

NURSING SCHOOL OF LISBON

PUBLIC NOTICE

Opening of the documentary call for tenders for the recruitment of two positions in the category of Adjunct Professor, under a public services employment contract for an undetermined period of time in the scientific departmental area of Medical-surgical nursing.

Considering the proposal of the Scientific-Technical Board, approved by deliberation on 24/07/2023, under the terms of the Career Statute of Polytechnic Higher Education Teaching Staff (ECPDESP), approved by DL no. 185/81, 1 July, amended by the DL no. 69/88, 3 March, and no. 207/2009, 31 August, and by Law no. 7/2010, 13 May, in conjunction with the Regulations for Tenders for the Hiring of Professor at the Nursing School of Lisbon (ESEL), approved on 29/10/2020 by the President of ESEL and published in Diário da República (Official Gazette) no. 222/2020, 2nd series, 13/11/2020, it is hereby made public that, by Order of 6 October 2023 issued by the President of the Nursing School of Lisbon, Professor Patrícia Carla da Silva Pereira, duly and previously inscribed in ESEL's Budget allocation, the following is open for a period of 30 working days, counting from the immediate working day after the publication of this notice in Diário da República, the documentary call for tenders for the recruitment of 2 (two) Adjunct Professors, corresponding to vacancies provided for and not occupied in ESEL's Staff, under a Public Services Employment Contract for an Undetermined Period of Time, in the scientific departmental area of Medical-surgical nursing at the Nursing School of Lisbon, under the following terms and conditions:

1. **Period of validity:** The tender is valid only for the filling of the job vacancies mentioned above, expiring with their occupation.
2. **Functional content of the category:** as described in article 2 A and no. 4 of article 3 of the ECPDESP and in ESEL's Teaching Service Provision Regulations ratified on 20/06/2017.
3. **Workplace:** Nursing School of Lisbon and other places where ESEL develops its activity.
4. **Remuneration position:** as determined under the terms of article 35, no. 1, of the ECPDESP.
5. **Admission requirements:**

5.1 Under the terms of article 17 of Law no. 35/2014, 20 June, and article 12-E of the ECPDESP, applications may only be submitted by those who, by the deadline for the submission of applications, meet the general requirements set out in these regulations:

Holders of a doctoral degree in Nursing or the title of Nursing specialist, under the terms of article 17 of the ECPDESP, article 48 of Law no. 62/2007, 10 September, and Decree-Law no. 206/2009, 31 August, as currently worded.

5.2 Holders of foreign qualifications must prove the recognition, equivalence or registration of their doctoral degree in Nursing, in accordance with the applicable legislation and internal regulations.

6. Formalization of the application:

6.1 Applications must be formalized by means of a paper request addressed to the President of the Nursing School of Lisbon, written in Portuguese and containing the following elements:

- a) The candidate's full identification, including full name, date of birth, nationality, civil identification number, address, telephone contacts and e-mail address;
- b) Academic qualifications and titles and/or professional titles;
- c) Category, group or subject area to which they belong, length of service as a teacher in higher education and institution to which they belong, if applicable;
- d) Identification of the tender to which they are applying and reference to DR in which this notice was published;
- e) List of documents accompanying the request;
- f) Date and signature.

6.2 Applications must be submitted on paper and delivered in person at ESEL's Human Resources Division, Calouste Gulbenkian Pole, located at Av. Professor Egas Moniz, 1600-190 Lisbon, from 10am to 12pm and from 2pm to 4pm or sent by registered mail with acknowledgement of receipt, to the same postal address.

6.3 The submission deadline for applications will be, according to the submission scheme:

- a) In person, until the closing hour to the public (4pm) of the Human Resources Division of ESEL, on the last day of the deadline;
- b) By postal submission, until the last day of the deadline, verified by the mail's registration date.

6.4 Personal data of the candidates will be used only and exclusively for the purposes of this tender.

6.5 Applications sent by e-mail will not be accepted.

7. Application instructions:

7.1 The candidate must accompany their application with the following documents, duly numbered and identified:

- a) A declaration from the candidate under a solemn oath, in which they assure that they are not inhibited from exercising public functions or prohibited from exercising their duties and that they have fulfilled the obligatory vaccination laws;
- b) An authenticated copy of the certificate/certification of the doctoral degree in nursing or of the title of nursing specialist obtained in accordance with Decree-law no. 206/2009, 31 August, or, if holding a foreign qualification, an authenticated copy of the recognition, equivalence or registration for the doctoral degree in the nursing area in Portugal, in accordance with the applicable legislation. Compliance with the originals may be attested by ESEL's services, in case of in-person presentation of the application;
- c) A simple photocopy of other qualifications and academic and professional titles;
- d) A paper copy of the *curriculum vitae*, duly dated and signed, and of the documents accompanying the application, and a digital copy (*USB stick*) in PDF format, fully organized, in accordance with the sequence of parameters, criteria and subcriteria for selection and

seriation contained in this notice, which will be published on the institutional website. The *USB stick* must contain all the application documents, and the candidate must ensure that the files are legible and identifiable.

7.2 The *curriculum vitae* must be written in Portuguese.

7.3 In order to promote the most appropriate classification of the curricular elements, the candidates must organize the presentation of the curriculum fully and obligatorily in conformity with the sequence and operationalization of the parameters, criteria, and subcriteria approved by the jury, which is a necessary condition for its evaluation, excluding anything that is not duly ordered.

7.4 It is the candidates' responsibility to provide documentary evidence, in any way possible, of the framework of all the curricular elements presented in relation to the criteria/subcriteria included in the evaluation system approved by the jury, and the candidate must ensure that the files are legible and identifiable. The same curricular element can only be included in one subcriterion and will be counted the first time it is presented.

7.5 The supporting documents attached to the curriculum must be presented in the original language in which they were issued, and must be translated into Portuguese or English when these are not the original languages.

7.6 Whenever deemed necessary, the jury may request the candidates, by e-mail, to present the original supporting documents attached to the curriculum, as well as complementary documentation related to it.

7.7 Candidates who provide services to the Nursing School of Lisbon are exempt from presenting the documents that already exist in their individual files, and this fact must be expressly stated in the respective application by the services.

7.8 Failure to present the supporting documents related to the curriculum submitted by the candidate implies the non-assessment of the elements that they should prove.

7.9 The documents submitted by the candidate shall be returned to them, at their request, one year after the end of the present tender, except if the tender has been subject to judicial review.

7.10 Candidates who do not meet the admission requirements will be preliminarily excluded and notified of this intention via email, for the purpose of holding a hearing of the interested parties, under the terms of the Administrative Procedure Code.

8. Selection and seriation:

Method, parameters, criteria and evaluation system - The selection and seriation of the candidates is carried out by means of a curricular evaluation method, based on the elements provided by the candidate in the *Curriculum Vitae* and is materialized in a classification obtained from an evaluation system, established by the Jury, consisting of the following parameters, criteria, subcriteria and respective scores:

P1) Qualification of the candidate (QC), evaluated on the basis of the assessment of their academic and training background (weighting of 0.30) and considering the following criteria:

	Parameters	Criteria	Subcriteria	Maximum score per subcriterion	Maximum score per criterion
Weighting 0.30	P1) Qualification of the Candidate (QC)	1.1 Academic degrees obtained, and academic examinations carried out	Doctoral degree in Nursing	55	55
			Doctoral degree in another area and Title of Nursing Specialist	45	
			Master's degree and Title of Nursing Specialist	40	
			Bachelor's Degree and Title of Nursing Specialist	5	
		1.2 Completed postgraduate education	Specialization in Nursing in the Scientific Departmental Area for which this tender is open	40	45
			Postgraduate courses relevant to the Scientific Departmental area for which the tender is open	5	
					100

1.1 Academic degrees obtained and academic examinations carried out (obtainment of the title of nursing specialist under Decree-Law No. 206/2009, August 31, as amended by Decree-Law No. 27/2021 **(Maximum 55 points)**):

Observations - In this criterion, only the subcriterion with the highest weight met by the candidate will be scored. In this parameter, only the courses already completed and duly certified by title or diploma will be considered.

- 1.1.1. Doctoral degree in Nursing – 55 points;
- 1.1.2. Doctoral degree in another area with the Title of nursing specialist under Decree-Law 206/2009 31 August – 45 points;
- 1.1.3. Master's degree with the Title of nursing specialist under Decree-Law 206/2009 31 August – 40 points;
- 1.1.4. Bachelor's degree with the Title of nursing specialist under Decree-Law 206/2009 31 August – 5 points;

1.2. Completed postgraduate training (Maximum 45 points)

- 1.2.1. Specialization course in Nursing in the Scientific Departmental Area for which this tender is open (40 points);
- 1.2.2. Postgraduate courses relevant to the Scientific Departmental area for which the tender is open (Maximum 5 points):

Observations - In this subcriterion only the courses in the specific area of the tender, or in an area considered relevant to the Scientific Departmental Area for which this tender has been opened, carried out in higher education institutions, duly documented, with a mention of approval and explicit indication of the number of ECTS and/or the duration in hours, will be considered. The matter of "relevance to the Scientific Departmental Area for which this tender has been opened" will, in case of doubt, be decided unanimously by a roll call vote by the jury members. Training that integrates the curricular plans of courses already scored in other sub-criteria will not be considered.

- a. ≥ 60 ECTS or ≥ 1500 hours – 5 points per course;
- b. ≥ 30 ECTS and < 60 ECTS or ≥ 750 hours and < 1500 hours – 3 points per course;
- c. ≥ 12 ECTS and < 30 ECTS or ≥ 300 hours and < 750 hours - 1.5 points per course;

P2) Technical, scientific and professional performance of the candidate (DTCP), evaluated according to the assessment of work and activities with relevance to the scientific departmental area of Medical-surgical Nursing (weighting of 0.25) and considering the following criteria:

	Parameters	Criteria	Subcriteria	Maximum score per subcriterion	Maximum score per criterion		
Weighting 0.25	P2) Technical, scientific and professional performance (DTCP)	2.1 Scientific publications	Articles published in a scientific journal	20	40		
			Scientific article published in the minutes of a scientific meeting	7.5			
			Books and book or e-book chapters	7.5			
			Reviewer in scientific journals and books	03			
			Participation in the editing or coordination of a scientific journal or book	02			
		2.2 Science and technology dissemination actions	Oral presentation	15	30		
			Poster	07			
			Moderator/commentator at a scientific conference/event	03			
			Organization of a conference/scientific event	05			
		2.3 Participation in R&D projects	Member of a R&D unit	10	30		
			Participation in scientific projects	20			
							100

Observations: In this criterion, only works of a technical and scientific nature in the area of Medical-surgical Nursing, or with relevance to the area of Nursing, published between 1 January 2014 and the application's deadline, will be considered. The matter of relevance to Nursing will be decided unanimously by a roll-call vote of the jury members. It is up to the candidate to prove the impact factor.

2.1 Scientific publications (Maximum 40 points):

2.1.1 Articles published in a scientific journal (maximum 20 points):

- a. Publication, as author or co-author, in journals with an impact factor (ISI) and/or indexed (e.g. SJR, Scopus/WoS or JCR) – 5 points each;
- b. Publications, as author or co-author, in other peer-reviewed journals – 3 points each;

2.1.2 *Scientific article published in the minutes of a scientific meeting* (maximum 7.5 points):

- a. Article published, as author or co-author, in the minutes of a scientific meeting – 2.5 points each;
- b. Abstract published, as author or co-author, in the minutes of a scientific meeting – 2.5 points each;

2.1.3 *Books and chapter of a book or e-book* (maximum 7.5 points):

- a. Books in which the candidate is the author or co-author - 5 points each;
- b. Chapters in which the candidate is the author or co-author - 2.5 points each, up to a maximum of 3 chapters per book.

Observations: Only books or *e-books* with an ISBN will be considered.

2.1.4 *Reviewer in scientific journals and books* (Maximum 3 points):

- a. Reviewing of articles for a journal with an impact factor (ISI) and/or indexed (e.g., SJR, Scopus/WoS or JCR) - 1 point each;
- b. Review of articles for other peer-reviewed journals — translation/review of books - 0.5 points each;
- c. Technical reviewer of scientific books – 1 point each;

2.1.5 *Participation in the editing/coordination of a journal or book* (Maximum 2 points):

- a. Journal with an impact factor (ISI) and/or indexed – 1 point each;
- b. Scientific book in the nursing area – 1 point each;

2.2 Science and technology dissemination actions (Maximum 30 points):

Observations: Scientific events are considered to be congresses, conferences, colloquia and other similar activities of a technical and scientific nature relevant to the scientific departmental area of Medical-surgical Nursing, held since 01.01.2014. Meetings that include international members and/or international speakers on the scientific/organizing committee are considered international;

2.2.1. Oral presentation (Maximum 15 points):

- a. Oral presentation, as author or co-author, at an international scientific meeting – 5 points each;
- b. Oral presentation at a national scientific meeting – 2.5 points each;

Observations. Each oral presentation, as author or co-author, at an international or national scientific meeting that has been awarded, will receive 0.25 points.

2.2.2. Poster (Maximum 07 points):

- a. Poster presentation, as author or co-author, at an international scientific meeting – 2 points each;
- b. Poster presentation, as author or co-author, at a national scientific meeting - 1 point each;

Observations: In this subcriterion, for counting purposes, the poster and its presentation will be considered together and only once. Posters with the same title are only considered once. Each poster presentation, as author or co-author, at an international or national scientific meeting that has been awarded, will receive 0.25 points.

2.2.3. Moderator/commentator at a scientific conference/event (Maximum 03 point):

- a. One point will be scored for each;

Observations: In this sub-criterion only the moderator/commentator activities included in the programme of the scientific meeting or duly certified will be considered.

2.2.4. Organization of a scientific event/conference (Maximum 05 points):

- a. President/Vice-president of scientific/organizing committee at an international scientific meeting - 2 points each;
- b. Member of the scientific/organizing committee at an international scientific meeting - 1 point each;
- c. President/Vice-president of the scientific/organizing committee at a national scientific meeting – 1 point each;
- d. Member of the scientific/organizing committee at a national scientific meeting – 0.5 point each;

2.3 Participation in research and development projects (Maximum 30 points):

2.3.1 Member of a research and development unit (Maximum 10 points):

- a. Member of a research and development unit recognized by FCT up to the date of publication of this notice - 3.5 points for each year;
- b. Member of a research and development unit – 2.5 points for each year.

2.3.2 Participation in R&D projects (Maximum 20 points):

- a. Participation in funded and completed R&D projects – 5 points for each project;
- b. Participation in a funded and ongoing R&D project – 3 points for each project;
- c. Participation in an unfunded, completed R&D project – 2.5 points for each project;
- d. Participation in an unfunded and ongoing R&D project – 2 points for each project;

P3) The candidate's pedagogical capacity (CPC), assessed on the basis of an evaluation of the quality and extent of their previous teaching practice (weighting of 0.25) and considering the following criteria:

0.25	Parameters	Criteria	Subcriteria	Maximum score per subcriterion	Maximum score per criterion
Weighting	P3) Candidate's teaching capacity (CPC)	3.1 Curricular units taught and the type of classes given	Exercise of teaching functions in a HEI	25	70
			Supervision or co-supervision of completed thesis/dissertation/internship report/work or monograph.	15	

			Teaching or co-teaching curricular units	10	
			Lecturing in curricular units excluding clinical teaching/internship	05	
			Supervision of students in clinical teaching curricular units internship contracted by HEI in the nursing area	7.5	
			Student supervision at the internship site	7.5	
		3.2 Experience in the production of didactic material and implementation of innovative and practical techniques and methods to support teaching	Produced and utilized didactic materials considered relevant by the jury	10	30
			Participation in the planning/development of Master's or Postgraduate courses in the scientific departmental area of Medical-surgical Nursing:	08	
			Implemented innovative techniques, methods and practices considered relevant	12	
					100

3.1 Curricular units taught and the type of classes taught, in the different study cycles (Maximum 70 points):

3.1.1 The exercise of teaching functions in Higher Education Institutions (maximum 25 points):

a. Teaching experience according to the percentage of FTE in a Higher Education Institution in the scientific area of nursing - 10 points for each full year;

Observations: The exercise under a part-time contractual regime determines the application of the respective hiring percentage on the score established for the full-time regime. The candidate must identify and provide evidence of the FTE percentage in each year or semester.

3.1.2 Supervision or co-supervision of a completed thesis/dissertation/internship report/project work or monograph in the scientific departmental area of Medical-surgical Nursing (maximum 15 points):

- a. Completed doctoral thesis supervision - 10 points each;
- b. Completed doctoral thesis co-supervision- 5 points each;
- c. Supervision of a completed dissertation/internship report/master's project work - 5 points each;
- d. Co-supervision of a completed dissertation/internship report/project work - 2.5 point each;
- e. Completed monograph supervision - 4 points each;

3.1.3 Regency and coregency of curricular units (maximum of 10 points):

- a. 2.5 points awarded for each teaching period/year;
- b. 1.5 points awarded for each co-teaching period/year;

3.1.4 Teaching in curricular units other than clinical teaching/internship (maximum of 05 points):

- a. for each CU in which they teach a minimum of 10 hours - 1.5 points each;

3.1.5 Supervision of students, in the nursing area, in clinical teaching/internship curricular units contracted by a higher education institution (maximum of 7.5 points):

- a. 1.5 points awarded for each clinical teaching/internship/year in Master's or post-bachelor's courses;
- b. 1 point awarded for each clinical teaching/internship/year in the Bachelor's degree course;

3.1.6 Student supervision at the internship site (maximum of 7.5 points):

- a. 1 point awarded for each clinical teaching/internship/year;

3.2 Experience in the production of didactic material and implementation of innovative and practical techniques and methods to support teaching (Maximum 30 points):

3.2.1 Produced and utilized didactic materials considered relevant by the jury (Maximum 10 points):

- a. 2 points awarded for each;

Observations: Certification is required from the competent body of the HEI, which unequivocally proves the production or co-production of teaching material, the experiences indicated, the authorship, the date and the pedagogical context. The decision on the acceptance of the submitted teaching material will be taken unanimously by the jury.

3.2.2 Participation in the planning/development of Master's or Postgraduate courses in the scientific departmental area of Medical-surgical Nursing (08 points):

3.2.3. Implemented innovative techniques, methods and practices considered relevant by the jury (Maximum 12 points):

a. 2 points awarded for each;

Observations: Certification is required from the HEI competent body, which unequivocally proves the implementation, date and context. The decision on the acceptance will be taken unanimously by the jury.

P4) Other relevant activities (OAR) to ESEL's mission, assessed on the basis of the evaluation of the singular activities developed by the candidate (weighting of 0.20) and considering the following criteria:

	Parameters	Criteria	Subcriteria	Maximum score per subcriterion	Maximum score per criterion
Weighting 0.20	P4) Other relevant activities to ESEL's mission (OAR)	4.1 Provision of services and consultancy	Member of international/national/regional committees/working groups promoted by public bodies or associations	10	20
			Technical reports promoted by public entities or associations	10	
		4.2 Collaboration with HEIs	Examiner in juries of doctoral examinations	20	60
			Jury in Specialist Title examinations	20	
			Examiner in juries of master's degree examinations	10	
			Examiner in the jury of a doctoral project	05	

			Exercise of scientific and pedagogical positions	05	
		4.3 Other relevant aspects not previously described	Professional activity in a clinical context in the area of medical-surgical nursing	20	
			Trainer in short courses with a duration exceeding 4 hours		
			Management functions in health institutions		
			Participation in social bodies of cultural or civic associations or private social solidarity institutions		
			Non-technical publications		
			Distinctions and relevant public recognition for professional, scientific, cultural or civic activity		
					100

4.1 Provision of services and consultancy (maximum 20 points):

4.1.1 Member of commissions/working groups of international/national/regional scope promoted by public entities or associations, with a minimum duration of 6 months, duly confirmed by the public entity or association — 5 points for each (Maximum of 10 points);

4.1.2 Technical reports promoted by public entities or associations, in which the candidate's participation is duly proven by the public entity or association – 3 points each (Maximum of 10 points);

4.2 Collaboration with Higher Education Institutions (Maximum 60 points):

4.2.1 Examiner in juries of doctoral examinations – 20 points for each;

4.2.2 Jury in Specialist Title examinations in accordance with Decree-Law no. 206/2009 31 August, amended by Decree-Law no. 27/2021 16 April - 10 points each;

4.2.3 Examiner in juries of master's degree examinations - 5 points each;

4.2.4 Examiner in the jury of a doctoral project - 5 points each;

4.2.5 Exercise of scientific and pedagogical positions - 5 points each;

4.3 Other relevant aspects not previously specified (Maximum 20 points):

Observations - In this criterion, only activities whose nature does not allow for the respective framing in the previous parameters will be considered. The matter of "relevance to ESEL's mission" will, in case of doubt, be decided by the jury members.

4.3.1 Professional activity in a clinical context in the area of medical-surgical nursing - 0,5 point per full year;

4.3.2 Trainer in short courses with a duration exceeding 4 hours — 0,5 point per course;

Observations: Re-edits of activities will not be considered.

4.3.3 Management functions in health institutions - 2 points per function.

Observations: Examples are: Director/President of a management body or another institutional body; Effective member of a management body or another institutional body; Leadership or Coordination of a care unit; Coordination of commissions and work groups; Coordination of a training center; Member of a jury and of public tenders for the admission of staff or of public tenders for the acquisition of goods and services.

4.3.4 Participation in social, cultural or civic activities, in foundations or private social solidarity institutions (Maximum 5 points).

a. 2.5 points awarded for each activity performed.

4.3.5 Non-technical publications – (Maximum 5 points):

Observations - Activities that have not been scored or indicated in another parameter or criterion, but could be included in them, will not be considered. Only articles in publications of associations, scientific societies and professional organizations will be considered, as well as articles in periodicals of a local, regional or national scope relevant to ESEL's mission. The matter of "relevance to ESEL's mission" will, in case of doubt, be decided unanimously by a roll-call vote of the jury members.

a. 1 point for each published article;

b. 0.5 points for each year of participation in editing a magazine or journal included in this scope.

4.3.6 Distinctions and relevant public recognition for professional, scientific, cultural or civic activity (*Maximum 10 points*).

Observations: In this subcriterion relevant distinctions are considered to be those that reflect professional, scientific, cultural or civic recognition, awarded by a public or private entity, national or foreign, unanimously considered relevant by the members of the jury.

a. 5 points for each distinction awarded.

9. Score Attribution: The score for each parameter results from the sum of the scores obtained in the respective criteria, which, in turn, result from the scores achieved in the subcriteria that they integrate. In any of the cases, the score attributed may not exceed the maximum values established for the respective parameter, criterion or subcriterion.

10. Final score:

The calculation of the final score of the application will result from the following formula (where PF means Final Score):

Final Score = $(0.30 \text{ QC} + 0.25 \text{ DTCP} + 0.25 \text{ CPC} + 0.20 \text{ OAR})$.

10.1. The final classification (CF) will be expressed on a scale of 0 to 20 points, fractioned to the hundredths, and results from the conversion of the final score (PF) to this scale.

11. Publication of the evaluation system: The minutes of the jury containing detailed information of the operationalization of the evaluation system of the parameters, criteria and sub-criteria, as well as the classification grid, will be published in ESEL's style sites and on ESEL's website, simultaneously with the publication of the present notice.

12. Jury: The Jury is composed of five effective elements and two substitutes, with the following composition:

Presidente: Idalina Delfina Gomes, Coordinating Professor at ESEL.

Voting members: António Filipe Amaral de Jesus Cristóvão, Coordinating Professor at ESEL; Cidália de Fátima Cabral de Frias, Coordinating Professor at the School of Health of the University of the Azores; Helena Maria Guerreiro José, Coordinating Professor at the Atlântica

Health School; and Maria dos Anjos Coelho Rodrigues Dixe, Coordinating Professor at the School of Health Sciences of the Polytechnic Institute of Leiria.

Substitute Members:

Óscar Manuel Ramos Ferreira, Coordinating Professor at ESEL; and Maria do Céu Mendes Pinto Marques, Coordinating Professor at the University of Évora.

13. Admission of applications: after the deadline for the submission of applications, the Jury will proceed to verify the elements presented by the candidates, namely, if the necessary qualification requirements have been met and if all the documents required for the application have been presented.

14. Exclusion of the application:

14.1 Reasons for the exclusion of applications:

- a) Failure to present the documents required under the terms of this notice, or presenting them after the deadline, implies the exclusion of the application;
- b) The presentation of a false declaration and/or document implies immediate exclusion from the tender and the reporting to the competent entity for the purposes of criminal proceedings.

15. Hearing of interested parties: the candidates whose application is excluded shall be notified of this intention in advance, by email, for the purpose of holding a hearing of the interested parties, under the terms of the Administrative Procedure Code.

16. Individual report: Once the applications admission phase is concluded, the jury, based on the previously published evaluation system, will elaborate and approve a reasoned report on the evaluation of the curriculum of each candidate, which will include the respective final classification, on a scale of 0 to 20 points, fractioned to the hundredths;

17. Absolute merit: All candidates who obtain a final classification, without rounding, of 12 points or more, will be considered to have passed with absolute merit.

18. Ranking and tie-breaking of the candidates:

- a) The candidates admitted with absolute merit are ranked in descending order of the final classification obtained as a result of the application of the final evaluation system.
- b) In the event of a tie, the centesimal classifications will be used to rank the candidates and, if the equality persists, the following criteria will be applied in turn:
 - 1) Having obtained a higher score in the sum of the P2 (DTCP) parameters;
 - 2) Having obtained a higher score in the P3 (OAR) parameter;
 - 3) Having completed the training leading to a doctoral degree in nursing longer ago;
- c) The candidates without absolute merit will be ranked in alphabetical order with an indication of the points obtained.

19. Ranked list – Hearing of interested parties: after approving the draft ranking list, with the seriation of the candidates approved by absolute merit and the list of the candidates not approved by absolute merit, the jury will communicate it to them for the purposes of the hearing of interested parties. The draft list will become the final list if there are no complaints.

20. Final ranking list: after the hearing of interested parties, the final ranking list once approved will be published in the 2nd Series of Diário da República, posted in ESEL's style sites and made available on ESEL's website.

21. Consultation of the process: the tender process can be consulted by the candidates who request it, by appointment via the email recursos humanos@esel.pt, in the Human Resources Division of ESEL, located in Av. Prof. Egas Moniz, 1600-190 Lisbon, during the normal working hours, from 10 am to 12 am and from 2 pm to 4 pm.

22. All notifications made to the candidates within the scope of the present tender will be made by e-mail to the e-mail address indicated by the candidate, with receipt of delivery of the notification.

23. This tender will also be published on BEP (Public Employment Pool), on the website for the Fundação para a Ciência e a Tecnologia I.P., in Portuguese and English, and on ESEL's website, under the terms of article 29-B of ECPDESP.

24. The provisional ranking lists, as well as the definitive list of admissible applications and the provisional list of approval with absolute merit are published in ESEL's style sites and website.

25. In compliance with paragraph h) of article 9 of the Constitution of the Portuguese Republic, the Public Administration, as an employer, actively promotes a policy of equal opportunity between men and women in access to employment and professional progress, scrupulously taking steps to avoid all forms of discrimination.

Lisbon, 15 March 2024

The President of ESEL,

(Patrícia Carla da Silva Pereira)