

INSTITUTE OF CHEMISTRY
UNIVERSITY OF SÃO PAULO
Notice ATAC/442024/iqusp

OPENING OF APPLICATIONS FOR THE PUBLIC COMPETITION OF TITLES AND EXAMS FOR THE PROVISION OF **ONE (1) POSITION** OF PROFESSOR DOCTOR IN THE DEPARTMENT OF BIOCHEMISTRY AT THE INSTITUTE OF CHEMISTRY OF THE UNIVERSITY OF SÃO PAULO

The Director of the Institute of Chemistry at the University of São Paulo hereby announces to all interested parties that, in accordance with the decision made by the Congregation in an ordinary session held on **10/24/2024**, applications will be open for a period of 90 (ninety) days, starting at 08:00 a.m. (Brasília time) on **11/07/2024** and ending at 05:00 p.m. (Brasília time) on **02/04/2025**, for the public competition of titles and exams to fill one (1) position of Professor Doctor, reference MS-3, under the Full-Time Dedication to Teaching and Research Regime (RDIDP), **position/code 1244400**, with a salary of R\$ 15,498.97 (as of May 2024), in the **Department of Biochemistry**, in the field of knowledge of **Teaching in Biochemistry and Molecular Biology**, pursuant to Article 125, paragraph 1, of the General Regulations of USP, and the respective program as follows:

PROGRAM

- 1- Structure and Function of Proteins: fundamental concepts, learning challenges, and teaching strategies;
- 2- Enzymes: fundamental concepts, learning challenges, and teaching strategies;
- 3- Biological Membranes and Transport: fundamental concepts, learning challenges, and teaching strategies;
- 4- Carbohydrate and Lipid Metabolism: fundamental concepts, learning challenges, and teaching strategies;
- 5- Protein Synthesis and Degradation: fundamental concepts, learning challenges, and teaching strategies;
- 6- Electron Transport and Oxidative Phosphorylation: fundamental concepts, learning challenges, and teaching strategies;
- 7- Hormonal Action and Biological Signal Transduction in Metabolic Control: fundamental concepts, learning challenges, and teaching strategies;
- 8- DNA Structure, Replication, and Repair: fundamental concepts, learning challenges, and teaching strategies;
- 9- RNA Structure, Transcription, and Processing: fundamental concepts, learning challenges, and teaching strategies;
- 10- Gene Expression Regulation: fundamental concepts, learning challenges, and teaching strategies;
- 11- The approach of Chemistry principles for teaching Biochemistry.

The competition will be governed by constitutional principles, notably the principle of impartiality, as well as by the provisions in the Statute and the General Regulations of the University of São Paulo and the Regulations of the Institute of Chemistry.

1. Applications must be submitted exclusively through the link <https://uspdigital.usp.br/gr/admissao> during the period indicated above. The applicant must provide the requested personal information and attach the following documents:

I – a detailed curriculum vitae and proof of published works, relevant activities related to the competition, and other information that allow for an evaluation of their merits, in digital format;

II – proof of holding a Doctorate degree conferred by USP, recognized by USP, or of national validity;

III – proof of military service compliance for male applicants (NOTE: declarations regarding criminal actions will not be accepted);

IV – proof of electoral compliance or a detailed certificate issued by the Electoral Court no more than 30 days prior to the start of the application period;

V – an official identity document;

VI – Research Project, in accordance with item 9 of this announcement.

§ 1 - Supporting materials for the curriculum vitae referred to in item I, such as models, artwork, or other items that cannot be digitized, must be submitted by the last business day prior to the start of the competition.

§ 2 - Links to Dropbox, Google Drive, or any other page that can be modified by the applicant will not be accepted as proof for items in the curriculum vitae.

§ 3 - For the purposes of item II, defense minutes without information on approval will not be accepted when the awarding of the Doctorate depends on this procedure within the issuing educational institution. In this case, the applicant is hereby informed that failure to provide proof of such approval will result in the rejection of their application.

§ 4 - Active USP faculty members are exempt from the requirements stated in items III and IV, provided that they demonstrated compliance at the time of their initial contract.

§ 5 - Foreign applicants are exempt from the requirements in items III and IV but must prove they are in regular status in Brazil.

§ 6 - A foreign applicant approved in the competition and nominated to fill the position may only take office if they present a temporary or permanent visa that allows them to perform remunerated activities in Brazil.

§ 7 - At the time of registration, applicants with disabilities must submit a request for the necessary conditions to be arranged for taking the exams.

§ 8 - It is the sole responsibility of the applicant to upload each of their documents to the specific field indicated by the system at the link <https://uspdigital.usp.br/gr/admissao>. The applicant is hereby informed that uploading documents in an order different from that specified will result in the rejection of their application.

§ 9 - It is the sole responsibility of the applicant to present their documents in full (front and back) and in a readable file. The applicant is hereby informed that, if any incomplete or illegible document upload issue is not corrected within the application period, their application will be rejected.

§ 10 - The late submission of documents by the applicant will not be accepted, even in the case of an appeal.

§ 11 - Upon registration, an applicant who self-identifies as Black, Brown, or Indigenous shall express their interest in participating in the differentiated scoring outlined in item 11 and its paragraphs of this Notice.

§ 12 - To be eligible for the bonus for self-declared Black and Brown applicants, the applicant must possess phenotypic traits that identify them as Black, of Black or Brown color.

§ 13 - The self-declaration as Black or Brown made by applicants who express interest in participating in the differentiated scoring will be subject to confirmation through a hetero-identification panel.

§ 14 - In the event of non-confirmation of the racial self-identification, the applicant will be disqualified from the competition. If already appointed, their admission to public service or employment will be subject to annulment, following an administrative procedure that guarantees the right to a defense and the adversarial process, without prejudice to other applicable sanctions.

§ 15 - To confirm the self-declaration of an Indigenous applicant, the applicant must provide, at the time of registration, their own Indigenous Birth Administrative Registry - RANI, or, in its absence, the RANI of one of their parents.

§ 16 - Exceptional cases may be assessed by the Council for Inclusion and Belonging, which may confirm the self-declaration of an Indigenous applicant through a combination of a curriculum vitae and a declaration of ethnic belonging signed by chiefs, tuxauas, Indigenous leaders from communities, associations, and/or organizations representing Indigenous peoples from the respective regions, under penalty of law.

§ 17 - The current regulations for the submission of documents related to self-declaration as Black, Brown, or Indigenous, as well as for their confirmation, are available on the website of the USP General Secretariat (<https://secretaria.webhostusp.sti.usp.br/?p=12343>).

§ 18 - For the purposes of item III, the documents listed in Article 209 of Federal Decree No. 57,654/1966 will be accepted, with the exception of male candidates who have reached 45 (forty-five) years of age by December 31st of the year prior to the opening of applications, who are exempt from presenting such documents.

§ 19 - At the time of registration, the candidate may express the intention to take the exams in the English language, in accordance with Article 26 of the Regulations of the Institute of Chemistry. The content of the exams conducted in both English and Portuguese will be identical.

2. The applications will be judged by the Congregation of the Institute of Chemistry, in their formal aspect, and the decision will be published in an official notice.

Sole paragraph – The exam must take place within a period of thirty to one hundred and twenty days, counting from the date of publication in the Official State Gazette of the approval of the applications, in accordance with Article 134, sole paragraph, of the General Regulations of USP.

3. The exam will be conducted according to objective criteria, in two phases, through the assignment of grades in the exams, as follows:

1st phase (eliminary) – written exam – weight 01

2nd phase –

- I) judgment of the memorial with public defense – weight 02;
- II) teaching demonstration – weight 01;
- III) research project – weight 01;

§ 1º - The call for registered candidates to take the exams will be published in the Official State Gazette.

§ 2º - Candidates who arrive after the established time will not be allowed to take the exams.

§ 3º - In the evaluation of the exams by the judging committee, the purpose stated for the creation of the position (granting of the teaching chair) to which this competition is intended will be considered, as outlined in the appendix to this notice.

4. The written exam, which will cover general and doctrinal topics, will be conducted in accordance with the provisions of Article 139, and its sole paragraph, of the General Regulations of USP.

I – The committee will organize a list of ten topics, based on the exam syllabus, and will inform the candidates of this list 24 (twenty-four) hours before the topic draw, with the possibility of requiring candidates to perform other activities during this period;

II – The candidate may propose the substitution of topics, immediately after becoming aware of their statements, if they believe they do not belong to the exam syllabus, with the judging committee deciding, on the spot, on the validity of the claim;

III – Once the topic is drawn, the non-extendable five-hour duration of the exam will begin;

IV – During the first sixty minutes after the draw, consultation with books, journals, and other bibliographic documents will be allowed;

V – Notes made during the consultation period may be used during the exam, provided they are written on paper initialed by the committee and attached to the final text;

VI – The exam, which will be read in a public session by the candidate, must be reproduced in copies that will be handed to the members of the judging committee when the session opens;

VII – Each exam will be evaluated individually by the members of the judging committee;

VIII – Candidates who obtain a minimum score of seven from the majority of the judging committee members will be considered qualified for the second phase;

IX – The judging committee will present, in a public session, the grades received by the candidates.

5. At the end of the evaluation of the written exam, each candidate will receive a final grade from each examiner, considering the eventual application of differentiated scoring as outlined in item 12 of this Notice.

6. Only candidates approved in the first phase will participate in the second phase.

7. The judgment of the memorial, expressed through a global grade, including the defense and evaluation, must reflect the merit of the candidate.

Sole paragraph – In the judgment of the memorial, the committee will evaluate:

I – scientific, literary, philosophical, or artistic production;

II – university teaching activity;

III – activities related to community service;

IV – professional activities or others, when applicable;

V – diplomas and other academic distinctions.

8. The teaching demonstration will be public, with a minimum duration of forty and a maximum of sixty minutes, and will cover the syllabus of the above-mentioned field of knowledge, in accordance with Article 137 of the General Regulations of USP.

I – The judging committee, based on the exam syllabus, will organize a list of ten topics, which the candidates will be made aware of immediately before the topic draw;

II – The candidate may propose the substitution of topics, immediately after becoming aware of their statements, if they believe the topics do not belong to the exam syllabus, with the judging committee deciding, on the spot, on the validity of the claim;

III – The exam will take place 24 (twenty-four) hours after the topic draw, and during this period, the candidate is free to prepare, with no other activities required from them;

IV – The candidate may use any teaching materials they deem necessary;

V – If the number of candidates requires it, they will be divided into groups of no more than three, based on the order of registration, for the purpose of drawing topics and conducting the exam;

VI – When the 60th (sixtieth) minute of the exam is reached, the Judging Committee must interrupt the candidate;

VII – If the candidate's presentation ends before the 40th minute of the exam, the examiners must assign a score of zero to the candidate for that particular exam.

9. The research project, to be written in Portuguese or English, submitted at the time of registration for the exam, must be presented by the candidate in a public session with a minimum duration of 20 (twenty) minutes and a maximum of 30 (thirty) minutes, followed by questioning by the committee. The following criteria must be considered:

(a) its alignment with the research lines of the Unit,

(b) its relevance to the department's area of expertise,

(c) its originality, and

(d) its feasibility in light of the infrastructure available at the Unit;

afterward, the respective questioning will be conducted.

10. At the end of the evaluation of the exams, each candidate will receive a final grade from each examiner, which will be the weighted average of the grades given in both phases, taking into account the weights mentioned in item 3 and the eventual application of differentiated scoring as outlined in item 12 of this notice.

11. The grades for the exams may range from zero to ten, rounded to the first decimal place.

12. Differentiated scoring will be applied to Black, Brown, and Indigenous candidates, as specified below.

§ 1º - The formula for calculating the differentiated score to be assigned to Black, Brown, and Indigenous candidates in all phases of the public exam is:

$$PD = (MCA - MCPPI) / MCPPI$$

Where:

PD is the differentiated score to be added to the grades in each phase of the public exam for all Black, Brown, or Indigenous candidates who expressed interest in participating in the differentiated scoring.

MCA is the average score of the broad competition among all candidates who scored, excluding those who were disqualified (i.e., those who did not meet the minimum required score as outlined in items 4 and 13 of this notice). "Broad competition" refers to all candidates who scored and did not declare themselves as Black, Brown, or Indigenous, as well as those who, although declaring themselves as Black, Brown, or Indigenous, chose not to participate in the differentiated scoring.

MCPPI is the average score of the PPI competition (affirmative action for Black, Brown, and Indigenous candidates) among all candidates who scored, excluding those who were disqualified.

§ 2º - The formula for applying the differentiated score to the final grades of Black, Brown, and Indigenous candidates in each phase of the public exam is:

$$NFCPPI = (1 + PD) * NSCPPI$$

Where:

NFCPPI is the final score for the phase of the public exam after the differentiated score has been applied, and it will determine the candidate's ranking in that phase of the exam. This score is limited to the maximum grade stipulated in the notice. After the exam phase is completed, the final score will be considered the simple score of the candidate.

NSCPPI is the simple score of the candidate benefiting from the differentiated scoring, to which the differentiated score will be applied.

§ 3º - The calculations referred to in §§ 1º and 2º of this item should be carried out considering two decimal places, and fractions equal to or greater than 0.5 (five-tenths) should be rounded up to the next integer.

§ 4º - The differentiated score (PD) specified in this item applies to all eligible beneficiaries, i.e., those who achieved the minimum performance required in the exam notice, considering the simple score for this purpose.

§ 5º - If there are no candidates benefiting from the differentiated score among the eligible candidates, the differentiated score will not be calculated.

§ 6º - The differentiated score will not be applied when, in the formula for calculating the differentiated score (PD), the MCPPI (average score of the PPI competition) is higher than the MCA (average score of the broad competition).

13. The result of the exam will be announced by the judging committee immediately after its conclusion, in a public session.

14. Candidates who obtain a minimum final score of seven from the majority of the examiners will be considered eligible.

15. The nomination of candidates will be made by each examiner, according to the scores they assigned.

16. The candidate who receives the highest number of nominations from the judging committee will be proposed for appointment.

17. The appointment of the nominated candidate will be subject to approval through a medical examination conducted by the Department of Medical Expertise of the State – DPME, in accordance with Article 47, VI, of Law No. 10,261/68.

18. The appointment of the professor approved in the exam, as well as any other subsequent procedures, will be governed by the terms of Resolution No. 7271 of 2016.

19. The professor on the RDIDP (Regime de Dedicaco Integral à Docncia e à Pesquisa – Full-Time Teaching and Research Dedication Regime) must maintain exclusive employment with USP, in accordance with Article 197 of the General Regulations of USP.

20. The exam will have immediate validity, and only the candidate nominated for the position under the competition will be proposed for appointment.

21. The candidate will be called for appointment through the Official State Gazette.

22. Further information, as well as the regulations pertaining to the exam, is available to interested parties at the Academic Technical Assistance of the Institute of Chemistry at the University of So Paulo, via email at assacad@iq.usp.br or by phone at +55 11 3091-3843, Monday to Friday, from 9 AM to 5 PM.

ANNEX – INDIVIDUALIZED PLAN

POSITION 1244400 – Replacement for Retirements 2022

Teaching. It is expected that the new faculty member will have the ability to share knowledge generated through research with undergraduate and graduate students, employing innovative teaching methods that encourage a participatory and inquisitive attitude aimed at the pursuit of new knowledge. The faculty member should aim to equip their students to become future agents of societal transformation. For undergraduate teaching activities, the faculty member is expected to be able to teach both general courses and more specific ones related to their areas of expertise within Biochemistry and/or Molecular Biology, in addition to elective courses and graduate-level courses (such as Advanced Biochemistry and Gene Molecular Biology). The demonstrated profile and experience should be compatible with immediate accreditation with the graduate programs at the Institute of Chemistry (IQ) to supervise students at all levels.

Research and Innovation. It is expected that the new faculty member will have a curriculum vitae with solid training from centers of excellence in research, and with clear evidence of independence in research activities. The research project should have innovative characteristics, with significant boldness, of a quality more than sufficient for possible approval by funding agencies, and internationally competitive. Furthermore, the project must clearly demonstrate the potential for impactful results within a timeframe of at least 10 years. Various sub-areas may be addressed in the proposed project, which may include basic science

and/or have the potential to contribute to advances in applied science, particularly in diseases such as cancer, diabetes, and obesity, or infectious diseases (tropical parasites, bacteria, and viruses) affecting humans, animals, and plants. One criterion for evaluating the projects will be their potential to contribute to the United Nations Sustainable Development Goals (SDGs), specifically SDG 2: Zero Hunger and Sustainable Agriculture, and SDG 3: Health and Well-being. We seek faculty members who can make significant contributions to interdisciplinary and inter-unit activities (particularly with the ICB, IB, FCF, and the School of Medicine, units with which the IQ already maintains close relations).

Extension. Active participation in extension activities is expected from the new faculty member, such as providing advice to funding agencies, serving on judging committees, organizing scientific events, and actively participating in editorial processes. Additionally, the new faculty member is expected to engage in actions for disseminating the knowledge generated, through outreach and popularization activities aimed at society, considering the use of different media to demonstrate the effective role of public universities in transforming society and their impact on the quality of life of the general public.

Expected Impact of the Appointment

It is expected that the appointment of the new faculty member will have the following impacts on the activities of the IQ, particularly in the research area:

- Immediate increase in the visibility of the IQ, nationally and internationally, in the area of expertise of the new faculty member.
- Increase in the volume of financial resources obtained by the IQ through funding proposals approved by the new faculty member as coordinator, covering aspects of their area of expertise.
- Increased competitiveness of the IQ in large-scale funding applications, such as CEPIDs, INCTs, and FINEP calls for proposals.
- Diversification of the IQ's areas of focus in terms of offering new elective courses and/or new graduate courses.
- Increased internationalization of the IQ, through the international contacts and collaborations brought by the new faculty member.

We highlight that the greatest emphasis of the new faculty member's professional work should correspond, in all career evaluations, to the "Research" aspect, although this does not exempt them from engaging in all three areas ("Teaching", "Research and Innovation", and "Culture and University Extension").