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 of indefinite duration for one (1) position in the category of Assistant Professor, in the subject area of Artificial Intelligence.

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 Iscte's Regulation for Teaching Staff Affiliation considering the provisions in Iscte's Regulation for Teaching Staff Service and Regulation for Teaching Staff Performance Assessment.

I — Recruitment requirements

1 – Hold a doctoral degree in Information Science and Technology, or Information Technology Engineering, 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 academic equivalence.

2 – Good command of the Portuguese and English languages, spoken and written, at a level enabling lecturing in these languages, indicating the degree of proficiency for the two languages in their various aspects (Speaking, Reading and Writing) pursuant to the Common European Framework of Reference for Languages), see: https://europass.europa.eu/en/common-european-framework-reference-language-skills.

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 addressed to the Rector of Iscte, with mandatory completion of the form available at https://recrutamento.iscte-iul.pt/.

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 year of initiation and end of the doctorate, output and work produced and published, and teaching activity developed. The applicant's curriculum vitae must be organised in accordance with the assessment criteria presented in point VI of this public notice. At the beginning of section A.1 (Scientific production), applicants should (i) highlight two items of work and/or output that they consider most representative of their activity in the area of Artificial Intelligence with specialisation in Network Science; and (ii) indicate the articles that they consider meet the recruitment criteria of absolute merit mentioning the ISSN and DOI of the respective publication. This selection should be accompanied by a brief explanatory description detailing the applicant's contribution to the area of Artificial Intelligence with specialisation in Network Science.

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

5 – Document providing objective evidence on the number of citations of the publications indicated in the curriculum and explanation of the method used for counting them, in sufficient detail for the selection panel to be able to reproduce the procedure. The applicant should provide a form of identification of each article for searching in repositories of scientific articles.

6 – Scientific-pedagogical project drafted in the manner referred to in point VI.2.E of this public notice;

7 – Any other relevant information illustrating 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, their recruitment 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 area of Artificial Intelligence, cumulatively with the applicant's submission of at least 2 (two) scientific texts in the form of articles published since 2020 (inclusively), in the area of Artificial Intelligence, with specialisation in Network Science. The two articles must be published in scientific journals indexed in Web of Science or Scopus, classified in Quartile 1 or 2 in the respective year of publication (if it is no longer available, the closest year should be considered) and not included in journals listed as Predatory Reports/Journals (https://predatoryjournals.org/home).

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. In order not to discriminate applicants according to the time elapsed since completing their doctorate, in applying the criteria, the selection panel should take into account, whenever possible, the annual average performance of the applicants in the different assessment parameters counted since the beginning of the doctorate up to the present.

2 – Assessment criteria

The applicants' ordering in the competition shall be based on their scientific and pedagogical merit in the area of Artificial Intelligence, with the weight of relevant curricular items in Network Science being increased by 90%, taking into account the following parameters and their weights:

A – Scientific merit (30%)

The assessment of scientific merit shall consider the following items:

A-1) Scientific production (25%) – 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 national or

international events, and organisation of national or international 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 (2%) – participation in scientific projects with national or international 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, its contribution in terms of assets and resources for research structures and the type of involvement of the researcher (coordinator or participant).

A-3) Participation in scientific assessment (3%) – 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 national or international scientific publications. The assessment of this parameter shall consider the number, the role performed and diversity of the activities.

B – Pedagogical merit (30%):

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (25%) – 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. The assessment of this parameter shall consider the scientific excellence of the supervised work, the number and diversity of the supervision activities, with consideration of those already completed.

C – University outreach (3%)

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

D – Participation in university management bodies (2%)

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 (35%)

Submission of a scientific-pedagogical project, drafted in the manner indicated below, which is underpinned by the applicant's previous work, and demonstrates that the applicant has the necessary competence to suitably perform the duties of assistant professor in the subject area of Artificial Intelligence. The project should reveal a reflection on the applicants' placement in the Department of Information Science and Technology of the School of Technology and Architecture, demonstrating how their scientific and pedagogical curriculum is applicable to and may enrich the Department's activities. The project should cover the following aspects: abstract, state of the art, goals and hypotheses, research stages, necessary resources, methodology, expected outputs, reference, in articulation with a curricular unit plan in the subject area of Artificial Intelligence. The curricular unit plan should include the general goals of the curricular unit, learning goals, programme, teaching-learning process, assessment, bibliography, and the justification for its inclusion in the training offer of the Department of Information Science and Technology of the School of Technology and Architecture. The plan is limited to a maximum of 18 A4 pages, using the template available at https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos). Projects with serious shortcomings or inaccuracies shall be graded zero.

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, before voting begins, each member of the selection panel shall present a written document, subsequently 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 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, 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 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).

4 – Public hearings

4.1. The selection panel shall decide 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.

4.2. 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 information contained in their application case files.

4.3. 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.

4.4. The hearing shall be conducted in Portuguese or English.

4.5. The public hearing shall be held in person and/or by teleconference.

4.6. 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 (five) business days in advance.

4.7. 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 shall be chaired, by delegation of the Rector of Iscte, by Professor Dr Carlos Manuel Gutierrez Sá da Costa, Director of the School of Technology and

Architecture of Iscte-Instituto Universitário de Lisboa, and composed of the following professors:

Anália Maria Garcia Lourenço, Full Professor, Universidade de Vigo

Marisol de Brito Correia, Coordinating Professor at the School of Management, Hospitality and Tourism, Universidade do Algarve

Carlos Manuel Jorge da Costa, Associate Professor with Aggregation at Lisbon School of Economics and Management, Universidade de Lisboa

Sérgio Miguel Carneiro Moro, Full Professor, Iscte-Instituto Universitário de Lisboa

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

VIII — The persons concerned shall be informed by electronic notification of the list of accepted 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 – 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, 17 May 2024, The Rector, Maria de Lurdes Rodrigues