

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 1 (one) position in the category of Assistant Professor, in the subject area of Econometrics and Operations Research, at the Department of Quantitative Methods for Management and Economics.

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 the terms of ISCTE-IUL's Regulation for Teaching Staff Affiliation considering the provisions in ISCTE-IUL's Regulation for Teaching Staff Service and Regulation for Teaching Staff Performance Assessment.

I — Recruitment requirements

1. Doctoral degree in an area which the selection panel considers suitable to the competition.
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 — Instructions for application

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

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/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 award of the degree explicitly mentioning the area of knowledge in which it was awarded, documentation confirming its recognition or equivalence by a Portuguese

institution competent for the effect, where all formalities should be complied with by the deadline for application.

3. The applicant's *curriculum vitae*, organised in accordance with the assessment criteria presented in point VI of this public notice, which must include.
 - i) experience in teaching, research, university outreach and university management activities that are part of the routine duties performed by an Assistant Professor, pursuant to Article 4 of the ECDU and considered relevant for this competition procedure, as established in this public notice.
 - ii) the applicant's identifiers in scientific publication indexing services, notably "ORCID ID", "Scopus Author ID", "Researcher ID".
 - iii) a summary providing evidence of fulfilment of the requirements for approval based on absolute merit (point V), namely the digital object identifier (doi) of the scientific texts.
 - iv) list of most relevant publications in the last 5 years and, for each of these publications, indication whether it is indexed in ISI Web of Science, Scopus or Association of Business Schools (ABS), presenting the corresponding scientific area, quartile and number of citations.
4. Electronic version of the publications referred to in point IV.3 iv).
5. Any other relevant elements that illustrate the applicant's aptitude for the position to be filled.
6. The documents supporting the application should 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 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 applicant's recruitment based on absolute merit shall depend on their possession of a curriculum considered relevant by the selection panel in the competition's subject area, in the field of Operations Research, and that meets the following criterion: Authorship or co-authorship of at least 1 (one) scientific text in the form of a journal article, published since 2020 (inclusively), in a scientific publication: i) indexed in Web of Science or Scopus classified in the 1st or 2nd quartile (Q1 or Q2); and ii) incorporated in the Academic Journal Guide (AJG) of the Association of Business Schools (ABS) in the area of "Operations Research and Management Science" (available at <https://charteredabs.org/academic-journal-guide-2021/>).

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 criteria defined in the following point.
2. Assessment criteria

The applicants' ordering in the competition shall be based on their scientific and pedagogical merit in the competition's subject area, with the weight of curricular items in the field of Operations Research being increased by 100%, taking into account the following parameters and their weights:

A – Pedagogical Activity (35%)

- i) Teaching activity (30%): experience of lecturing curricular units in the area of Operations Research and respective pedagogical performance. The assessment of this parameter shall also take into account the applicant's experience of lecturing in the English language and involvement in the management of curricular units (teacher or coordinator);
- ii) Pedagogical publications and Pedagogical innovation (5%): 1) teaching manuals or other publications of pedagogical nature. The assessment of this parameter shall take into account the diversity, originality and impact of the publications; 2) 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 nature and diversity of activities.

B – Scientific Activity (55%)

- i) Scientific production in the competition's subject area (50%): books, articles in national and international scientific journal, chapters in books and papers presented at national or international conferences and scientific events, and organisation of national or international scientific events. The assessment of this parameter shall consider the quantity, originality and diversity of the scientific production, with particular value given to scientific production in the last 5 (years) years in the area of Operations Research, as well as that incorporated in the Academic Journal Guide (AJG) of the Association of Business Schools (ABS);
- ii) Scientific teamwork (5%): participation in scientific projects with national or international funding (public or private), as well as projects without funding. 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 applicant (coordinator or participant).

C – University Outreach Activity (5%)

Participation in university management bodies, juries, ad hoc committees, promotion of the institution, recruitment of new students, and all other necessary activities for the regular functioning of higher education establishments. The assessment of this parameter shall consider their nature, responsibility and duration.

D – University Outreach Activity (5%)

Provision of services aimed at enhancing the economic and social value of knowledge, in 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 service and consulting to other institutions.

3. Voting order and method

- a) 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 selection panel member shall present a written document, included in the minutes, proposing the order of the applicants. This order must be duly based on the assessment parameters indicated in point VI.2, with the applicants being classified on a scale of whole numbers from 0 to 100 for each assessment parameter;
- b) 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, 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).

4. Public Hearings

- a) 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.
- b) 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.

- c) The public hearing of each applicant shall be of a maximum duration of 20 (twenty) 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.
- d) The hearing shall be conducted in Portuguese or English.
- e) The public hearing shall be held in person and/or by teleconference.
- f) 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 (five) business days in advance.
- g) Failure to attend the public hearing at the previously established time and place constitutes grounds for exclusion from the competition.

VII — Constitution of the selection panel

The selection panel is chaired, by delegation of the Rector of ISCTE-IUL, by Professor Dr Paula Alexandra Barbosa da Conceição Vicente Duarte, and composed of the following professors who, in the opinion of the Scientific Council of the Department of Quantitative Methods for Management and Economics, belong to the subject area for which the competition is opened:

Dr Maria Eugénia Vasconcelos Captivo, full professor at the Faculty of Sciences, Universidade de Lisboa;

Dr Maria Cândida Vergueiro Monteiro Cidade Mourão, full professor at the Institute of Economics and Management, Universidade do Lisboa;

Dr Tânia Rodrigues Pereira Ramos, associate professor at Instituto Superior Técnico, Universidade de Lisboa;

Dr José Joaquim Dias Curto, full professor at ISCTE-Instituto Universitário de Lisboa;

Dr Maria João Sacadura Fonseca Calado de Carvalho e Cortinhal, associate professor at 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 lists of the successful 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 notification referred to above.

IX – 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, 23 November 2023,

The Rector, Maria de Lurdes Rodrigues