

Public Notice - It is hereby made public that, following my order from May 21st of twenty-fifteen, within forty-five working days counting from the day after the publication of the current Public Notice in *Diário da República*, the international recruitment competition for a public service employment contract of indefinite duration for one (1) position of Assistant Professor in the subject area of Finance, at ISCTE-IUL's Department of Finance, is open.

The competition is open accordingly with articles 37th to 51st and 62nd - A of the Statute of the University Teaching Career, annex to the Decree-Law No. 205/2009, 31 August and altered by the law No. 8/2010, 13 May, henceforth referred to as ECDU, and other applicable legislation, namely from ISCTE-IUL's Regulation for Career Staff Recruitment, Selection and Hiring, published in *Diário da República*, 2nd series, No. 193, of 4 October 2010, and is concluded with the fulfillment of the employment positions.

The evaluation of the trial period is carried out under the terms of ISCTE-IUL's Teaching Staff Affiliation Scheme, considering ISCTE-IUL's Teaching Staff Service Regulation and Teaching Staff Performance Evaluation Regulation.

I. Admission requirements

1. Hold the Doctorate Degree in the area of Finance or Economics. In case the Doctorate degree has been awarded by a foreign higher education institution, it must be recognised by a Portuguese higher education institution, as foreseen in Article 4, Decree-law No. 342/2007, of 12 October.
2. Master the Portuguese and English languages, spoken and written.

II. Submission of Applications

1. Applications shall be submitted, in person, during the normal working hours, or sent by registered post with acknowledgement of receipt, until the end of the deadline, to ISCTE-IUL's Human Resources Unit, Avenida das Forças Armadas, 1649 -026, Lisbon
For more information, please refer to http://www.dges.mec.pt/en/pages/naric_pages/academic_recognition/recognition_foreign_qualifications.html
2. Applications sent by e-mail shall not be accepted.

III. Workplace

ISCTE-Instituto Universitário de Lisboa
Av. Das Forças Armadas
1649-026 Lisbon, Portugal

IV. Application fulfilment

The application shall include the following documents:

1. Request to the Rector of ISCTE-IUL, soliciting the approval of the application, including the candidate's complete identification, address, phone number, e-mail address and current employment situation.
2. Documents supporting the fulfilment of the requirements set forth in the current Public Notice's number I, points 1 and 2.
 - 2.1 Holders of doctorate degrees obtained abroad shall present a document attesting its recognition by a Portuguese higher education institution, under the terms of art. 4 of Decree-Law No. 341/2007, of October 12th;
 - 2.2 Candidates with foreign nationality, except for those from Portuguese- or English-speaking countries, must submit a sworn statement of their mastery of the Portuguese language or English at a level which allows them to teach in that language;
3. Seven printed or photocopied copies, and one in non-editable electronic format (pdf), of the candidate's curriculum vitae, indicating the publications and projects carried out by the candidate and published, as well as the pedagogic activity developed by the candidate. The candidate shall highlight four works and/or publications he/she considers as the most representative of his/her activity in the subject area in competition, and indicate the 3 articles which he/she considers to be those most related to the absolute merit evaluation criterion. The curriculum vitae presented by the candidates shall be in conformity with the model available at:
http://iscte-iul.pt/servicos/other_services/Rectorry_Support_Office.aspx
4. Two copies of each one of the works mentioned in the curriculum. These may be submitted in paper support or in non-editable electronic format (pdf). Photocopy of the Identity Card/Citizen Card or equivalent document.
5. Any other relevant elements illustrating the capability of the candidate to carry out the professional position.
6. The presentation of documents confirming that the candidate holds all the general requirements for the constitution of a public employment legal relationship is not required, sufficing the candidate's solemn declaration, in the application request or in annex document, of his/her exact current professional situation, regarding the following topics:
 - a. Non-inhibition of the exercise of public service or of the exercise of the professional position in question;
 - b. Physical capability and psychological profile to carry out the functions, as well as compliance with the mandatory vaccination.
7. The documents included in the application must be submitted in Portuguese or English language. Failure to submit the documents required under the current public notice, their submission beyond the stipulated deadline or the submission of counterfeit document shall result in the exclusion of the candidate from the procedure.

V. Absolute merit evaluation criterion

Being the applications duly submitted in compliance with the requirements of the current public notice, the admission of candidates in absolute merit will depend on the possession of a global curriculum which the board of examiners considers as having the compatible scientific and pedagogic merit with the subject area of Finance, and, cumulatively, the presentation of at least two articles published, or definitively accepted for publication, within the domain of Finance, in scientific journal(s) indexed in WOS/ISI or SCOPUS.

VI. Selection method and evaluation criteria

1. The candidates approved in absolute merit will be subject to the Curricular Evaluation selection method, in accordance with the evaluation criteria defined in the following point;
2. Evaluation criteria

The ranking of candidates for the competition shall be based on the candidates' pedagogic and scientific merit, considering the following parameters:

A - Scientific merit (60%)

In the evaluation of scientific merit, the following items will be considered:

A-1) Scientific production (35%) - A -1) Scientific production (35 %) - Books, articles published in journals, book chapters, participation in scientific conferences, and organisation of national or international scientific events. In the evaluation of this parameter shall be considered the quality, originality, diversity, and the quantity of the output per year after the conclusion of doctorate degree, the level of scientific autonomy demonstrated, the degree of internationalization, recognition by the scientific community (awards, or other honours regarding the recognition and distinction demonstrated by the scientific, academic or professional community), and the impact of the scientific production.

A -2) Scientific projects (15 %) - Participation in scientific projects with national or international (public or private) funding. In the evaluation of this parameter shall be considered the quantity, degree of incorporation of the project (national or international network), the competitive nature of the project regarding funding conditions, contribution in terms of assets and resources for the research structures and the type of involvement by the researcher (coordinator or participant).

A-3) Scientific coordination and leadership (5%) – creation and leadership of research teams, organic and research units' scientific management and coordination/leadership of scientific or academic management bodies in institutes, schools, departments and research units. In the evaluation of this parameter, the duration of the activity and the range of functions shall be taken into account.

A-4) Scientific evaluation (5%) – Participation in national or international academic examination juries and participation in national or international scientific evaluation and consulting panels of scholarships, projects, researchers or research units, participation in scientific events' commissions, active cooperation in the editing, evaluation and revision of

national or international scientific publications. In the evaluation of this parameter the number, role and diversity of activities shall be taken into account.

B - Pedagogic merit (30%)

In the evaluation of pedagogic merit, the following items shall be considered:

B-1) teaching curricular units, pedagogic performance, involvement in course management (teacher or coordinator) and teaching in international universities. For the evaluation of this parameter shall be considered the number and diversity of curricular units taught and the pedagogic performance evaluation.

B-2) Pedagogic innovation (5%) – promotion of pedagogic initiatives aiming at the enhancement of teaching and learning processes, creation of new graduate and postgraduate courses or of new curricular units and restructuration of study plans or curricular units, participation in pedagogical structures, promotion and improvement of the pedagogic activity enhancement processes for study cycles or other teaching activities. In the evaluation of this parameter the number, nature and diversity of activities shall be taken into account.

B-3) Supervision (5%) – supervision of dissertations, theses and post-doctoral projects and the scientific excellence of the supervised works. For the evaluation of this parameter, the number and diversity of supervisions, considering those already concluded and those in progress, shall be taken into account.

B-4) Pedagogic publications (5%) – pedagogic handbooks and other pedagogic publications. In the evaluation of this parameter the number, diversity, originality and impact (circulation) of the publications shall be taken into account.

C - University extension (5 %)

The evaluation of the participation in university extension tasks shall consider: the provision of services in the scope of economic and social knowledge enhancement; programmes of continuous training, of exchange of experience, courses and seminars aimed at the dissemination of knowledge in the scope of organisation, cooperation and consultancy services to other institutions.

D - Service provided to the Institution (5%)

For the evaluation of the participation in university bodies, the following item shall be considered:

Performance of activities resulting from participation in university management bodies, promotion of the institution, ad hoc commissions, recruitment of new students and other activities contributing for the regular functioning of higher education institutions.

3. Voting ordering and methodology

The deliberation is taken by absolute majority, that is, by a half plus one vote of the members of the board of examiners attending the meeting.

For this effect, before the commencement of the voting, each member of the board of examiners presents a written document, which must be included the minutes, proposing, if

that is the case, the ordering of candidates, duly based on the evaluation criteria referred in No. 2, in which he/she classified the candidates in the full scale of 0 to 100 in each of the evaluation indicators.

In the various voting rounds, each member of the board of examiners shall respect the ordering he/she has presented, and abstentions shall not be allowed. The first round aims to determine the candidate who shall be positioned in the first place. In case a candidate obtains more than a half of the votes of the members of the board of examiners attending the meeting, that candidate is automatically positioned in the first place. If that does not happen, the voting is repeated after excluding the candidate less voted in the first round. In case of a tie between two or more candidates in the less voted position, the board of examiners proceeds to a voting round to break the tie and, if the tie persists, the president of the board of examiners shall decide which candidate shall be withdrawn. The process shall be repeated until one candidate obtains absolute majority. The same process is repeated to obtain the second-placed candidate and so on and so forth until an ordered list of all the candidates is produced.

Whenever there is a tie in number of votes for all the candidates, the president of the board of examiners has the casting vote, accordingly with article 12 of ISCTE-IUL's Regulation for Career Faculty Staff Recruitment, Selection and Hiring.

4. Public Hearings

The board of examiners deliberates on the need to proceed to public hearings of the admitted candidates, which, if carried out, obey to the established in articles No. 8, 2 and 20 of ISCTE-IUL's Regulation for Career Faculty Recruitment, Selection and Hiring.

VII. Constitution of the Board of Examiners

The Board of Examiners is chaired by Professor Francisco António Bucho Cercas and is composed of the following professors, who, in the opinion of the Scientific Commission of the Department of Finance, are integrated in the subject area in competition.

Members:

Professor Clara Patrícia Costa Raposo, Full Professor at ISEG, University of Lisbon;

Professor Cláudia Perdigão Dias Custódio, Renowned expert in the area of Finance (under subsection a), point iii) of No. 1 of article 22, Decree-Law No. 207/2009, August 31st);

Professor João Manuel Gonçalves Amaro de Matos, Associate Professor at the Faculty of Economics, NOVA University of Lisbon;

Professor António Sarmiento Gomes Mota, Full Professor at ISCTE - University Institute of Lisbon;

Professor João Pedro Vidal Nunes, Full Professor at ISCTE - University Institute of Lisbon.

- VIII. The interested parties shall be informed of the lists of admitted and excluded candidates, as well as of the final classification and ordering of candidates, by means of posting in the notice board of ISCTE-IUL's Human Resources Unit and through notification sent by registered post with acknowledgement of receipt.

The competition process may be consulted by the candidates in the Human Resources Unit, under the terms of the notification referred to in the previous point.

- IX. Pursuant to subparagraph h) of article 9 of the Constitution, the Public Administration, as employer entity, promotes a policy of equality of opportunities between men and women in the access to employment and professional development, scrupulously assuring the avoidance of any kind of discrimination.

The Rector, Luís Antero Reto