments, committees, among others, formally constituted in the context of professional practice in the area of Occupational Therapy, duly proven by the institution to which the activity refers, with a maximum valued of 100 points multiplied by a weighting of 30%, with the evaluation carried out under the following terms:

Exercise of leadership positions and in management bodies, and participation in bodies or

departments, committees, among others, formally constituted in the context of professional practice in the area of Occupational Therapy, duly proven by the institution to which the activity refers — 10 points for each participation/month.

PP: The participation in projects or activities of a practical nature for community outreach or scientific dissemination, framed in the area for which the competition is open is valued with a maximum valued of 100 points multiplied by a weighting of 30%, with the evaluation carried out under the following terms:

Participation in projects or activities of a practical nature or for scientific dissemination, framed in the area of Occupational Therapy and not included in previous items, considered by the jury as relevant for the duties of an assistant professor and for the area of Occupational Therapy, duly proven by a declaration — 10 points for each participation.

Critical Reflection (RC): The critical reflection made by the candidate alluding to the relevance of Other Activities Relevant to the Performance of the Position dimension for the performance of the function to which they are applying is valued, up to a maximum of 100 points multiplied by a weighting of 10%, with a maximum limit of 3.000 characters, not including spaces (three documents, one for each domain), with the valuation being made in the following terms:

a) Relevance to the development of knowledge in Occupational Therapy - Maximum of 40 points;

b) Relevance and contribution to the mission of the Higher Education Institution/Organizational Unit - Maximum of 10 points;

c) Relevance to the duties of an Assistant Professor - Maximum of 50 points;

8.4- The final classification (CF), on a scale from 0 to 100 points, will be obtained by the following formula  $CF = (45\% DTCP + 45\% CP + 10\% OAR)$ , considering approved, in absolute merit, the candidates are considered approved, on absolute merit, if they obtain a final score equal to or greater than 50 points, and not approved on absolute merit if they obtain a final score below that score.

8.5- All quantitative results will be rounded and presented to one decimal place.

8.6- Under the terms and for the purposes envisaged in article 23, n.º 2, al. b), of ECPDESP, the President of the Jury, once the final classification is obtained, if there is equality of points between candidates, in the use of the competence that is conferred to him by that provision, will consider the following tie-breaking criteria, to be applied successively:

1<sup>st</sup> best overall score obtained in the criterion - Pedagogical capacity of candidates (PC).

In the event of equality, the following will be considered:

1<sup>st</sup> best overall score obtained in the weighting factor Teaching Activity - teaching and coordination of curricular units (AL).

8.7- In applying these criteria the maximum limits resulting from the application of the final classification formula are not taken into consideration.

9- Public hearing: the Jury may determine the holding of public hearings, which will be attended under the terms of article 28, no. 4, of Dispatch no. 10990/2010, as amended by regulation no. 211/2024, published in the *Diário da República*, 2nd series, no. 36 of february 20<sup>th</sup> 2024. Should there be the need for public hearings, they will take place between the 20<sup>th</sup> and 70<sup>th</sup> day following the deadline for submission of applications, being all candidates informed, at least five days in advance, of the date and place in which these public hearings will take place.

10- Composition of the Jury:

President of the Jury: Carolina Miguel da Graça Henriques, Coordinator Professor at the School of Health of the Polytechnic Institute of Leiria, appointed under the terms of paragraph a), of no. 1 of article 23 of ECPDESP and paragraph a) of no. 1 of article 10 of Order no. 10990/2010, as amended by regulation no. 211/2024, published in the *Diário da República*, 2<sup>nd</sup> series, no. 36 of february 20<sup>th</sup> 2024.

Effective members:

Élia Maria Carvalho Pinheiro da Silva Pinto, Coordinating Professor at the Escola Superior de Saúde de Alcoitão;

Susana Cristina Costa Pestana, Coordinating Professor at the Escola Superior de Saúde of the Instituto Politécnico de Beja;

Maria João Trigueiro, Coordinating Professor at the Escola Superior de Saúde of the Politécnico do Porto;

Vítor Simões Silva, Specialist of Recognized Merit, affiliated with the Politécnico do Porto;

Jaime Emanuel Moreira Ribeiro, Coordinating Professor at the Escola Superior de Saúde of the Instituto Politécnico de Leiria.

Substitute members:

António José Pereira da Silva Marques, Coordinating Professor at the Escola Superior de Saúde of the Politécnico do Porto;

Paula Cristina Costa Portugal Cardoso, Coordinating Professor at the Escola Superior de Saúde of the Politécnico do Porto.

10.1 – In the event of impediment or absence, the President of the jury is replaced by the other member Jaime Emanuel Moreira Ribeiro.

11- In compliance with paragraph h) of article 9 of the Portuguese Republic Constitution, the Public Administration, as an employer, actively promotes a policy of opportunity equality between men and women with regards to access to employment and professional progression, avoiding scrupulously any form of discrimination.

12- This competition will also be advertised on BEP's (Public Employment Exchange) digital platform, on the Foundation for Science and Technology IP's website (in Portuguese and English) and on the Polytechnic Institute of Leiria 's website (in Portuguese and English), under the terms of article 29-B of the ECPDESP.

\_\_\_\_, march 2026 - The President, Carlos Manuel da Silva Rabadão