

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 job in the category of Full Professor, in the subject area of Accounting, at the Department of Accounting 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 in ISCTE-IUL's Regulation for Teaching Staff Performance Assessment.

I. Recruitment requirements

1. Have held a doctoral degree for more than five years, in the area of Accounting. If the doctorate has been awarded by a foreign higher education institution, applicants must provide evidence of its recognition or academic equivalence.
2. Hold the title of aggregate in the area of Accounting.
3. 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 accompanied by the following documents:

1. Request of 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. Documents providing evidence of the holding of the degree, area and date of award of the degree and title required for the tender. Holders of a doctoral degree obtained abroad must submit, in addition to document(s) confirming the obtaining of the degree explicitly mentioning the area of knowledge in which it was attributed, documentation confirming its recognition or equivalence by a Portuguese higher education institution, where all formalities should be complied with by the deadline for applications.
3. Curriculum vitae of the applicant, indicating the following information: a) teaching activity developed; b) list of 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 the classifications of Web of Knowledge and Scopus, and 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 Web of Knowledge and Scopus, respectively; d) five works that the applicant considers to be most representative of the activity developed in the subject area of Accounting, indicating the articles that are considered to meet the recruitment criteria based on absolute merit and their ISSN. The applicants 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 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 recruitment of the applicants based on absolute merit shall depend on their possession of a relevant curriculum in the subject area of Accounting, cumulatively meeting the following minimum requirements: publication in the last ten years of at least twenty scientific texts in the form of articles, scientific books or chapters of scientific books in the area of Accounting, where:

- At least ten of these texts should be published in journals of the Accounting area indexed in the international databases Web of Knowledge or SCOPUS in quartiles 1 or 2 in the year of the respective publication; and
- at least four of these texts should be classified in the Journal Academic Guide (ABS List), in the category of Accounting with level 2 or higher.

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, as well as other relevant activities of the applicants in the subject area of the tender, considering the profile defined in this public notice and the following factors:

A – Scientific merit (50%).

The assessment of scientific merit shall consider the following items developed in the area of Accounting during the last 10 years:

A-1) Scientific production (40%) – scientific books, chapters in scientific books, articles in scientific journals of the area of Accounting; active participation in national or international scientific 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. In the assessment of this parameter, the weight of articles in Q1 indexed journals in the Web of Knowledge and SCOPUS databases, or in journals classified in the Journal Academic Guide (ABS List) in the area of Accounting with level 2 or higher, shall be increased by 50%.

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, creation and leadership of research teams, and scientific management of organic units or research groups in the area in which the tender is opened.

A-3) Recognition by the international scientific community (5%) – Awards and distinctions, 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 quality of the awards and distinctions, the number, the role performed and diversity of the activities, where the weight of participation in international selection boards and panels shall be increased by 50%.

B – Pedagogical merit (35%).

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (20%) – Lecturing of curricular units in the area in which the tender is opened, teaching performance, involvement in the management of the curricular units (lecturer or coordinator). The assessment of this parameter shall consider the number and diversity of the curricular units lectured.

B-2) Supervision (10%) – The assessment of this parameter shall consider the number and diversity of doctoral and master's supervision in the area in which the tender is opened, where the weight of those already completed or with published outcome or awards and distinctions attributed shall be increased by 100%.

B-3) Pedagogical innovation (5 %) – Promotion of pedagogical initiatives aimed at improving the teaching and learning processes, preparation of new graduate and post-graduate 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.

C – Other relevant activities (15%).

C-1) University outreach (10%) – 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 experience, courses and seminars for disseminating knowledge, and other relevant activities for research, namely service to the community in the context of organisation, services of cooperation and consulting to other institutions.

C-2) Other services for the institution (5%) – The assessment of participation in university bodies shall consider the following items:

a) 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.

b) Other duties performed: holding of positions referred to in article 73 of the University Teaching Career Statute (ECDU) and positions held in national and international scientific organisations.

3. Voting order and methods

The members of the selection panel decide through nominal voting based on the adopted 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 will 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 successful 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 delegation of the Rector of ISCTE-IUL, by Professor Dr Elizabeth Reis, Vice-Rector and Full Professor of ISCTE-IUL, 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 Leandro Cañibano Calvo, Full Professor Emeritus of Financial Economics and Accounting at Universidade Autónoma de Madrid;

Dr Manuel José da Rocha Armada, Full Professor at the Economics and Management School, Universidade do Minho;

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

Dr Ana Isabel Abranches Pereira de Carvalho Morais, Full Professor at the Institute of Economics and Management, Universidade de Lisboa;

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

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 procedure can be consulted by the applicants at the Human Resources Unit, under the terms indicated in the notification referred to in the previous point.

IX. In compliance with subparagraph h) of article 9 of the Constitution, ISCTE-IUL, 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, 16 March 2020, The Rector, Maria de Lurdes Rodrigues,