

Iscte-Instituto Universitário de Lisboa

Public Notice

Public notice - It is hereby made public that, by virtue of my rectoral order issued on 7 October 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 (1) position in the category of Associate Professor, in the subject area of Information Systems, at the Department of Information Science and Technology of Iscte- Instituto Universitário de Lisboa. 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 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. Have held a doctoral degree for more than 5 (five) years in an area that the selection panel considers suitable to the tender. If the doctorate was 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

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

III. Workplace

Iscte -Instituto Universitário de Lisboa
Av. das Forças Armadas
1649-026 Lisboa, Portugal

IV. Instructions for application

The application must be supported by the following documents:

- 1 – Request for admission as an applicant, with mandatory completion of the form available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>
- 2 – Document confirming the award of doctoral degree. Holders of a doctoral degree obtained abroad must submit, in addition to documents confirming the award 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:
 - a) Experience in teaching, research, transfer of knowledge and university management activities 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, pursuant to the assessment criteria presented in point VI of this public notice.
 - b) "Google Scholar ID", "Researcher ID" and "Scopus Author ID" identifications that 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 Information Systems, specialising in Service-Oriented Computing, 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 Web of Science, Scimago (SJR) or Scopus.
- 4 – Publications referred to in point IV.3 c) of this public notice.
- 5 – Curricular and teaching plan of a curricular unit of a study cycle of Iscte, in form of a manual, in the area of Information Systems, speciality of Service-Oriented Computing, pursuant to the criteria presented in Annex I of this public notice. The teaching plan should be designed in light of the licentiate degree of Computer Engineering of ISCTE-IUL
- 6 – Three-year research project that the applicant proposes to develop aimed at promoting teaching and research activities in the area of Information Systems, speciality of Service-Oriented Computing, pursuant to the criteria presented in Annex I of this public notice.
- 7 – Any other documents or works that the applicant considers relevant for appraisal by the selection panel.

- 8 – The documents substantiating the application should be presented in Portuguese or English, where documents submitted in English do not require translation into Portuguese.
- 9 – 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 Associate Professor in the subject area of Information Systems, specialising in Service-Oriented Computing, cumulatively meeting the following criteria:
 - a) Publication of at least 8 (eight) scientific articles, in the last 10 (ten) years, in international scientific journals indexed in the Scimago (SJR) or Scopus databases, of which at least 6 (six) articles are classified in these databases in the 1st or 2nd quartile (Q1 or Q2) in terms of impact factor of the publication, in the subject area of Service-Oriented Computing;
 - b) Coordination of a course or holding of university management positions at the level of governing bodies or central coordination, or decentralised teaching and/or research organic units.
 - c) Presentation of a teaching plan and three-year research project, as requested in points IV. 5 and 6, demonstrating the necessary capacity for suitable performance of the duties of Associate Professor in the subject area of Information Systems, speciality of Service-Oriented Computing, duly supported by the applicant's previous work.
2. The selection panel shall decide on the applicants' recruitment based on absolute merit by justified nominal voting where abstentions are not permitted.
3. Applicants who receive a favourable vote of more than half the voting members of the selection panel shall be considered approved on the basis of absolute merit.

VI. Selection method and assessment criteria

1. This tender procedure 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 assigned lecturing service, 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, 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 take into account 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 shall consider the subject area of Information Systems, speciality of Service-Oriented Computing.
4. The parameters to be considered in each of the factors listed in VI.2 and the weighting to be attributed to each in the final classification are detailed below. Particular importance shall 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, identified in point IV.3.c).

a) Pedagogical Activity (20%)

- i. Teaching activity – experience of lecturing curricular units in the subject area of Information Systems, speciality of Service-Oriented Computing, and respective pedagogical performance. The assessment of this parameter shall consider the diversity of the lectured curricular units, the education level (bachelor, master and doctorate), 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 postgraduate 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 shall consider the number, nature and diversity of the activities.
- iii. Supervision – supervision of masters' dissertations and projects, doctoral theses and post-doctoral projects, and the scientific excellence of the supervised work. The assessment of this parameter shall take into account the number and diversity of the supervision activities, both completed and underway.

b) Scientific Activity (50%)

- i. Scientific production in the subject area of Information Systems, speciality of Service-Oriented Computing – articles in national and international scientific journals, chapters in books and papers presented at national or international scientific conferences and 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. 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, its contribution in terms of assets and resources for research structures, and the type of involvement of the researcher (coordinator or participant).

- iii. Scientific assessment – participation in national or international academic examination boards, 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 with competitive admission and other similar distinctions. 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 the preparation of draft legislation and technical standards. The assessment of this criterion shall also consider the 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, cooperation with and consulting provided 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 (10%) – arising from participation in university management bodies, participation in the promotion of the institution and recruitment of new students, and participation in recruitment selection panels.
- e) Curricular Unit Teaching Plan and Three-Year Research Project (15%) – quality of the teaching plan and three-year research project proposed by the applicant to be developed in the subject area of Information Systems, speciality of Service-Oriented Computing. The assessment of this parameter shall consider the innovative nature of the teaching plan and research project, their feasibility in the context of the department for which the tender is open, where the scientific and pedagogical aspects shall be given equal value.

VII. Voting order and method

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 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. In the various voting rounds, each member of the selection panel shall 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 receives 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, the 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 still persists, the chairperson of the selection panel shall decide on the applicant to be removed. The process shall be repeated until one 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 applicant, 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 shall decide 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.

VIII. Composition of the Selection Panel

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

Dr Mário Jorge Gaspar da Silva, Full Professor at Instituto Superior Técnico, Universidade de Lisboa;

Dr António Maria Palma dos Reis, Full Professor at the Institute of Economics and Management, Universidade de Lisboa;

Dr Ricardo Luís Rosa Jardim Gonçalves, Full Professor at the Faculty of Science and Technology, Universidade Nova 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.

IX. Hearing of 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 notification referred to in the previous point.

X. 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 career progression, scrupulously taking measures to prevent all and any form of discrimination.

Iscte 18 June 2020, The Rector of ISCTE-IUL, Maria de Lurdes Rodrigues

Annex I – Curricular unit teaching plan and Three-year research project

The documents with the curricular unit teaching plan and three-year research project requested to substantiate the tender procedure of this public notice should be no more than 15 (fifteen) A4 pages each, with a minimum letter size of 11 points, where anything presented beyond the first 15 (fifteen) pages of the document shall not be assessed.

These documents should contain a brief but comprehensive presentation of the proposed development of the teaching and research activities in the tender's subject area, illustrating their innovative nature and the plans for their implementation, emphasising their connection to the department and research unit in which this work is intended to be conducted, and the link between the scientific and pedagogical features to be developed. The curricular unit teaching plan should also clearly involve the following aspects: goals 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 descriptions of the goals, methodologies to be endorsed and the resources to be used or attracted to ISCTE-IUL. A presentation should also be made of the applicant's previous findings and experience underpinning the submitted project, and references to recent literature, including in particular the applicant's academic output of direct relevance to the project and subject area in which it is placed.