ISCTE - INSTITUTO UNIVERSITÁRIO DE LISBOA

Public Notice n.º 1729/2024

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 sixty business days counted from the day immediately after that of the publication of this Public Notice in *Diário da República*, for two employment positions in the category of Assistant Researcher governed by private law, on an exclusive basis, distributed as follows: one (1) position in the scientific area of Computer and Information Sciences, scientific sub-area of Information Technology, and one (1) position in the scientific area of Arts, scientific sub-area of Architecture, Urbanism, Design and Heritage.

This call for applications 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 ISTAR-Iscte (Centro de Investigação em Ciências da Informação, Tecnologias e Arquitetura) [Information Sciences and Technologies and Architecture Research Centre] 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 contract 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 Computer and Information Sciences, scientific sub-area of Information Technology (one position) and in the scientific area of Arts, scientific sub-area of Architecture, Urbanism, Design and Heritage (one position).

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.

   Applicants for the position in the scientific area of Computer and Information Sciences, scientific sub-area of Information Technology are required to hold a doctorate in Information Science and Technology, or Information Technology Engineering, or Computer Science, or Computer Engineering, or Information and Communication Technology, or Information Systems or in other areas considered suitable for this competition by the majority of the Selection Committee members.

   Applicants for the position in the scientific area of Arts, scientific sub-area of Architecture, Urbanism, Design and Heritage are required to hold a doctorate in Architecture and Urbanism or in other areas considered suitable for this competition by the majority of the Selection Committee members.

b) Have relevant experience in the scientific sub-area(s) for which the applicant is competing.

c) Have good command of the Portuguese or English language, spoken and written.

2. 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 Committee considers to justifiably show scientific merit compatible with the scientific sub-area 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 of the call for applications;

b) At least 2 (two) scientific articles published in journals indexed in the Web of Science or in Scopus classified in Quartile Q1 or Q2 in the respective year of publication, since 2019 (inclusively), in the scientific sub-area in which the applicant is competing. The period to be considered 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.

c) Participation and/or coordination in at least 2 (two) R&D projects, in the sub-area for which the applicant is competing, with national and/or international funding approved in competitive calls for applications since 2019 (inclusively). The period to be considered 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;

d) The submitted three-year scientific project must be suitable to the sub-area for which the applicant is competing and 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 a detailed and well-structured original scientific project in the scientific and thematic sub-area(s) 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 Ciências de Informação, Tecnologias e Arquitetura (ISTAR-Iscte) [Information Sciences and Technologies and Architecture Research Centre] https://ciencia.iscte-iul.pt/centres/istar-iul 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 human and material resources required to implement their plan; 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. The document shall comply with the limit of 20 A4 pages and its assessment shall consider the following items: the project's innovative nature and its feasibility as well as its clarity and quality of presentation.

The scientific project shall be considered for purposes of i) approval based on absolute merit, pursuant to point VII of the Public Notice; ii) curricular assessment, pursuant to point X of the Public Notice; and iii) interview, pursuant to point XI of the Public Notice.

IX — Selection methods

In conformity with the provisions in Article 20 of the Regulation, the selection methods applicable to the competition shall be:

a) Curricular assessment, applied to all the applicants approved on the basis of absolute merit, with a weight of *75%* in the final score;

b) Interview, with a weight of *25%* in the final score. The interview shall be held with the 3 (three) highest ranked applicants in the curricular assessment, in each of the scientific areas in this call for applications, but may be of a lower number if the number of applicants approved on the basis of absolute merit is lower.

X — Curricular assessment

Curricular assessment considers the profile suitable for the category and scientific sub-

area for which the applicant is competing, and focuses on the relevance, quality and up-to-dateness of the following selection criteria: (particular value shall be given to activity in Blockchain, or Decentralised Ledger Technologies, or Digital Transformation, or Data Science, or Cybersecurity, or Human-Computer Interaction and User Experience, or Historical Urban Landscape and Digital Humanities, according to the scientific sub-area for which the applicant is competing)

a) The applicant's scientific or technological production (25%);

b) Participation and/or coordination in projects approved in competitive calls for applications with funding obtained, detailing the amount of that funding destined for the host institution, the applicant's level of involvement in the project and tasks carried out (30%);

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) The applicant's three-year scientific project aligned with the strategic goals of ISTAR (30%).

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.

The ranking of the applicants in the "Curricular Assessment" selection method 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, voting shall be repeated after removal of the applicant who received the least votes in the first round. The process shall be repeated until an 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 Committee's chairperson shall break the tie, by requesting each Selection Committee member to vote on them using a ranking based only on "Participation and/or coordination in projects approved in competitive calls for applications with funding obtained" criterion (for each tied applicant, the score obtained in "Participation and/or coordination in projects approved in competitive calls for applications with funding obtained" criterion arises from the calculated average scores awarded in that criterion by each Selection Committee member).

XI — Interview

An interview shall be held with the 3 (three) highest ranked applicants in the curricular assessment for each scientific area in this call for applications.

In the interview, the applicant shall present the submitted scientific project, after which she/he shall be questioned by the Selection Committee which shall specifically assess the suitability of the applicant's curriculum to the project's implementation.

The criteria and weights applicable to the Interview selection method are as follows:

a) Quality of the presentation and communication skills demonstrated (25%);

b) Argumentative, analytical and critical thinking skills (25%);

c) Level of autonomy (25%);

d) Leadership skills (25%).

The interview shall be public, with its date, place and time being disclosed on https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos.

The interview shall be conducted in the Portuguese or English language, and shall have a maximum duration of 30 (thirty) minutes. The applicants shall be informed of the date, place and time of the interview by e-mail message, at least 5 business days in advance. The interview shall be held in a face-to-face format, and, at the applicant's request and upon the decision of the Selection Committee chairperson, can be held under video conference arrangements. Failure to attend the interview according to the previously scheduled date, time and place amounts to withdrawal from the competition and constitutes grounds for exclusion from the competition.

The applicants' assessment is made on a scale of 0 to 100 points, measured to the hundredth. The interview 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.

XII — Final ranking and voting method

When the application of the selection methods has been finalised, each Selection Committee member shall proceed with the assessment of each applicant. This assessment shall result from the weighted average of the scores obtained in the curricular assessment and interview, giving rise to the applicants' ranking.

The applicants' final ranking 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, voting shall be repeated after removal of the applicant who received the least votes in the first round. The process shall be repeated until an 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 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 "Participation and/or coordination in projects approved in competitive calls for applications with funding obtained" criterion (for each tied applicant, the score obtained in "Participation and/or coordination in projects approved in competitive calls for applications with funding obtained" criterion arises from the calculated average scores awarded in that criterion by each Selection Committee member).

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 methods.

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 Professor Dr Jorge Manuel Lopes Leal Rodrigues da Costa, Full Professor and Vice-Rector of Iscte-Instituto Universitário de Lisboa, and comprise the following members:

1. Dr Sara Eloy, Associate Professor, University of Antwerp
2. Dr Miguel Sales Dias, Full Professor, Iscte-Instituto Universitário de Lisboa
3. Dr Sérgio Moro, Full Professor, Iscte-Instituto Universitário de Lisboa
4. Dr Catarina Ferreira da Silva, Associate Professor with Aggregation, Iscte-Instituto Universitário de Lisboa.

XV — Submission and processing of the applications

Applications should be submitted at https://recrutamento.iscte-iul.pt/.

Applications are formalised by application addressed to the Rector of Iscte, requesting acceptance of the application and indicating the scientific area for which they are applying, with mandatory completion of the form, available on the application platform. If the applicant wishes to apply for the two scientific areas, then two different applications must be formalised.

The application must be accompanied by the following documents:

a) Detailed curriculum vitae of the applicant. 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.

XVI — 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 (https://euraxess.ec.europa.eu/) 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.

XVII — 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 October 2024, The Rector of Iscte, Maria de Lurdes Rodrigues.