

ISCTE - INSTITUTO UNIVERSITÁRIO DE LISBOA

Public Notice

It is hereby made public that, by virtue of my order issued on 13 March 2019, an 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 the present 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 Assistant Professor, in the subject area of Strategy, at the Department of Marketing, Operations and General Management 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 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 – Doctoral degree in Management with specialisation in Project Management. If the doctorate has been 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 on <https://recrutamento.iscte-iul.pt/>.

III — Workplace

ISCTE — Instituto Universitário de Lisboa

Av. das Forças Armadas

1649-026 Lisboa, Portugal

IV — Instructions for the application

The application must be accompanied by the following documents:

1 — Request of admission as an applicant, in conformity with the form of mandatory use, available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>).

2 — Documents confirming fulfilment of the requirements stipulated in points 1 and 2 of number I of this public notice. Holders of a doctoral degree obtained abroad must submit, in addition (s) confirming the obtaining of the degree explicitly mentioning

the area of knowledge in which it was attributed, proof of its recognition or equivalence by a Portuguese higher education institution, where any formalities stipulated therein should be complied with by the deadline for applications.

3 — Curriculum vitae of the applicant, indicating teaching activity developed as well as work produced and published. For published work, the applicant should indicate whether the journals are indexed in the international databases Web of Science or SCOPUS, the respective quartile and number of citations. Applicants should highlight four items of work and/or output that they consider most representative of their activity developed in the subject area for which the tender is opened and indicate the three articles that they consider meet the recruitment criteria in terms 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.

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. 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 overall curriculum, that the selection panel considers to show scientific and pedagogical merit compatible with the subject area of the tender, cumulatively with the applicant's submission of at least three articles published, or definitively accepted for publication, in the area of the tender, in scientific journals, with assigned impact factor, indexed in Web of Science or SCOPUS.

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 substantiated by their pedagogical and scientific merit in the subject area of Strategy and their university outreach and academic management activities, considering the following parameters:

A — Scientific merit (40%)

The assessment of scientific merit shall consider the following items:

A-1) Scientific production (30%) — works, projects, books, 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.

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) Scientific assessment (5 %) — 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 number, the role performed and diversity of the activities.

B — Pedagogical merit (40 %)

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (30%) — lecturing of curricular units, pedagogical performance, 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, with the weight of teaching activity in the areas of Strategy, Business Project, Management of Benefits and Project Management being increased by 100%.

B-2) Supervision (10%) — supervision of masters' dissertations, theses and projects, doctoral theses and post-doctoral 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, considering those already completed.

C — University outreach (10%)

The assessment of participation in university outreach tasks shall consider training directed at executive or intermediary staff, collaboration with official institutions in the subject area of this tender and services of cooperation and consulting to other institutions.

D — Academic management (10%)

The assessment of participation in higher education bodies shall consider the accomplishment of activities derived from participation in higher education management bodies, course direction, reforms of academic programmes and curricular units, promotion of the institution, recruitment of new students and any other activities for the regular functioning of higher education 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. This order must be duly substantiated 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, with abstentions not being 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 members of the selection panel attending the meeting, she/he shall be positioned in first place immediately. 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 – Public hearings

The selection panel decides on the need to conduct public hearings of the recruited applicants, which, should they take place, will 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-IUL, by Professor Dr Elizabeth de Azevedo Reis, Vice-Rector of ISCTE — Instituto Universitário de Lisboa, and composed of the following professors who, in the opinion of the Scientific Council of the Department of Marketing, Operations and General Management, belong to the subject area for which the tender is opened:

Dr João José Quelhas Mesquita Mota, Full Professor at the Institute of Economics and Management, Universidade de Lisboa;

Dr Mário José Batista Romão, Associate Professor at the Institute of Economics and Management, Universidade de Lisboa;

Dr Sérgio Pereira dos Santos, Associate Professor with Aggregation at the Faculty of Economics, Universidade do Algarve;

Dr António da Silva Robalo, Full Professor at ISCTE-IUL;

Dr Nelson José dos Santos António, Full Professor at ISCTE-IUL.

VIII — The interested parties shall be informed by electronic notification of the list of accepted 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 notice.

IX — In compliance with subparagraph h) of article 9 of its Constitution, ISCTE-Instituto Universitário de Lisboa, as an employer entity, promotes a policy of equal opportunities between men and women in access to employment and professional progression, scrupulously taking measures to prevent all and any form of discrimination.

Iscte, 12 February 2020, The Rector, Maria de Lurdes Rodrigues.