

ISCTE-University Institution

Public Notice

It is hereby made public, following my executive order issued on 5 November 2019, for a period of sixty working days, counting from the day of publication of this public notice in Diário da República, an internal vacancy for promotion, for a public function employment contract of indefinite duration, for two positions in the category of Associate Professor, in the subject areas of Human Resources and Organisational Behaviour, in the Department of Human Resources and Organisational Behaviour at ISCTE-IUL.

The vacancy is open under the terms of article 77 of Decree-Law n.º84/2019, of 28 June, under the regulations applicable to these vacancies according to the University Teaching Career Statute, annex to Law n.º 205/2009, of 31 August, and amended by Law n.º 8/2010, of 13 May, hereinafter referred to as ECDU, and the remaining relevant legislation, specifically, in the section to which it pertains, the regulation concerning Recruitment, Selection and Hiring of Career Teaching Staff at ISCTE-IUL, published in Diário da República, 2nd edition, n.º 193, of 4 October, 2010.

I. Admission requirements

Assistant professors who fulfil all of the following requirements may be considered for the vacancy:

- a) Hold the title of doctor in the areas of Management, Psychology or Social and Organisational Psychology;
- c) Possess a work contract of indefinite duration with ISCTE-IUL;
- d) Have a minimum of ten years experience in the respective category;
- e) Be currently working in the subject area of Human Resources in the Department of Human Resources and Organisational Behaviour at ISCTE-IUL.

II. Presentation of applications

1. Applications must be delivered, personally, during normal working hours, or sent by registered mail, with notification of delivery, by the deadline, to Unidade de

Recursos Humanos, ISCTE-IUL, [Avenida das Forças Armadas, 1649-026, Lisboa.](#)

2. Applications sent by email will not be accepted.

III. Place of work

ISCTE-Instituto Universitário de Lisboa
Av. das Forças Armadas
[1649-026](#) Lisboa, Portugal

IV. Application instructions

The application must be accompanied by the following documents:

1. Application, which must be completed using the form available from the Human Resources Department at ISCTE-IUL or from the ISCTE-IUL website at [https://www.iscte-iul.pt/conteudos/iscteiul/quem-somos/trabalhar-no-](https://www.iscte-iul.pt/conteudos/iscteiul/quem-somos/trabalhar-no-iscteiul/990/concursos)

[iscteiul/990/concursos](#).

2. Document proving title, area and date of award of the grade required for the vacancy. Those with Doctorates obtained abroad must present, in addition to (a) corroborating document(s) proving the level obtained that clearly state(s) the subject area in which it was awarded, a corroborating document of recognition or equivalence by a Portuguese institution of higher education, with any formalities to be completed by the deadline for the vacancy.
3. If the candidate's documents include the respective personal file from ISCTE-IUL, the previous point is not applicable.
4. Certificate stating period worked by the relevant entities which explicitly state the length of time spent in the area.
5. Two (2) copies in electronic format (pdf) of a curricular and pedagogical plan of a curricular unit created for the area of Human Resources or in the subject area of Organisational Behaviour, in text form (maximum 20 pages A4) and which covers the following points: general objectives of a Curricular Unit, learning objectives, programme, teaching/learning process, evaluation, bibliography and relevant pedagogical materials. The pedagogical plan must be accompanied by a copy, in 'pdf' format of the pedagogical material (slides, tests, test solutions, or any other pedagogical material considered relevant to the vacancy in question) related to the curricular unit to which it pertains (See document type at <https://www.iscte-iul.pt/conteudos/iscteiu/quem-somos/trabalhar-no-iscteiu/990/concursos>).
6. Two (2) copies in electronic format (pdf) of a self-authored, triennial, research project that includes the following aspects: summary, state-of-the-art, objectives and hypotheses, research and methodology plan, expected results and references (maximum of 20 pages A4) (see document type at <https://www.iscte-iul.pt/conteudos/iscteiu/quem-somos/trabalhar-no-iscteiu/990/concursos>).
7. One (1) printed copy and two (2) copies in uneditable electronic format (pdf) of the curriculum vitae of the candidate, detailing the works carried out and published, as well as the pedagogical activity developed. The candidate must present three (3) works that they consider the most representative of the work developed in the subject area of Human Resources or in the subject area of Organisational Behaviour and choose the articles that correspond to the requirements stated in point V of this public notice. The presentation of the curriculum vitae by the candidate(s), must follow the model available at (<https://www.iscte-iul.pt/conteudos/iscteiu/quem-somos/trabalhar-no-iscteiu/990/concurso>)
8. One copy of each of the works mentioned in the curriculum. The works can be delivered in paper format or in uneditable electronic format (pdf).
9. Any other relevant material that illustrates the aptitude to perform the role in the category in question.
10. The documents that make up the application must be presented in Portuguese or English.
11. If any of the documents required under the terms of this public notice are missing, or are delivered after the stipulated deadline, or include false documentation, the application will be excluded.

V. Assessment criteria of absolute merit

With the candidates duly qualified in accordance with the requirement of the present public notice, the admission in absolute merit of the candidates will depend on the possession of a curriculum relevant to the subject area of Human Resources and/or the subject area of Organisational Behaviour, along with the publication of at least 8 scientific texts, in the last ten years, in the areas for which the vacancy is open, in the form of articles, scientific books or chapters of books, or conference proceedings that have been subject to peer review, of which at least 3 (three) articles have been published, or definitively accepted for publication, in scientific journals with attributed impact factor, and indexed in Web of Science or SCOPUS.

VI. Selection method and assessment criteria

1. The Curricular Assessment selection method will be applied to candidates approved in absolute merit, according to the assessment criteria defined in the following point.

2. Assessment criteria

The sorting of candidates for the vacancy will be based on the merit of the candidates in the subject area of Economics, taking into consideration the following parameters:

A - Scientific merit (40%)

In the assessment of scientific merit, the following items will be taken into consideration:

A-1) Publication in top-ranking, prestigious scientific journals in the area for which the vacancy is open (10%). Top-ranking journals in the F50 and level 4*, 4 in the ABS list; prestigious journals is understood to mean level 3 journals in the same areas as in the ABS list.

A-2) Other scientific output (10%) — articles in international scientific journals, indexed in the databases Web of Knowledge or SCOPUS, in Quartiles 1 and 2 in the areas for which the vacancy is open; or published articles in level 2 journals including books, chapters of books; active participation in prominent, international scientific congresses in the areas that pertain to the vacancy, or the organisation of national or international science events.

A-3) Scientific projects (5%) participation in scientific projects, with national, international, public or private financing, as well as non-financed projects. In the assessment of this parameter the following will be taken into consideration: the quantity, degree of incorporation of the project in national or international projects, the competitive character of the project in terms of financing, contribution of assets and resources for the research setup and the type of involvement of the researcher (coordinator or participant in the proposals submitted).

A-4) Coordination and scientific leadership (5%) — creation and leadership of research teams, scientific management of organic research units, coordination of bodies of scientific or academic management in institutes, schools, research units and departments.

A-5) Recognition by the scientific community (5%) — Awards and distinctions, participation in national or international juries of academic examinations and participation in national and international assessment panels, participation in commissions of scientific events, active collaboration in the editing, assessment and revision of national or international scientific publications. In the assessment of this parameter, the quality of the awards and distinctions, role performed and diversity of activities will be taken into consideration.

A-6) The triennial research project referred to in point IV.6 of the present public notice (5%) — in the assessment of the project, the following will be taken into consideration: its overall scientific quality, its alignment with the research of the research group Organisational Behaviour and Human Resources (OBHR) of the research unit BRU (http://bru-unide.iscte-iul.pt/?pt=grupos&SEARCH_GROUP=8#tabs-1) and its contribution to the strategic objectives of ISCTE-IUL.

B - Pedagogic merit (40%)

In the assessment of pedagogic merit, the following items will be taken into consideration:

B-1) Lecturing experience (15%) — experience of coordination and lecturing of curricular units in the area to which the vacancy pertains, respective pedagogic performance, involvement in the management of curricular units (teacher or coordinator). In the assessment of this parameter the following will be taken into consideration: number and diversity of curricular units lectured and the level of teaching (Degree, Masters, Doctorate).

B-2) Orientation of students (15%) — In the assessment of this parameter, the number, and diversity of the doctorates and Masters orientations will be taken into consideration, including those already carried or which have a published result.

B-3) Pedagogical curricular plan referred to in point IV.6 of the present public notice (10%) — the overall scientific and pedagogical quality of the plan will be taken into consideration.

C - Extracurricular interdisciplinary activities (5%)

In the assessment of this parameter, the following will be taken into consideration: the providing of services within the scope of the economic and social appreciation of knowledge, the continuous training programs, the exchange of experiences, courses and seminars designed for the dissemination of knowledge and other activities relevant to research, namely, service to the community in the scope of the organisation, cooperation and consulting services to other institutions.

D - Academic management experience (15%)

In the assessment of participation on boards and in management bodies of institutions of higher education, the following will be taken into consideration: management or sub-management positions in schools, departments, research units or participating entities; positions of course management (courses with more than 10 ECTS); promotion of the institution, *ad hoc* commissions, mission groups, recruitment of new students and other activities involved in the normal functioning of institutions of higher education.

3. Sorting and voting methodology

The members of the jury deliberated by means of nominal vote based on the assessment criteria adopted. Each jury member's vote will be based on the classification of each candidate on a scale from 0 to 100, the result of which comes from the overall score of the partial classifications attributed to each indicator, also over the entire range of 0 -100, using the weighting defined for each parameter in point VI.2. (assessment criteria).

If the sorting of all the elements of the jury is identical then the process is deemed as concluded.

If this does not happen, a vote will take place for first place. If a candidate obtains more than half the votes, they will be placed in first position. If no candidate obtains more than half the votes, the vote is repeated after removing the candidate with fewest votes from the previous vote. The process is repeated until a candidate obtains more than half the votes, which will put them in first place.

Subsequently, the same process is repeated in order to classify a candidate in second place, and then successively until an ordered list of all the candidates admitted is obtained.

In cases of a draw over the course of the process, the president of the jury has the deciding vote.

VII. Constitution of the Jury

The jury is presided over, by delegation of the Dean of ISCTE-IUL, by Dr António Manuel Hipólito Firmino da Costa, Full Professor at ISCTE-IUL, and has as members the following professors, who, in the understanding of the Science Council, belong to the subject areas to which the vacancy pertains:

Dr Jorge Filipe da Silva Gomes, Full Professor at Instituto Superior de Economia e Gestão da Universidade de Lisboa;

Dr José Maria Carvalho Ferreira, Full Professor (retired) at Instituto Superior de Economia e Gestão da Universidade de Lisboa;

Dr Maria Eduarda Carlos Castanheira Fagundes Duarte, Full Professor at Faculdade de Psicologia da Universidade de Lisboa;

Dr Carlos José Cabral Cardoso, Full Professor at Faculdade de Economia da Universidade do Porto;

Dr José Arménio Belo da Silva Rego, Full Invited Professor at Universidade Católica do Porto.

VII. From the lists of accepted and excluded candidates, as well as from the final classification and sorting lists of the candidates, interested parties will be notified by email. The hiring process can be consulted by candidates at the Human Resources Department, under the terms specified in the above notification.

IX. The present hiring process ends with the filling of the work positions advertised.

X. In compliance with line h) of article 9 of the Constitution, ISCTE-IUL, as an employing entity, promotes a policy of equal opportunities between men and women in the access to work and in professional development, scrupulously guaranteeing the avoidance of any kind of discrimination.

ISCTE-IUL, 18 November, 2019, the Dean, Maria de Lurdes Rodrigues