

ISCTE – INSTITUTO UNIVERSITÁRIO DE LISBOA

Public Notice number 694/2024

Synopsis: Call for applications for the category of assistant researcher governed by private law in the scientific area of Data Science.

It is hereby made public that, by virtue of my order issued on 15 April 2024, an international documental competition for recruitment is opened, for the time limit of fifteen business days counted from the day immediately after this public notice is published. This recruitment is for a civil service employment contract for an indefinite period concluded under the Labour Code, for 1 (one) position in the category of Assistant Researcher governed by private law, in the scientific area of Data Science. The call for applications is ruled by the provisions contained in the Regulation for Research, Science and Technology Staff under the Individual Contract Regime of ISCTE – Instituto Universitário de Lisboa (Regulation number 912/2022), hereinafter referred to as Regulation, published in *Diário da República*, 2nd series, number 188, of 28 September 2022, and by all the other applicable legislation and regulations.

This call for applications is exclusively aimed at filling the indicated vacancy, and can be cancelled up to the approval of the list of the final ordering of the applicants and expires upon the filling of the offered job position.

1 – Scientific area

The call for applications is opened for the scientific area of Data Science.

2 – Workplace

ISCTE – Instituto Universitário de Lisboa
Av. das Forças Armadas, no. 40
1649-026 Lisboa, Portugal

3 – Remuneration position

The remuneration corresponds to the first remuneration position of Assistant Researcher governed by private law, with exclusive dedication, established in the Regulation for Research, Science and Technology Staff under the Individual Contract Regime of ISCTE – Instituto Universitário de Lisboa (Regulation number 912/2022).

4 – Recruitment requirements

Admission requirements for this call for applications:

- a) Hold a doctoral degree in Data Science, Statistics or related fields.

b) Good command of the Portuguese and English languages, spoken and written.

5 – Absolute merit

5.1 When the applications are eligible, the applicants' recruitment based on absolute merit shall depend on their possession of a curriculum and proven experience in the scientific area of Data Science, with specialisation in Statistics and Data Analysis, or Advanced Analytical Methods for Management, or Big Data, cumulatively meeting the following requirements since 1 January 2019:

a) Publication of at least four scientific articles in journals in Quartile 1, indexed in WoS-JCR / Scopus-Scimago. Only articles published in journals that are not in the [Predatory Journals \(https://predatoryjournals.org/home\)](https://predatoryjournals.org/home) list shall be considered.

b) Participation in at least one national and/or international R&D project, with funding obtained following competitive tendering with assessment by peers in international juries.

5.2. The decisions are taken by nominal vote based on the absolute majority of the votes of the members of the Selection Committee attending the meeting, with abstentions not being permitted.

6 – Assessment and selection

6.1. 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, with particular importance given to the work pursued since 1 January 2019. This period may be increased by the selection committee, at the applicant's request, when substantiated by suspension of scientific activity for socially protected reasons, namely due to parental leave, prolonged serious illness, and other situations of non-availability for legally supervised work.

6.2. The curricular assessment criteria are weighted as follows:

a) Scientific production in the scientific area of Data Science, with specialisation in Statistics and Data Analysis, or Advanced Analytical Methods for Management, or Big Data (40%) – articles in scientific journals indexed in WoS-JCR or Scopus-Scimago, books, book chapters, presentations at conferences and organisation of national or international scientific events. The assessment of this criterion shall consider the quality, originality, diversity and degree of internationalisation. Value shall also be given: the selection of work and the explanatory description presented under point 10.3(c) of this public notice; participation in research networks; recognition by the scientific community (awards or other forms of recognition and distinction by the scientific, academic or professional community), the scientific autonomy revealed and impact of the scientific production.

b) Participation in scientific projects in the scientific area of Data Science, with specialisation in Statistics and Data Analysis, or Advanced Analytical Methods for Management, or Big Data (20%) – the assessment of this criterion shall consider the quality and quantity of scientific projects in which the applicant participated in the area for which the competition is opened, funded on a competitive basis, through national or international agencies. The assessment of quality shall take into account the amount of funding obtained, the position held in the project (for example, principal investigator, participant), the competition's requirement level, the assessments of the implemented projects and the prototypes accomplished, in particular whether they gave rise to products or services.

c) Scientific coordination activities (15%) – the assessment of this criterion shall consider the constitution, coordination and leadership of research teams, and the holding of research unit management positions.

d) Outreach and knowledge dissemination activities (10%) – the assessment of this criterion shall consider participation in scientific and technological dissemination initiatives among the scientific community (organisation of congresses and conferences) and for diverse audiences, scientific and technological dissemination publications and delivery of lectures and seminars for the public in general.

e) Scientific project and report of the activities developed by the applicant (15%) – the assessment of this criterion shall consider the project's scientific quality and its alignment with the goals of the research groups of BRU-Iscte (<https://bru.iscte-iul.pt/>) and thematic lines of the SocioDigitalLab for Public Policy, in particular the "Digital Transformation and Public Policy" line (<https://sociodigitallab.iscte-iul.pt/>).

6.3. The Selection Committee may decide to supplement the curricular assessment with interviews, which, should they take place, shall strictly follow the principle of equal treatment among all the applicants approved based on absolute merit.

6.4. The interview, which is not in itself a selection method and is not classified, seeks to obtain clarifications or further details on elements contained in the applicant's curriculum, shall have a maximum duration of one hour and shall be conducted in the English and/or Portuguese language.

7 – Voting method

The decision is taken by absolute majority, i.e., by half plus one of the votes of the Selection Committee members attending the meeting. To this end, each member of the Selection Committee shall present a written document, subsequently 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 6.2, with the members 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 Committee 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 Committee members attending the meeting, she/he shall be immediately positioned 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 Committee 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.

8 – Informing of the persons concerned and decision

The persons concerned shall be informed by electronic notification of the lists of successful and excluded applicants, the list of those approved based on absolute merit, and 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.

9 – Selection Committee

The Selection Committee shall be chaired by Dr Maria de Fátima Salgueiro, full professor at Iscte – Instituto Universitário de Lisboa, by delegation of the Rector, and composed of the following professors:

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

Dr José Manuel Gonçalves Dias, full professor at Iscte – Instituto Universitário de Lisboa,

Dr Catarina Marques, associate professor at Iscte – Instituto Universitário de Lisboa.

10 – Submission and processing of the applications

10.1. Applications are submitted at <https://recrutamento.iscte-iul.pt/>.

10.2. Applications are formalised by application addressed to the Rector of

Iscte, requesting the acceptance of the application, with mandatory completion of the form, available on the application platform.

10.3. The application must be accompanied by the following documents:

- a) A copy in electronic format (pdf) of the detailed curriculum vitae. The applicant's curriculum vitae must necessarily be organised in accordance with the assessment criteria presented in point 6.2 of this public notice.
- b) Document confirming the title of doctoral degree. Holders of doctoral degrees obtained abroad must submit, in addition to documents confirming the award of the degree, documentation confirming its recognition or equivalence by a Portuguese institution.;
- c) Copy of the work selected by the applicant as most representative of her/his curriculum vitae, up to a maximum of five. This selection should be accompanied by a brief explanatory description detailing the applicant's contribution to the scientific area of the competition.
- d) Scientific project and report of the activities developed by the applicant: Document drafted in the Portuguese or English language, in accordance with the template available on the application platform;
- e) Other documents that the applicant considers relevant for appraisal of her/his merit.

10.4. 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 recruitment process.

10.5. False statements made by the applicants shall be punished pursuant to the law.

11 – Publication of the public notice of the call for applications:

- a) In *Diário da República* [Official Gazette].
- b) On the Bolsa de Emprego Público [Public Employment Pool].
- c) On the website and posted at the appropriate places of ISCTE – Instituto Universitário de Lisboa.
- d) In a communication channel of national scope.
- e) On Euraxess.

12 – Non-discrimination and equal opportunity policy

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.

15 April 2024 – The Rector, Maria de Lurdes Rodrigues