

Iscte-University Institute of Lisbon

Public Notice

Notice is hereby given that, by my order of 16th January 2024, an international open competition for the recruitment of one (1) Assistant Professor, in the scientific area of Automation and Robotics, is open for a period of thirty working days from the day immediately following publication of this notice in the Diário da República.

The competition is open under the terms of articles 37 to 51 and 62-A of the University Teaching Career Statute, annexed to Decree-Law no. 205/2009, of 31 August, and amended by Law no. 8/2010, of 13 May. º 8/2010, of 13 May, hereinafter referred to as the ECDU, and other applicable legislation, namely the Regulations for the Recruitment, Selection and Hiring of University Teaching Staff, published in the Diário da República, 2nd series, no. 193, of 4 October 2010, and will end when the position put out to tender is filled.

The successful candidate will be hired for an indefinite period with a five-year probationary period. The probationary period will be evaluated in accordance with the Regulations for the Binding of Iscte Teaching Staff (<https://diariodarepublica.pt/dr/detalhe/despacho/9078-2011-2784748>).

I - Admission requirements

1 - To hold a doctoral degree in Information Sciences and Technologies, or Information and Communication Technologies, or Computer Engineering, or Computer Science, or Electrical and Computer Engineering, or Computer Engineering, or in other areas deemed appropriate to this competition by the majority of the members of the jury. If the doctorate was awarded by a foreign higher education institution, candidates must provide proof of the respective recognition or equivalence of the degree.

2 - Have a command of the Portuguese and English languages, both spoken and written, at a level that allows you to teach in those languages.

II - Submission of applications

Applications must be submitted to <https://recrutamento.iscte-iul.pt/>.

III - Place of work

Iscte -Sintra, Av. Heliodoro Salgado, n.º 3, Sintra, Portugal and Iscte - Instituto Universitário de Lisboa, Av. das Forças Armadas, Lisbon, Portugal.

IV - Application form

Applications must be accompanied by the following documents:

1 - Application for admission to candidature addressed to the Rector of Iscte, using the compulsory form available at <https://recrutamento.iscte-iul.pt/>.

2 - Documents proving that the candidates hold a doctoral degree. Holders of a doctoral degree obtained abroad must submit, in addition to the document(s) proving that the degree was obtained, which explicitly mentions the area of knowledge in which it was awarded, proof of its recognition or equivalence by a Portuguese institution, and any formalities established therein must be fulfilled by the application deadline. For more information see <https://www.dges.gov.pt/en/pagina/degree-and-diploma-recognition>.

3 - The candidate's curriculum vitae, with an indication of the works carried out and published, the candidate's identification code on the ORCID and SCOPUS platforms, as well as the teaching activity carried out. Candidates' curricula vitae must, under penalty of exclusion from the competition, be organised in accordance with the assessment criteria in point VI of this notice. At the beginning of section A-1 (Scientific production), the candidate must (i) indicate up to three works that he/she considers to be the most representative of the activity carried out in the area of the competition and (ii) indicate the scientific papers that he/she considers to fulfil the criteria for admission on absolute merit (which may or may not coincide with the work referred to in i), indicating the ISSN/DOI of the respective publication (if applicable). This selection must be accompanied by a brief justification in which the candidate explains their contribution to the area/specialisation in the competition.

4 - An electronic version of the works mentioned in the curriculum vitae (only works whose electronic version is included in the application will be considered by the jury for the purposes of assessing the candidates' scientific production).

5 - Document indicating the H-index and the number of citations (without self-citations), according to the SCOPUS platform.

6 - Any other relevant elements that illustrate their suitability for the position to be filled.

7 - The documents accompanying the application must be presented in Portuguese or English. Failure to submit the documents required under the terms of this notice, submitting them after the deadline or submitting a false document will result in exclusion from the procedure.

V - Criteria for assessment on absolute merit

As the applications have been duly instructed in accordance with the requirements of this notice, admission on absolute merit of the candidates depends on the possession of an overall curriculum vitae that the jury considers to have scientific and pedagogical merit compatible with the area of Automation and Robotics, specialising in Cyber-Physical Systems, cumulatively with the presentation by the candidate of at least 2 (two) scientific texts in the form of papers in journals, published since 2018 (inclusive), in the area and specialisation in which the competition is open, in scientific publications indexed in Web of Science or Scopus and classified in Quartile 1 or 2 in the respective year of publication.

VI - Selection method and assessment criteria

1 - The selection method of Curricular Assessment will be applied to the candidates approved on absolute merit, in accordance with the criteria defined in the following point. In order not to

discriminate against candidates on the basis of the period that has elapsed since the start of the doctorate, when applying the criteria, the jury must take into account the average annual performance of the candidates in the various assessment parameters from the start of the doctorate to the present.

2 - Assessment criteria

The ranking of candidates for the competition will be based on their scientific and pedagogical merit in the area of Automation and Robotics, with a 100% increase in curricular items in the fields of specialisation in Cyber-Physical Systems, taking into account the following parameters and their respective weights:

A - Scientific merit (40%)

When assessing scientific merit, the following items will be taken into consideration:

A-1) Scientific production (30%) - works, books, chapters in books, articles in scientific journals and in the proceedings of scientific meetings (conferences, colloquia, congresses, seminars, etc., as long as they are indexed on the Web of Science or Scopus platforms); active participation in national or international events, organisation of national or international scientific events. The assessment of this parameter should take into account the quantity, originality and diversity of the output, the scientific autonomy shown, the degree of internationalisation, recognition by the scientific community and the impact of the scientific output.

A-2) Scientific projects (5%) - participation in scientific projects with national, international, public or private funding, as well as non-funded projects. The assessment of this parameter should take into account the number of projects, the degree to which the project is part of a national or international network, the competitive nature of the project in terms of funding, the contribution in terms of assets and resources to research structures and the type of involvement of the researcher (coordinator or participant).

A-3) Participation in scientific evaluation (5%) - Participation in national or international juries for academic exams, participation in national or international evaluation and scientific consultancy panels for grants, projects, researchers or research units, participation in committees for scientific events and active collaboration in the editing, evaluation and review of national or international scientific publications. When assessing this parameter, the number, role and diversity of activities should be taken into account.

B - Teaching merit (30 per cent):

The following items will be taken into consideration when assessing teaching merit:

B-1) Teaching activity (25%) - teaching of curricular units, pedagogical performance, involvement in the management of curricular units. In assessing this parameter, the number and diversity of curricular units taught and the assessment of teaching performance should be taken into account.

B-2) Guidance (5%) - guidance of master's dissertations and doctoral theses. The assessment of this parameter should take into account the scientific excellence of the work supervised, the number and diversity of supervisions, taking into account those already completed.

C - University outreach (5%)

When assessing participation in university outreach tasks, the following will be taken into account: the provision of services within the scope of the economic and social valorisation of knowledge;

continuing training programmes, exchange of experiences, courses and seminars aimed at disseminating knowledge; other relevant activities, namely service to the community within the scope of organisation, cooperation and consultancy services to other institutions.

D - Participation in university management bodies (5%)

The assessment of participation in university bodies will take into account the realisation of activities resulting from participation in university management bodies, including coordination of courses and participation in scientific committees, promotion of the institution and other activities for the regular functioning of higher education institutions.

E - Scientific-pedagogical project (20%)

Iscte-Sintra endeavours to combine solid scientific training in digital technologies with their application in specific fields, with a view to responding to contemporary social, economic and environmental challenges. In terms of teaching, it promotes active learning approaches, with an emphasis on project-based learning, focusing on the development of individual autonomy, critical thinking, group work and the involvement of students in finding solutions to the challenges facing the societies in which they work. More information at https://www.iscte-iul.pt/assets/files/2023/01/16/1673887977899_PROJETO_ISCTE_SINTRA.pdf.

Applicants must submit a scientific-pedagogical project that explains the contribution they intend to make to the development of Iscte-Sintra. The document must be limited to a maximum of 10,000 characters (including spaces) and must be structured based on the following items: i) summary, ii) scientific and pedagogical objectives, iii) scientific activities to be developed and their justification, iv) pedagogical activities to be developed and their justification, v) results and previous experience of the candidate that support the project and vi) justification of the project's alignment with Iscte-Sintra's scientific-pedagogical guidelines.

The evaluation of the scientific-pedagogical project will take into account the following items: alignment with Iscte-Sintra's scientific-pedagogical guidelines, the innovative nature of the project and its feasibility, as well as the clarity and quality of the presentation.

The final result (RF) of the evaluation of each candidate by each member of the jury is calculated using the following formula:

$$RF = A1*0,30 + A2*0,05 + A3*0,05 + B1*0,25 + B2*0,05 + C*0,05 + D*0,05 + E*0,20$$

which reflects the weights associated with each parameter, according to the following table:

Assessment parameter	weight
A) Scientific merit	
A1) Scientific production	30%
A2) Scientific projects	5%
A3) Scientific evaluation	5%
B) Pedagogical merit	
B1) Teaching activity	25%
B2) Guidance	5%
C) University outreach	5%
D) Participation in university management bodies	5%
E) Scientific-pedagogical project	20%

3 - Voting order and methodology

The decision is taken by absolute majority, i.e. by half plus one of the votes of the jury members present at the meeting. To this end, before voting begins, each member of the jury submits a written document, which must subsequently be included in the minutes, in which they propose the ranking of the candidates, duly substantiated by the assessment criteria indicated in paragraph 2, in which they rank the candidates on a whole scale from 0 to 100 in each assessment indicator. In the various votes, each member of the jury must respect the ranking they have presented, and abstentions are not permitted. The first vote is intended to determine which candidate will be placed first. If a candidate receives more than half of the votes of the members of the jury present at the meeting, he or she is immediately placed first. If this is not the case, the vote will be repeated after removing the candidate who received the least votes in the first round. If, in the different rounds, there is a tie between two or more candidates in the least voted position, a vote is taken on them to break the tie. For this vote, the members of the jury vote for the candidate who is highest in their ranking and the candidate with the fewest votes is eliminated. If the tie still persists, the president of the jury breaks the tie by asking each member of the jury to vote for them using the ranking based solely on the "scientific merit" criterion (for each tied candidate, the ranking obtained in the "scientific merit" criterion results from calculating the average of the rankings awarded in this criterion by each member of the jury).

4 - Public hearings

4.1. The jury will decide on the need to hold public hearings for the candidates admitted on absolute merit, which, if held, will comply with the provisions of articles 8.2 and 20 of the Regulations for the Recruitment, Selection and Hiring of Iscte's Career Teaching Staff.

4.2. The public hearing, if held, will take place prior to the meeting of the selection board to rank the candidates admitted on absolute merit and is aimed at obtaining clarifications or explaining elements contained in the respective application files.

4.3 The maximum duration of each candidate's public hearing is 20 minutes. It is up to the Chairman of the selection board to conduct the hearing, although the other members of the board may interact with the candidate at their discretion.

4.4 The hearing will take place in Portuguese or English.

4.5. The public hearing will take place in person and/or by teleconference.

4.6. Candidates will be informed of the date and place of the public hearing by e-mail to the address provided in the application file, at least 5 working days in advance.

4.7. Failure to attend the public hearing at the time and place previously scheduled will be grounds for exclusion from the competition.

VII - Jury constitution

The jury is chaired, by delegation of the Rector of Iscte, by Professor Ricardo Nuno Ferreira Paes Mamede, President of the Installation Commission of Iscte-Sintra, and has the following professors as members:

Olfa Kanoun, Full Professor at the Technical University of Chemnitz, Germany.

Joaquim Mendes, Full Professor at the Faculty of Engineering of the University of Porto.

José Miguel Dias Pereira, Principal Coordinator Professor with Aggregation of the Setúbal Higher School of Technology of the Polytechnic Institute of Setúbal.

Miguel Sales Dias, Full Professor at Iscte - Instituto Universitário de Lisboa.

Sancho Oliveira, Associate Professor at Iscte - Instituto Universitário de Lisboa.

VIII - Interested parties will be informed of the lists of admitted and excluded candidates, as well as the final classification and ranking of candidates, by means of electronic notification. The competition file may be consulted by candidates at the Human Resources Unit, under the terms indicated in the aforementioned notification.

IX - In compliance with Article 9(h) of the Constitution, the Public Administration, as an employer, promotes a policy of equal opportunities in access to employment and professional progression, taking scrupulous care to avoid any form of discrimination, and also adopting inclusive language. In this sense, the terms 'candidate', 'recruit', 'teacher' and the like are not used in this notice to refer to people's gender. Likewise, no candidate may be privileged, benefited, disadvantaged or deprived of any right or exempted from any duty on the grounds of, in particular, ancestry, age, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and trade union membership.

Iscte-Instituto Universitário de Lisboa, 29th april 2024, The Rector, Maria de Lurdes Rodrigues