

ISCTE – Instituto Universitário de Lisboa

## Public Notice

Public notice - It is hereby made public that, by virtue of my rectoral order issued on 17 July 2018, an international documental tender for recruitment is opened, for the time limit of thirty business days counted from the day immediately after that of the publication of this public notice in *Diário da República*. This recruitment is for a civil service employment contract for an indefinite period for one (1) position in the category of Associate Professor, in the subject area of Multimedia, Vision and Computer Graphics, at the Department of Information Science and Technology of ISCTE-IUL. The tender is open pursuant to articles 37 to 51 and 62-A of the University Teaching Career Statute, attached to Decree-Law no. 205/2009, of 31 August, and amended by Law no. 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, no. 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 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, in force at the time of recruitment.

### I. Recruitment requirements

1. Have held a doctoral degree for more than 5 (five) years in an area which 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 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 application

1. The application is formalised by a request addressed to the Rector, asking for approval of the application, which should include the applicant's full name and name as adopted in bibliographic references, citizen card number and expiry date or civil identification number, residence or address for contact purposes, 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/iscteiu/quem-somos/trabalhar-no-iscteiu/990/concursos>).
2. The application must be accompanied by the documents listed below, with two copies of each document submitted in digital format (2× CD, 2× DVD, or 2× USB pen drive), in non-editable electronic format (Portable Document Format – PDF).
3. Documents confirming fulfilment of the requirements stipulated in points 1 and 2 of number I of this public notice:
  - a) Holders of a doctoral degree obtained abroad must submit, in addition to documentation confirming the obtaining of the degree, documentation confirming its recognition or equivalence, where any formalities should be complied with by the deadline for applications.
  - b) Applicants must submit a sworn statement of their good command of Portuguese and English, at a level enabling them to lecture in these languages, in conformity with the template available at <https://www.iscte-iul.pt/conteudos/iscteiu/quem-somos/trabalhar-no-iscteiu/990/concursos>.
4. Curricula Vitae of the applicant, which must necessarily indicate:
  - a) Experience in activities of teaching, research, transfer of knowledge and university management that are part of the set of duties to be performed by an Associate Professor, pursuant to article 4 of the ECDU, and considered relevant for this tender procedure, in accordance with the assessment criteria presented in point VI of the public notice.
  - b) “Google Scholar ID”, “Researcher ID” and “Scopus Author ID” identifications which enable identifying the publications and corresponding number of citations, as well as the applicant's “h-index”, according to Google Scholar, Web of Science and Scopus, respectively.
  - c) List of the applicant's most relevant academic contributions in the area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing, in the last 10 (ten) years, corresponding to the requirements presented in point V of this public notice,

identifying the number of citations of the publications according to Google Scholar, Web of Science and Scopus, as well as classification (quartile) and impact factor of the publication according to the Web of Science, Scopus/Scimago (SJR).

5. Electronic version of the publications referred to in point IV.4 c) of this public notice.
6. Curricular and teaching plan of a curricular unit of the subject area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing, included in the master's in Telecommunications and Computer Engineering or in the master's in Computer Science Engineering at ISCTE-IUL, in the form of a manual, prepared in accordance with the criteria presented in Annex I of this public notice.
7. Three-year research project which the applicant proposes to develop aimed at promoting teaching and research activities in the area of Multimedia, Vision and Computer Graphics, pursuant to the criteria presented in Annex I of this public notice.
8. Any other documents or works that the applicant considers relevant for appraisal by the selection panel.
9. Sworn statement of the applicant that she/he has the general requirements for constitution of the legal status of civil servant, namely with respect to disqualification from holding public office or prohibition from holding the position to which she/he is applying, having the physical robustness and psychological profile indispensable to perform the duties and compliance with the laws on mandatory vaccination, in conformity with the template available at <https://www.iscte-iul.pt/conteudos/iscteul/quem-somos/trabalhar-no-iscteul/990/concursos>.
10. The documents substantiating the application should be presented in Portuguese or English, where documents in English do not require translation into Portuguese.
11. Failure to submit the required documents under the terms of this 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

1. When the applications are duly substantiated in conformity with the requirements in this public notice, the recruitment of the applicants based on absolute merit will depend on their overall curriculum, that the selection panel considers shows scientific and pedagogical merit compatible with holding the position of Associate Professor in the subject area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing, and that cumulatively meets the following criteria:

- a) Publication of at least 10 (ten) scientific articles, in the last 10 (ten) years, in international scientific journals indexed in the Web of Science and/or Scopus/Scimago (SJR) database, classified in at least one these databases in the 1st or 2nd quartile (Q1 or Q2) in terms of impact factor of the publication, in the subject area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing;
  - b) Supervision or co-supervision of at least two completed and approved doctoral theses;
  - c) Coordination of a course or holding of university management positions at the level of governing bodies or central coordination, or in decentralised teaching and/or research units;
  - d) Presentation of a teaching plan and a three-year research project, as requested in subparagraphs IV. 6 and 7, duly supported by the applicant's previous work, demonstrating the necessary ability to suitably perform the duties of Associate Professor in the subject area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing.
2. The selection panel will decide on the applicants' recruitment based on absolute merit by justified nominal voting with abstentions not being permitted.
  3. Applicants that receive the favourable vote of more than half the voting members of the selection panel will be considered approved on the basis of absolute merit.

#### VI. Method of selection and assessment criteria

1. This 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, innovation and technological development activities;
  - b) Provide the lecturing service as distributed, monitor and supervise the students;
  - c) Participate in tasks involving university outreach, scientific dissemination and enhancement of the economic and social value of knowledge;
  - d) Participate in the management of the respective university institutions;
  - e) Participate in other tasks distributed by the competent management bodies and which are included in the scope of university lecturer activity.
2. Applicants approved on the basis of absolute merit will be subject to the curricular assessment selection method which, pursuant to VI.1, will be incident on the following aspects:
  - a) Pedagogical Activity;

- b) Scientific Activity;
  - c) University Outreach, Scientific Dissemination and Enhancement of the Economic and Social Value of Knowledge, hereinafter referred to as University Outreach Activity;
  - d) Activity of University Management and Service to the Institution;
  - e) Teaching Plan and Research Project.
3. The curricular assessment of the different applicants in each of these aspects will take into consideration the subject area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing.
4. The parameters to be considered in each one of the factors listed in VI.2 and the weighting to be attributed to each of them in the final classification are detailed below. Particular importance will be given to the activity developed during the last 10 (ten) years, to the relevance, quality and up-to-dateness of the applicant's curriculum vitae and to the publications selected by the applicant and identified in document IV.4 c).

a) Pedagogical Activity (20%)

- i. Teaching activity — experience of lecturing curricular units in the subject area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing, and respective pedagogical performance. The assessment of this parameter will consider the diversity of the lectured curricular units, the education level (bachelor, master's and doctorate), and involvement in the management of the curricular units (lecturer or coordinator).
- ii. Pedagogical innovation — promotion of pedagogical initiatives aimed at improving the 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 will consider the number, nature and diversity of the activities.
- iii. Supervision — supervision of masters' dissertations and projects, doctoral theses and post-doctoral projects, and scientific excellence of the supervised work. The assessment of this parameter will consider the number and diversity of the supervision activities.

b) Scientific Activity (45%)

- i. Scientific production in the subject area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing — books, articles in national and international scientific journal, chapters in books and papers presented at conferences and national or

international scientific events. The assessment of this criterion will consider the quality, originality, quantity and diversity of the output, the scientific autonomy revealed, the degree of internationalisation and the impact of the scientific production.

- ii. Participation, coordination and scientific leadership of teams — participation in scientific projects with national or international funding (public or private), as well as projects without funding. The assessment of this criterion will 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 — participation in national or international boards for academic examinations, 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, participation as a member of scientific societies of competitive admission and other similar distinctions. The assessment of this parameter will consider the number, the role performed and the diversity of the activities.

c) University Outreach Activity (5%)

- i. Patents, registration and holding of rights, preparation of technical standards and legislation — authorship and co-authorship of patents, registration of intellectual property rights over software, mathematical methods and mental activity rules. Participation in standardisation boards and in the preparation of draft legislation and technical standards. The assessment of this criterion will also consider economic valorisation arising from the patents and intellectual property rights.
- ii. Service to the scientific community and to society — participation and coordination of scientific dissemination initiatives, service to the community involving the organisation, service of cooperation with and consulting to other institutions, organisation of scientific events.
- iii. Publications of scientific dissemination — articles in journals and conferences, nationally, and other publications of scientific and technological dissemination, taking account their professional and social impact.

d) Activity of University Management and Service to the Institution (15%) — derived from participation in university management bodies, considering the nature and responsibility of the position.

e) Curricular Unit Teaching Plan and Three-Year Research Project (15%)

Quality of the teaching plan and three-year research project that the applicant proposes to develop in the subject area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing. The assessment of this parameter will consider the innovative character of the teaching plan and research project, their feasibility in the context of the department in which the tender is opened, with the scientific and pedagogical aspects being valued equally.

VII. Voting order and methods

1. 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. 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 selection panel members attending the meeting, she/he will be immediately positioned in first place. 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 absolute 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. 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.
2. 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.

#### VIII. Composition of the Selection Panel

The selection panel is chaired, by delegation of the Rector of ISCTE-IUL, by Dr Jorge Manuel Lopes Leal Rodrigues da Costa, Vice-Rector of ISCTE-IUL, and is composed of the following professors who, in the opinion of the Scientific Council of ISCTE-IUL, belong to the subject area for which the tender is opened:

Dr Carlos Eduardo do Rego da Costa Salema, Full Professor Emeritus at Instituto Superior Técnico, Universidade de Lisboa;

Dr Artur Pimenta Alves, Full Professor at the Faculty of Engineering, Universidade do Porto;

Dr Nuno Manuel Robalo Correia, Full Professor at the Faculty of Science and Technology, Universidade Nova de Lisboa;

Dr Augusto Afonso de Albuquerque, Full Professor at ISCTE – Instituto Universitário de Lisboa;

Dr Nuno Manuel de Carvalho Ferreira Guimarães, Full Professor at ISCTE – Instituto Universitário de Lisboa.

#### IX. Hearing of Interested Parties

The interested parties will be informed by electronic notification of the lists of accepted 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 notification referred to in the previous point.

#### X. Equality 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.

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



## **Annex I – Curricular Unit Teaching Plan and Three-Year Research Project**

The documents related to the curricular unit teaching plan and three-year research project requested in the instructions for the application to the tender procedure of this public notice should have a maximum of 15 (fifteen) A4 pages each, with a minimum letter size of 11 points. Please note that no more than the first 15 (fifteen) pages of the document will be appraised under any circumstances.

These documents should briefly present the proposed development of the teaching and research activities in the subject area of the tender, illustrating their innovative nature and the plans for their implementation, emphasising their link with the department and research unit where the work is intended to be developed, and the connection between the scientific and pedagogical aspects to be developed. The curricular unit teaching plan should also clearly encompass the following aspects: objectives of the curricular unit, skills to be developed, methodology, assessment, bibliography and materials required for each topic of the programme.

The work to be developed should be framed by the state of the art, with details given on the objectives, methodologies to be adopted and the resources to be used or raised for ISCTE-IUL. A presentation should also be made of the applicant's previous results and experience underpinning the proposed project, and references to recent literature, including in particular the applicant's academic output of direct relevance to the project and subject area concerned.