

Iscte – Instituto Universitário de Lisboa

Opening of an international selection tender procedure for the recruitment of two persons with a doctoral degree for research project PTDC/CED-EDG/30175/2017, pursuant to Decree-Law 57/2016 of 29 August, amended by Law 57/2017 of 19 July.

Public notice - Maria de Lurdes Reis Rodrigues, Rector of Iscte-Instituto Universitário de Lisboa, hereby makes public that, by virtue of her order issued on October 09, 2020, an international selection tender for recruitment is opened, for the time limit of 10 business days counted from the day immediately after that of the publication of the present public notice. This recruitment is for two (2) doctoral positions, initial level, to conduct research activities in the scientific area of Sociology, at the Centre for Research and Studies in Sociology (CIES-Iscte) do Iscte – Instituto Universitário de Lisboa, in the context of the project with reference PTDC/CED-EDG/30175/2017 funded by the Fundação para a Ciência e a Tecnologia, I.P. (FCT), through national funds, under Project 3599 – *Promover a Produção Científica, o Desenvolvimento Tecnológico e a Inovação* [Promoting Scientific Production, Technological Development and Innovation].

The opening of this tender procedure stems from FCT's decision to fund the project entitled “*Desempenhos educacionais entre os ciganos: projeto de investigação-ação e de co-design*” [Educational achievements among Ciganos: research action and co-design project] (reference PTDC/CED-EDG/30175/2017), presented by CIES-Iscte.

Pursuant to article 6 of Decree-Law 57/2016, the recruitment is made in the form of a resolutive employment contract of indeterminate duration in conformity with the Labour Code. The tender is exclusively aimed at filling the two positions indicated above, and can be cancelled up to the homologation of the list of the final ordering of the applicants and expires upon the filling of the vacancies on offer.

I. Applicable legislation

1. The tender is ruled by the provisions in Decree-Law 57/2016 of 29 August, as amended by Law 57/2017 of 19 July, which approves an arrangement for hiring persons with doctoral degrees aimed at stimulating scientific and technological employment in all areas of knowledge (RJEC), by Regulatory Decree 11-A/2017 of 29 December, which regulates contract remuneration levels, and by the Labour Code, approved by Law 7/2009 of 12 February, in its current wording.

2. The tender is open pursuant to article 20 of the RJEC, in observance of the Term of Acceptance concluded between FCT and Iscte - Instituto Universitário de Lisboa.

II. Workplace

The workplace is located at ISCTE-Instituto Universitário de Lisboa, Avenida das Forças Armadas, 1649-026 Lisboa.

III. Remuneration

The monthly remuneration to be attributed corresponds to level 33 of the single remuneration table, approved by Implementing Order 1553-C/2008 of 31 December, amounting to the gross value of 2,128.34 euros.

IV. Description of the positions

These two positions seek to foster the development of scientific research activities in the thematic area of studies on Ciganos, ethnic minorities and education, involving participatory methods and the design of training with school and professional certification. The objective is, in particular, the performance of the following research duties: a) Research and review of reference scientific literature for the project; b) outreach work and articulation with associations, activists, NGOs and other representatives of Ciganos, as well as teachers, social intervention professionals, other social and education intervention agents, with a view to the implementation of research activities; c) development of fieldwork, namely data collection, processing and analysis, especially through the mobilisation of ethnography, conduct of interviews and definition of analytical grids and their implementation; d) construction, monitoring of online questionnaires and statistical analysis; e) use of participatory methods and a co-design approach, namely in the organisation of an online training course, the holding of workshops about Cigano history and culture in schools; f) design, organisation and implementation of training actions; g) support to activities of presentation and dissemination of the findings at a national and international scale;

V. Admission requirements for the tender

1. Applicants can be nationals, foreigners and stateless persons holding a doctoral degree, with a scientific and professional curriculum that reveals a profile suited to the activity to be developed.

2. Admission requirements for the tender:

a) Doctoral degree in one of the following areas: Sociology, Social Psychology, Public Policies, Education Science, Social Service, Human Geography. If the doctorate was awarded by a foreign higher education institution, the applicants must provide evidence of its recognition or academic equivalence.

b) Fluency in Portuguese and English.

c) Authorship or co-authorship of at least three scientific publications in areas pertinent to the tender;

d) Proven research experience in the Social Science area and of relevance to the area of the tender: studies on Ciganos/Roma[ACI] and/or ethnic minorities and/or education;

3. Proven research experience is appraised according to the following parameters: a) participation in research projects in areas relevant to the tender; b) experience in use

of quantitative, qualitative, participatory and mixed methods; c) experience in the design and implementation of certified training courses and actions.

VI. Formalisation of the application

1. Applications may be presented in the Portuguese or English language, and must be submitted through the Recruitment platform at <https://recrutamento.iscte-iul.pt>, by the deadline established in this public notice.

2. Applications must be accompanied by the following documents:

2.1. Request of admission as an applicant, mandatorily using the form available at <https://www.iscte-iul.pt/contents/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>.

2.2. Document confirming the title of doctoral degree. Holders of a doctoral degree obtained abroad must submit documentation confirming its recognition under the terms established in the national legislation, where any formalities stipulated therein should be complied with by the date of formalisation of the contract.

2.3. Detailed curriculum vitae.

2.4. Copy in pdf of 3 (three) scientific publications selected by the applicant as being the most relevant to the area of the tender (studies on Ciganos/Roma and/or ethnic minorities and/or education);

3. Applicants who formalise their application incorrectly or do not provide evidence of meeting the requirements shall be excluded. In the case of doubt, the selection panel is entitled to request any applicant to submit documentation confirming her/his statements.

4. False statements made by the applicants shall be punished pursuant to the law.

VII. Selection criteria

1. Pursuant to article 5 of Decree-Law 57/2016, the selection is conducted by the assessment of the scientific and curricular track record of the applicants.

2. The assessment of the scientific and curricular track record is incident on the relevance, quality and up-to-dateness of the scientific contributions of the applicants in the areas referred to in point V, considering:

a) The scientific production of the last five years deemed to be most relevant by the applicant and associated to the area of the tender;

b) The research activities developed in the last five years deemed to be of most impact by the applicant and associated to the area of the tender;

c) The activities related to outreach and dissemination of knowledge developed in the last five years, namely concerning promotion of scientific culture and practices, deemed to be of most relevance by the applicant and associated to the area of the tender.

3. The period of five years referred to in the previous number can be increased by the selection panel, 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.

VIII. Selection methods

1. The selection methods used shall be curricular assessment and an interview.

2. The adopted curricular assessment criteria are as follows:

a) Scientific production in the last five years in the area of the tender (20%). The assessment of this criterion shall consider scientific publications – articles in indexed scientific journals, books, chapters in books, working papers with scientific review and proceedings of scientific gatherings – papers at presented conferences, organisation of national or international scientific events, and awards.

b) Research activities in the last five years in the area of the tender (20%). The assessment of this criterion shall consider participation and/or leadership of research projects, and participation in networks and partnerships (national and international).

c) Activities related to outreach, dissemination of knowledge developed in the last five years in the area of the tender (20%), namely promotion and monitoring of scientific culture and practices and disclosure of knowledge and research findings to society, to academic and non-academic audiences.

d) Experience in the use of quantitative, qualitative, participatory and mixed methods (40%).

3 - The selection panel shall conduct the curricular assessment of the applicants in accordance with the adopted criteria, using a scale of integers from 0 to 100, with the final classification being obtained by the average of the scores attributed by each member of the selection panel.

IX. Recruitment based on absolute merit

Applicants receiving a score of 60 points or higher are considered accepted in terms of absolute merit and shall be interviewed, with all the rest being excluded from the tender procedure due to the selection panel considering that they do not possess a scientific and professional curriculum revealing a profile suited to the position in question.

X. Classification and ordering

The selection panel shall draw up an ordered list of the accepted applicants with their classification.

XI. Professional selection interview.

1. The Professional Selection Interview (EPS) is mandatory, and consists of a presentation made by the applicant to the selection panel on her/his research

experience. Then, the selection panel shall pose a series of questions to be elucidated by the applicant on this presentation and other relevant issues.

2. The assessment of the Professional Selection Interview is expressed on a numeric scale of 0 to 100.

3. The classification of each applicant is obtained by the average of the scores given by each member of the selection panel.

XII. Final ordering

The final order of the applicants admitted to the Professional Selection Interview shall rank the final classification (CF), which in turn is derived from the weighted average of the assessments obtained in the different selection methods, with a weighting factor of 90% given to the Curricular Assessment (AC) and 10% to the Professional Selection Interview (EPS), according to the following formula: $CF = 90\% AC + 10\% EPS$.

XI. Hearing of interested parties

1. The interested parties are entitled to a hearing on the lists of recruited and excluded applicants as well as the list of final classification and ordering of the applicants, pursuant to articles 121 and 122 of the Code of Administrative Procedure, with notification of the interested parties by electronic mail message and publicising on the website of Iscte - Instituto Universitário de Lisboa.

2. The tender process can be consulted by the applicants at the Human Resources Unit, under the terms indicated in the notification referred to in the previous point.

XII. Composition of the selection panel

In conformity with article 13 of Decree-Law 57/2016, the selection panel consists of Dr Maria Manuela Mendes, Assistant Professor at the Faculty Architecture of Universidade de Lisboa, Principal Investigator of the project, who shall be the Selection Panel Chairperson; Dr Olga Magano, Assistante Professor at Universidade Aberta and Co-Principal Investigator of the project; and Dr João Sebastião, Assistant Professor at Iscte – Instituto Universitário de Lisboa.

XIII - Non-discrimination and equal opportunity policy

Iscte – Instituto Universitário de Lisboa actively promotes a policy of non-discrimination and equal access; therefore, no applicant can be favoured, benefited or deprived of any right or exempt from any duty, in particular due to 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 or race, territory of origin, language, religion, political or ideological beliefs and union membership.

XIV. Pursuant to Decree-Law 29/2001 of 3 February, a disabled applicant has preference in the event of the same classification as another applicant, which prevails over any other legal preference. Applicants must submit a sworn statement in their application form on their level of disability, type of disability and means of communication/expression to be used in the selection process, under the terms of the aforesaid decree-law.

Iscte, 09 October 2020, The Rector, Maria de Lurdes Rodrigues