

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 position in the category of Assistant 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. Hold a doctoral degree in Finance. If the doctorate was awarded by a foreign higher education institution, the applicants must provide evidence of its recognition or equivalence of degree.
2. 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 – Document confirming the award of doctoral degree. 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, identifying a) the number of citations of the publications and classification (quartile) in terms of the publication's impact factor in the year of the respective publication, according to the Web of Knowledge; and b) the Researcher ID that enables identifying the publications and the respective number of citations of the applicant, according to Thomson Reuters Web of Knowledge. Applicants should highlight two 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 applicants' submission of their curriculum vitae must follow 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 supporting 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 applicant's recruitment 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, since 2015 (inclusively), of five scientific texts in the area of Finance, in the form of articles, scientific books or chapters of books;
- b) At least three 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, based on the ISI list of 2018, or, alternatively, one of these texts should be published, or definitively accepted for publication in a scientific journal 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, according to the following factors with the weight of items in the field of Financial Mathematics being increased by 50%:

A – Scientific merit (65%)

The assessment of scientific merit shall consider the following items:

A-1) Scientific production (50%) – 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) Coordination and scientific leadership (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 (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 (30%).

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (20%) – 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 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 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 (2.5%) – supervision of dissertations, theses and projects of postdoctoral nature, 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 and Service to the institution (5%)

The assessment of participation in university outreach tasks and in university bodies shall consider the following items:

C-1) Participation in university outreach tasks (2.5%) – provision of services aimed at enhancing the economic and social value of knowledge; programmes of continuous training and exchange of experiences, courses and seminars aimed at the dissemination of knowledge; other relevant activities, namely service to the community in the context of the organisation, cooperation services and consulting to other institutions.

C-2) Participation in university bodies (2.5%) – activities derived from participation in university 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 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. Composition of the Selection Panel

The selection panel is chaired by Professor Dr Elizabeth de Azevedo Reis, Full Professor at Iscte-Instituto Universitário de Lisboa, 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:

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

Professor Dr Raquel Medeiros Gaspar, Associate Professor at the Institute of Economics and Management, Universidade de Lisboa;

Professor Dr João Pedro Pereira, Associate Professor at the Faculty of Economics, Universidade Nova de Lisboa;

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

Professor Dr João Pedro Vidal Nunes, Full Professor 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, the Public Administration, as an employer entity, promotes a policy of equal opportunities in access to employment and career progression, scrupulously taking measures to prevent all and any form of discrimination.

Iscte, 24 July 2020 – The Rector, Maria de Lurdes Rodrigues