

The 8,000 – 15,000 Reais salary question:

How to get a permanent position in a Brazilian University?

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Importa

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Latin
2022

The Times H
Caribbean r

It is based o
weightings
universities

Rank	Name Country/Region	Overall	Citations	Industry Income	International Outlook	Research	Teaching
1	Pontificia Universidad Católica de Chile Chile	90.5	97.5	100.0	87.2	99.9	77.9
2	University of São Paulo Brazil	89.2	79.1	68.2	58.3	100.0	92.6
3	University of Campinas Brazil	87.9	74.6	74.6	55.9	100.0	91.3
4	Universidade Federal de São Paulo (UNIFESP) Brazil	85.8	88.6	36.9	36.3	91.9	92.1

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but the

To become a professor in a public university in Brazil it is not necessary to be a Brazilian national



Presidência da República
Casa Civil
Subchefia para Assuntos Jurídicos

LEI Nº 9.515, DE 20 DE NOVEMBRO DE 1997.

Dispõe sobre a admissão de professores, técnicos e cientistas estrangeiros pelas universidades e pelas instituições de pesquisa científica e tecnológica federais.

§ 3º As universidades e instituições de pesquisa científica e tecnológica federais poderão prover seus cargos com professores, técnicos e cientistas estrangeiros, de acordo com as normas e os procedimentos desta Lei.
(Incluído pela Lei nº 9.515, de 20.11.97)

Law 9.515, Nov. 20, 1997

§ 3

Federal universities and scientific and technological research institutions have the permission to hire foreigners as professors, technicians and scientists...

In public universities, the hirement process is highly regulated by Brazilian law.

Position openings are published in the *Diário da União* ou *Diário do Estado*.

BUT, before applying

get informed about the university you are interested in and establish contact with colleagues and/or visit the institution, e.g., as short term Visiting Professor (PrInt program by CAPES)

The *Concurso* in Public Universities

Position openings have to be announced and published in detail as an *Edital* in DU or DE.

Ask your Brazilian colleagues about the details and documents you need to provide as a candidate.

The *Edital* defines the exact area of the position and provides details on the hiring exam:

- the 10+ topics for the written exam and the teaching exam
- the required documents (passport or RNE, certificate of doctorate issued by a recognized academic institution – *official translation may be required*)
- the Memorial

Deciphering the Sphinx: **What is a *Memorial*?**

A Memorial is not:

- your CV or biosketch (4-15 pages)
- your LATTES CV

It is a mixture:

- description of your personal history (*memories*); you may even include events that marked your childhood, high school, etc.
- a description of your academic experience, including a description of the most important publications, postdoctoral experience, and anything you consider relevant to the position you are applying for (a *Memorial* should be specifically prepared for each *Concurso*)
- A CV as a second part, listing all publications, talks, courses you taught..., like the CV LATTES

The selection committee (*Banca*) and the day(s) of the exam

The Banca consists of generally 5 professor, indicated by the Department and approved by the Faculty or University Council

At the day of the exam all candidates must be present ON TIME

Sequence:

- one of the 10+ topics is randomly drawn for the **written exam**; it is the same for all candidates (1 hour for consultation, 4 hours for writing)
- analysis of the written exams by the Banca; candidates who pass the grading threshold get to the next stage
- **teaching exam** on one of the 10+ topics; may be the same for all, or individually drawn; the Edital may allow for a 24 h period for the preparation of the **40-60 minute** lecture (observe the strict time limits)
- **discussion of the *Memorial*** with the *Banca*
- Optional: Presentation of a research project compatible with the area of the *Concurso*

The hiring process

- 1) The exam results presented by the Banca must be validated by the Faculty or University Council
- 2) A national validation of your Doctoral degree (diploma and thesis) will be required
- 3) Registration as Foreigner (RNE) will be required and you will need a tax number (CPF)
- 4) The contract will be issued

Important: Be aware of changes in Retirement Rules along your career as public servant

These were the rules and steps for Public Universities

- **those for Privat, non-profit Universities (PUCs, ULBRA, Methodist, Univ. Palmares, Community Colleges) may be similar, but position openings do not have to be published in the DU or a DE**
- **those for Privat, profit-oriented universities, faculties, colleges follow institutional rules for hiring and salary definition**

Important: the decision to become a professor in a Brazilian university is a personal project

My own history

- Doctorate in Biology at the University of Tübingen, Germany 1982-1986, with two stays, 9 months each at USP in Ribeirão Preto
- Assistant Professor (temporal position) in Tübingen 1986 – 1998, *Habilitation* in 1993
- Post-doctoral fellowship (DFG) for 9 months in 1990 at UNC Chapel Hill
- Coordinator of *Pró-Mata* lab of Univ. Tübingen at PUCRS in Porto Alegre, 1996-1998
- Visiting Professor – CAPES/DAAD fellow – 1998-2003 at Dept. Biology of FFCLRP-USP, Ribeirão Preto, *Livre Docência* in 2001
- Associate Professor (Concurso in 2003), 2004 – 2013 at Dept. Cell Biology of FMRP-USP, Ribeirão Preto
- Full Professor (Concurso para Titular in 2013) at Dept. Cell Biology of FMRP-USP

Important personal facts: Marriage in Brazil in 1985, five years of VARIG travels (1985-1990); two years of Lufthansa travels (1996-1998); building a house in Ribeirão Preto in 2000

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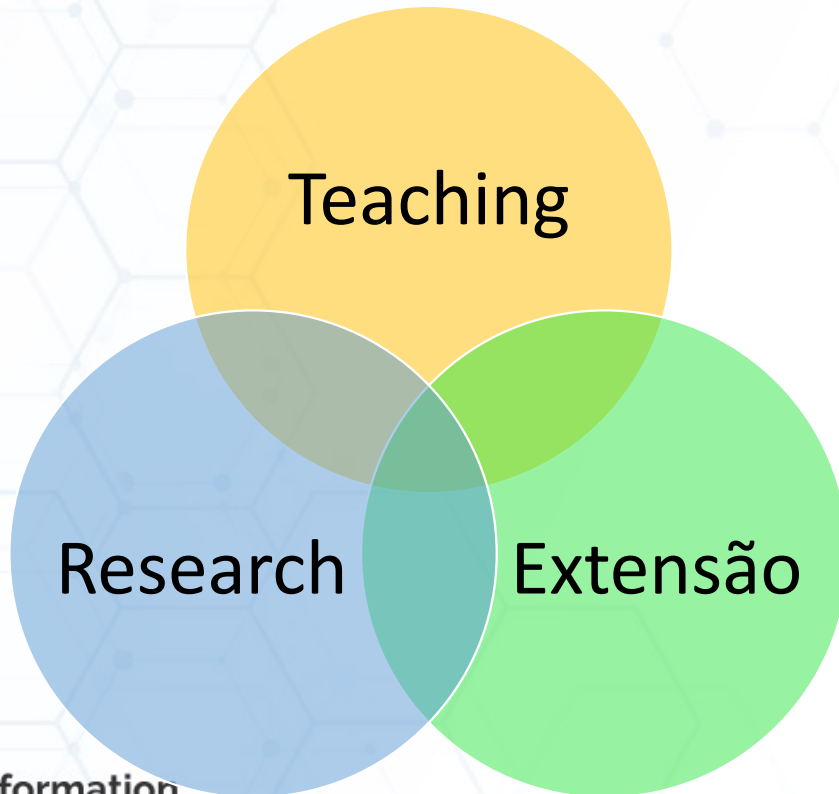
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Having a position as a (Federal) professor

- + Ph.D. / Master Supervision
- + Administrative responsibilities
- + traveling abroad
- + Resource & Project manager

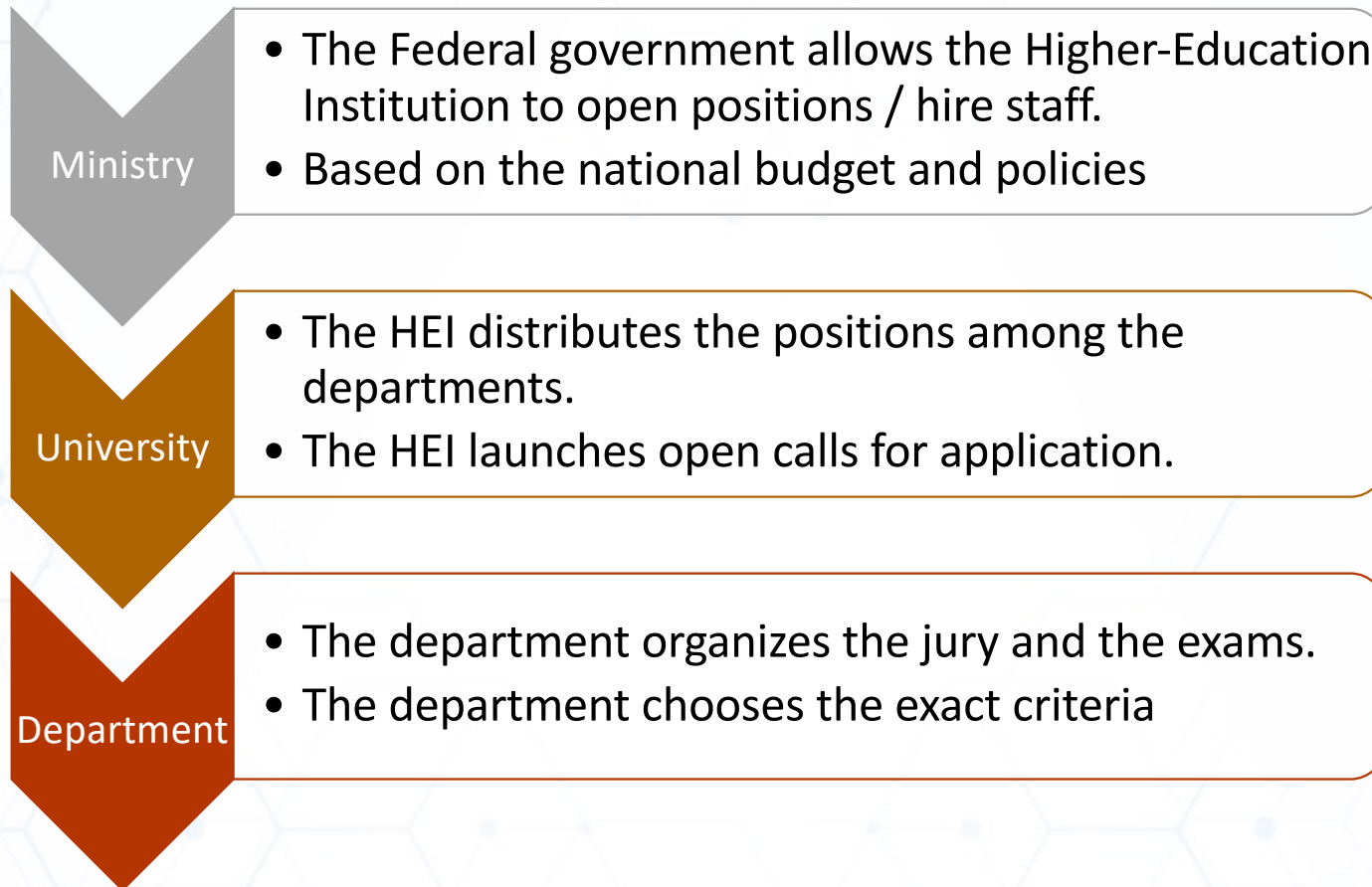
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How are positions opened in the Federal system?

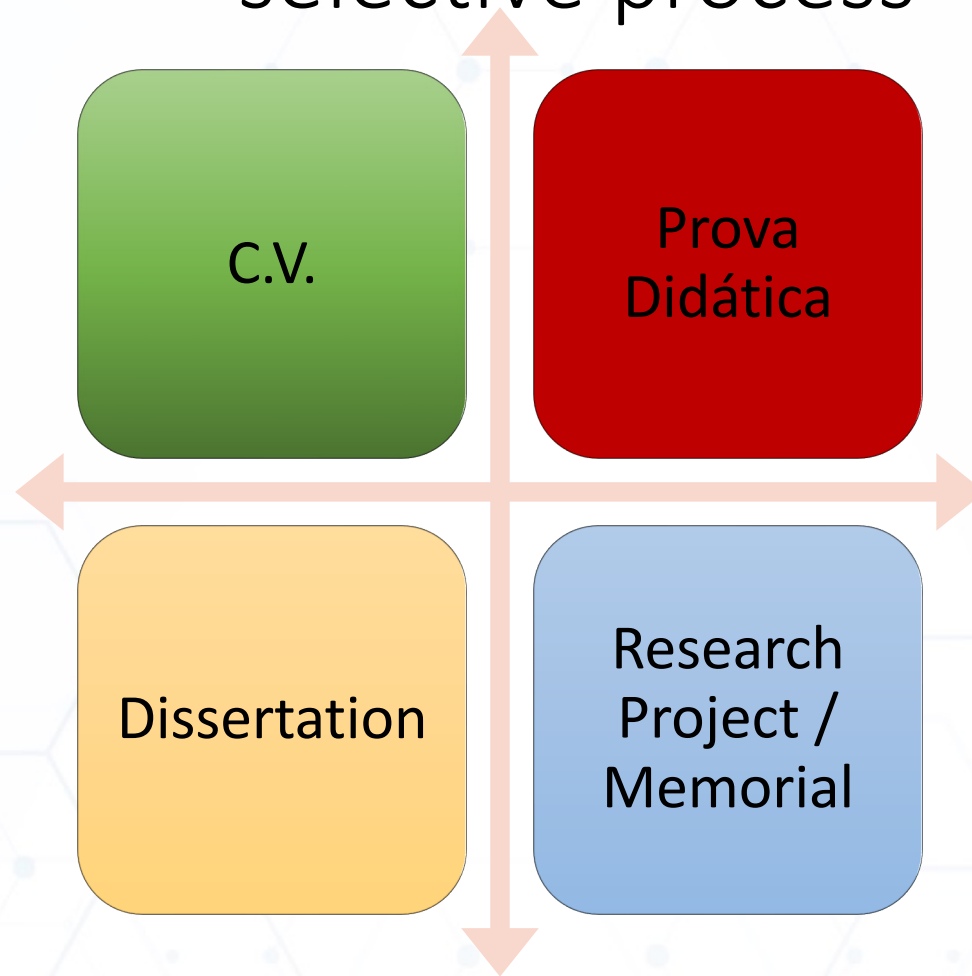




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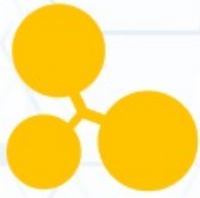
The 4 dimensions of the selective process



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Complicators

Planning –
the calls can
happen at
any time of
the year

Duration –
the hiring
process can
last from 6 to
18 months

Language –
mostly,
Portuguese is
mandatory

**Certificates /
Degree
recognition....**

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