

Competitive selection process for an assistant professor post on the teaching staff of the Castelo Branco Polytechnic Institute, in the subject area of Social Work and Guidance (CNAEF area 762) – Specialising in social intervention for people with disabilities and the planning and development of social projects

Technical, scientific and professional performance (A)			40%
Teaching ability (B)			50%
Other activities relevant to the mission of the higher education institution (C)			10%

Components, Areas and Indicators	Score per item	maximum subcomponent	maximum component
Technical, scientific and professional component (A)			40%
A1) Academic and professional qualifications (qualifications and degrees)		40	
A degree in Social Work or equivalent (Article 3 of Law 121/2019 of 25 September, points 1 and 2)	10 pts		
A PhD in Social Work, with proven experience in the field covered by the vacancy	15 pts		
Specialist qualification in Social Work and Counselling	10 pts		
Higher University Teaching Qualification	10 pts		
Other relevant qualifications, with proven experience in the field covered by the recruitment exercise	5pts each		
Relevant posts and roles within the social work profession, with proven experience in the field covered by the recruitment exercise	5 pts each		

A2) Research output – publications (in the field covered by the call for applications)		15	
Publications in JCR/ISI journals	7 pts each		
Publications in non-JCR/ISI journals with international circulation	5 pts each		
Publications in peer-reviewed journals with national circulation	4 pts each		
Articles in peer-reviewed conference proceedings (International Conferences)	2 pts each		
Articles in non-peer-reviewed conference proceedings (International Conferences)	1 pt each		
Peer-reviewed articles in conference proceedings (National Conferences)	2 pts each		
Non-peer-reviewed articles in conference proceedings (National Conferences)	0,5 pts each		
Book editor or co-editor	10 pts each		
Author or co-author of a book or book chapter	5 pts each		
Journal reviewer	5 pts each		
A3) Research output – papers, conferences (in the field covered by the call for applications)		15	
Invited presentations at an international conference	3 pts each		
Oral presentations at an international conference	2 pts each		
Invited oral presentations at a national conference	2 pts each		
Oral presentations at a national conference	1 pt each		
Poster presentations at an international conference	1 pt each		
Poster presentations at a national conference	0,5 pts each		
Lectures/presentations given	1 pt each		
Participation in an international conference	0,2 pts each		
Participation in a national conference	0,1 pts each		
A4) Scientific and social development projects and the organisation of other relevant activities		10	

Coordinator for international projects	6 pts each		
Coordinator for national projects	4 pts each		
Researcher on international projects	3 pts each		
Researcher on national projects	2 pts each		
Evaluator of international projects	10 pts each		
Evaluator of national projects	5 pts each		
Organisation of courses and other relevant academic and professional activities	1 pt each		
A5) Scientific and Educational Project		10	
Proposal for a scientific and educational project on a topic within the field of Social Work, in the specific areas covered by the call for applications	Classification: from 0 to 10		
A6) Participation and questioning on examination panels		10	
Bachelor's degree	1 pt each		
Master's degree	2 pts each		
PhD	5 pts each		
Specialist degree	3 pts each		
Aged 23 and over	1 pt each		
Other	0,1 pts each		
FORMULA: A = (A1+A2+A3+A4+A5+A6)		100	

Pedagogical Component (B)			50%
B1) Teaching experience and activity		40	
Duration and type of experience in higher education in the specific field of the competition.	5 pts per each full year		
Academic coordinator of modules in the field covered by the competition	4 pts each		

Teaching of undergraduate modules specific to the field of the competition in the field covered by the competition	2 pts each		
Teaching of postgraduate modules relating to the subject area of the competition	3 pts each		
Professional experience in other areas and levels of education	2 pts per full year		
B2) Other academic activities		15	
Appointed to groups/committees producing a final report	2 pts each		
Organisation of study visits	1 pt each		
Participation in international missions/mobility programmes	3 pts each		
Development of new courses	3 pts each		
Revision of existing courses	3 pts each		
Course evaluation	5 pts each		
Other projects	0,2 each		
B3) Course module report and other relevant teaching materials.		10	
Reports on specific course modules within the subject area covered by the call for applications	1 pts each		
Syllabus and all essential materials/documents required for the delivery of course modules within the subject area covered by the call for applications	3 pts each		
Preparation of handbooks, teaching guides, textbooks and other teaching support materials within the subject area covered by the call for applications	3 pts each		
B4) Supervision of completed research projects leading to academic degrees		10	
Bachelor's degree	3 pts each		
Master's degree	5 pts each		
Doctorate	10 pts each		
B5) Academic and pedagogical supervision of placements		25	
Bachelor's degree in Social Work (placements in the specific area covered by the vacancy)	4 pts each		

Master's degree	5 pts each		
FORMULA: B = (B1+B2+B3+B4+B5+B6)		100	

Other activities relevant to the institution's mission (C)			10%
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C1) Participation in bodies/committees		90	
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Chair of the CTC/CC	20 pts. per full year		
Chair of the CP	15 pts per full year		
Chair of other statutory bodies	10 pts per full year		
Vice-chair of statutory bodies	5 pts per full year		
Secretary of statutory bodies	2 pts per full year		
Member of statutory bodies	1 pt per full year		
Head/Coordinator of a Department/UTC	15 pts per full year		
Head of other units within the school	5 pts per full year		
Course coordinator (Bachelor's, Master's, PhD)	10 pts per full year		
Member of the Master's scientific committee	5 pts per full year		
Other committees	1 pt per full year		

C2) Other posts		5	
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Posts appointed by the Rector/President	1 pt each		
Other	0,5 pts each		

C3) Other activities		5	
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Head of Protocol	1 pt each		
Publicity activities	1 pt each		
Other activities relevant to the scope of the competition and deemed relevant by the selection panel	0,5 pts each		

FORMULA: C = (C1+C2+C3)		100	
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FINAL SCORE: CF = (A × 0.40 + B × 0.50 + C × 0.10)			
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In the event of a tie, the following criteria will be applied in succession until the tie is broken: the candidate with the highest score in sub-components B1, A2 and A3