

## 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 1 (one) position in the category of Assistant Professor, in the subject area of Statistics and Data Analysis, at the Department of Quantitative Methods for Management and Economics.

The call for applications is opened 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 call for applications. 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.

### 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

The application must be supported by the following documents:

1. Request of admission as an applicant, in accordance with the form of mandatory use, available on the application platform.
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* should be organised in accordance with the order of the assessment criteria presented in point VI of this public notice, and attach an annex with the evidence of compliance with the requirements for approval on the basis of absolute merit, pursuant to point V of the public notice.
4. List of the applicant's most relevant academic publications since 1 January 2019, in the area for which the call for applications is opened, identifying not only their number of citations (Clarivate Web of Science and/or Scopus-Scimago), but also the publicly available classification (quartile) in terms of impact factor of the journal in the year of publication (or in the previous year, if it is no longer available), in accordance with Clarivate Web of Science and/or Scopus-Scimago. Applicants are requested to indicate their ORCID, Scopus and ResearchID unique identifier, and Google Scholar individual page, where applicable.
5. Electronic version of all the articles published/accepted for publication in scientific journals.
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 procedure.

#### V. Assessment criterion of absolute merit

When the applications are duly substantiated in conformity with the requirements in this public notice, the selection 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 for which the call for applications was opened, cumulatively with the applicant's submission, since 1 January 2019, of at least 2 (two) articles published, or definitively accepted for publication, in international scientific journals indexed in the Clarivate Web of Science and/or Scopus-Scimago

database and classified in those databases in the 1st or 2nd quartile (Q1 or Q2) in terms of impact factor of the journal in the year of publication (or in the previous year, if it is no longer available), and not included in journals listed in the Predatory Reports/Journals (<https://predatoryjournals.org/home>).

## VI. Selection method and assessment criteria

1. This competition procedure aims to ascertain the applicants' ability and performance in the different aspects that, pursuant to article 4 of the ECDU, are part of the set of duties to be performed by a university lecturer, namely:
  - a) Carry out scientific research, cultural creation or technological development activities;
  - b) Provide the assigned lecturing service, monitor and supervise students;
  - c) Participate in tasks involving university outreach, scientific dissemination and enhancement of the economic and social value of knowledge;
  - d) Participate in university's institutional management;
  - e) Participate in other tasks assigned by the competent management bodies, which are included in the scope of university lecturer activity.
2. Applicants approved on the basis of absolute merit shall be subject to the curricular assessment selection method which, pursuant to VI.1, shall take into account the following aspects:
  - a) Pedagogical Activity;
  - b) Scientific Activity;
  - c) University Outreach Activity;
  - d) Activity of University Management and Service to the Institution.
3. The curricular assessment of the applicants in each of these aspects shall consider the subject area for which the call for applications was opened.
4. The parameters to be considered in each of the factors listed in VI.2 and the weighting assigned to each in the final classification are detailed below.
  - a) Pedagogical Activity (35%)
    - i) Teaching activity (25%) – experience of lecturing curricular units with particular value given to the subject area for which the call for applications was opened 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), with particular value given to experience of lecturing curricular units in the area of Statistical Learning and proven experience of lecturing in English.

- 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.
- iii) Supervision (5%) – supervision of masters' dissertations, theses and projects, doctoral theses and post-doctoral projects, and scientific excellence of the supervised work. The assessment of this parameter shall take into account the number and diversity of the supervision activities, both completed and underway.

b) Scientific Activity (55%)

- i) Scientific production in the with particular value given to the subject area for which the call for applications was opened (45%) – 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 since 1 January 2019 in the area of Statistical Learning and/or applicable to Management and Economics.
  - ii) Participation, coordination and scientific leadership of teams (5%) – participation in scientific projects with national or international funding, whether 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).
- A-4) Scientific assessment (5%) – 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.

c) University Outreach Activity (5%)

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, namely service to the community in the context of the organisation, cooperation service and consulting to other institutions.

d) Activity of University Management and Service to the Institution (5%)

- i) University Management Bodies – activities arising from participation in university management bodies. The assessment of this parameter shall consider their nature, responsibility and duration.
- ii) Temporary positions and tasks – participation in the institution’s promotion and recruitment of new students, participation in academic examination boards and any other activities that may have been assigned by the competent bodies under the regular functioning of higher education institutions.
- iii) Other activities – other duties performed, as provided for in Article 73 of the University Teaching Career Statute (ECDU) or positions held in national and international scientific organisations.

## 5. 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, 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 VI.4 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.

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 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 an 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).

6. The selection panel decides on the need to conduct public hearings of the successful 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. Composition of the Selection Panel

The selection panel is chaired, by delegation of the Rector of ISCTE-IUL, by Professor Dr Diana Elisabeta Aldea Mendes, associate professor at Iscte-Instituto Universitário de Lisboa, and composed of the following professors who, in the opinion of the Scientific Committee of the Department of Quantitative Methods for Management and Economics, belong to the subject area for which the call for applications is opened:

Dr Victor José de Almeida e Sousa Lobo, full professor at Escola Naval - Marinha;

Dr Maria Paula de Pinho de Brito Duarte Silva, associate professor with aggregation at the Faculty of Economics, Universidade do Porto;

Dr Maria do Rosário Oliveira, associate professor with aggregation at Instituto Superior Técnico, Universidade de Lisboa;

Dr Maria de Fátima Ramalho Fernandes Salgueiro, full professor at ISCTE-Instituto Universitário de Lisboa;

Dr José Manuel Gonçalves Dias, full professor at ISCTE- Instituto Universitário de Lisboa.

#### VIII. Hearing of the persons concerned

The interested parties shall be informed by notification sent to their electronic address 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.

#### 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, and also endorses inclusive language.

Iscte-Instituto Universitário de Lisboa, 1 April 2024, The Rector, Maria de Lurdes Rodrigues