

Iscte-Instituto Universitário de Lisboa

Public Notice – It is hereby made public that, by virtue of my order issued on 13 March 2019, an international documental tender for recruitment is opened, for the time limit of thirty business days counted from the business day immediately after that of the publication of this Public Notice in *Diário da República*. This recruitment is for one civil service employment contract for an indefinite period for one position of the category of Full Professor, in the subject area of Organisational Behaviour at the Department of Human Resources and Organisational Behaviour of Iscte-Instituto Universitário de Lisboa.

The tender 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 put out to tender.

The trial period is assessed in conformity with Iscte's Regulation for Teaching Staff Affiliation considering the provisions in its Regulation for Teaching Staff Service and Regulation for Teaching Staff Performance Assessment, in force at the time of recruitment.

I. Recruitment requirements

1. Have held a doctoral degree for more than five years, in the areas of psychology (organisational or work), organisational behaviour or human resources. If the doctorate was awarded by a foreign higher education institution, the applicants must provide evidence of its recognition or academic equivalence.
2. Hold the title of aggregate in the area of Human Resources or Organisational Behaviour.
3. Good command of the Portuguese language, spoken and written.

II. Submission of applications

Applications are 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 of admission as an applicant addressed to the Rector of Iscte, with mandatory completion of the form available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>
2. Documents confirming fulfilment of the requirements as stipulated in points 1, 2 and 3 of number I of the present public notice.
 - 2.1. 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, documentation confirming its recognition or equivalence by a Portuguese higher education institution, where all formalities should be complied with by the deadline for applications.
 - 2.2. Applicants must submit a sworn statement of their good command of Portuguese, at a level enabling them to lecture in this language.
3. Curriculum vitae of the applicant. The curriculum vitae submitted by the applicant must mandatorily follow the template available at <https://www.iscte-iul.pt/conteudos/iscte-iul/quem-somos/trabalhar-no-iscte/990/concursos>.
4. Work mentioned in the curriculum.
5. Any other relevant elements that illustrate the applicant's aptitude for the position to be filled.
6. The documents supporting the application should be presented in Portuguese or English.
7. 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 process.

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 track record in this tender's subject areas that cumulatively meets the following minimum requirements:

- a) Publication of fifteen scientific texts in the last ten years (since 2010, inclusively), in the form of articles, scientific books or book chapters, of which at least ten are articles published or accepted for publication in the area of Human Resources and/or Organisational Behaviour, in journals indexed in the Thomson Reuters Web of Knowledge or SCIMAGO in pertinent areas for this tender, where at least eight of these articles must have been published in Quartile 1 journals in the year of their publication (or for more recent articles, in the latest year available).
- b) Supervision or co-supervision of three completed and approved doctoral theses.

- c) Coordination of two research projects with funding.
- d) Coordination of ten curricular units.
- e) Coordination of two courses granting an academic degree.
- f) Participation in university central management and coordination bodies.
- g) Holding of positions in decentralised teaching or research organic units.

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 criteria defined in the following point.

2. Assessment criteria

The ordering of the applicants in the tender shall be based on their scientific and pedagogical merit in the area of Human Resources and/or Organisational Behaviour, considering the profile defined in this public notice and the following factors:

A – Scientific merit (50%)

The assessment of scientific merit shall consider the following items:

A-1) Publication in top and prestigious scientific journals in the area for which the tender is opened (15%).

Top journals are those included in the FT 50 and of level 4* and 4 in the ABS list in the areas of: “Human Resource Management and Employment Studies”; “Organisation Studies”; “Psychology (Organisational)”.

Prestigious journals are those in level 3 of the ABS list in the areas of “Human Resource Management and Employment Studies”; “Organisation Studies”; “Psychology (Organisational)”; as well as international scientific journals indexed in Thomas Reuters Web of Knowledge or SCIMAGO in Quartile 1 in the areas referred to above and in other pertinent areas for the tender (e.g. Applied Psychology; Public Health, Environmental and Occupational Health).

A-2) Other scientific production (10%) – articles in international scientific journals, indexed in Thomson Reuters Web of Knowledge or SCIMAGO, in Quartiles 2, 3 and 4; other national and international publications, including books and chapters in books; active participation in reference international scientific congresses in the areas of the tender, organisation of national or international scientific events.

A-3) Scientific projects (15%) – 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-4) Coordination and scientific leadership (5%) – creation and leadership of research teams, scientific management of research units, groups or lines, and inclusion in governing bodies of national and international scientific associations. The assessment of this parameter shall consider the duration of the activity and extent of the position.

A-5) Scientific assessment (5%) – 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 (without coordinating duties), active collaboration in editing, evaluation and review of national or international peer-reviewed 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 (10%) – lecturing of curricular units in the areas of organisational behaviour and human resources and respective pedagogical performance, involvement in the management of the curricular units (lecturer or coordinator), coordination of curricular units and lecturing in foreign and international universities. The assessment of this parameter shall consider the number and diversity of the lectured curricular units, the education level (bachelor, master's and doctorate) and the pedagogical assessment.

B-2) Teaching activity in courses accredited by the AACSB (5%) – the assessment of this parameter requires at least 3 years of coordination and lecturing experience in courses accredited by the AACSB.

B-3) Pedagogical innovation (5%) – promotion of pedagogical initiatives aimed at improving the teaching and learning processes, preparation of new graduate and post-graduate courses or new curricular units and restructuring of study plans or curricular units, participation in pedagogical structures, pedagogical awards. The assessment of this parameter shall consider the number, nature and diversity of the activities.

B-4) Supervision (10%) – supervision of master's dissertations, doctoral theses and post-doctoral projects. The assessment of this parameter shall consider the scientific excellence of the supervised work, the number diversity of the supervision activities.

C – University outreach (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, participation in continuous training and

exchange of experience programmes, courses and seminars for disseminating knowledge, and other relevant activities for research and dissemination of knowledge, namely service to the community in the context of the organisation, cooperation services and consulting to other institutions.

D – Service to the institution (15%)

The assessment of participation in governing, management and coordination boards of higher education establishments shall consider activities derived from participation in management bodies of institutes, schools, departments, research units, course management, promotion of the institution, *ad hoc* committees, recruitment of new students and all other activities for the regular functioning of higher education establishments and performance in central management bodies.

3. Voting order and method

3.1. The decision is taken by absolute majority, i.e. by half plus one of the votes of the members of the selection panel attending the meeting. To this end, each member of the selection panel shall present a written document, subsequently to be included in the minutes, 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 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. If there is a tie between two or more applicants in the least voted position, then a vote shall be taken to break this tie, and if the tie still persists, the chairperson of the selection panel shall decide on the applicant to be removed. The process shall be repeated until one 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. Whenever a tie occurs in the voting on any applicant, the chairperson of the selection panel has the casting vote, pursuant to article 12 of the Regulation for Recruitment, Selection and Hiring of Teaching Staff of Iscte.

3.2. The selection panel shall decide on the need to conduct public hearings of the recruited applicants, which, should they take place, shall follow the rules established in articles 8, number 2, and 20 of the Regulation for Recruitment, Selection and Hiring of Teaching Staff of Iscte.

VII. Composition of the Selection Panel

The selection panel is chaired, by delegation of the Rector of Iscte, by Helena Oliveira Isidro, Full Professor of Iscte, and composed of the following professors who, in the opinion of Iscte's Scientific Council, belong to the subject areas for which the tender is opened:

Dr Avelino Miguel da Mota de Pina e Cunha, Full Professor at Nova School of Business and Economics, Universidade Nova de Lisboa;

Dr Carlos José Cabral Cardoso, Full Professor at the Faculty of Economics, Universidade do Porto;

Dr José Arménio Belo da Silva Rego, Full Professor at Universidade Católica do Porto;

Dr Maria Luísa Soares Pedroso de Lima, Full Professor at Iscte;

Dr António Caetano, Retired Full Professor of Iscte.

VIII. Hearing of Interested Parties

The interested parties shall be informed by electronic notification of the lists of successful and excluded applicants as well as the list of final classification and ordering of the applicants. 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.

IX. Equality between men and women

In compliance with subparagraph h) of article 9 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.

Iscte-Instituto Universitário de Lisboa, 12 November 2020, The Rector of Iscte, Maria de Lurdes Rodrigues