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 (1) position in the category of Assistant Professor, in the subject area of Artificial Intelligence, at the Department of Information Science and Technology 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, 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 pursuant to the Regulation for Teaching Staff Affiliation of ISCTE, considering the provisions in the Regulation for Teaching Staff Service and Regulation for Teaching Staff Performance Assessment of ISCTE.

I — Recruitment requirements

1 – Hold a doctoral degree in Information Science and Technology, or Informatics Engineering, or Computer Science, or Computer Engineering, or in other areas considered suitable for this competition by the majority of the selection panel members. If the doctorate was awarded by a foreign higher education institution, the applicants must provide evidence of its recognition or equivalence of the degree.

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, Lisboa, Portugal.

IV — Instructions for application

The application must be accompanied by the following documents:

1 – Request for admission as an applicant, with mandatory completion of the form available at https://www.iscte-iul.pt/conteudos/iscte/quemsomos/trabalhar-no-iscte/1393/concurso.

2 – Documentation confirming the entitlement to 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. For further information, see https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition

3 – Curriculum vitae of the applicant, indicating the output and work produced and published, as well as teaching activity undertaken. Applicants should highlight 3 (three) items of work and/or output that they consider most representative of their activity in the area for which the competition is opened and indicate the articles that they consider meet the recruitment criteria of absolute merit mentioning the respective ISSN. This selection should be accompanied by a brief explanatory description detailing the applicant's contribution to the area of the competition. The applicant's curriculum vitae must be organised in accordance with the template available at https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos

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

5 – Document providing objective evidence on the number of citations in Web of Science or Scopus of the publications indicated in the curriculum. The applicant should provide a form of identification of the name of each article for searching in repositories of scientific articles.

6 – Scientific-pedagogical project referred to in point VII.2.E of this public notice.

7 – Any other relevant elements that illustrate the applicant's aptitude for the position to be filled.

8 – The documents substantiating the application must 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

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 Artificial Intelligence, cumulatively with the applicant's submission of at least 2 (two) scientific texts in the form of articles in journals published since 2017 (inclusively), in the subject area for which the competition is opened, in indexed scientific publications in the Web of Science or Scopus classified in Quartile 1 or 2, in the respective year of publication.

VI — Public hearings

1 – The selection panel decides on the need to conduct public hearings of the short-listed applicants based on 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-IUL.

2 – Should it be held, the public hearing shall take place prior to 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.

3 – The public hearing of each applicant shall be of a maximum duration of 20 minutes. The Chairperson of the selection panel shall conduct the hearing, without prejudice to the Chairperson decision on all the other selection panel members' possible interaction with the applicant.

4 – The hearing shall be conducted in Portuguese.

5 – The public hearing shall be held in person and/or by teleconference, as defined by the selection panel.

6 – The applicants shall be informed of the date and place of the public hearing by e-mail to the address provided during the application process, 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.

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 criteria defined in the following point. **In applying the criteria, the selection panel should take into account the number of years** since obtaining the doctorate in the various assessment parameters.

2 – Assessment criteria

The ordering of the applicants in the competition shall be based on their scientific and pedagogical merit in the subject area of Artificial Intelligence, considering the following parameters:

A – Scientific merit (50%)

The assessment of scientific merit shall consider the following items:

A-1) Scientific production (40%) – works, 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 international or national events, and organisation of international or national 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 and the impact of the scientific production.

A-2) Scientific projects (5%) – participation in scientific projects with international or national funding (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, the applicant's degree of participation, 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) Participation in scientific assessment (5%) – participation in national or international boards for academic examinations and participation in national or international boards for assessment and scientific consulting of scholarships, projects, researchers or research units, participation in committees of scientific events, active

collaboration in editing, evaluation and review of international or national scientific publications. The assessment of this parameter shall consider the number, the role performed and diversity of the activities.

B – Pedagogical merit (20%):

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (15%) – lecturing of curricular units, pedagogical performance, involvement in the management of curricular units. The assessment of this parameter shall consider the number and diversity of the curricular units lectured and the appraisal of pedagogical performance.

B-2) Supervision (5%) – supervision of master's dissertations and doctoral theses that have been completed. The assessment of this parameter shall consider the scientific excellence of the supervised work, the number and diversity of the supervision activities that have already been completed.

C – University outreach (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 and exchange of experiences, courses and seminars aimed at the dissemination of knowledge; provisional applications for patents, registration of patents; 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 course coordination and participation in scientific committees, promotion of the institution and any other activities for the regular functioning of higher education institutions.

E – Scientific-pedagogical project (20%)

Applicants should submit a scientific-pedagogical project, detailing their proposed contribution to the development of Department of Information Science and Technology (DCTI/ISCTE). The document shall comply with the maximum limit of 10 thousand characters (including spaces) and its assessment shall consider the following items: the project's innovative nature and its feasibility as well as the clarity and quality of presentation.

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, 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 obtains more than half the votes of the members of the selection panel attending the meeting, she/he shall be positioned in first place immediately. If this does not occur, 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, by Dr Pedro de Paula Nogueira Ramos, Full Professor at Iscte-Instituto Universitário de Lisboa, and composed of the following professors:

Dr Paulo Miguel Torres Duarte Quaresma, Full Professor at Universidade de Évora

Dr Francisco Saraiva de Melo, Associate Professor at Universidade de Lisboa

Dr Cátia Luísa Santana Calisto Pesquita, Associate Professor at Universidade de Lisboa

Dr Ana Maria Carvalho de Almeida, Associate Professor at Iscte-Instituto Universitário de Lisboa

Dr Luís Miguel Martins Nunes, Associate Professor at Iscte-Instituto Universitário de Lisboa

IX — The interested parties shall be informed by electronic notification of the lists of recruited 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 aforesaid notification.

X — 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. Accordingly, the terms 'applicant', 'recruited', 'professor' and other similar terms used in this public notice do not refer to the gender of persons. Likewise, no applicant can be privileged to, benefited from or deprived of any right or exempt from any duty, in particular due to ancestry, age, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic assets, reduced work capacity, disability, chronic disease, nationality, ethnic origin, territory of origin, language, religion, political or ideological beliefs and union membership.

Iscte-Instituto Universitário de Lisboa, The Rector, 19 October 2023 Maria de Lurdes Rodrigues