

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 two positions in the category of Assistant Professor, in the subject area of Mathematics, at the Department of Mathematics 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 vacancies placed under competition. The trial period is assessed in conformity with the Regulation for Teaching Staff Affiliation of ISCTE-Instituto Universitário de Lisboa 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 Mathematics or other related areas, considered suitable for the competition 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 — Workplace

ISCTE-Instituto Universitário de Lisboa
Av. das Forças Armadas, no. 40
1649-26 Lisboa, Portugal

IV — Instructions for application

In order to be valid, the application must be accompanied by the following documents:

- 1 – 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-iscte/1393/concursos>).
- 2 – Documentation confirming the award of 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.
- 3 – It is mandatory for the Curriculum Vitae of the applicant to observe the template available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>, and if otherwise shall lead to exclusion from the competition.
- 4 – List of the applicant's academic contributions in the area for which the competition is opened, identifying the articles indexed in the MathSciNet database, the number of citations of the publications and classification (quartile) in terms of the publication's impact factor, in accordance with Thomson Reuters Web of Knowledge and/or Scopus, for this purpose using the Excel document with the scientific production indicators available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>.
- 5 – Electronic version of the publications referred to in point IV.4 of this public notice.
- 6 – Pedagogical project referred to in point V.1(c).
- 7 – Scientific project referred to in point V.1(d).

- 8 – Any other documents or works that the applicant considers relevant for appraisal by the selection panel.
- 9 – The documents supporting the application should 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 procedure.

V — Assessment criterion of absolute merit

- 1– When the applications are duly substantiated in conformity with the requirements in this public notice, the applicant's selection based on absolute merit shall depend on their cumulative meeting of the following requirements:
 - a) Possession of an overall curriculum that the selection panel considers to show scientific and pedagogical merit compatible with the subject area of Mathematics;
 - b) Submission of at least 4 (four) published articles, or articles definitively accepted for publication, in the last 5 (five) years, indexed in MathSciNet and international scientific journals classified in the 1st or 2nd quartile (Q1 or Q2) in the Thomson Reuters Web of Knowledge and/or Scopus database, in terms of the publication's impact factor;
 - c) Submission of a pedagogical project, drafted in the manner indicated below, which is free of serious shortcomings or inaccuracies, which is underpinned by the applicant's previous work, and demonstrates that the applicant has the necessary competence to suitably perform the duties of assistant professor in the subject area of Mathematics.

In the pedagogical project, applicants should demonstrate how their scientific and pedagogical curriculum is applicable to and may enrich the teaching activities of the Department of Mathematics of the School of Technology and Architecture of ISCTE. The project should present the plan of one curricular unit in the subject area of Mathematics, indicating the general goals of the curricular unit, the learning goals, programme, teaching-learning process, assessment, bibliography, and justification of its inclusion in the training offer of the Department of Mathematics of the School of Technology and Architecture (maximum of 10 (ten) A4 pages, using the template provided at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>);

d) Submission of a research project, drafted in the manner referred to below, which is free of serious shortcomings or inaccuracies, which is underpinned by the applicant's previous work, and demonstrates that the applicant has the necessary ability to suitably perform the duties of assistant professor in the subject area of Mathematics.

The research project should be aligned with the applicant's curriculum and developed in the subject area of Mathematics, including a proposal of the activities and projects that the applicant intends to pursue over the next five years in the scientific sphere and in the sphere of cooperation with society. The project should reveal a reflection about its incorporation in the Department of Mathematics of the School of Technology and Architecture, and cover the following aspects: abstract, state of the art, objectives and hypotheses, research stages, necessary resources, methodology, expected results and references (maximum of 10 (ten) A4 pages, using the model provided at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>);

- 2 – The selection panel shall decide on the applicants' selection based on absolute merit by justified nominal voting in which abstentions are not permitted.
- 3 – Applicants that receive the favourable vote of more than half the voting members of the selection panel shall be considered approved on the basis of absolute merit.

VI — Public hearings

- 1 – The selection panel shall hold public hearings of the short-listed applicants who have been approved in terms of absolute merit.
- 2 – The public hearing shall be held before the selection panel meeting for ordering the short-listed applicants based on absolute merit, in order to obtain clarifications or further explanation of elements contained in their application case files, namely the suitability of the applicant's profile to the implementation of the scientific and pedagogical projects submitted by that applicant.
- 3 – The public hearing of each applicant shall be of a maximum duration of 45 minutes. The Chairperson of the selection panel shall conduct the hearing, without prejudice, on the Chairperson's own decision, to the possible interaction of all the other selection panel members with the applicant.
- 4 – The hearing shall take place in Portuguese or English.

- 5 – The public hearing shall be held in person and/or by teleconference.
- 6 – The applicants shall be informed of the date and place of the public hearing by e-mail, at least 5 business days in advance.
- 7 – Failure to attend the public hearing at the previously established time and place constitutes grounds for exclusion from the competition.
- 8 – The public hearing shall strictly follow the principle of equal treatment among all the applicants.

VII — 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

Curricular assessment in the subject area of Mathematics should attach special importance to the relevance and up-to-datedness of the applicant's curriculum vitae, in the last 10 years.

a) Scientific Activity (60%)

- i. Scientific production in the area for which the competition is opened – articles in scientific journals indexed in MathSciNet, books and chapters in books. Presentations, as a guest speaker, at international scientific conferences and events; other presentations at conferences or other scientific events. The assessment of this criterion shall consider the quality, relevance, originality, quantity and diversity of the output, the scientific autonomy revealed, the degree of internationalisation and the impact of the scientific production.
- ii. Scientific projects – 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).

- iii. Scientific assessment – organisation and participation in national or international scientific events. 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 Activity (25%)

Teaching activity – i) Lecturing of curricular units in the subject area of Mathematics: the diversity of the lectured curricular units, the education level ((bachelor, master's and doctorate), involvement in the management of the curricular units (lecturer or coordinator) and the respective pedagogical performance shall be considered (e.g., questionnaires applied to students); ii) Teaching material and publications of pedagogical nature: the quality and quantity of material produced and provided by the applicant shall be considered; iii) Supervision of master's dissertations and doctoral theses: only supervision of completed work, the number and diversity of the supervision activities and the excellence of the supervised work shall be considered.

c) University Outreach Activity (5%)

Publications of scientific dissemination — articles in national journals and conferences and other publications of scientific and technological dissemination, in view of their professional and social impact. Participation and coordination of scientific dissemination initiatives, service to the community involving organisation, cooperation with and consulting provided to other institutions.

d) Pedagogical Project (5%)

Quality of the pedagogical project that the applicant proposes to develop in the subject area open to competition, with a view to boosting teaching activities in the subject area of Mathematics.

The assessment of this parameter shall consider the innovative nature of the project, its feasibility in the context of the department in which the competition is opened and its relevance in the training offer of the Department of Mathematics of ISCTE.

e) Scientific Project (5%)

Quality of the research project that the applicant proposes to develop over the next five years in the subject area open to competition, aimed at promoting research activities in the subject area of Mathematics.

The assessment of this parameter shall consider the innovative nature of the project, its feasibility in the context of the department in which the competition is opened and its relevance in the context of ISCTE.

3. 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 proposing the order of the applicants, if applicable. This order must be duly substantiated on the assessment criteria indicated in point VII.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 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. 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 in 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, the classification obtained in the "scientific merit" criterion arises from the calculation of the average scores assigned in that criterion by each selection panel member).

VIII — Constitution of the selection panel

The selection panel is chaired, by delegation of the Rector of ISCTE-Instituto Universitário de Lisboa, by Dr Jorge Rodrigues da Costa, Full Professor and Vice-Rector of ISCTE-Instituto Universitário de Lisboa, and composed of the following professors:

Dr José Manuel Cidade Mourão, Full Professor at the Department of Mathematics, Instituto Superior Técnico da Universidade de Lisboa;

Dr Luís Filipe Pinheiro de Castro, Full Professor at the Department of Mathematics, Universidade de Aveiro;

Dr Peter Beier Gothen, Associate Professor at the Department of Mathematics of the Faculty of Science, Universidade do Porto;

Dr Sérgio Manuel Moço Nunes Mendes, Associate Professor at the Department of Mathematics, ISCTE-Instituto Universitário de Lisboa;

Dr Cristina Isabel Correia Diogo, Associate Professor at the Department of Mathematics, ISCTE-Instituto Universitário de Lisboa.

IX — Hearing of the interested parties

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

X — Equal opportunities

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.

ISCTE-Instituto Universitário de Lisboa, 27 September 2023, The Rector, Maria de Lurdes Rodrigues