

Iscte-Instituto Universitário de Lisboa

Public Notice

It is hereby made public that, by virtue of my order issued on 27 June 2022, 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 Digital Technologies at the Escola de Tecnologias Aplicadas, Iscte-Sintra (School of Applied Technologies).

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 pursuant to the Regulation for Teaching Staff Affiliation of ISCTE, considering the provisions in the Regulation for Teaching Staff Service and Regulation for Teaching Staff Performance Assessment of ISCTE.

I. Recruitment requirements

1. Hold a doctoral degree in Digital Technologies Applied to Education or in Educational Technologies or in Education specialising in Information and Communication Technologies or in other areas considered suitable for this tender by the majority of the members of the selection panel. If the doctorate was 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, at a level enabling lecturing in these languages.

II. Submission of applications

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

III. Workplaces

ISCTE-Sintra, Av. Heliodoro Salgado, No. 3, Sintra, Portugal and

ISCTE – Instituto Universitário de Lisboa, Av. das Forças Armadas, Lisboa, Portugal.

IV. Instructions for application

The application must be accompanied 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/quemsomos/trabalhar-no-iscte/1393/concursos>.
2. Documentation confirming the entitlement to a doctoral degree. Holders of a doctoral degree obtained abroad must submit in addition to document(s) confirming the obtaining of the degree explicitly mentioning the area of knowledge in which it was awarded, proof of its recognition or equivalence by a Portuguese institution, where any formalities stipulated therein should be complied with by the deadline for applications. For further information, see <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>
3. Curriculum vitae of the applicant, indicating the output and work produced and published, as well as teaching activity developed. Applicants should highlight three items of work and/or output that they consider most representative of their activity in the area for which the tender is opened and indicate the articles that they consider meet the recruitment criteria of absolute merit mentioning the respective ISSN. The applicant's curriculum vitae must be organised in accordance with the assessment criteria presented in point VI of this public notice.
4. Electronic version of each of the works 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 must 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 Digital Technologies, cumulatively with the submission of at least 3 (three) articles published, or definitively accepted for publication, in the subject area of the tender, in WOS/ISI or SCOPUS indexed journals and classified in Quartile 1 or 2 in the respective year of publication.

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 criteria defined in the following point.

2 – Assessment criteria

The ordering of the applicants in the tender shall be based on their scientific and pedagogical merit in the subject area of Digital Technologies, with the weight of curricular items in the fields of Educational Technologies or Teaching Programming being increased by 100%, taking into account 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, degree of internationalisation, recognition by the scientific 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 (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. The assessment of this parameter shall consider the number and diversity of the curricular units lectured and the appraisal of pedagogical performance. Curricular units related to Programming, Algorithms and Database Structures and Databases shall be increased by 100%.

B-2) 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, with consideration of those already completed.

C – University outreach (5%)

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 – Service to the institution (5%):

The assessment of participation in university bodies shall consider the accomplishment of activities derived from participation in university management bodies, including course coordination and participation in scientific committees, promotion of the institution 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 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 receives more than half the votes of the selection panel members attending the meeting, she/he shall be immediately positioned in first place. 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 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 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 pre-selected applicants, which/, should they take place, shall follow the rules established in Articles 8(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 of ISCTE -Instituto Universitário de Lisboa, by Dr Ricardo Paes Mamede, Associate Professor at Iscte, and composed of the following professors:

Dr Paulo Alexandre Ribeiro Cortez, Full Professor at Universidade do Minho;

Dr Leonel Caseiro Morgado, Associate Professor with Aggregation at Universidade Aberta;

Dr Carlos Manuel Jorge da Costa, Associate Professor at Lisbon School of Economics and Management, Universidade de Lisboa;

Dr Pedro de Paula Nogueira Ramos, Full Professor at Iscte;

Dr Sérgio Miguel Carneiro Moro, Associate Professor with Aggregation at Iscte;

VIII. The interested parties shall be informed by electronic notification of the lists of recruited 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 notification.

IX. In compliance with Article 9(h) 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.

Iscte-Instituto Universitário de Lisboa, 29 June 2022, The Rector, Maria de Lurdes Rodrigues