

## **ISCTE-University Institution in Lisbon**

### **Public notice.**

It is hereby made public, following my executive order issued on 6 February 2019, for a period of thirty working days, counting from the day following the publication of the present public notice, in Diário da República, an international, documental recruitment process, for a public function work contract for an undetermined period of time, for one position of Associate Professor in the subject area of Finance, in the Department of Finance at ISCTE-SUL. The recruitment process is open under the terms of articles 37 to 51 and 62-A of the University Teaching Career Code, Annex to Decree-Law n.º 205/2009, of 31 August, and amended by Law n.º 8/2010, on 13 May, hereinafter referred to as ECDU, and further applicable legislation, namely Recruitment Regulation, Selection and Hiring of ISCTE-IUL career teaching staff, published in Diário da República, second edition, n.º 193, on 4 October of 2010, and expires with the filling of the vacancy advertised.

The evaluation of the trial period, where applicable, is carried out under the terms of the Regulation of the Contracting of Teaching Staff at ISCTE-IUL taking into account the establishment of the Regulations of Service of Teachers of ISCTE-IUL and the Regulation of Evaluation of Performance of Teachers of ISCTE-IUL.

### **Admission requirements.**

1. Must have held the title of Doctor for more than five years in the area of Finance or Management. In the case that the doctorate was awarded by a foreign institution of higher education, the candidates must prove the respective recognition or equivalence of level.
2. Must be fluent in spoken and written English and Portuguese.

### **II. Presentation of applications**

1. Applications must be delivered personally during normal working hours, or sent by registered mail and with notification of delivery, 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-IUL, Instituto Universitário de Lisboa  
Avenida das Forças Armadas,  
1649-026, Lisboa, Portugal

#### **IV. Application instructions**

The application must be accompanied by the following documents:

1. Application is formalised by its sending to the Dean of ISCTE-IUL, requesting acceptance of the application, including full name, and name used in bibliographical references, number and validity of identification document or civil identification number, address or contact address, telephone number and current working status. In the application, the candidate must declare his/her consent for the communications and notifications regarding the application procedure to take place by email, indicating the respective address (model available at: <https://www.iscte-iul.pt/conteudos/iscteiul/quem-somos/trabalhar-no-iscteiul/990/concursos>).
2. Document corroborating the title of Doctor in one of the solicited areas. Applicants holding the position of doctor obtained abroad must present, along with (a) document (corroborating the degree awarded, which explicitly mention(s) the area of knowledge in which it was awarded, a corroborating document that proves its recognition or equivalence by a Portuguese institution of higher education, with any formalities therein required to be completed by the closing date for applications.
3. Candidates must present a sworn statement that they are sufficiently proficient in Portuguese and English to be able to give lectures in these languages according to the model available at: <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>.
4. One copy in electronic format (pdf) of a curricular and pedagogic plan of a curricular unit of a cycle of study at ISCTE-IUL, developed in the subject area to which the vacancy pertains, 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.
5. One copy in electronic format (pdf) of an original trimestral research project that includes the following: objectives, methodology and expected results (maximum 20 pages A4).
6. One printed copy and two in uneditable electronic format (pdf) of the curriculum vitae of the candidate, indicating: **a)** pedagogical activity developed (including results of student surveys); **b)** List of the most relevant academic contributions of the candidate in the area to which the vacancy

pertains, identifying their number of quotations in publications and the classification (quartile) in terms of the publication's impact factor in the respective year of publication, according to the Web of Knowledge and Scopus; **c)** "Researcher ID" and "Scopus Author ID" that allow the identification of the publications and the respective number of quotations of the candidate, according to the Thomson Reuters Web of Knowledge and Scopus, respectively. The candidate must present five scientific or literary works that he/she considers the most representative of their activity developed in the subject area of Finance, and the articles that he/she considers corresponds to the admission criteria in absolute merit, indicating the respective ISSN. The curriculum vitae of the candidates must be organised according to the assessment criteria stated in point VI of the present public notice, under penalty of exclusion from consideration for the vacancy.

**7.** Two paper copies or two copies in uneditable electronic format (pdf) of each of the works mentioned in the curriculum.

**8.** Any other relevant elements that demonstrate the aptitude of the candidate to exercise the function.

**9.** It is not necessary to present documents corroborating the possession of the general constitutional requirements relating to the legalities of a public position; a sworn declaration from the candidate, in their application or in a separate document, of their precise situation regarding the content of each of the following points will suffice:

- a) To not be unable to perform public functions or disqualified from performing the duties for which you are applying.
- b) To be in a sufficiently good state of physical and mental health to perform the duties of associate professor and to have obeyed the obligatory vaccination laws.

**10.** The documents that make up the application must be presented in Portuguese or English. 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 this public notice, the admission in absolute merit of the candidates will depend on the possession of a curriculum relevant to the subject area of Finance, which satisfies, cumulatively, the following minimum requirements:

a) Publication, in the last 6 years, of dive scientific texts in the area of Finance, in the form of articles, scientific books or chapters of books;

b) At least four of these texts must be published, or accepted definitively for publication in scientific journals indexed in the first quartile of the WOS/ISI, according to the *eigenfactor* and based on the ISI listing from 2018 or, alternatively, two of these texts must be published, or definitively accepted for publication in scientific journals indexed in the FT50.

## **VI. Selection method and evaluation criteria**

**1 -** The Curricular Evaluation selection method will be applied to candidates approved in absolute merit, in accordance with the criteria defined in the following point.

### **2 - Evaluation criteria**

The sorting of candidates for the vacancy will be based on scientific and pedagogical merit of the candidates in the area of Finance, according to the following factors:

#### **A - Scientific merit (60% of the total)**

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

**A-1) Scientific output (40%)** - works, projects, books, chapters in books, articles in scientific magazines and in minutes of meetings of a scientific nature (conferences, colloquiums, congresses, seminars, round tables, forums etc.); active participation in national or international events, organisation of national or international scientific events. In the assessment of this parameter the following will be taken into account: the quantity, originality and diversity of the output, the scientific autonomy revealed, the degree of internationalization, the recognition by the scientific, academic or professional community (awards or other forms of recognition and distinction from the scientific, academic or professional community) and the impact of the scientific output. Special attention will be given to scientific articles published in leading international journals.

**A-2) Scientific projects (10%)** - 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 in terms of patrimony and resources for the structures of research and the type of involvement of the researcher (coordinator or participant). In this parameter, the quality and relevance of the triennial research project referred to in point IV-4 will also be assessed.

**A-3) Coordination and scientific leadership (5%)**— creation and leadership of research teams, scientific management of organic and research units, coordination of scientific or academic management bodies of institutions, schools, departments, research units and integration of management bodies of national or international scientific associations. In the assessment of this parameter, the duration of the activity and the scope of the function will be taken into consideration.

**A-4) Scientific evaluation (5%)**— Participation in national or international examination juries and participation in national or international assessment panels and scientific consulting of grants, projects, researchers or research units, participation in commissions of scientific events (without coordination), active collaboration in the editing, assessment and revision of national and international scientific publications. In the assessment of this parameter, the number, role performed and diversity of activities will be taken into consideration.

**B - Pedagogic merit (30%)**

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

**B-1) Teaching activity (15%)** — lecturing of curricular units, pedagogic performance, involvement in the management of curricular units (teacher or coordinator), coordination of courses and lecturing in foreign or international universities. In the evaluation of this parameter, the following will be taken into consideration: number and diversity of and the assessment of pedagogic performance.

**B-2) Pedagogical innovation (2,5%)** — promotion of pedagogical initiatives that aim to improve the processes of learning and teaching, creation of new graduate and post graduate courses or of new curricular units and restructuring of study plans or of curricular units, participation in structures of pedagogical scope, promotion and vitalisation of processes which improve pedagogic activity of study cycles or other teaching activities. In the assessment of this parameter, the number, nature and diversity of activities will be taken into consideration.

**B-3) Orientation (5%)** — orientation of dissertations, theses and post doctorate projects and scientific excellence of the supervised works. In the assessment of this parameter, the number, nature and diversity of activities will be taken into consideration, both those concluded and those under way.

**C - Extracurricular interdisciplinary activities (5%)**

In the assessment of this parameter, the following will be taken into consideration: the providing of services in the scope of the economic and social value of knowledge, continuous training programs, the exchange of experiences, courses and seminars aimed at disseminating knowledge, namely service to the community within the scope of the organisation, cooperation and consulting services provided to other institutions.

**D - Academic management activity (5%)**

In the assessment of participation in management and direction bodies of higher education institutions, the following will be taken into consideration: carrying out of activities resulting from the participation in university management bodies, promotion of the institution, ad hoc commissions, recruitment of new students and other activities common to the normal functioning of higher education institutions.

**3. Sorting and voting methodology**

The members of the jury deliberate 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 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 him/her in first place. Then, the same process will be repeated in order to classify a candidate in second place, and successively until an ordered list of all the candidates admitted is obtained.

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

**4** — The jury deliberates on the need to proceed to public hearings of the admitted candidates, who, on carrying them out, obey the terms set out under articles 8.º, n.º 2 and 20 of the Recruitment, Selection and Hiring Regulation of Career Teaching Staff at ISCTE-IUL.

## **VII — Constitution of the Jury**

The jury is presided over by Professor Elizabeth de Azevedo Reis, Full Professor at ISCTE-IUL and is made up of the following professors, who, in the understanding of the Scientific Commission belong to the subject area for which the vacancy is open:

Members:

Doctor Clara Patrícia Costa Raposo, Full Professor at Instituto Superior de Economia e Gestão da Universidade de Lisboa;

Doctor Nuno Gonçalves Gracias Fernandes, Full Professor at IESE Business School (Spain);

Doctor Miguel Luis Sousa de Almeida Ferreira, Full Professor at Faculdade de Economia da Universidade Nova de Lisboa;

Doctor António Sarmento Gomes Mota, Professor do ISCTE-Instituto Universitário de Lisboa.

Professor Doutor João Pedro Vidal Nunes, Full Professor at ISCTE-Instituto Universitário de Lisboa;

**VII —** From the list of candidates admitted and excluded, as well as from the final classification list, those interested will be informed by email. The selection process can be consulted by the candidates at the Human Resources Department, under the terms indicated in the referred notification.

**IX —** 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, 16 December, 2019, the Dean, Maria de Lurdes Rodrigues.