

## 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 position in the category of Assistant Professor, in the subject area of Marketing, at the Department of Marketing 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 Regulation for Teaching Staff Performance Assessment.

### I. Recruitment requirements

- 1 – Doctoral degree in Marketing or Management, with specialisation in Marketing. 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 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 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 title 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 developed. The applicant should note five items of work and/or output that she/he considers most representative of the activity developed in the subject area of the tender. 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 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 and educational AACSB accreditation in the area for which the applicants are applying, cumulatively with the submission of at least 5 (five) articles published, or definitively accepted for publication, in the last 5 (five) years, in the area of the tender, in scientific journals, with assigned impact factor, indexed in Web of Science (WoS) or SCOPUS, in which at least two of these articles the applicant is the first author or sole author.

#### 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 pedagogical and scientific merit in the area of Marketing, considering the following parameters:

##### A – Scientific merit (50%)

The assessment of scientific merit shall consider the following items:

A-1) Scientific production (40%) – works, 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) Participation in 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 (35%)

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (15%) – lecturing of curricular units, pedagogical performance, involvement in the management of curricular units. The assessment of this parameter shall consider the number and diversity of the curricular units lectured and the appraisal of pedagogical performance. The weight of curricular units of Licentiate and/or Master's degrees that explicitly mention, in their name, topics of marketing, innovation and creativity and marketing of services shall be increased by 100%.

B-2) Teaching activity in courses accredited by the AACSB (10%) – at least 2 years of lecturing experience in courses accredited by the AACSB. The weight of curricular units of Licentiate and/or Master's degrees that explicitly mention, in their name, topics of marketing, innovation and creativity and marketing of services shall be increased by 100%.

B-3) Supervision (10%) – supervision of master's dissertations and doctoral theses. The assessment of this parameter shall consider the scientific excellence of the supervised work, the number and diversity of the supervision activities, both completed and those in course.

#### C – 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 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.

#### D – Academic management (5%)

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

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 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 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 applicants being classified 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 shall 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 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 delegation of the Rector, 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 Carlos Henrique Figueiredo e Melo de Brito, Associate Professor with aggregation at the Faculty of Economics, Universidade do Porto;

Dr José Carlos Martins Rodrigues Pinho, Associate Professor, Universidade do Minho;

Dr Helena Maria Batista Alves, Associate Professor with aggregation, Universidade da Beira Interior;

Dr Nelson José dos Santos António, Full Professor at Iscte -Instituto Universitário de Lisboa;

Dr José Pedro da Cunha Catalão Dionísio, Associate Professor with aggregation at 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 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 notification referred to in the previous point.

IX. In compliance with subparagraph h) of article 9 of the Constitution, Iscte, 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, 29 June 2020 – The Rector, Maria de Lurdes Rodrigues