

ISCTE - INSTITUTO UNIVERSITÁRIO DE LISBOA

Public Notice n.º 1464/2024

Maria de Lurdes Reis Rodrigues, Rector of Iscte-Instituto Universitário de Lisboa, hereby makes it known that an international documental competition for recruitment is opened, for the time limit of thirty calendar days counted from the day immediately after that of the publication of this Public Notice in *Diário da República*, for 10 (ten) employment positions in the category of Assistant Researcher governed by private law, on an exclusive basis, in the area of Social Sciences, in the respective sub-areas. The distribution of the offered employment positions by positions/thematic areas are presented in point XII of this Public Notice.

This competition shall be conducted under the FCT Tenure funding instrument and funding line established in Article 137 of the State Budget for 2024 to support the hiring of postdoctoral researchers in career positions, and takes into account the results of the FCT-Tenure Competition, 1st Edition, for positions at the *Centro de Investigação e Estudos de Sociologia* (CIES-Iscte) [Centre for Research and Studies in Sociology] following the application submitted by Iscte-Instituto Universitário de Lisboa.

This call for applications shall be ruled by the provisions contained in the Regulation for Research, Science and Technology Staff of Iscte-Instituto Universitário de Lisboa (Regulation No. 872/2024), hereinafter referred to as Regulation, published in *Diário da República*, 2nd series, number 153 of 8 August 2024.

The hiring shall be made in the mode of an individual employment contract for an indefinite period. The contracts shall be concluded under the Labour Code, the Regulation and all other applicable legislation and regulations.

The call for applications is exclusively aimed at filling the indicated vacancies, and can be cancelled up to the approval of the list of the final ranking of the applicants, and expires upon the filling of the offered employment positions.

I — Scientific area

The call for applications is opened in the scientific area of Social Sciences, in the respective sub-areas.

II — Workplace

The workplace is located at Iscte-Instituto Universitário de Lisboa, Avenida das Forças Armadas, no. 40, 1649-026 Lisboa, and Iscte-Sintra, Av. Heliodoro Salgado, no. 3, 2710-569 Sintra.

III — Remuneration

The gross monthly remuneration corresponds to the 1st bracket, index 195, of the Assistant Researcher category governed by private law, on an exclusive basis, in accordance with the table attached to the Regulation.

IV — Contracting arrangement

The contracting shall be made in the mode of an individual employment contract for an indefinite period, with a trial period of three years, in conformity with Article 43 of the Regulation.

The contracting shall be made on an exclusive basis, pursuant to Articles 39 and following of the Regulation.

V — Activities to be pursued

Pursuant to Article 7 of the Regulation, assistant researchers governed by private law shall be responsible for regularly carrying out research and development activities and all other scientific and technical activities framed in Iscte's mission, in addition to:

- a) Participating in the design, development and implementation of research and development projects and associated scientific and technical activities;
- b) Supervising the work developed within the projects under their responsibility;
- c) Collaborating in the development of training actions within the scope of the research and development methodology;
- d) Monitoring the research work pursued by the research grant-holders and assistants and participating in their training;
- e) Supervising and participating in the institution's training programmes;
- f) Rendering the lecturing service assigned by the institution's competent bodies;
- g) Supervising master's final projects, master's dissertations and doctoral theses;

- h) Performing the duties for which they have been elected or appointed, and participating in Iscte's collegiate bodies' sessions.

VI — Admission requirements

1. Applicants can be nationals, foreigners and stateless persons who:
 - a) Hold a doctoral degree. The doctoral area(s) required for the different positions under this competition are listed in point XII of this Public Notice.
 - b) Possess relevant experience in the scientific and thematic sub-area(s) indicated for the position for which the applicant is competing;
 - c) Have good command of the Portuguese or English language, spoken and written.
2. In order to be admitted to the competition, applicants must fulfil the listed admission requirements and their application must be substantiated in the manner defined in point XV of this Public Notice.

VII — Requirements for approval based on absolute merit

When the applications are eligible, the applicants' approval based on absolute merit shall depend on their fulfilment of the following cumulative requirements:

- a) Possession of an overall curriculum that the selection panel considers to justifiably show scientific merit in the scientific and thematic sub-area(s) indicated for the position for which the applicant is competing, and demonstrate research capacity compatible with the category of Assistant Researcher governed by private law and with the employment position placed under competition, as defined in point V of the Public Notice;
- b) Minimum of 5 (five) publications in the scientific and thematic sub-area(s) indicated for the position for which the applicant is competing in the form of scientific articles, books or book chapters, indexed in Scopus;
- c) Participation in at least 3 (three) R&D projects with national and/or international funding in the scientific and thematic sub-area(s) indicated for the position for which the applicant is competing;
- d) The submitted scientific project must be suitable to the scientific and thematic sub-area(s)

indicated for the position for which the applicant is competing and be of merit compatible with the category of Assistant Researcher.

Decisions are taken by nominal vote based on the absolute majority of the votes of the selection committee members attending the meeting, with abstentions not being permitted.

VIII — Three-year scientific project

Applicants must submit an original scientific project in the scientific and thematic sub-area(s) indicated for the position for which they are competing, indicating the research activities they intend to pursue in the first three years of contract, duly framed in Iscte's mission and, particularly in the goals of the *Centro de Investigação e Estudos de Sociologia* (CIES-Iscte) [Centre for Research and Studies in Sociology] <https://www.cies.iscte-iul.pt> and *Iscte - Conhecimento & Inovação* (Iscte-CI) [Iscte-Knowledge and Innovation] <https://conhecimentoinovacao.iscte-iul.pt>.

The project should include fundamental scientific research, applied scientific research and/or scientific development, namely the transfer of knowledge to society. The project should cover the following elements: i) The state of the art; ii) A description of the tasks to be carried out; iii) The planned time frame of the tasks; iv) A description of its strategic alignment with the goals of the Research Unit/host unit; v) A description of the necessary human and material resources; vi) The budget estimate; vii) A list of numeric indicators to be achieved per year; viii) A description of the project's scientific, societal and economic/technological impact.

IX — Selection method

In conformity with the provisions in Article 20(3) to (5) of the Regulation, if necessary for purposes of ranking and selection, the applicants approved on the basis of absolute merit shall be subject to the curricular assessment selection method, to which a weight of 100% shall be assigned in the final assessment.

X — Curricular assessment

1. Curricular assessment considers the profile suitable for the category, work and employment position under the competition, and focuses on the relevance, quality and up-to-dateness of the following selection criteria:

- a) The applicant's scientific, technological, cultural or artistic production (40%);
- b) Participation and/or coordination in funded projects (20%);

- c) Teaching activity and supervision of theses and dissertations (10%);
- d) Outreach and dissemination of knowledge activities, namely concerning promotion of scientific culture and practice (5%);
- e) Science, technology and innovation programme management activities, or experience in the observation and monitoring of the scientific and technological system or higher education, in Portugal or abroad (5%);
- f) Three-year scientific project (20%).

2. The curricular items referred in the previous subparagraphs are increased by 100% whenever they refer to the thematic area(s) of the position for which the applicant is competing.

3. The applicants' assessment is made on a scale of 0 to 100 points, measured to the hundredth. The curricular assessment score awarded by each Selection Committee member to each applicant should be properly substantiated in an opinion drawn up for the purpose, derived from the weighted arithmetic average of the scores awarded in each selection criterion.

XI — Final ranking and voting method

The final ranking of the applicants arises from their classification in the “Curricular Assessment” selection method, which is obtained as follows: The decision is taken by absolute majority, i.e., by half plus one of the votes of the Selection Committee members attending the meeting. In the various voting rounds, each Selection Committee member shall respect the ranking 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 procedure 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 Committee's chairperson shall break the tie, by requesting each Selection Committee member to vote on them using a ranking based only on “The applicant's scientific, technological, cultural or artistic production” criterion (for each tied applicant, the score obtained in “The applicant's scientific, technological, cultural or artistic production” criterion arises from the calculation of the average scores awarded in that criterion by each Selection Committee member).

XII — Positions offered in the competition

a) Migrations

Number of employment positions: 3 (three)

Admissibility requirements: hold a doctoral degree in Sociology or other related social sciences or in an area that the Selection Committee considers suitable to the competition and relevant experience in the scientific and thematic sub-area indicated for this position.

Description of the position: this position is aimed at the development of research on contemporary migratory dynamics, concerning flows and integration processes, with particular incidence on relationships between migrations, inequalities, education and public policy.

b) Health, Citizenship and Public Policy

Number of employment positions: 1 (one)

Admissibility requirements: hold a doctoral degree in Sociology or other related social sciences or in an area that the Selection Committee considers suitable to the competition and relevant experience in the scientific and thematic sub-area indicated for this position.

Description of the position: this position is aimed at the development of research in the thematic area of health, citizenship and public policy, including the issues of lifelong health, such as sexual and reproductive health, healthy lifestyles, inequalities in health, to produce information able to contribute to the design of public policies that promote the health and well-being of citizens and families.

c) Urban Studies and Urban Cultures

Number of employment positions: 3 (three)

Admissibility requirements: hold a doctoral degree in Anthropology, Sociology or other related social sciences or in an area that the Selection Committee considers suitable to the competition and relevant experience in the scientific and thematic sub-area indicated for this position.

Description of the position: the position is aimed at the development of research activities in the thematic area of urban studies and urban cultures, particularly on urban and transnational

mobilities, housing, interethnic relations, social engagement and youth cultures, cultural and artistic work, with particular emphasis on contributions to public policy.

d) Studies on Science and Technology

Number of employment positions: 1 (one)

Admissibility requirements: hold a doctoral degree in Sociology or other related social sciences or in an area that the Selection Committee considers suitable to the competition and relevant experience in the scientific and thematic sub-area indicated for this position.

Description of the position: this position focuses on the thematic area of studies on science and technology, particularly on the way that scientific knowledge is produced, disseminated and interpreted in society, the organisational structures, standards and practice in scientific institutions, and on how scientific knowledge is created, validated and disseminated.

e) Education, Training and Employment

Number of employment positions: 2 (two)

Admissibility requirements: hold a doctoral degree in Sociology or other related social sciences or in an area that the Selection Committee considers suitable to the competition and relevant experience in the scientific and thematic sub-area indicated for this position.

Description of the position: this position is aimed at the development of research activities in the thematic area of education, training and employment, including educational processes, inequalities, educational pathways, digital transformations and articulation with professions, organisations, families and public policy.

XIII — Notifications and hearing of the persons concerned

The applicants shall be notified of i) the lists of approved and excluded applicants; ii) the list of approval based on absolute merit; and iii) the list ranking the applicants following the application of the selection method.

The notification shall take place by e-mail to the address provided by the applicants to that end. Pursuant to the Code of Administrative Procedure, after notification, the applicants shall be

entitled to 10 business days to express their views in writing under the hearing of the persons concerned.

The competition procedure can be consulted by the applicants at the Human Resources Unit, under the terms indicated in said notification.

XIV — Selection Committee

The Selection Committee shall be chaired, by delegation of the Rector of Iscte, by Dr Jorge Manuel Lopes Leal Rodrigues da Costa, Full Professor and Vice-Rector of Iscte-Instituto Universitário de Lisboa, and comprise the following members:

Dr Maria Isabel Correia Dias, Full Professor, Faculty of Arts and Humanities (FLUP), Universidade do Porto;

Dr Patrícia Durães Ávila, Full Professor, Iscte-Instituto Universitário de Lisboa;

Dr Rui Pedro Rena Pires, Full Professor at Iscte-Instituto Universitário de Lisboa;

Dr Maria João Mendes Vaz, Associate Professor, Iscte-Instituto Universitário de Lisboa;

Dr Susana Cláudia da Cruz Martins, Associate Professor, Iscte-Instituto Universitário de Lisboa;

XV — Submission and processing of the applications

1. Applications should be submitted at <https://recrutamento.iscte-iul.pt/>.
2. Applications are formalised by application addressed to the Rector of Iscte, requesting acceptance of the application and identifying the position applied for, with mandatory completion of the form, available on the application platform.

The application must be accompanied by the following documents:

a) The applicant's detailed curriculum vitae, indicating three items of work and/or output that they consider most representative of the position being applied for. It is mandatory for the curriculum vitae to be organised in accordance with the template available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/>, under penalty of exclusion from the competition.

b) Document providing evidence of the award of the 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. This formality must be fulfilled by the date of signing the contract.

c) Electronic version of the work and publications mentioned in the curriculum vitae.

d) Three-year scientific project, drawn up pursuant to point VIII of this Public Notice. The project may be drafted in the Portuguese or English language, in accordance with the template available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/>, under penalty of exclusion from the competition (maximum of 20 A4 pages).

e) Other documents that the applicant considers relevant for merit appraisal.

Non-compliance with the deadline for submission of the application, 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 procedure.

3. Applicants who wish to apply for more than one position must submit, under penalty of exclusion, independent applications for each position competed for.

XIV — Publication of the Public Notice of this call for applications

In addition to the publication of this Public Notice in the 2nd series of *Diário da República*, it is also published:

b) On the *Bolsa de Emprego Público* [public employment pool];

b) On the EURAXESS platform, in the Portuguese and English languages;

c) On Iscte's website, in the Portuguese and English languages;

d) In a communication channel of national scope, containing only the general information on the recruitment procedure, referring to Iscte's website.

XV - Non-discrimination and equal opportunity policy

Iscte actively promotes a policy of non-discrimination and equal access; therefore, no application can be privileged to, benefited from or deprived of any right or exempt from any duty, namely, on the grounds of ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social 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, 23 September 2024, The Rector of Iscte, Maria de Lurdes Rodrigues.