

Public Notice

It is hereby made public that, by my order of 02 January 2023, an international competition for recruitment is open for a period of thirty working days, starting on the day immediately following the publication of this Notice in the Portuguese official publication *Diário da República*, in the form of an employment contract in public functions for an indefinite period of time, for one (1) post in the category of Assistant Professor, in the area of Digital Technologies, with specialization in Information Systems Analytics and Decision Support, at Iscte - Sintra.

The competition is open under the terms of articles 37 to 51 and 62-A of the University Teaching Career Statute, annexed to Decree-Law no. 205/2009, of 31 August 2009, and altered by Law no. 8/2010, of 13 May 2010. No. 8/2010, of May 13th, hereinafter referred to as ECDU, and other applicable legislation, namely the Regulations for Recruitment, Selection and Contracting of Teaching Career Staff at ISCTE-IUL, published in the *Diário da República*, 2nd series, No. 193, of October 4th, 2010, and is exhausted when the post put up for tender is filled.

The evaluation of the trial period is made under the terms of the Regulations of the Teaching Staff Regulations of ISCTE and taking into account what is established in the Service Regulations of ISCTE Teachers and in the Performance Evaluation Regulations of ISCTE Teachers.

I - Admission Requirements

1 - Hold a doctoral degree in Information Sciences and Technology, or Computer Engineering, or Computer Science, or Artificial Intelligence, or Decision Support Systems, or Data Science, or Computer Engineering, or Information and Communication Technology, or Information Systems, or in other areas considered appropriate for this competition by the majority of the jury. If the PhD has been conferred by a foreign higher education institution, the candidates must prove the respective recognition or degree equivalence.

2 - Have a command of Portuguese and English, spoken and written, to a level that allows for teaching in those languages.

II - Submission of applications

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

III - Place of work

Iscte -Sintra, Av. Heliodoro Salgado, n.º 3, Sintra, Portugal and ISCTE - Instituto Universitário de Lisboa, Av. das Forças Armadas, Lisboa, Portugal.

IV - Instructions to candidates

The application is accompanied by the following documents

1 - Application for admission to candidature addressed to the Dean of ISCTE, in accordance with the mandatory form available at <https://www.iscte-iul.pt/conteudos/iscte/quemsomos/trabalhar-no-iscte/1393/concurso>

2 - Documents proving the possession of a PhD degree. Holders of a doctoral degree obtained abroad must present, besides the document(s) proving that they obtained the degree explicitly mentioning the area of knowledge in which it was awarded, proof of its recognition or equivalence by a Portuguese institution. For more information consult <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>

3 - Curriculum vitae of the candidate, indicating the works and projects carried out and published, as well as the teaching activity carried out. The candidate must indicate three works and/or publications that he/she considers most representative of the activity developed in the area and specialisation in which the competition is open and indicate the articles that he/she considers meet the admission criteria in absolute merit indicating the respective ISSN. This selection must be accompanied by a brief justifying description in which the candidate explains his/her contribution to the area/specialisation in the competition. The candidates' curriculum vitae must be organised in accordance with the evaluation criteria set out in point VI of this announcement

4 - Electronic version of the works mentioned in the curriculum.

5 - Document that objectively evidences the number of citations to publications indicated in the curriculum vitae and explanation of the method used for the respective counting, with enough detail so that the jury can reproduce the procedure. The candidate must provide the way to identify the name of each article for searching in scientific article repositories.

6 - Scientific-pedagogical project referred to in item VI.2.E of the present announcement.

7 - Any other relevant elements that illustrate their aptitude for the position to be filled.

8 - The application documents must be submitted in Portuguese or English. The non-submission of the documents required under the terms of this announcement, their submission after the deadline or the submission of a false document will result in exclusion from the procedure.

V - Criteria for assessment in absolute merit

If the applications are duly completed in accordance with the requirements of the present announcement, the admission in absolute merit of the candidates depends on the possession of an overall curriculum vitae that the panel considers to have scientific and pedagogical merit compatible with the disciplinary area of Digital Technologies with specialization in Information Systems Analytics and Decision Support cumulatively with the presentation by the candidate of at least 2 (two) scientific texts in the form of articles in journals, scientific books or book chapters, published since 2017 (inclusive), in the area and specialization in which the competition is open, in scientific publications indexed in Web of Science or Scopus and classified in the 1st or 2nd quartiles in the respective year of publication.

VI - Selection method and evaluation criteria

1 - The Curricular Evaluation selection method will be applied to the candidates who are approved in absolute merit, according to the criteria defined in the following point. In applying the criteria, the jury will take into account the number of years since the doctorate, considering the candidates' average annual performance in the various evaluation parameters since obtaining the doctorate degree.

2 - Evaluation criteria

The candidates' ranking will be based on their scientific and pedagogical merit in the Digital Technologies subject area, with weight of 90% for curricular items in the Information Systems Analytics and Decision Support specialization areas, taking into consideration the following parameters and respective weights:

A - Scientific merit (30%)

In assessing scientific merit, the following items will be taken into consideration

A-1) Scientific production (20%) - works, books, chapters in books, articles in scientific journals and in minutes of scientific meetings (conferences, colloquia, congresses, seminars, workshops, forums etc.); active participation in national or international events, organization of national or international scientific events. In assessing this parameter the quantity, originality and diversity of the production, the scientific autonomy shown, the degree of internationalization, recognition by the scientific community and the impact of scientific production should be taken into consideration.

A-2) Scientific projects (5%) - participation in scientific projects, with national, international, public or private funding, as well as non-funded projects. In evaluating this parameter, the quantity, the degree of insertion of the project (national or international network), the competitive nature of the project in terms of funding, the contribution in terms of assets and resources for research structures and the type of involvement of the researcher (coordinator or participant) should be taken into consideration.

A-3) Participation in scientific evaluation (5%) - participation in national or international academic committees, participation in national or international panels of evaluation and scientific consulting of grants, projects, researchers or research units, participation in commissions of scientific events and active collaboration in the edition, evaluation and revision of national or international scientific publications. In the assessment of this parameter the number, role and diversity of the activities should be taken into consideration.

B - Pedagogical merit (30%):

In the assessment of pedagogical merit, the following items will be taken into consideration:

B -1) Teaching activity (25%) - teaching of curricular units, pedagogical performance, involvement in the management of curricular units. In the assessment of this parameter the number and diversity of the curricular units taught and the assessment of pedagogical performance should be taken into consideration.

B -2) Supervision (5%) - supervision of master's degree dissertations and doctoral theses. In the assessment of this parameter the scientific excellence of the work supervised, the number and diversity of the supervision, taking into consideration those already completed, should be taken into consideration.

C - University outreach (5%)

In assessing participation in university outreach activities, the following will be taken into consideration: services provided in the context of the economic and social valorisation of knowledge; life-long learning programs, exchange of experiences, courses and seminars aimed at disseminating knowledge; other relevant activities, namely community service in the context of organisation, cooperation and consultancy services to other institutions.

D - Service to the institution (5%)

In the assessment of participation in university bodies, the performance of activities resulting from participation in university management bodies will be taken into consideration, including coordination of courses and participation in scientific commissions, promotion of the institution and other activities for the regular functioning of higher education institutions.

E - Scientific-pedagogical project (30%)

Iscte-Sintra seeks to articulate a solid scientific training in digital technologies with its application in specific domains, in order to address contemporary social, economic and environmental challenges. On a pedagogical level, it promotes active-learning approaches, with emphasis on project-based learning, focusing on the development of individual autonomy, critical sense, group work and the involvement of students in the search for solutions to the challenges of their societies. More information at https://www.iscte-iul.pt/assets/files/2023/01/16/1673887977899_PROJETO_ISCTE_SINTRA.pdf.

Candidates must submit a scientific-pedagogical project that explains the contribution they propose to make to the development of Iscte-Sintra. The document must not exceed 10 thousand characters (including spaces) and its evaluation will take into consideration the following items: alignment with the scientific-pedagogical

guidelines of Iscte-Sintra, the innovative nature of the project and its viability as well as the clarity and quality of the presentation.

3 - Ordering and voting methodology

The deliberation is taken by absolute majority, that is, by half plus one of the votes of the jury members present at the meeting. To this end, before voting begins, each jury member shall submit a written document, which shall later be included in the minutes, in which they propose the ranking of the candidates, duly founded on the evaluation criteria indicated in paragraph 2, in which they rank the candidates on a full scale from 0 to 100 in each evaluation indicator. In the various votes, each member of the jury must respect the ranking he or she presented, and abstentions are not allowed. The first vote is to determine the candidate to be placed first. If a candidate obtains more than half of the votes of the jury members present at the meeting, he/she shall immediately be placed in first place. Should this not be the case, voting shall be repeated after withdrawing the candidate who received the least votes in the first ballot. If, in the different rounds, there is a tie between two or more candidates in the position of least voted for, they shall be voted on to break the tie. For this vote, the jury members vote for the candidate who is highest in their seriation and the candidate with the least votes is eliminated. If the tie still persists, the chair of the jury shall break the tie by requesting each jury member to vote on them using the ordination based only on the "scientific merit" criterion (for each tied candidate, the classification obtained in the "scientific merit" criterion results from the calculation of the average of the classifications attributed in that criterion by each of the jury members).

4 - Public hearings

4.1. The jury deliberates on the need to hold public hearings for the candidates admitted, in absolute merit which, if they take place, obey the precepts of articles 8, n.º 2 and 20 of the Regulation for Recruitment, Selection and Contracting of the Teaching Staff of the Career of ISCTE -IUL.

4.2. If it takes place, the public hearing will take place prior to the jury meeting for the ordering of the candidates admitted in absolute merit and aims at obtaining clarifications or explanations of elements contained in the respective application files.

4.3 The public hearing of each candidate has a maximum duration of 20 minutes. The President of the jury is responsible for conducting the hearing, notwithstanding the

fact that, by his decision, the other members of the jury may interact with the candidate.

4.4 The hearing shall be held in Portuguese or English

4.5. The public hearing will take place in person and/or by teleconference.

4.6. The candidates will be informed of the date and venue of the public hearing by e-mail to the address provided in the application file, at least 5 working days in advance.

4.7. Failure to attend the public hearing at the time and place previously set is grounds for exclusion from the competition.

VII - Composition of the Jury

The Jury is chaired, by delegation of the Rector of ISCTE, by Doctor Ricardo Nuno Ferreira Paes Mamede, President of the Installation Commission of Iscte - Sintra and has as members the following professors:

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

Doctor Anália Maria Garcia Lourenço, Full Professor at Universidade de Vigo;

Doctor Carlos Manuel Jorge da Costa, Associate Professor at Instituto Superior de Economia e Gestão da Universidade de Lisboa;

Doctor Fernando Manuel Marques Batista, Associate Professor at Iscte-Instituto Universitário de Lisboa;

Doctor Sérgio Miguel Carneiro Moro, Associate Professor with Aggregation at Iscte-Instituto Universitário de Lisboa.

VIII - The lists of admitted and excluded candidates as well as the final classification and ranking of the candidates will be made known to the interested parties through electronic notification. The competition file may be consulted by the candidates at the Human Resources Unit, under the terms indicated in the aforementioned notification.

IX - In compliance with paragraph h) of Article 9 of the Constitution, the Public Administration, as an employer, promotes a policy of equal opportunities in access to employment and professional advancement, taking scrupulous care to avoid any form of discrimination, also adopting an inclusive language. In this sense, the terms

'candidate', 'recruited', 'teacher' and other similar terms are not used in this announcement to refer to the gender of people. Likewise, no candidate may be privileged, benefited, prejudiced or deprived of any right or exempted from any duty on the grounds of, inter alia, ancestry, age, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and trade union membership

Iscte-Instituto Universitário de Lisboa, January 27, 2023, the Rector, Maria de Lurdes Rodrigues