

Iscte - Instituto Universitário de Lisboa

Public Notice

It is hereby made public that, by virtue of my order issued on 8 February 2023, this 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 one position in the category of Assistant Professor, in the subject area of Sociology, at the Department of Sociology 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 - Instituto Universitário de Lisboa, 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 the Regulation for Teaching Staff Affiliation, considering the provisions in the Regulation for Teaching Staff Service and in the Regulation for Teaching Staff Performance Assessment, all of Iscte - Instituto Universitário de Lisboa, in force at the time of recruitment.

I. Recruitment requirements

- A.** Hold a doctoral degree in the area of Sociology, or in an area considered equivalent and suitable for this competition by the majority of the selection panel members.
- B.** Good command of the Portuguese and English languages spoken and written.

II. Submission of applications

Applications are submitted via <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 supported by the following documents:

- Request of admission as an applicant, with mandatory completion of the form, available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-scte/1393/concursos;>

- 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;
- 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 area of Sociology, in particular in the specialities of Economic Sociology, Sociology of Work and Labour Relations, and Sociology of Organisations, 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 drafted in accordance with the assessment criteria presented in point VI of this public notice.
- Work mentioned in the curriculum;
- Any other relevant elements that illustrate the applicant's aptitude for the position to be filled.

The documents supporting the application should be presented in Portuguese.

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 procedure.

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 a relevant curriculum in the area of Sociology, in particular in the specialities of Economic Sociology, Sociology of Work and Labour Relations, and Sociology of Organisations, demonstrating their possession of solid theoretical and methodological training, as well as a profile directed at research and teaching, cumulatively with the applicant's submission of at least five indexed scientific texts published, or definitively accepted for publication, of which at least two are indexed in Web of Science or SCOPUS, in the area and specialities referred to above.

VI. Selection method and assessment criteria

Applicants approved on the basis of absolute merit shall be subject, if necessary for selection purposes, to the curricular assessment selection method, pursuant to the assessment criteria defined below.

VI.1. Assessment criteria

The ordering of the applicants in the competition shall be based on their merit in the subject area of Sociology, in the specialities of Economic Sociology, Sociology of Work and Labour Relations, and Sociology of Organisations, considering the profile defined in this public notice and the following specified factors:

A. Scientific merit (55%)

The assessment of scientific merit shall consider the following items:

A-1) Scientific production: 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, the 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.

A-2) Scientific projects: participation in scientific projects with national or international funding, whether 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) Coordination and scientific leadership: creation and leadership of research teams, scientific management of organic and research units, coordination of scientific or academic management bodies of institutes, schools, departments and research units, and inclusion in governing bodies of national and international scientific associations. The assessment of this parameter shall consider the duration of the activity and extent of the position.

A-4) Scientific assessment: participation in national or international boards for academic examinations and participation in national or international assessment boards and scientific consulting for 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, role performed and diversity of activities.

B. Pedagogical merit (40%)

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity: lecturing of curricular units, pedagogical performance, involvement in the management of the curricular units (lecturer or coordinator), coordination of courses and lecturing in foreign and international universities. The assessment of this parameter shall consider the number and diversity of the curricular units lectured and the appraisal of pedagogical performance.

B-2) Pedagogical innovation: promotion of pedagogical initiatives aimed at improving the teaching and learning processes, preparation of new graduate and postgraduate courses or new curricular units and restructuring of study plans or curricular units, 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 activities.

B-3) Supervision: supervision of dissertations, theses and post-doctoral projects. The assessment of this parameter shall take into account the number and diversity of the supervision activities, both completed and underway.

C. Service to the institution (2.5%)

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

D. University outreach (2.5%)

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, 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, services of cooperation and consulting to other institutions.

VI.2. 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 ranked 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.

The process shall be repeated until one applicant obtains absolute majority to be classified in first place. This same 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. If, in the different rounds, there is a tie between two or more applicants in the least voted position, then a vote shall be taken to break this tie. For this voting, the selection panel members shall vote for the applicant ranked highest on their sequencing, and the applicant with the least votes is eliminated. If, even so, the tie still persists, the selection panel's chairperson shall break the tie, by requesting each selection panel member to vote on them, using the ordering based only on the "scientific merit" criterion (for each tied applicant classification obtained in the "scientific merit" criterion arises from the calculation of the average scores assigned in that criterion by each selection panel member).

VI.3. Public hearing

The selection panel decides on the need to conduct public hearings of the short-listed applicants in terms of absolute merit, 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 - Instituto Universitário de Lisboa.

VII. Composition of the Selection Panel

The selection panel is chaired, by delegation of the Rector of Iscte - Instituto Universitário de Lisboa, by Dr Maria João Mendes Vaz, Associate Professor and Director of the Department of History of Iscte - Instituto Universitário de Lisboa, with its members consisting of the following professors who, in the opinion of the Scientific Council, belong to the subject area for which the competition is opened:

Dr Carlos Manuel da Silva Gonçalves, Full Professor at the Faculty of Arts and Humanities (FLUP), Universidade do Porto;

Dr Maria João Ferreira Nicolau dos Santos, Associate Professor with Aggregation at the Institute of Economics and Management, Universidade de Lisboa;

Dr Ana Paula Marques, Associate Professor with Aggregation, Universidade do Minho;

Dr Maria Luísa Macedo Ferreira Veloso, Associate Professor at Iscte - Instituto Universitário de Lisboa;

Dr Alan David Stoleroff, Associate Professor at Iscte - Instituto Universitário de Lisboa.

VIII. Notification of applicants

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 - Instituto Universitário de Lisboa, as an employer entity, promotes a policy of equal opportunities in access to employment and professional progression, scrupulously taking measures to prevent all and any form of discrimination.

Iscte - Instituto Universitário de Lisboa, 6 June 2023 — The Rector, Maria de Lurdes Rodrigues.