

ISCTE – Instituto Universitário de Lisboa

Public Notice

It is hereby made public that, by virtue of my 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 business day immediately after that of the publication of this Public Notice in *Diário da República*. This recruitment is for one civil service employment contract for an indefinite period for one position of the category of Assistant Professor, in the subject area of Human Resources at the Department of Human Resources and Organisational Behaviour of ISCTE-IUL.

The tender is open pursuant to the terms of 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. Hold a doctoral degree in the areas of psychology (organisational or work), organisational behaviour, human resources or management.
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 accompanied by the following documents:

1. Request for 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. Document confirming the award, area and date of award of the doctoral degree. Holders of a doctoral degree obtained abroad must submit, in addition to documentation confirming the obtaining of the degree explicitly mentioning the area of knowledge in which it was awarded, documentation confirming its recognition or equivalence by a Portuguese higher education institution, where all formalities should be complied with 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 three 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 the articles that they consider meet the recruitment criteria of absolute merit mentioning the respective ISSN. The applicant's curriculum vitae must be organised in accordance with the template available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>
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 requested 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 properly substantiated in conformity with the requirements in this public notice, the recruitment of the applicants based on absolute merit shall depend on having a scientific and pedagogical curriculum compatible with the category, subject area and educational area accredited by the AACSB for which the applicant is applying, cumulatively with the applicant's publication in the last five years (since 2015) of at least 2 (two) publications classified as Q1 in SCIMAGO, in the respective year of publication, with one being classified at least in level 3 in the ABS list in one of the following areas: "Human Resource Management and Employment Studies"; "Organisation Studies"; "Psychology (Organisational)".

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 area of Human Resources, considering the profile defined in this public notice and the following factors:

A – Scientific merit (55%)

The assessment of scientific merit shall consider the following items:

A-1) Publication in top and prestigious scientific journals in the area for which the tender is opened (20%). Prestigious journals are defined as journals included in the FT 50 and of level 4*, 4 in the areas of: "Human Resource Management and Employment Studies"; "Organisation Studies"; "Psychology (Organisational)", in the ABS list. Prestigious journals are defined as level 3 journals in the areas of "Human Resource Management and Employment Studies"; "Organisation Studies"; "Psychology (Organisational)".

A-2) Publication in top and prestigious scientific journals in the area for which the tender is opened (15 %). Quality journals are defined as level 2 journals in the ABS list in the areas of "Human Resource Management and Employment Studies"; "Organisation Studies"; "Psychology (Organisational)"; international scientific journals indexed in Thomas Reuters Web of Knowledge Quartiles 1 and 2 in the relevant areas for the tender.

A-3) Other scientific production (5%) - articles in international scientific journals, indexed in Thomson Reuters Web of Knowledge or SCIMAGO, in Quartiles 3 and 4; other national and international publications, including books and chapters in books; active participation in reference international scientific congresses in the area of the tender, organisation of national or international scientific events.

A-4) Scientific projects (5%) – participation in teams that have submitted scientific projects to competitive bids for national or international funding, public or private. The assessment of this parameter shall consider the quantity, degree of incorporation of the projects in national or international networks, the competitive nature of the projects in terms of funding, contribution in terms of assets and resources for the research structures, and the type of engagement of the investigator.

A-5) Recognition by the scientific community (5%) – awards and distinctions, participation in national or international boards for academic examinations and participation in national or international panels for assessment, 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 role performed and diversity of the activities.

A-6) Impact on the scientific community (5%) – impact of work in the scientific community assessed based on the H index (Web of Science and Scopus) and number of citations by other authors (Web of Science and Scopus).

B – Pedagogical merit (35%)

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (20%) – experience of lecturing curricular units in the areas of organisational behaviour and/or human resources and respective pedagogical performance. The assessment of this parameter shall consider the number of curricular units in the relevant areas, the diversity of the lectured curricular units, the education level (bachelor, master's and doctorate) and the pedagogical assessment.

B-2) Teaching activity in courses accredited by the AACSB (10%) – at least 2 years of teaching experience in courses accredited by the AACSB.

B-4) Supervision (5%) – the assessment of this parameter shall consider the number of doctorates and master's supervised in the last 5 years, considering those already completed or with published outcome.

C – Participation in university bodies (5%)

The assessment of participation in university bodies shall consider the following: participation in activities related to university management and research units with international assessment; promotion of the institution; *ad hoc* commissions; recruitment of new students and any other activities for the regular functioning of higher education institutions.

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

3. Voting order and methods

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 based on the assessment criteria indicated in number 2, 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 should respect the ordering that she/he presented, in which abstentions are not permitted. The first round of voting aims to determine the applicant positioned in first place. If an applicant obtains 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, 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 persists, the chairperson of the selection panel shall decide on the applicant to be removed. The process shall be repeated until an 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 applicants, 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. 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 board is chaired, by delegation of the Rector of ISCTE-Instituto Universitário de Lisboa, by Professor Dr Maria João Sacadura Fonseca Calado de Carvalho e Cortinhal, director of the ISCTE Management School, and composed of the following professors who, in the opinion of the Scientific Council of the Department of Human Resources and Organisational Behaviour of ISCTE, belong to the subject area for which the tender is opened.

Dr Jorge Filipe da Silva Gomes, Full Professor at the Institute of Economics and Management, Universidade de Lisboa.

Dr Filipa Vieira da Silva Castanheira, Associate Professor with aggregation at Nova SBE, Universidade Nova de Lisboa.

Dr Luís Miguel Pereira Lopes, Associate Professor with aggregation at the Institute of Social and Political Sciences, Universidade de Lisboa

Dr Sílvia Costa Agostinho da Silva, Associate Professor with aggregation at ISCTE-Instituto Universitário de Lisboa.

Dr Ana Margarida Soares Lopes Passos, Associate Professor at ISCTE-Instituto Universitário de Lisboa.

VIII. The interested parties shall be informed by notification sent to their electronic address of the list 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, 21 April 2020, The Rector, Maria de Lurdes Rodrigues