

Iscte – Instituto Universitário de Lisboa

## Public Notice

It is hereby made public that, by virtue of my order of 7 October 2019, an international documental tender for recruitment is opened, for the time limit of 30 business days counted from the business 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 duration, for one position in the category of Assistant Professor, in the subject area of Accounting of the Department of Accounting 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 the terms of ISCTE-IUL's Regulation for Teaching Staff Affiliation considering the provisions in ISCTE-IUL's Regulation for Teaching Staff Service and Regulation for Teaching Staff Performance Assessment.

### I. Recruitment requirements

1. Have a doctoral degree in the area of Accounting. If the doctorate was awarded by a foreign higher education institution, the applicants must provide evidence of its recognition or academic equivalence.
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 entitlement, area and date of award of the doctoral degree. Holders of a doctoral degree obtained abroad must submit, in addition to documentation confirming the award of the degree explicitly mentioning the area of knowledge in which it was awarded, a document confirming its recognition or equivalence by a Portuguese higher education institution, where all formalities should be completed by the deadline for application.

3. Curriculum vitae of the applicant, indicating the output and work produced and published, as well as teaching activity developed. Applicants should highlight two items of work and/or output that they consider most representative of their activity in the subject area for which the tender is opened and indicate two articles that they consider meet the recruitment criteria of absolute merit. The applicant's curriculum vitae must necessarily be organised in accordance with the assessment criteria presented in point VI of this public notice.
4. Work mentioned in the curriculum.
5. Any other relevant elements that illustrate the applicant's aptitude for the position to be filled.
6. The documents supporting the application should be presented in Portuguese or English. 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 applicant's recruitment based on absolute merit shall depend on their overall curriculum, that the selection panel considers to show scientific and pedagogical merit compatible with the subject area of Accounting, cumulatively with the applicant's submission of at least two articles addressing Accounting topics, published or definitively accepted for publication, in scientific journals indexed in the Academic Journal Guide (ABS List) with level 2 or above.

#### VI. Selection method and assessment criteria

1. Applicants approved on the basis of absolute merit shall be subject to the curricular assessment selection method, pursuant to the assessment 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, considering the following parameters:

A – Scientific merit (55%)

The assessment of scientific merit shall consider the following items:

A-1) Prestigious scientific articles (35%) – scientific articles published or accepted for publication that address Accounting topics in scientific journals indexed in the Academic Journal Guide (ABS List) with level 3 or above.

A-2) Scientific production (10%) – books or chapters of books, articles in scientific journals, papers presented at conferences, and organisation of scientific events, in the field of Accounting. The assessment of this criterion shall primarily consider the quality and originality of the scientific 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-3) Scientific projects (5%) – participation in scientific projects with national or international funding (public or private). 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 the research structures, and the type of involvement of the researcher (coordinator or participant).

A-4) Scientific assessment (5%) – participation in national or international boards for academic examinations and participation in national or international assessment boards and scientific consulting for 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.

#### B – Pedagogical merit (35%)

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (25%) – lecturing of curricular units and degree of involvement in the management of curricular units (lecturer or coordinator). The assessment of this parameter shall consider the number and diversity of the curricular units lectured and the appraisal of pedagogical performance. The weight of lecturing in the English language shall be increased by 100%.

B-2) Pedagogical innovation (5%) – 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 teaching activity of study cycles or other educational activities. The assessment of this parameter shall consider the number, nature and diversity of the activities.

B-3) Supervision (5%) – supervision of doctoral theses and postdoctoral projects, and 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.

#### C – University outreach (5%)

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

#### D - Service to the institution (5%)

The assessment of participation in university bodies shall consider the following items:

Activities derived from participation in university management bodies, 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 method

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 included in the minutes, proposing the order of the applicants. This order must be duly substantiated on the assessment criteria indicated in number 2, with the applicants being classified 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.

### 4. Public Hearings

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. Composition of the Selection Panel

The selection panel is chaired by Professor Dr Elizabeth Reis and composed of the following professors who, in the opinion of the Scientific Council of the Department of Accounting, belong to the subject area for which the tender is opened.

#### Members:

Professor Dr Lúcia Lima Rodrigues, Full Professor at the Economics and Management School, Universidade do Minho

Professor Dr Ana Cristina de Oliveira Tavares Marques, Full Professor at Norwich Business School, University of East Anglia

Professor Dr Sofia Margarida Morais Lourenço, Associate Professor with Aggregation at the Institute of Economics and Management (ISEG), Universidade de Lisboa

Professor Dr Helena Oliveira Isidro, Full Professor at ISCTE - Instituto Universitário de Lisboa

Professor Dr Maria João Martins Ferreira Major, Full Professor at ISCTE - Instituto Universitário de Lisboa

VIII. 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 above.

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

Iscte – Instituto Universitário de Lisboa, 27 July 2020, The Vice-Rector, Elizabeth de Azevedo Reis