

ISCTE – Instituto Universitário de Lisboa

Public Notice

It is hereby made public that, by virtue of my order issued on 6 February 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 one (1) civil service employment contract for an indefinite period for one (1) position in the category of Assistant Professor, in the subject area of Multimedia, Vision and Computer Graphics, at the Department of Information Science and Technology of ISCTE – Instituto Universitário de Lisboa. 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 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 is assessed in conformity with ISCTE-IUL's Regulation for Teaching Staff Affiliation considering the provisions in its Regulation for Teaching Staff Service and Regulation for Teaching Staff Performance Assessment, in force at the time of recruitment.

I – Recruitment requirements

- 1 – Doctoral degree 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 language, spoken and written.
- 3 – Good command of the English language, spoken and written.

II – Submission of applications

Applications are submitted via <https://recrutamento.iscte-iul.pt/>

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 for admission as an applicant, in accordance with the form of mandatory use, available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>.

2 – Document confirming the title of doctoral degree. 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.

3 – Curricula Vitae of the applicant, which must necessarily indicate:

- i) Experience in teaching, research, transfer of knowledge and university management activities that are part of the routine duties performed by an Assistant Professor, pursuant to article 4 of the ECDU, and considered relevant for this tender procedure, as established in this public notice;
- ii) The “ID” identifiers that enable identification of the publications and corresponding number of citations, as well as the applicant's “h-index”, according to Web of Science, Scopus and Google Scholar.

4 – List of the applicant's most relevant academic contributions in the area in which the tender is opened, whenever possible identifying the number of citations of the publications and classification (quartile) in terms of impact factor of the publication, according to Web of Science, Scopus and Google Scholar.

5 – Publications referred to in point IV.4 of this public notice.

6 – Any other documents or works that the applicant considers relevant for appraisal by the selection panel.

7 – The documents supporting 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

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 shall depend on their overall curriculum, that the selection panel considers shows scientific and pedagogical merit

compatible with holding the position of Assistant Professor in the subject area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing, and that cumulatively meets the following criteria:

- a) Presentation of at least twenty scientific texts, in the form of journal articles, conference articles, scientific books or book chapters, published or definitively accepted for publication, in the subject area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing, with at least five of them being in an international scientific journal indexed in Scopus and/or Web of Science, and classified in one of these databases in the 1st or 2nd quartiles (Q1 or Q2) in terms of impact factor of the publication;
- b) Participation in at least 4 funded research projects;
- c) Impact factor $h \geq 10$ in the Google Scholar database.

2 – The selection panel shall decide on the applicants' recruitment based on absolute merit by justified nominal voting in which abstentions are not permitted.

3 – Applicants that receive the favourable vote of more than half the voting members of the selection panel shall 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, cultural creation or technological development activities;
- b) Provide the lecturing service that is assigned, 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 assigned 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 shall be subject to the curricular assessment selection method which, pursuant to VI.1, shall 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;

3 – The curricular assessment of the different applicants in each of these aspects shall 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 attributed to each of them in the final classification are detailed below. Particular importance shall be given to the relevance, quality and up-to-dateness of the applicant's curriculum vitae and to the publications selected by the applicant, identified in document IV.4). Curricular items in the area of Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing shall be highly valued.

a) Pedagogical Activity (30%)

i) Teaching activity – experience of lecturing curricular units. The assessment of this parameter shall consider the area and diversity of the curricular units lectured;

ii) Pedagogical performance – assessment of the applicant's performance as a lecturer. The assessment of this parameter shall consider the assessment of pedagogical performance, whenever possible, including, if existing, the results of student satisfaction surveys on the applicant's performance as a lecturer.

b) Scientific Activity (60%)

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 shall 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) Awards and distinctions – the assessment of this criteria shall consider the quantity and relevance, national and international, of the awards and distinctions;

iii) 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 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, the type of engagement of the investigator (coordinator or participant), and whether the area of participation falls within Multimedia, Vision and Computer Graphics, speciality of Multimedia Signal Processing;

iv) Scientific assessment – 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%)

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 shall 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 national journals and conferences and other publications of scientific and technological dissemination, in view of their professional and social impact.

d) Activity of University Management and Service to the Institution (5%) – derived from participation in university management bodies, considering the nature and responsibility of the position.

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 shall 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 selection panel members attending the meeting, she/he shall be immediately positioned in first place. If this does not occur, voting shall 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 shall be taken to break this tie, and if the tie persists, the chairperson of the selection panel shall decide on the applicant to be removed. The process shall 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.

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, shall 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 of ISCTE-Instituto Universitário de Lisboa, by Dr Jorge Manuel Lopes Leal Rodrigues da Costa, Vice-Rector of ISCTE-Instituto Universitário de Lisboa, and is composed of the following professors who, in the opinion of the Scientific Council of ISCTE-Instituto Universitário de Lisboa, 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 Nuno Manuel Robalo Correia, Full Professor at the Faculty of Science and Technology, Universidade Nova de Lisboa;

Dr Fernando Manuel Bernardo Pereira, Associate Professor at Instituto Superior Técnico, Universidade de Lisboa;

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

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

VIII – Hearing of the interested parties

The interested parties shall be informed by electronic notification of the lists of successful 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 notice.

IX – Equality between men and women

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

ISCTE - Instituto Universitário de Lisboa, 14 April 2020, The Rector of ISCTE-IUL, Maria de Lurdes Rodrigues