

POLYTECHNIC OF PORTO  
Escola Superior de Música e Artes do Espetáculo

**Notice**

1. In accordance with subparagraph d), of paragraph. 1 of Article 10º of the Statutes of *Escola Superior de Música e Artes do Espetáculo* of Polytechnic of Porto, hereafter designated to as ESMAE, approved by Order No. 7859/2017, published in *Diário da República*, no. 172 of 6<sup>th</sup> September, it is hereby made public by Order of ESMAE's President, No ESMAE/PR-29/2025, 31 October, that a documental public tender (*concurso público documental*) is open for the period 30 weekdays from the publication of this notice in the *Diário da República* for the recruitment in a currently unoccupied position at ESMAE, as career faculty member, **within the category of Adjunct Lecturer (*Professor-Adjunto*) in the subject area Music/Cello**, in the form of employment contract in public functions for indefinite duration, in accordance with Articles 5º, 10º-B, 17º e 29º-B, combined with Articles 15º to 24º-A, all of Career Statute for Teaching Staff in Higher Polytechnic Education (ECPDESP), approved by Decree-Law no. 185/81, of 1<sup>st</sup> July, amended by Decrees-Law no. 69/88, of 3<sup>rd</sup> of March and Decree-Law no. 207/2009, of 31<sup>st</sup> of August and in its current wording, combined with Regulation of Public Tenders for Recruitment of a Career Teaching Staff of Polytechnic of Porto (RCCPCDIPP), approved by Order no. 4807/2011, published in the *Diário da República*, 2<sup>nd</sup> series no. 54, of 17<sup>th</sup> March, as well as the General Labour Law in Public Functions (LTFP), approved in the annex to the Law no. 35/2014, 20<sup>th</sup> of June, in its current wording, where applicable.
2. **Workplace** – ESMAE, *Rua da Alegria, no. 503, 4000-045 Porto*.
3. **Number of jobs to be filled** – 1 (one).
4. **Mode of Legal Relationship** — employment contract in public functions for indefinite duration in experimental period, lasting 5 years.
5. **Category functional content** — as described in Article 2º-A, no. 4 of Article 3.º, 30.º-A, 33.º of ECPDESP.
6. **Remuneration position:** The remuneration regime is applicable to career teachers and teaching staff hired in addition to the career it consists of a specific diploma, as provided in Article 35, no. 1 of ECPDESP.

**7. Admission Requirements**– These are the admission requirements:

- 7.1. Have the requirements outlined in Articles 17º, 33º to 35.º of the General Labour Law in Public Functions, approved by Law No. 35/2014, of 20th June;
- 7.2. In compliance with Article 17º of the ECPDESP in its current wording, candidates holding a PhD degree or specialist degree in the area or in a field related to that can apply for this competition;
  - a) Applicants holding a qualification obtained abroad must prove its recognition, equivalence, or registration of the PhD degree by a Portuguese Higher Education Institution, in accordance with the Legal Regime for the Recognition of Academic Degrees and Diplomas Higher Education granted by Foreign Higher Education Institutions (Decree-Law no 66/2018, 16 of August). This formality must be completed by the application deadline;
- 7.3. The candidate must have a high level of proficiency in written and spoken Portuguese, with a compatible level for teaching duties. Proof of proficiency may be required, especially for non-native speakers, at a time determined by the institution;
- 7.4. The fulfilment of the requirements stated in the ECPDESP and those stated in the Regulation of Public Tenders for Recruitment of a Career Teaching Staff of Polytechnic of Porto.

**8. Period of validity:**

- 8.1. The present tender is exclusively aimed at filling the aforementioned vacant position in the respective staffing chart and will expire upon its filling or if there are insufficient candidates.
- 8.2. The President of ESMAE may terminate the process by a duly substantiated act, respecting the general principles of the administrative activity as well as the legal, regulatory, and competition limits.

**9. Application procedures**

- 9.1. Deadline for the submission of applications: 30 (thirty) weekdays counting the date of publication in *Diário da República*;
- 9.2. Applications are submitted by electronic means through the web address: <https://domus.ipp.pt/concursos/esmae/pessoal/>;

- 9.3. Applications submitted by email or postal address will not be accepted;
- 9.4. The application is submitted through an electronic form of application to the open competition, dated and signed, addressed to the President of ESMAE and must contain, among other, the following elements:
- a) Identification of the candidate by name, date of birth, nationality, civil and tax identification number, postal and email address and telephone numbers;
  - b) Identification of the open competition object of the application;
  - c) Indication of the academic degrees and titles held by the candidate.
- 9.5. The candidate must submit with the application the following documents:
- a) Declaration of authorization to third parties – access to data and/or documents, available at ESMAE's website <https://www.esmae.ipp.pt/download-docs/DeclaracaoAutorizacaoAcessoDados.pdf>;
  - b) Criminal record certificate;
  - c) A document attesting the candidate's physical and mental fitness for public service, signed by a practicing physician;
  - d) Up-to-date compulsory immunisation record;
  - e) Signed declaration of the veracity of the elements or facts contained in the application;
  - f) Detailed *Curriculum Vitae*, in Portuguese and English, in PDF format, containing all relevant information for the evaluation of the application taking into consideration the parameters and criteria selection for the candidates as mentioned in 10.1 of this notice. It is recommended that it be organized according to the evaluation sub-factors detailed below in 9.6.
  - g) Copies of the works and documents for the purposes of the evaluation foreseen in 10.2 of this notice, organized by the requirements of technical-scientific and professional performance, pedagogical capacity and other relevant activities (as mentioned in items a), b) and c) of point 10.1 of this notice);
  - h) Certificate proving the qualifications and dates of attainment of the degrees and qualifications required for the competition;
  - i) A list of all documents submitted.
- a) The documents mentioned in subparagraphs c), d) and e) of the previous number may be replaced by a declaration made on the application, on honour, in which, in

separate subparagraphs, the candidate must define their precise situation regarding the content of each of those subparagraphs.

- b) If the documents mentioned in subparagraph g) in 9.5 are not available in digital format they may be replaced by delivering them on paper the number of copies corresponding to the number of members in the jury, sent by registered postal within the submission deadline making mention of the application done by electronic means.

9.6 The *Curriculum Vitae* must contain:

- a) Full identification;
- b) Category and scientific area in which the candidate is integrated in the institution;
- c) Appropriate specificity to the subject area for which the competition is aimed at;
- d) Academic qualifications (degrees, classifications, dates and institutions in which they were obtained);
- e) Other formal undergraduate and postgraduate courses, indicating the classification, dates, duration and institutions in which they were obtained;
- f) Training and professional experience;
- g) Description of the technical-scientific, pedagogical and organizational production in accordance with the parameters and criteria for the selection of the candidates in 10.1 of this notice
- h) Other experiences considered relevant to the competition.

9.7 Whenever it seems necessary, the jury reserves the right to request further documentation related to the *Curriculum Vitae* submitted.

9.8 It will only be considered for punctuation the occurrences mentioned in the *Curriculum Vitae* to which it was delivered the respective proof documentation.

9.9 Failure to comply with the deadline for submitting the application, as well the failure to submit or late submission of the documents mentioned in subparagraphs b), f), g), h) and i) in 9.5 of this notice, of mandatory delivery, determines the exclusion of the application.

9.10 The process can be accessed at <https://domus.ipp.pt/concursos/esmae/pessoal/>

## **10. Selection and ranking criteria of candidates:**

- 10.1. According with the terms of Article 15º-A of ECPDESP and of the Regulation of Public Tender for Recruitment of a Career Teaching Staff of Polytechnic of Porto (Order no. 4807/2011, published in the *Diário da República*, 2<sup>nd</sup> series no. 54, of 17<sup>th</sup> March), the

Technical and Scientific Board of ESMAE at its plenary meeting of 3<sup>rd</sup> September 2025 approved the following selection and ranking criteria, indicators and weightings for the purpose of evaluating the curriculum and ranking the candidates:

a) **Scientific and Technical Performance (STP): 40%**

a1) Academic and/or professional qualification (PhD, specialist degree and association exams); [8]

a2) Technical and scientific production: books, book chapters, articles featured in scientific journals (with or without peer review) and minutes of scientific meetings, as well as conferences; active participation in colloquia, congresses, seminars, journeys, and other scientific forums (in evaluating this parameter, it should be taken into consideration the quantity, originality and diversity of the scientific production, as well as the degree of internationalization, with emphasis on the last five years); [12]

a3) Relevant, diverse and sustained instrumental practice in cello demonstrating engagement with national and international professional contexts and networks. Participation and leadership in artistic projects demonstrating cross-disciplinarily and integration of multiple languages and fields; the number of performances, the relevance of venues and events, and activities from the past five years will be taken in consideration. [20]

b) **Pedagogical Experience (PE): 40%**

b1) Pedagogical experience in the subject area for which this competition is aimed at; Teaching of curricular units, framed in different study cycles (in the evaluation of these parameters it should be considered the number and diversity of the curricular units taught); [14]

b2) Conducting and elaboration of the curricular units' programs for the area for which this documental open competition is aimed at or similar areas (authorship, co-authorship and/or review); [8]

b3) Supervision of pedagogical, scientific, artistic and technical activities; Promotion of pedagogic initiatives aimed to improve teaching and learning processes or participation in pedagogical networks; Coordination or participation

in academic groups or committees for the elaboration or restructuring of courses and curricular units; [10]

b4) Scientific supervision: Supervision of a Master's Degree dissertation/project/final internship report; Supervision or Co supervision of a PhD thesis; [4]

b5) Participation in academic examination juries: Jury of a PhD thesis; Jury of a Master's Degree dissertations/projects/final internship reports. [4]

c) **Other activities relevant to the mission of the institution (OAR): 20%**

c1) Dissemination activities in the field of music: Coordination, execution and development of activities and projects of scientific, artistic and cultural character, inserted in the social-professional, artistic and cultural environment; Member of the organizing committee of congresses, colloquia or other scientific forums; [8]

c2) Participation in statutory and intermediate pedagogical in Higher Education management bodies (President, Vice-President of statutory bodies and Member of statutory bodies), considering the time and diversity of positions; Member of bodies and participation in institutional working groups/ committees, actions to publicize the institution and participation in educational and/or research institutions with national or international projection; other institutionally relevant activities; [6]

c3) Intervention in the artistic and scientific community, considering the candidate's ability to intervene expressed, among others, by the participation or organization in national and international events. [6]

10.2. The final classification (FC), on a scale of 0 to 100 points, will be obtained by the following formula:  $FC = (0,40 STP + 0,40 PE + 0,20 OAR)$ , candidates who obtain a final classification equal to or higher than 50 points are considered approved in absolute merit and candidates who obtain a final classification lower than that score are not approved.

10.3. In compliance with the terms of point 3 of Article 20º of the Regulation of Public Tenders for Recruitment of a Career Teaching Staff of Polytechnic of Porto, Professors in management positions in their corresponding organisational unit/institute and exempt from teaching duties due to the application of legal or

statutory norms or by determination of competent bodies should not be prejudiced in the application of the grid defined by the jury to the parameter mentioned in subparagraph b) in 10.1 of this notice.

11. The jury minutes are available to the candidates through the application platform.
12. Any false statements are punishable by law.
13. **Composition of the jury** - by Order of Polytechnic of Porto President, of 21 January 2026, the jury is as follows:

**President:**

Professor Doutor Marco Paulo Barbosa Conceição, Adjunct Lecturer, President of Escola Superior de Música e Artes do Espetáculo of Polytechnic of Porto, that may be replaced in absence or impediments by Professora Doutora Cláudia Marisa da Silva Oliveira, Coordinating Professor, of Escola Superior de Música e Artes do Espetáculo of Polytechnic of Porto

**Effective members:**

Professor Doutor António Augusto Martins da Rocha Oliveira Aguiar, Coordinating Professor, of Escola Superior de Música e Artes do Espetáculo of Polytechnic of Porto;

Professor Doutor Dimitrios Andrikopoulos, Coordinating Professor, of Escola Superior de Música e Artes do Espetáculo of Polytechnic of Porto;

Professor Doutor Miguel Jorge Ferreirinha Cardoso da Rocha, Coordinating Professor of Escola Superior de Artes Aplicadas of Polytechnic of Castelo Branco;

Professor Martti Rousi, Full Professor of Sibelius Academy, Helsinki;

Professora Maria Irene de Oliveira César de Lima, Retired Visiting Associate Professor of Escola Superior de Música de Lisboa of Polytechnic of Lisboa, expert of recognised merit in the field (under paragraph a) point iii) of Article 22 of Decree-Law No. 207/2009, 31st August).

14. Under the terms of paragraph b) of no. 4 of Article 23.º of the ECPDESP, the jury may hold public hearings, on equal terms for all the candidates.
15. Are grounds for exclusion from the present procedure:

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- 15.1. Obtaining a valuation lower than the one defined in this notice or by the jury as considered for approval on absolute merit;
- 15.2. Failure to attend the public hearing, if it can be held.
- 16.** In compliance with paragraph h) of Article 9º of the Portuguese Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunity between men and women in access to employment and professional advancement, scrupulously ensuring against any form of discrimination.
- 17.** This Official Announcement will be disclosed in the following terms:
  - 17.1. In the 2nd series of the *Diário da República*;
  - 17.2. In the Public Employment Pool, at [www.bep.gov.pt](http://www.bep.gov.pt), the 1<sup>st</sup> weekday following *Diário da República*'s publication;
  - 17.3. In the EURAXESS's Portal of Portugal, in <https://www.euraxess.pt>;
  - 17.4. At ESMAE's website, [www.esmae.ipp.pt](http://www.esmae.ipp.pt);
  - 17.5. At appropriate venues.

5 March 2026 - The President of ESMAE, Marco Paulo Barbosa Conceição.