Opening of an international selection tender for the hiring of a researcher under Decree-Law nr 57/2016, of 29th August, amended by Law nr 57/2017 of 19th July

I — Maria de Lurdes Reis Rodrigues, Dean of Iscte — Lisbon University Institute, announces that by her order of 22 March 2021, an international tender is opened for the selection of one (1) PhD position equivalent to Junior Researcher, in the scientific area of Political Economy, within the scope of the Project "SOLID-JOB – Rebuilding solidarity in an age of job dualization" (PTDC/CPO-CPO/6230/2020) – funded by Fundação para a Ciência e a Tecnologia, I.P., with national funds; the tender will remain open for a period of 10 working days starting from the working day immediately following the publication of the present notice in the Diário da República (Official Gazette). The employment contract resulting from this process will be of an indefinite duration under the Labour Code. This tender is solely for the purpose of filling the aforementioned work post and may be terminated until the approval of the respective shortlist ranking the candidates, and expiring when the position in question is filled.

II — Applicable legislation

The tender is governed by the provisions contained in Decree-law nr 57/2016, of 29th August, with the amendments introduced by Law nr 57/2017 of 19th July that approves a regime for the hiring of doctorates with the aim of stimulating scientific and technological employment in all areas of knowledge (RJEC); by Regulatory Decree nr 11 -A/2017 of 29th December that regulates the pay levels of contracts; and by the Labour Code, approved by Law nr 7/2009, of 12th February, in its current wording.

III — Place of Work

The place of work is Iscte —Lisbon University Institute, Avenida das Forças Armadas, 1649 -026 Lisbon.

IV — Remuneration

The gross monthly remuneration to be paid is 2134.73 euros (gross income).

V — Job Description

This work post is for the conducting of scientific research activities in the subject field of the Project, in particular within the field of compared political economy. The objective of the work post is for the necessary functions to be performed allowing for the successful completion of the tasks envisaged for the hired researcher:

a) scientific literature review and research relevant to the project;
b) collaboration in the development of methodological devices (interview scripts);
c) content analysis of official documents (parliamentary debates, collective agreements and legislation);
d) research of quantitative databases and data processing;
e) support for the operational coordination of conducting the interviews in the different countries (Portugal and Spain) and participation in all phases of the interviews;
f) collaboration in scientific publications (articles, chapters and book) and other activities regarding the Project's dissemination of results.

VI — Requirements for admission to the tender

1 — National, foreign and stateless candidates may compete in this tender if they hold a doctorate degree and have a scientific and professional curriculum that demonstrates a profile in keeping with the activities to be undertaken.

2 — The admission requirements for this tender are as follows:

a) Holder of a Doctorate degree in Political Science, Sociology or Economy;
b) Proficiency in spoken and written Portuguese, proficiency in spoken and written English and, preferably, proficiency in spoken and written Spanish;
c) Proven research experience in the Project field, more specifically in the field of compared political economy and regarding the use of qualitative methodologies (case study methodology; interviews - script design and content analysis).

VII — Formalisation of the application

1 — The applications must be accompanied by the following documents:

a) Application form, using the mandatory application form available at https://www.ISCTE-iul.pt/conteudos/ISCTE/quem-somos/trabalhar-no-ISCTE/1393/concursos3
b) Documents proving that the candidate holds a Bachelor, Master and Doctorate degree, with an explanatory note for the grade obtained. In the case of holders of a Doctorate degree obtained abroad, the candidates should prove the respective recognition and/or equivalence of the degree; all such formalities must be completed by the date on which the contract is signed.
c) Motivation letter, with a maximum length of 750 words, containing: i) reflection on activities of relevance to this tender undertaken in the last five years and future perspectives of the work to be conducted; ii) and reflection on the candidate's suitability

for the research activities foreseen in the scope of the Project for which he/she is applying.

d) Detailed curriculum vitae structured in accordance with the evaluation criteria in the public notice.

2 — The applications may be written in Portuguese or English and are to be delivered exclusively through the recruitment platform (https://recrutamento.iscte-iul.pt).

3 — Candidates who have not formalised the application correctly or who have not demonstrated the requisities demanded will be excluded. In case of doubt, the jury has the option to require any candidate to present documents to confirm their declarations.

4 — False declarations made by candidates will be punished under the law.

VIII —Selection criteria

1 — In accordance with Article 5 of Decree-Law nr 57/2016, the selection is made by evaluating the candidates' scientific and career path.

2 —The assessment of the scientific and career path focuses on the following criteria:

a) Academic career (bachelor, master's and doctorate);
b) Scientific outputs of the last five years;
c) Research activities carried out in the past five years;
d) Dissemination of knowledge activities developed in the last five years;
e) Proficiency in spoken and written Spanish.

3 — The five-year period referred to in the previous paragraph may be extended by the jury, at the candidate's request, when justified by the suspension of activity for socially protected reasons, notably on the grounds of parental leave, prolonged serious illness, or other legally justified situations of unavailability to work.

IX — Selection methods

1 — The selection will be based on a curricular assessment and an interview.

2 — The criteria adopted for the curricular assessment are as follows:

a) Final grade of the Bachelor, Master and Doctorate degree, as well as the grades obtained in the different curricular units relevant to the thematic field of this tender (35%);
b) The scientific production of the last five years (30%). The assessment of this criterion will take the following into account: scientific publications — articles in indexed scientific journals (Scopus or Web of Science), books, and book chapters —, presentation of scientific papers at national and international conferences and awards.

c) The research activities undertaken in the last five years (20%). The assessment of this criterion will consider participation in national and international research projects, networks and partnerships (national or international).
d) Dissemination of knowledge activities developed in the last five years (10%), namely in the promotion and monitoring of culture and scientific practices, the dissemination of knowledge and research results to society, for academic and non-academic audiences.
e) Proficiency in spoken and written Spanish (5%).

3 — The jury shall undertake the candidates' curriculum assessment in compliance with the criteria adopted, using a full scale of 0 to 100; the final classification is the result of the average of the scores attributed by each member of the jury.

X. Interview

1 - At the end of the curricular assessment, the candidates being ranked in the first three places are approved to the interview selection method, considering the remaining candidates being excluded from the competition.

2 - The interview aims to clarify aspects related to the results of the candidate's research and lasts for 15 minutes.

3 - The evaluation of the interview is expressed on a numerical scale from 0 to 100.

4 - The criteria of the interview include the level of scientific knowledge and the communication skills shown by the candidate, as well as the answers to the questions posed by the jury and their prospects for development in this vacancy.

5 - The classification of each candidate in the interview is the result of the average of the scores attributed by each member of the jury.

XI — Final classification and ranking

1 - The final classification of each candidate corresponds to the weighed average obtained in the selection methods, assigning a weighting factor of 90% to the curricular assessment and 10% to the interview.

2 - Upon completion of the selection methods application, the jury is responsible for drawing up the list ranking the approved candidates with the respective classification. The president of the jury shall have a casting vote in the event of a tie.

XII – Admission on absolute merit

The candidates who obtain a score equal to or greater than 50 points are considered approved on absolute merit; the remaining candidates are excluded from the tender process on the

grounds that that they are not deemed by the jury to have a suitable scientific and professional profile for the work post in question.

XIII — Hearing of interested parties

1 — A hearing of the interested parties from the lists of admitted and excluded candidates as well as the final classification list and ranking of the candidates may take place in accordance with the provisions of articles 121 and 122 of the Administrative Procedure Code; the notification of interested parties will be made by electronic mail and publicity in the Iscte website.

2 — The tender process can be consulted by candidates in the Human Resources Unit, in accordance with the notification referred to in the previous paragraph.

XIV — Constitution of the jury

In accordance with article 13 of Decree-Law nr 57/2016, the jury is formed by Doctor Paulo Miguel dos Santos Marques, Assistant Professor of Iscte-Lisbon University Institute and Principal Investigator of the Project, by Doctor Helena Maria de Sousa Lopes, Full Professor of Iscte-Lisbon University Institute, and Doctor Rui Miguel Carvalhinho Branco, Associate Professor (with Aggregation) of NOVA School of Social Sciences and Humanities.

XV — Policy of non-discrimination and equal access

Iscte actively promotes a policy of non-discrimination and equal access, and therefore no candidate can be prioritised, benefited, prejudiced, or deprived of any right or be exempt from any duty due notably to ancestry, age, gender, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, country of origin, language, religion, political or ideological beliefs or union membership.

XVI — In accordance with Decree-Law nr 29/2001, of 3 February, the disabled candidate is given preference in a situation of equal classification and this prevails over any other legal preference. Candidates must on their word of honour declare the respective level of incapacity, the type of disability and the means of communication/expression to be used in the selection process on their application form, as per the aforementioned statute.

22 March 2021— The Dean, Maria de Lurdes Rodrigues.