

ISCTE-Instituto Universitário de Lisboa

Public Notice

It is hereby made public that, by virtue of my order issued on 13 March 2019, this 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 Finance, at the Department of Finance of 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 Regulation for Teaching Staff Performance Assessment.

I. Recruitment requirements

1. Have held a doctoral degree in Finance (or similar areas) for more than five years. If the doctorate was awarded by a foreign higher education institution, the applicants must provide evidence of its recognition or equivalence of degree.
2. Hold the title of aggregate in the area of Finance.
3. Good command of the English language, 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. Documentation confirming the entitlement to a doctoral degree and title of aggregate. 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. Curriculum vitae of the applicant, indicating: a) teaching activity developed (including results of questionnaires completed by the students); b) list of the applicant's most relevant academic contributions in the area in which the tender is opened, identifying the number of citations of the publications and classification (quartile) in terms of the publication's impact factor in the year of its publication, according to Web of Knowledge and Scopus, and classification in the Academic Journal Guide (ABS List); c) "Researcher ID" and "Scopus Author ID" identifications that enable identifying the publications and respective number of citations of the applicant, according to Thomson Reuters Web of Knowledge and Scopus, respectively. Applicants should highlight five items of work and/or output that they consider most representative of their activity in the subject area of Finance, and indicate the articles that they consider meet the recruitment criteria of absolute merit mentioning the respective ISSN. The applicant's curriculum vitae must necessarily be organised in accordance with the assessment criteria presented in point VI of this public notice, under penalty of exclusion from the tender.
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.
7. 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 Finance that cumulatively meets the following minimum requirements:

- a) Publication, in the last six years, of ten scientific texts in the area of Finance, in the form of articles, scientific books or chapters of books;
- b) At least six of these texts should be published, or definitively accepted for publication in scientific journals indexed in the first quartile of Web of Science (WoS)/International Scientific Indexing (ISI), according to the *eigenfactor* score and based on the ISI list of 2018, or, alternatively, three of these texts should be published, or definitively accepted for publication in scientific journals indexed in the FT50 Research Rank.

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 in the area of Finance, considering the following factors:

A – Scientific merit (60 %)

The assessment of scientific merit shall consider the following items:

A-1) Scientific production (50 %) – works, projects, books of scientific nature, chapters in books, articles in scientific journals and in minutes of meetings of scientific nature (conferences, colloquiums, congresses, seminars, days, forums, etc.), active participation in national or international events, and 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. The weight of scientific articles published in the Academic Journal Guide (ABS List) and in the Finance category with level 4* or 4, or indexed in the FT50 Research Rank shall be increased by 100%.

A-2) Scientific projects (5%) – 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 (2.5%) – creation and leadership of research teams, scientific management of organic and research units, and coordination of scientific or academic management bodies of institutes, schools, departments and research units, 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 (2.5 %) – 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 (25 %).

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 courses and lecturing in foreign and international universities. The assessment of this parameter shall consider the number and diversity of the curricular units lectured and, essentially, the appraisal of pedagogical performance.

B-2) Pedagogical innovation (2.5 %) – 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 masters' dissertations, 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.

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

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, exchange of experiences, courses and seminars for the purpose of disseminating knowledge,

and other relevant activities for research, namely service to the community in the context of the organisation, cooperation services and consulting to other institutions.

D – Academic management activity (10%)

The assessment of participation in governing and management boards of higher education establishments shall consider activities derived from participation in university coordination and 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 members of the selection panel shall decide by nominal vote on the grounds of the endorsed 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 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 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 José Luís Mexia Crespo de Carvalho, Full Professor at Iscte, and composed of the following professors who, in the opinion of the Scientific Council, belong to the subject area for which the tender is opened.

Members:

Dr João Luis Correia Duque, Full Professor at the Institute of Economics and Management, Universidade de Lisboa;

Professor Dr José Filipe Garcia Corrêa Guedes, Full Professor at the Faculty of Economics, Universidade Católica Portuguesa;

Professor Dr Miguel Luis Sousa de Almeida Ferreira, Full Professor at the Faculty of Economics, Universidade Nova de Lisboa;

Professor Dr António Sarmiento Gomes Mota, Full Professor at Iscte-Instituto Universitário de Lisboa;

Professor Dr João Pedro Vidal Nunes, 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 lists 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, 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-Instituto Universitário de Lisboa, 25 June 2020 – The Rector, Maria de Lurdes Rodrigues