

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 business day immediately after that of the publication of this Public Notice in *Diário da República*. This recruitment is for one civil service employment contract for an indefinite period for one position of the category of Assistant Professor, in the subject areas of Organisational Behaviour and Human Resources at the Department of Human Resources and Organisational Behaviour of ISCTE-Instituto Universitário de Lisboa.

The competition 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 placed under competition.

The trial period is assessed in conformity with ISCTE-IUL's Regulation for Teaching Staff Affiliation considering the provisions in its Regulation for Teaching Staff Service and Regulation for Teaching Staff Performance Assessment, in force at the time of recruitment.

I – Recruitment requirements

1– Hold a doctoral degree in the area of human resources, psychology (organisational or work), organisational behaviour, or management.

2– Good command of the Portuguese and English languages spoken and written.

II – Submission of applications

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

III – Workplace

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

IV – Application instructions

It is mandatory for the application to be substantiated by the following documents, under penalty of exclusion from the competition:

1– Request of admission as an applicant, with mandatory completion of the form, available at www.iscte-iul.pt/contents/iscte/quem-somos/trabalhar-no-iscte/1393/concursos;

2 – Document confirming the entitlement, area and date of award of the 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, documentation confirming its recognition or equivalence by a Portuguese higher education institution, where all formalities 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 teaching activity developed. Applicants should highlight three items of work and/or output that they consider most representative of their activity in the subject areas for which the competition is opened and indicate the articles that they consider meet the recruitment criteria of absolute merit, mentioning the respective ISSN. Their pedagogical and professional experience should be detailed in accordance with the criteria of this competition. The applicant's curriculum vitae must be drafted in accordance with template available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>, under penalty of exclusion from the competition.

4 - Scientific-pedagogical project which should demonstrate the applicant research areas of interest and current publications, as well as their research plans for the next 5 years and how they expect to connect their current and future research with a curricular unit of the Department of Human Resources and Organisational Behaviour of ISCTE. This project cannot exceed 5000 words, with its format and organisation being at the applicant's discretion;

5- Works published and mentioned in the curriculum (*up to 10 relevant items of work*)

6- Any other relevant elements that illustrate the applicant's aptitude for the position to be filled;

7- The documents supporting the application should be presented in Portuguese or English;

8- 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 properly substantiated in conformity with the requirements in this public notice, the recruitment of the applicants based on absolute merit shall depend on having a scientific and pedagogical curriculum compatible with the category, in one of the subject areas and educational area for which the applicant is applying, cumulatively with the applicant's publication in the last five years (since 2017 inclusively) of at least 2 (two) publications classified as Q1 in Scopus or WOS, in the respective year of publication, with one being classified at least in level 3 in the Academic Journal Guide (AJG) list in one of the following areas: «General Management, Ethics, Gender and Social Responsibility (ETHICS-CSR-MAN)», «Human Resource Management and Employment Studies (HRM-EMP)»; «Organization Studies (ORG-STUD)»; «Psychology (General and WOP-OB)»; «Sector Studies (SECTOR)»; «Entrepreneurship and Small Business Management (ENT-SBM)» .

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 ordering of the applicants in the competition shall be based on their scientific and pedagogical merit in the areas of Human Resources or Organisational Behaviour, considering the profile defined in this public notice and the following factors:

A – Scientific merit (50 %):

The assessment of scientific merit shall consider the following items:

A-1) Publication in top, prestigious and quality scientific journals in the areas for which the competition is opened (20%). Top journals are defined as those included in the FT 50 and of level 4*, 4 in the areas of «General Management, Ethics, Gender and Social Responsibility (ETHICS-CSR-MAN)», «Human Resource Management and Employment Studies (HRM-EMP)»; «Organization Studies (ORG-STUD)»; «Psychology (General e WOP-OB)»; «Sector Studies (SECTOR)»; «Entrepreneurship and Small Business Management (ENT-SBM)», in the AJG list. Prestigious journals are defined as level 3 journals in the areas of «General Management, Ethics, Gender and Social Responsibility (ETHICS-CSR-MAN)», «Human Resource Management and Employment Studies (HRM-EMP)»; «Organization Studies (ORG-STUD)»; «Psychology (General e WOP-OB)»; «Sector Studies (SECTOR)»; «Entrepreneurship and Small Business Management (ENT-SBM)». Quality journals are level 2 journals in the same areas in the AJG, as well as those indexed in Scopus or WOS in Quartile 1 or 2 in the areas of «Organizational Behavior and Human Resource Management»; «Psychology - Applied» and «Psychology – Multidisciplinary». The publications shall be valued according to their quality level, contribution to the scientific areas of the competition.

A-2) Other scientific production (5%) – articles in international scientific journals, indexed in Scopus or WOS databases, in Quartiles 3 and 4; other national and international publications not falling under the previous paragraph, including books and chapters in books; active participation in reference international scientific congresses in the area of the competition, organisation of national or international scientific events.

A-3) Scientific projects (5%) – participation in teams of funded scientific projects or submitted to competitive bids for national or international funding, public or private. The assessment of this parameter shall consider the quantity, degree of incorporation of the projects in national or international networks, the competitive nature of the projects in terms of funding, contribution in terms of assets and resources to the research structures, and the type of engagement of the investigator (Coordinator or equivalent, investigator);

A-4) Recognition by the scientific community and scientific impact (5%) – awards and distinctions, participation in national or international boards for academic examinations and participation in national or international panels for assessment, 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 quality of the awards and distinctions, the role performed and diversity of the activities. The impact of the research on the scientific community, assessed based on the H index (Scopus) and number of citations by other authors (Scopus), shall also be considered.

A5) Scientific and pedagogical project (15%) – which should demonstrate the applicant's research areas of interest and current publications, as well as their research plans for the next 5 years and how they expect to connect their current and future research with a curricular unit of the Department of Human Resources and Organisational Behaviour of ISCTE.

B – Pedagogical merit (35%):

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (20%) – experience of lecturing curricular units in the areas of Human Resources and Organisational Behaviour, and respective pedagogical performance. The assessment of this parameter shall take into account the number of curricular units in the relevant areas, the diversity of the lectured curricular units, the education level (bachelor, master's and doctorate) and the pedagogical assessment. Lecturing in the competition's two areas and teaching experience in strategic areas for Iscte Business School - IBS (e.g., sustainability, social responsibility) shall also be valued.

B-2) Teaching activity in courses accredited by the AACSB (10%) – at least 2 years of lecturing experience in courses accredited by the AACSB in the subject areas of the competition;

B-3) Supervision (5%) – the assessment of this parameter shall take into account the number of doctorates and master's supervised in the last 5 years, considering those already completed or with published outcome. In this regard, the supervision of doctoral theses with FCT funding is especially valued.

C – University outreach (5%):

The assessment of participation in university bodies shall consider the following: participation in activities related to university management and research units with international assessment; promotion of the institution; *ad hoc* commissions; recruitment of new students and any other activities for the regular functioning of higher education institutions.

D – 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, programmes of continuous training, exchange of experiences, courses and seminars for disseminating knowledge, and other relevant activities for research and dissemination of knowledge, namely service to the community in the context of the organisation, cooperation services and consulting to other institutions.

1 – 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, 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 2 with the member 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 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 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 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.

2 – 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 – Constitution of the selection panel

The selection panel is chaired, by delegation of the Rector of ISCTE-Instituto Universitário de Lisboa, by Dr Henrique Manuel Caetano Duarte, Associate Professor with Aggregation, and composed of the following professors who, in the opinion of the Scientific Council of ISCTE, belong to the subject area for which the competition is opened:

Dr Nuno Manuel Gameiro Rebelo dos Santos, Associate Professor at the School of Social Sciences, Universidade de Évora.

Dr Alicia Arenas Moreno, Associate Professor, University of Seville.

Dr Patrícia Jardim da Palma, Associate Professor with Aggregation at the Institute of Social and Political Sciences, Universidade de Lisboa

Dr Sílvia Costa Agostinho da Silva, Full Professor, ISCTE-Instituto Universitário de Lisboa.

Dr Nelson Jorge Campos Ramalho, Associate Professor, ISCTE-Instituto Universitário de Lisboa.

VIII – Communication and queries

The interested parties shall be informed by notification sent to their e-mail address of the list of selected and excluded applicants as well as the list of final classification and ordering of the

applicants. The competition procedure can be consulted by the applicants at the Human Resources Unit, under the terms indicated in the notification referred to in the previous point.

IX – Equal opportunities

In compliance with Article 9(h) of the Constitution, ISCTE, 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.

Iscte-Instituto Universitário de Lisboa, 29 May 2023 – The Rector, *Maria de Lurdes Rodrigues*.