

ISCTE-Instituto Universitário de Lisboa

Public notice - It is hereby made public that, by virtue of my order issued on 19 June 2018, an international documental tender for recruitment is opened, for the time limit of thirty business days counted from the business day immediately after that of the publication of the present public notice in *Diário da República*. This recruitment is for a civil service employment contract for an indefinite period for 1 (one) job in the category of Assistant Professor, in the subject area of Statistics and Data Analysis at the Department of Quantitative Methods for Management and Economics.

The tender is open pursuant to the terms of articles 37 to 51 and 62-A of the University Teaching Career Statute, attached to Decree-Law number 205/2009, of 31 August, and amended by Law number 8/2010, of 13 May, hereinafter referred to as ECDU, and all other applicable legislation, in particular the Regulation for Recruitment, Selection and Hiring of Teaching Staff of ISCTE-IUL, published in *Diário da República*, 2nd series, number 193, of 4 October 2010, and is closed with the filling of the job vacancy put out to tender.

The trial period is assessed in conformity with the terms of ISCTE-IUL's Regulation for Teaching Staff Affiliation considering the provisions in ISCTE-IUL's Regulation for Teaching Staff Service and in ISCTE-IUL's Regulation for Teaching Staff Performance Assessment.

I. Recruitment requirements

1. Doctoral degree in an area that the selection panel considers suitable to the tender. If the doctorate has been awarded by a foreign higher education institution, the applicants must provide evidence of its recognition or equivalence of degree.
2. Good command of the Portuguese and English languages, spoken and written.

II. Submission of applications

1. Applications should be submitted in person during normal business hours, or sent by registered mail with acknowledgment of receipt, by the end of the deadline, to ISCTE-IUL's Human Resources Unit [Unidade de Recursos Humanos], located at Avenida das Forças Armadas, 1649-026 Lisboa.
2. Applications sent by electronic mail will not be accepted.

III. Workplace

ISCTE — Instituto Universitário de Lisboa.

Av. das Forças Armadas.

1649-026 Lisboa, Portugal.

IV. Instructions for the application

The application must be accompanied by the following documents:

1. Request addressed to the Rector of ISCTE-IUL, asking for the acceptance of the application, which should include the applicant's full name, name adopted in bibliographic references, number and expiry date of the identity card or civil identification number, residence or address for contact purposes, electronic address, telephone number and current employment situation. In this request, the applicant should express consent for the communications and notifications related to the tender procedure to take place via electronic mail, indicating the respective address (template available at <https://www.iscte-iul.pt/conteudos/iscteiuil/quem-somos/trabalhar-no-iscteiuil/990/concursos>).

2. Documents confirming fulfilment of the requirements as stipulated in points 1 and 2 of number I of the present public notice.

- 2.1. Holders doctoral degree obtained abroad must submit, in addition to a document confirming the obtaining of the degree, documentation confirming its recognition or equivalence by a Portuguese higher education institution, where any formalities should be complied with by the date of the end of the deadline for conclusion of the contract.

- 2.2. Applicants must submit a sworn statement of their good command of Portuguese and English, at a level enabling them to lecture in these languages.

3. Two copies in digital format (2xCD, 2xDVD, or 2×USB pen drive), containing copies in non-editable electronic format (Portable Document Format - PDF) of the following documents:

- a) curriculum vitae of the applicant, organised in accordance with the assessment criteria presented in point VI of this public notice, which must necessarily feature i) the activities of teaching, research, transfer of knowledge and university management that are part of the set of duties to be performed by an Assistant Professor, pursuant to article 4 of the ECDU, and considered relevant for the present tender procedure, in accordance with the terms of this public notice; ii) the *Researcher ID* and *Scopus Author ID* identifications that enable identification of the publications and respective number of citations;

b) List of the applicant's most relevant academic publications in the last 5 (five) years, in the area in which the tender is opened, identifying not only their number of citations, but also the last classification (quartile) publicly available in terms of impact factor of the publication, according to *Clarivate Web of Knowledge* and/or *Scopus*.

4. Electronic version of the publications referred to in point IV.3.b.

5. Any other relevant elements that illustrate the applicant's aptitude for the position to be filled.

6. Documents confirming possession of the general requirements for constitution of the legal status of civil servant are not required, however the applicant must submit a sworn statement, in the application or a separate document, on her/his precise situation in relation to the content of each of the following subparagraphs:

a) not being disqualified from holding public office or prohibited from holding the position for which she/he is applying;

b) having the physical robustness and psychological profile indispensable to perform the duties and compliance with the laws on mandatory vaccination.

7. The documents substantiating the application should be presented in Portuguese or English.

8. Failure to submit the requested documents under the terms of the present public notice, their submission beyond the stipulated deadline or the submission of false documents will result in exclusion from the recruitment process.

V. Assessment criterion of absolute merit

When the applications are duly substantiated in conformity with the requirements in the present public notice, the recruitment of the applicants based on absolute merit will depend on their possession of a curriculum that the selection panel considers to show scientific and pedagogical merit compatible with holding the position of assistant professor in the subject area in which the tender is opened and that meets the following criterion:

In the last 5 (five) years, at least 2 (two) articles published or definitively accepted for publication in international scientific journals indexed in the *Clarivate Web of Knowledge* and/or *Scopus* database, classified in these databases in the 1st or 2nd quartile (Q1 or Q2) in terms of publication impact factor.

VI. Method of selection and assessment criteria

1. The present tender aims to ascertain the ability and performance of the applicants in the different aspects that, pursuant to article 4 of the ECDU, are part of the set of duties to be performed by a university lecturer, namely:
 - a) Carry out scientific research, cultural creation or technological development activities;
 - b) Provide the lecturing service as distributed, as well as student follow-up and supervision;
 - c) Participate in tasks involving university outreach, scientific dissemination and enhancement of the economic and social value of knowledge;
 - d) Participate in university institutional management;
 - e) Participate in other tasks distributed by the competent management bodies and which are included in the scope of the university lecturer's activity.
2. Applicants approved on the basis of absolute merit will be subject to the curricular assessment selection method which, considering the provisions in VI.1, will be incident on the following aspects:
 - a) Pedagogical Activity;
 - b) Scientific Activity;
 - c) University Outreach Activity;
 - d) Activity of University Management and Service to the Institution.
3. The curricular assessment of the applicants in each of these aspects shall take into consideration the subject area in which the tender is opened.
4. The parameters to be considered in each one of the aspects listed in VI.2 and the weighting to be attributed to each of them in the final classification are detailed below:
 - a) Pedagogical Activity (40%)
 - i) Teaching activity (30%) – experience of lecturing curricular units in the subject area in which the tender is opened and respective pedagogical performance. The assessment of this parameter shall also consider experience of lecturing in the English language and involvement in the management of curricular units (lecturer or coordinator), with particular value being given to lecturing experience in curricular units in the area of Data Science.

- ii) Pedagogical publications and pedagogical innovation (5%) – 1) pedagogical manuals or other publications of pedagogical nature. The assessment of this parameter shall consider the diversity, originality and impact of the publications; 2) promotion of pedagogical initiatives aimed at improving teaching and learning processes, preparation of new graduate and post-graduate courses or new curricular units, and restructuring of study plans or curricular units, participation in pedagogical structures, promotion and stimulation of processes to improve the pedagogical activity of study cycles or other educational activities. The assessment of this parameter shall consider the nature and diversity of the activities.
 - iii) Supervision (5%) – supervision of masters' dissertations and projects, doctoral theses and post-doctoral projects, and the scientific excellence of the supervised work. The assessment of this parameter shall consider the number and diversity of the supervision activities, including those already completed and those in course.
- b) Scientific Activity (50 %)
- i) Scientific production in the area in which the tender is opened (40%) – books, articles in national and international scientific journal, chapters in books and papers presented at national or international conferences and scientific events, and organisation of national or international scientific events. The assessment of this parameter shall consider the quantity, originality and diversity of the scientific production, with particular value being given to scientific production in the area of Data Science.
 - ii) Participation, coordination and scientific team leadership (5%) – participation in scientific projects with national or international funding (public or private), as well as projects without funding. The assessment of this criterion shall consider the quantity, degree of incorporation of the project in national or international networks, the competitive nature of the project in terms of funding, its contribution in terms of assets and resources for the research structures and the type of involvement of the researcher (coordinator or participant).

- iii) Scientific assessment (5%) – participation in national or international boards for academic examinations and participation in national or international boards for assessment and scientific consulting of scholarships, projects, researchers or research units, participation in committees of scientific events, active collaboration in editing, evaluation and review of national or international scientific publications. The assessment of this parameter shall consider the number, the role performed and diversity of the activities.
- c) University Outreach Activity (5%)

Provision of services aimed at enhancing the economic and social value of knowledge, programmes of continuous training, exchange of experiences, courses and seminars aimed at disseminating knowledge, and other relevant activities for research, namely community service in the context of the organisation, services of cooperation and consulting to other institutions.
- d) Activity of University Management and Service to the Institution (5%)
 - i) University Management Bodies (2%) – activities derived from participation in university management bodies. The assessment of this parameter shall consider the nature and responsibility involved, and its duration.
 - ii) Temporary positions and tasks (1%) - participation in promotion of the institution and recruitment of new students, participation in boards of academic examinations and any other activities that have been attributed by the competent bodies for the regular functioning of higher education institutions.
 - iii) Other activities (2%) – other duties performed, pursuant to article 73 of the University Teaching Career Statute (ECDU) or positions held in national and international scientific associations.

5. Voting order and methods

- a) The decision is taken by absolute majority, i.e. by half plus one of the votes of the members of the selection panel attending the meeting. To this end, before voting begins, each member of the selection panel will present a written document, subsequently to be included in the minutes, proposing the order of the applicants, if applicable. This order must be duly substantiated on the assessment criteria

indicated in point VI.4, with the member classifying the applicants on a scale of whole numbers from 0 to 100 for each assessment indicator.

- b) In the various voting rounds, each member of the selection panel should respect the ordering that she/he presented, with abstentions not being permitted. The first round of voting aims to determine the applicant positioned in first place. If an applicant obtains more than half the votes of the members of the selection panel attending the meeting, she/he will be positioned in first place immediately. If this does not occur, voting will be repeated after removal of the applicant who received the least votes in the first round. If there is a tie between two or more applicants in the least voted position, then a vote will be taken to break this tie, and if the tie persists, the chairperson of the selection panel will decide on the applicant to be removed. The process will be repeated until an applicant obtains relative majority to be classified in first place. This same process is repeated to obtain the applicant classified in second place, and so on successively until an ordered list of all the applicants is obtained.
- c) Whenever a tie occurs in the voting on any applicants, the chairperson of the selection panel has the casting vote, pursuant to article 12 of the Regulation for Recruitment, Selection and Hiring of Teaching Staff of ISCTE-IUL.

6. The selection panel decides on the need to conduct public hearings of the recruited applicants, which, should they take place, will follow the rules established in articles 8, number 2 and 20 of the Regulation for Recruitment, Selection and Hiring of Teaching Staff of ISCTE-IUL.

VII. Constitution of the Selection Panel

The selection panel is chaired, by delegation of the Rector, by Professor Dr Elizabeth de Azevedo Reis, Vice-Rector of ISCTE-IUL, and composed of the following professors who, in the opinion of the Scientific Council of the Department of Quantitative Methods for Management and Economics, belong to the subject area for which the tender is opened.

Dr Maria Paula de Pinho de Brito Duarte Silva, associate professor with aggregation at the Faculty of Economics, Universidade do Porto;

Dr Patrícia Susana Lopes Guerrilha dos Santos Pinto Oom do Valle, associate professor with aggregation at the Faculty of Economics, Universidade do Algarve;

Dr Russell Alpizar-Jara, associate professor at Universidade de Évora;

Dr Maria de Fátima Ramalho Fernandes Salgueiro, associate professor with aggregation at ISCTE-Instituto Universitário de Lisboa;

Dr José Manuel Gonçalves Dias, associate professor with aggregation at ISCTE-Instituto Universitário de Lisboa

VIII. Hearing of Interested Parties

The interested parties shall be informed by notification sent to their electronic address of the lists of recruited and excluded applicants as well as the list of final classification and ordering of the applicants. The tender process can be consulted by the applicants at the Human Resources Unit, under the terms indicated in the aforesaid notification.

IX. Equal opportunities between men and women

In compliance with subparagraph h) of article 9 of the Constitution, the Public Administration, as an employer, promotes a policy of equal opportunities between men and women in access to employment and professional progression, scrupulously taking measures to prevent all and any form of discrimination, also adopting inclusive language.

ISCTE-IUL, 28 March 2019, The Rector, Maria de Lurdes Rodrigues