

Public Notice

It is hereby made public that, by virtue of my order issued on 12 October 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 position in the category of Assistant Professor, in the subject area of Finance, at the Department of Finance of Iscte-Instituto Universitário de Lisboa.

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-Instituto Universitário de Lisboa, 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 the Regulation for Teaching Staff Affiliation, considering the provisions in the Regulation for Teaching Staff Service and in the Regulation for Teaching Staff Performance Assessment, all of Iscte-Instituto Universitário de Lisboa.

I. Recruitment requirements

1. Hold a doctoral degree in Finance or another related field. If the doctorate was awarded by a foreign higher education institution, the applicants must provide evidence of its recognition or equivalence of the degree.
2. Good command of the Portuguese and English languages spoken and written, at a level enabling lecturing in these languages.

II. Submission of applications

Applications should be 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 for admission as an applicant, with mandatory completion of the form available at <https://recrutamento.iscte-iul.pt/>.

2 – Document confirming the award of doctoral degree. Holders of a doctoral degree obtained abroad must submit, in addition to documents confirming the award of the degree, documentation confirming its recognition or equivalence by a Portuguese institution, where any formalities should be complied with by the deadline for applications.

3 – Curriculum vitae of the applicant, indicating the output and work produced and published, as well as teaching activity, identifying a) the number of citations of the publications and classification (quartile) in terms of the publication's impact factor in the year of the respective publication, according to the Web of Knowledge; and b) the Researcher ID that enables identifying the publications and the respective number of citations of the applicant, according to Thomson Reuters Web of Knowledge. Applicants should highlight two items of work and/or output that they consider most representative of their activity developed in the subject area of Finance. The applicants' submission of their curriculum vitae must follow the template available at <https://recrutamento.iscte-iul.pt/>.

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

5 – Any other relevant information illustrating the applicant's aptitude for the position to be filled.

6 – The documents supporting the application should 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, the applicant's recruitment based on absolute merit shall depend on their possession of a curriculum considered relevant by the selection panel in the subject area of Finance, demonstrating a suitable profile for research and teaching.

VI. Selection method and assessment criteria

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.
2. Assessment criteria

The order of the applicants in the competition shall be based on their scientific and pedagogical merit in the area of Finance, considering the following factors:

A – Scientific merit (57.5%)

The assessment of scientific merit shall consider the following items:

A-1) Scientific production (50%) – works, projects, 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, the degree of internationalisation, recognition by the scientific community (awards or other forms of recognition and distinction by the scientific, academic or professional community) and the impact of the scientific production, with all these factors being relativised according to the number of years elapsed since obtaining the doctoral degree. Special emphasis shall be given to scientific articles published in reference international journals.

A-2) Scientific projects (2.5%) – participation in scientific projects with national or international funding (public or private), and 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) Coordination and scientific leadership (2.5%) – creation and leadership of research teams, scientific management of organic and research units, and coordination of scientific or academic management bodies of institutes, schools, departments and research units, and inclusion in governing bodies of national and international scientific associations. The assessment of this parameter shall consider the duration of the activities and extent of the positions.

A-4) Scientific assessment (2.5%) – 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.

B – Pedagogical merit (40%).

The assessment of pedagogical merit shall consider the following items:

B-1) Teaching activity (30%) – lecturing of curricular units, pedagogical performance, involvement in the management of the curricular units (lecturer or coordinator), coordination of courses and lecturing in foreign and international universities. The assessment of this parameter shall consider the number and diversity of the curricular units lectured and the appraisal of pedagogical

performance, with a favourable evaluation given to (successful) teaching experience in the area of Corporate Finance.

B-2) Pedagogical innovation (2.5 %) – 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 number, nature and diversity of activities.

B-3) Supervision (2.5%) – supervision of dissertations, theses and projects of postdoctoral nature, 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-4) Pedagogical publications (5%) – teaching manuals or other publications of pedagogical nature. The assessment of this parameter shall consider the number, diversity, originality and impact of the publications.

C – University outreach (0.5%)

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 – Service to the institution (2%)

The assessment of participation in university bodies shall consider the accomplishment of activities derived from participation in university management bodies; promotion of the institution; ad hoc committees, recruitment of new students and any other activities for the regular functioning of higher education institutions.

3. Voting order and method

The members of the selection panel shall decide by nominal vote on the grounds of the endorsed assessment criteria. The voting of each member of the selection panel shall be substantiated by the classification of each applicant on a scale of whole numbers from 0 to 100, which is the result of the weighted sum of the partial classifications attributed to each indicator, also on a scale of integers from 0 to 100, using the weightings defined for each parameter in point VI.2 (assessment criteria).

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 proposing the order of the applicants, if applicable. This order must be duly substantiated on the assessment criteria indicated in point VI.2, 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, 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. The selection panel shall decide on the need to conduct public hearings of the pre-selected 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-Instituto Universitário de Lisboa, by Professor Dr Clementina Maria Dâmaso de Jesus Silva Barroso, and composed of the following professors:

Professor Dr Elisabete Félix, Associate Professor at Universidade de Évora;

Professor Dr Fernando Anjos, Associate Professor with Aggregation at Nova School of Business and Economics;

Professor Dr Artur Rodrigues, Associate Professor with Aggregation at Universidade do Minho;

Professor Dr José Carlos Dias, Full Professor at ISCTE-Instituto Universitário de Lisboa.

Professor Dr João Pedro Vidal Nunes, Full Professor at ISCTE-Instituto Universitário de Lisboa.

VIII. The interested parties shall be informed by electronic notification of the lists of successful and excluded applicants as well as the lists 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 between men and women in access to employment and career progression, scrupulously taking measures to prevent all and any form of discrimination.

Iscte-Instituto Universitário de Lisboa, 26 June 2024 – The Rector, Maria de Lurdes Rodrigues