

ISCTE - Instituto Universitário de Lisboa

## Public Notice

It is hereby made public that, by virtue of my order issued on 13 March 2019, 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 position in the category of Full Professor, in the subject area of Political Economy at 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 205/2009, of 31 August, and amended by Law 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, when applicable, 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, in force at the time of recruitment.

### I. Recruitment requirements

1. Have held a doctoral degree for more than five years Economics. If the doctorate has been awarded by a foreign higher education institution, the applicants must provide evidence of its recognition or academic equivalence.
2. Hold the title of aggregate in the area of Economics.
3. 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 the Unidade de Recursos Humanos [Human Resources Unit] of ISCTE-IUL, located at Avenida das Forças Armadas, 1649-026, Lisboa.
2. Applications sent by email shall not be accepted.

### III. Workplace

ISCTE - Instituto Universitário de Lisboa

Av. das Forças Armadas

1649-026 Lisboa, Portugal

### IV. Instructions for 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 citizen card or civil identification number, residence or address for contact purposes, email 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 email, indicating the respective address (template available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>).
2. Documents confirming fulfilment of the requirements as stipulated in points 1, 2 and 3 of number I of the present public notice.
  - 2.1 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.
  - 2.2 Applicants must submit a sworn statement of their good command of Portuguese and English, at a level enabling them to lecture in this language.
3. One (1) printed copy and two (2) copies in non-editable electronic format (pdf) of the applicant's curriculum vitae. It is mandatory for the applicants' submission of their curriculum vitae to comply with the template available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>.
4. Two (2) copies of each of the works mentioned in the curriculum. These works can be submitted in paper format or non-editable electronic format (pdf).
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 in 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 they are applying;
  - b. Having the physical robustness and psychological profile indispensable to perform the duties and having complied with the laws on mandatory vaccination.
7. The documents substantiating the application should be presented in Portuguese or English.
  8. 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 shall 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 this public notice, the recruitment of the applicants based on absolute merit shall depend on their possession of a curriculum in the subject area of Political Economy showing scientific and pedagogical merit compatible with holding the position of full professor in the subject area in which the tender is opened and that cumulatively meets the following minimum requirements:

- a) Publication of fifteen scientific texts in the last ten years, in the form of articles, scientific books or chapters of books, as first or sole author, of which at least ten articles should have been published or definitively accepted for publication, in the area of Political Economy, in journals indexed in WoS or SCOPUS;
- b) Supervision or co-supervision of five completed and approved doctoral theses;
- c) Coordination of a research project with funding of a national or international agency obtained after peer review;
- d) Creation and coordination of a course granting an academic degree.

## VI. Method of selection and assessment criteria

1. Applicants approved on the basis of absolute merit shall be subject to the curricular assessment selection method, pursuant to the criteria defined in the following point.

### 2. Assessment criteria

The order of the applicants in the tender shall be based on their scientific and pedagogical merit in the subject area of Political Economy, with the weight of curricular items in the specialised area of Labour Economics being increased by 100%:

#### A - Scientific merit (50%)

The assessment of scientific merit shall consider the following items:

A-1) Scientific production (25%) – books, chapters in books, articles in scientific journals and in minutes of meetings of scientific nature (conferences, colloquiums, congresses, seminars, etc.), presentation of papers or posters at national or international events; organisation of national or international scientific events. The assessment of this parameter shall consider the quantity, originality and diversity of the output, the scientific autonomy revealed, the degree of internationalisation, recognition by the scientific community (awards or other forms of recognition and distinction by the scientific, academic or professional community) and the impact of the scientific production.

A-2) Scientific projects (15 %) – participation in scientific projects with national or international funding (public or private), as well as projects without funding. The assessment of this parameter 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 research structures and the type of involvement of the researcher (coordinator or participant).

A-3) Coordination and scientific leadership (5%) – creation and leadership of research teams, scientific management of research units, groups or lines, and inclusion in governing bodies of national and international scientific associations. The assessment of this parameter shall consider the duration of the activity and extent of the position.

A-4) 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 (without coordinating duties), 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 the diversity of the activities.

## B – Pedagogical merit (35%).

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (15%) – lecturing of curricular units, pedagogical performance, involvement in the management of the curricular units (lecturer or coordinator), coordination of curricular units and lecturing in foreign and international universities. The assessment of this parameter shall consider the number and diversity of the curricular units lectured and the appraisal of pedagogical performance.

B-2) Pedagogical innovation (10 %) – 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, pedagogical awards. The assessment of this parameter shall consider the number, nature and diversity of the activities.

B-3) Supervision (7.5%) – supervision of master's dissertations, doctoral theses and post-doctoral projects. The assessment of this parameter shall consider the scientific excellence of the supervised work, the number and diversity of the supervision activities, both completed and those in course.

B-4) Pedagogical publications (2.5%) – pedagogical manuals or other publications of pedagogical nature. The assessment of this parameter should consider the number, diversity, originality and impact of the publications.

## C – University outreach (5%)

The assessment of participation in university outreach tasks will consider the provision of services aimed at enhancing the economic and social value of knowledge, programmes of continuous training, exchange of experiences, courses and seminars for the purpose of disseminating knowledge, and other relevant activities for the dissemination of the research, namely service to the community in the context of organisation, services of cooperation and consulting to other institutions.

## D - Service to the institution (10%)

The assessment of participation in governing and management boards of higher education establishments shall consider activities derived from participation in management bodies of institutes, schools, departments, research units, senior management of courses, promotion of the institution, *ad hoc* committees, recruitment of new students and all other activities for the regular functioning of higher education establishments.

### 3. Voting order and methods

The members of the selection panel decide through nominal voting based on the adopted assessment criteria. The voting of each member of the selection panel shall be substantiated by the classification of each applicant on a scale of whole numbers from 0 to 100, which is the result of the weighted sum of the partial classifications attributed to each indicator, also on a scale of integers from 0 to 100, using the weightings defined for each parameter in point VI.2 (assessment criteria).

If the ordering of all the members of the selection panel is identical, the process is deemed to be concluded.

Otherwise, voting is conducted for the first place. If an applicant obtains more than half the votes, she/he shall be positioned in first place. If none of the applicants obtains more than half the votes, the voting shall be repeated after removal of the applicant who / received the least votes in the previous round. The process shall be repeated until an applicant obtains more than half the votes, being classified in first place. This same process is repeated so as to obtain the applicant classified in second place, and so on successively until an ordered list of all the applicants is obtained.

In the case of a tie during the process, the chairperson has the casting vote.

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

## VII. Composition of the Selection Panel

The selection panel is chaired by Dr Helena Maria Barroso Carvalho, Full Professor and Director of the School of Sociology and Public Policy, and composed of the following members who, in the opinion of the Scientific Council of ISCTE-IUL, belong to the subject area for which the tender is opened:

Dr José Joaquim Dinis Reis, Full Professor at the Faculty of Economics, Universidade de Coimbra;

Dr José António Pereirinha, Retired Full Professor at the Institute of Economics and Management, Universidade de Lisboa;

Dr Manuel Couret Pereira Branco, Full Professor at the School of Social Sciences, Universidade de Évora;

Dr José Paulo Afonso Esperança, Full Professor at ISCTE-Instituto Universitário de Lisboa;

Dr Elizabeth de Azevedo Reis, Full Professor at ISCTE-Instituto Universitário de Lisboa

- VIII. The interested parties shall be informed by notification sent to their email 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. In compliance with subparagraph h) of article 9 of the Constitution, ISCTE-IUL, as an employer entity, 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 – Instituto Universitário de Lisboa, 19 February 2020, The Rector, Maria de Lurdes Rodrigues