

## **ISCTE – INSTITUTO UNIVERSITÁRIO DE LISBOA**

### **Public Notice**

It is hereby made public that, by virtue of my order issued on 8 February 2023, an international documental competition 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 1 (one) position in the category of Assistant Professor, in the subject area of Social Service of the Department of Political Science and Public Policy of Iscte-Instituto Universitário de Lisboa (Iscte). The competition is open pursuant to the terms of 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, published in *Diário da República*, 2<sup>nd</sup> series, number 193 of 4 October 2010, and is closed with the filling of this job vacancy placed under competition. The trial period is assessed pursuant to Iscte's Regulation for Teaching Staff Affiliation considering the provisions in Iscte's Regulation for Teaching Staff Service and Regulation for Teaching Staff Performance Assessment.

### **I – Recruitment requirements**

- 1 – Have a doctoral degree in the area of Social Service. 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.

### **II – Submission of applications**

Applications are submitted on <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 accompanied by the following documents:

- 1 – Request of admission as an applicant, in conformity with the form of mandatory use, available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>).
- 2 – Document confirming the award of doctoral degree in Social Service. 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.

3 – Curriculum vitae of the applicant, indicating the output and work produced and published, as well as the teaching activity developed. Applicants should highlight 3 (three) items of work and/or output that they consider most representative of their activity in the subject area for which the competition is opened and indicate 6 (six) articles that they consider meet the recruitment criteria of absolute merit. It is mandatory for the applicant's curriculum vitae to 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 information illustrating the applicant's aptitude for the position.

6 – The documents substantiating the application must be presented in Portuguese or English.

7 – 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 or with false information 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 possession of an overall curriculum that the selection panel considers to show scientific and pedagogical merit compatible with the subject area of Social Service, demonstrating that the applicant has solid theoretical and methodological training, as well as a profile directed at research and teaching in the three higher education cycles, cumulatively with the submission of at least 6 (six) articles published or definitively accepted for publication, in the field of Social Service, indexed in SCOPUS or in the Web of Science, with at least 3 in Quartile 1.

#### **VI – Method of selection 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 competition shall be based on their scientific and pedagogical merit in the subject area for which the competition is opened, considering the following parameters:

A – Scientific merit (60%)

A-1) Scientific production (40%) – books, chapters in books, articles in scientific journals and minutes of meetings of scientific nature (conferences, colloquiums, congresses, seminars, etc.); presentation of papers or posters at national or international events; 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 (awards or other forms of recognition and distinction by the scientific, academic or professional community) and the impact of the scientific production and dissemination.

A-2) Scientific projects (10%) – participation in scientific projects with national or international funding (public or private). The assessment of this criterion 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 the research structures, and the type of involvement of the researcher (coordinator or participant).

A-3) Coordination and scientific leadership (10%) – creation and leadership of research teams, scientific management of organic and research units, and coordination/leadership of scientific and academic management bodies of institutes, schools, departments and research units. The assessment of this parameter shall consider the duration of the activity and extent of the position.

B – Pedagogical merit (25%)

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (20%) – lecturing of curricular units in the three higher education cycles, degree of involvement in the management of curricular units (lecturer or coordinator); experience of pedagogical supervision of practical training in Social Service. The assessment of this criterion shall consider the number and diversity of the curricular units lectured and the appraisal of pedagogical performance.

B-2) Pedagogical innovation (5%) – lecturing experience in curricular units of the subject area for which the competition is opened; promotion of pedagogical initiatives aimed at improving teaching and learning processes, participation in pedagogical structures, promotion and stimulation of processes to improve the teaching activity of study cycles or other educational activities. The assessment of this parameter shall consider the number, nature and diversity of the activities.

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; diversified professional experience in current and emerging fields in Social Service; programmes of continuous training and exchange of experiences, courses and seminars aimed at disseminating 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 coordination of courses and participation in scientific committees, promotion of the institution, *ad hoc* committees, recruitment of new students and any other activities for the regular functioning of higher education institutions.

## **VII – Voting order and method**

The decision is taken by absolute majority, i.e., by half plus one of the votes of the selection panel members attending the meeting. To this end, each member of the selection panel shall present a written document, which shall subsequently be 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, 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 selection panel's chairperson 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 same procedure 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.

### **VIII – Public hearings**

The selection panel decides on the need to conduct public hearings of the pre-selected applicants, which, should they take place, will 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.

### **IX – Constitution of the selection panel**

The selection panel is chaired by Dr Helena Maria Barroso Carvalho, Full Professor at Iscte-Instituto Universitário de Lisboa and director of the School of Sociology and Public Policy, and composed of the following professors:

Members:

Dr Cristina Maria Pinto Albuquerque, Associate Professor at the Faculty of Psychology and Education Sciences, Universidade de Coimbra;

Dr Yolanda Mária de la Fuente Robles, Full Professor, Universidad de Jáen;

Dr Francisco José do Nascimento Branco, Retired Associate Professor, Universidade Católica Portuguesa;

Dr Luís Capucha, Full Professor, ISCTE-Instituto Universitário de Lisboa;

Dr Jorge Manuel Leitão Ferreira, Associate Professor, ISCTE-Instituto Universitário de Lisboa.

**X** – The interested parties shall be informed by notification sent to their electronic address of the lists of selected and excluded applicants as well as the list of final classification and ordering of the applicants. The competition process can be consulted by the applicants at the Human Resources Unit, under the terms indicated in the aforesaid notification.

**XI** – 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, 19 May 2023, The Rector, Maria de Lurdes Rodrigues.