

ISCTE-Instituto Universitário de Lisboa
Public Notice

It is hereby made public that, by virtue of my order issued on 7 October 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 (1) position in the category of Full Professor, in the subject area of Information Systems, at the Department of Information Science and Technology 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 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 five years in the area of Information Science and Technology. If the doctorate was 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 Information Science and Technology.

3 – Good command of the Portuguese and English languages, both 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 the output and work produced and published, as well as teaching activity developed. The applicant should highlight and identify the publications, and respective citations, corresponding to the requirements presented in point V of this public notice. The applicant's curriculum must follow the structure of the assessment criteria presented in point VI of the public notice. The applicant's curriculum vitae must necessarily present 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 – Work mentioned in the curriculum vitae.

5 – Any other relevant elements that illustrate the applicant's aptitude for the position to be filled.

6 – The documents substantiating 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 applicant's recruitment based on absolute merit shall depend on their possession of a scientific and pedagogical track record in the subject area of Information Systems, speciality of Information Systems and Data Modelling Languages that cumulatively meets the following minimum requirements:

- a. Publication through a publishing firm of at least 2 original books, of pedagogical nature, relevant to the specialised subject considered for purposes of a curriculum in terms of absolute merit, at least one of which as first author, with the coordination of books or re-edition of books already published not counting to this effect.

- b. Publication of at least 30 scientific texts, in the form of books, chapters of books, articles in scientific journals or conference proceedings in the subject area of the tender, of which at least 8 must be scientific articles in the last 3 years (including 2018), in international scientific journals indexed in the Scopus or Web Of Science database, and classified in the 1st or 2nd quartiles.
- c. Participation in at least 5 funded international scientific projects.

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 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 subject area of Information Systems, speciality of Information Systems and Data Modelling Languages, considering the profile defined in this public notice and the following assessment indicators:

A – Scientific merit (45%)

The assessment of scientific merit shall consider the following items:

A-1) Scientific production (30%) – books, chapters in books, articles in scientific journals and in scientific conference proceedings; active participation in national or international events, necessarily in the subject area of Information Systems, where the weight of these subitems shall be increased by 100% when involving aspects of Information Systems and Data Modelling Languages. 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 and the impact of the scientific activity; on the creation of innovation in university curricular programmes.

A-2) Scientific projects (5%) – coordination and participation in scientific projects with national or international funding (public or private). The assessment of this parameter shall consider the quantity, degree of incorporation of the project in national or international networks, its diversification in terms of partnerships and topics, and the type of engagement of the researcher (coordinator or participant).

A-3) Coordination and scientific leadership in university institutions (5%) – coordination of scientific or academic management bodies of institutes, schools, departments and research units in university institutions. The assessment of this parameter shall consider the duration of the activity and extent of the position.

A-4) Scientific production (5%) – participation in national or international academic examination boards and participation in national or international scientific committees. The assessment of this parameter shall consider the number, the role performed and diversity of the activities.

B – Pedagogical merit (30%)

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (15%) – lecturing of curricular units, pedagogical performance and coordination of curricular units in the subject area of Information Systems, speciality of Information Systems and Data Modelling Languages. 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 (5%) – promotion of pedagogical initiatives aimed at improving the teaching and learning processes, preparation of new 2nd and 3rd cycle courses in the scientific area and specialisation of this tender, preparation of new curricular units and restructuring of study plans and/or curricular units in the subject area of Information Systems, 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 and nature of the activities in pedagogical innovation.

B-3) Production of teaching material (5%) – quality and quantity of the teaching material, publications and software of pedagogical nature produced by the applicant, as well as activities with impact on the teaching-learning process carried out by the applicant.

B-4) Supervision (5%) – Supervision of master's dissertations and doctoral theses and scientific excellence of the supervised work, in the subject area of Information Systems, considering those completed and currently in course.

C – Service to the institution (5%)

The assessment of this item shall consider participation in university management and/or coordination bodies, participation in scientific and/or teaching bodies of schools, departments and research units, as well as participation in bodies of investee entities of university higher education institutions. Consideration shall also be given to activities related to promotion of the institution, inclusion in ad-hoc committees and other activities that contribute to the regular functioning of higher education establishments.

D – University outreach (20%)

The assessment of this item shall consider participation in university outreach tasks, with particular emphasis given to provision of service aimed at enhancing economic and social value, the transfer of knowledge to the community and participation in cooperation and consulting projects with other institutions.

3 – Voting order and methods

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 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 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.

VII – Constitution of the selection panel

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

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

Dr Mário Fernando Maciel Caldeira, Full Professor at the Institute of Economics and Management, Universidade do Lisboa;

Dr João Álvaro Carvalho, Full Professor at the Engineering School, Universidade do Minho;

Dr Augusto Afonso Albuquerque, Full Professor at Iscte;

Dr Jorge Manuel Anacleto Louçã, Full Professor at Iscte.

VIII – The interested parties shall be informed by notification sent to their electronic 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, the Public Administration, 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, 24 July 2020 – The Rector, Maria de Lurdes Rodrigues.

