

ISCTE – INSTITUTO UNIVERSITÁRIO DE LISBOA

Public Notice

It is hereby made public that, by virtue of my order issued on 26 April 2022, an international documental tender for recruitment is opened, for the time limit of fifteen business days counted from the day immediately after this public notice is published. This recruitment is for a civil service employment contract for an indefinite period concluded under the Labour Code, for 1 (one) position in the category of assistant researcher governed by private law, in the scientific area of Information Technology, specialisation area of software engineering and user experience.

The tender is ruled by the provisions contained in the Research Staff Regulation of ISCTE - Instituto Universitário de Lisboa, hereinafter referred to as Regulation, published in *Diário da República*, 2nd series, number 39, of 25 February 2021, and by all the other applicable legislation and regulations.

This tender is exclusively aimed at filling the indicated vacancy, and can be cancelled up to the approval of the list of the final ordering of the applicants and expires upon the filling of the offered job position.

1 - Scientific area:

The tender is opened for the scientific area of Information Technology, with specialisation in software engineering and user experience.

2 - Workplace

ISCTE-Instituto Universitário de Lisboa
Av. das Forças Armadas
1649-026 Lisboa, Portugal

3- Remunerative position

The remuneration corresponds to the first remuneration position of Assistant Researcher governed by private law, with exclusive dedication, hired under the Research Staff Regulation, of Science and Technology of ISCTE-Instituto Universitário de Lisboa.

4 - Recruitment requirements

Admission requirements for the tender:

- a) Hold a doctoral degree in Software Engineering, Computer Science, Computer Engineering, Information and Communication Technologies, Information Technologies and Science, Information Systems, Informatics or other considered suitable for the tender by the majority of the members of the Section Committee or equivalent.
- b) Good command of the Portuguese and English languages, spoken and written.

5 - Absolute merit

5.1- When the applications are duly substantiated in conformity with the requirements in this public notice, the applicants' recruitment based on absolute merit shall depend on their possession of a curriculum and proven research experience in the scientific area of Information Technology, with specialisation in software engineering and user experience, cumulatively meeting the following requirements:

- a) Publication of at least seven scientific texts in the last seven years (since 2015, inclusively), in the form of articles, scientific books or chapters of books, of which at least three are articles of journals or book chapters or books indexed in WoS/Scopus, and of these at least two are articles published in international scientific journals of the speciality, with double-blind peer review indexed in the upper quartile of WoS/ISI or SCOPUS/SJR, corresponding to the best value in the different categories and databases referred to above.
- b) Participation, in the last 7 years, in at least one national and/or international R&D project, or in a local team of a European project, with funding obtained following competitive tendering with assessment by peers in international juries.

5.2. The decisions are taken by nominal vote based on the absolute majority of the votes of the members selection committee attending the meeting, with abstentions not being permitted.

6. - Assessment and selection

6.1- 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, with particular importance given to the work pursued over the last 7 years, in other words, since 2015 inclusively. This period may be increased by the selection committee, at the applicant's request, when substantiated by suspension of scientific activity for socially protected reasons, namely due to parental leave, prolonged serious illness, and other situations of non-availability for legally supervised work.

6.2 - The curricular assessment criteria are weighted as follows:

a) Scientific production in the scientific area of Information Technology, with specialisation in software engineering and user experience (45%) - books, articles in scientific journals, chapters in books, papers presented at conferences, and organisation of national or international scientific events. The assessment of this criterion shall consider the quality, originality, diversity, degree of internationalisation and date of the doctorate. Value shall also be given to participation in networks, recognition by the scientific community (awards or other forms of recognition and distinction by the scientific, academic or professional community), the scientific autonomy revealed and the impact of the scientific production.

b) Participation in scientific projects in the scientific area of Information Technology, with specialisation in software engineering and user experience (25%) - The assessment of this criterion shall consider the quality and quantity of scientific projects in which the applicant participated in the area for which the tender is opened, funded on a competitive basis by public funds, through national or international agencies. The assessment of quality shall take into account the funding obtained, the position held in the project (for example, principal investigator, participant), the requirement level of the competition, the assessments made of the projects that were implemented and the prototypes accomplished, in particular whether they gave rise to products or services. Value is given to participation in business and consulting projects in addition to the coordination and/or co-coordination of R&D projects.

c) Scientific coordination activities (5%) - The assessment of this criterion shall consider the constitution, coordination and leadership of research teams, student supervision in post-doctoral, doctoral and master's work, and the holding of research unit management positions;

d) Outreach and knowledge dissemination activities (10%) - The assessment of this criterion shall consider participation in scientific and technological dissemination initiatives among the scientific community (organisation of congresses and conferences) and for diverse audiences, scientific and technological dissemination publications and delivery of lectures and seminars for the public in general;

e) Scientific project and report on the activities pursued by the applicant (15%) - The assessment of this criterion shall consider the scientific quality of the project and report, as well as the scientific project's alignment with the goals of the SocioDigital Lab for Public Policy (<https://sociodigitallab.iscte-iul.pt/>) and ISTAR-Iscte (<https://istar.iscte-iul.pt/about/>)

6.3 - The selection committee may decide to supplement the curricular assessment with interviews, which, should they take place, shall strictly follow the principle of equal treatment among all the applicants.

6.4 - The interview, which is not in itself a selection method and is not classified, seeks to obtain clarifications or further details on elements contained in the applicant's curriculum, shall have a maximum duration of one hour and shall be conducted in the English and/or Portuguese language.

7 - Voting method

The decision is taken by absolute majority, i.e., by half plus one of the votes of the members of the selection committee attending the meeting. To this end, each member of the selection committee 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 substantiated on the assessment criteria indicated in point 6, with the members 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 committee 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 receives more than half the votes of the selection committee members attending the meeting, she/he shall be immediately positioned in first place. If this does not occur, the 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 still persists, the chairperson of the selection committee shall decide on the applicant to be withdrawn. The process shall be repeated until one applicant obtains absolute majority to be classified in first place. This 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 committee has the casting vote.

8 - Participation of the interested parties and decision

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.

9 - Selection Committee

The Selection Committee shall be chaired by Dr Sérgio Moro, Associate Professor with aggregation at ISCTE– Instituto Universitário de Lisboa, by delegation of the Rector, and composed of the following professors:

Dr Miguel Sales Dias, Associate Professor with Aggregation at ISCTE – Instituto Universitário de Lisboa

Dr Ana de Almeida, Associate Professor at ISCTE – Instituto Universitário de Lisboa

Dr Manuel João Caneira Monteiro Da Fonseca, Associate Professor at Universidade de Lisboa

10 - Submission and processing of the applicants

10.1 - Applications are submitted via <https://recrutamento.iscte-iul.pt/>.

10.2 - Applications are formalised by application addressed to the Rectory of Iscte, requesting the acceptance of the application, with mandatory completion of the form, available at <https://www.iscte-iul.pt/conteudos/iscte/quemsomos/trabalhar-no-iscte/1393/concursos>.

10.3 - The application must be accompanied by the following documents:

- a) A copy in electronic format (pdf) of the detailed curriculum vitae. The applicant's curriculum vitae must necessarily be organised in accordance with the assessment criteria presented in point 6 of this public notice;
- b) Document confirming the title of doctoral degree. Holders of doctoral degrees obtained abroad must submit, in addition to documents confirming the award of the degree, documentation confirming its recognition or equivalence.
- c) Copy of the work selected by the applicant as the most representative of her/his curriculum vitae, up to a maximum of five. This selection should be accompanied by a brief explanatory description detailing the applicant's contribution to the scientific area of the tender;
- d) Report, drafted in the Portuguese or English language, on the activities pursued by the applicant in accordance with the mandatory form available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>;
- e) Scientific project: Document drafted in the Portuguese or English language, in accordance with the mandatory form available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>, to enable substantiating a future mission statement, which should include a proposal of the activities that the applicant intends to develop during the first five years of her/his activity, detailing how this may contribute to the progress and development of the scientific area for which the tender is opened in scientific terms and concerning cooperation with society;

f) Document providing objective evidence on the number of citations of the publications indicated in the curriculum and explanation of the method used for counting, with sufficient detail for the jury to be able to reproduce the procedure. The applicant should provide the manner of identification of the name for search;

g) Other documents that the applicant considers relevant for appraisal of her/his merit.

10.4 - 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.

10.5 - False statements made by the applicants shall be punished pursuant to the law.

11 - Publication of the tender public notice:

- a) In *Diário da República* [Official Gazette];
- b) On the website and posted at the appropriate places of Iscte.
- c) In a means of communication of national scope;
- d) On the Euraxess platform.

12 - Non-discrimination and equal opportunity policy

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, and also endorses inclusive language.

Accordingly, the terms 'applicant', 'recruited', 'professor' and other similar terms used in this public notice do not refer to the gender of persons. Likewise, no applicant can be privileged to, benefited from or deprived of any right or exempt from any duty, in particular due to ancestry, age, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic assets, reduced work capacity, disability, chronic disease, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs and union membership.

Iscte-Instituto Universitário de Lisboa, 26 April 2022, The Rector, Maria de Lurdes Rodrigues