

Public Notice - It is hereby made public that, following my order of March 17th 2016, within 45 (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 2 (two) of Associate Professor in the subject area of Sociology, at ISCTE-IUL's Department of Sociology, 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 terminated with the fulfilment of the employment positions.

The evaluation of the trial period, when applicable, 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 Sociology. 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 October 12th. For more information, refer to http://www.dges.mec.pt/en/pages/naric_pages/academic_recognition/recognition_foreign_qualifications.html

2 — 2. Master the Portuguese and English languages, spoken and written.

II — Apresentação das candidaturas

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..

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 — Document attesting the fulfilment of the requirements described in points 1 and 2 of number I in this public notice.

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 — The candidates must submit a sworn statement of their mastery of the Portuguese or English language at a level which allows them to teach in those languages.

3 — Seven (7) printed or photocopied copies, and one (1) 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 4 (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 5 (five) 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/Rectory_Support_Office.aspx

4 — Two (2) copies of each one of the works mentioned in the curriculum. These may be submitted in paper or in non-editable electronic format (pdf).

5 — Photocopy of the Identity Card/Citizen Card or equivalent document.

6 — Any other relevant elements illustrating the capability of the candidate to carry out the professional position.

7 — 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 annexed document, of his/her exact current situation regarding the following topics:

a) Non-inhibition of the exercise of public service or of the exercise of the professional position to which he/she is applying;

b) Physical capability and psychological profile to carry out the functions, as well as compliance with the mandatory vaccination laws.

8 — The documents included in the application must be submitted in Portuguese or English. 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 instructed in compliance with the requirements of the current public notice, the admission of candidates in absolute merit will depend on the possession of a curriculum which the board of examiners considers as having the necessary scientific and educational merit in the subject area of Sociology, and which demonstrates that the candidate has a strong theoretical and methodological training, as well as research-oriented profile and lecturing, cumulatively with the

submission by the candidate of at least 5 (five) articles published, or definitively accepted for publication, in scientific journals in the area of Sociology 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 next point.

2 — Evaluation Criteria

The ranking of candidates for the competition shall be based on the candidates' pedagogic and scientific merit in the subject area of Sociology, accordingly with the following factors:

A — Scientific merit (60%)

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

A -1) Scientific production (35%) — books, articles published in scientific journals, book chapters, conference lectures and organisation of national or international scientific events. The evaluation of this criterion shall consider the quality, originality, diversity, and quantity of the output, the scientific autonomy shown, the level of internationalisation, recognition by the scientific community (awards or other forms of recognition and distinction 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, 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, teams for the scientific management of organic and research units, and coordination/leadership of scientific and academic management bodies in institutes, schools, departments and research units. For the evaluation of this parameter shall be considered the duration of the activity and the width of the function.

A -4) Scientific evaluation (5%) — participation in national or international boards of examiners for academic examinations and participation in national or international scientific evaluation and consulting panels for the attribution of scholarships, projects, researcher positions or research units, participation in commissions for scientific events, active collaboration in the edition, evaluation and revision of national or international scientific publications. The evaluation of this parameter shall ponder the number, the role and the diversity of activities.

B — Pedagogic merit (30%)

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

B -1) Teaching activity (20%) — teaching curricular units, degree of involvement in course management (lecturer or coordinator). The evaluation of this parameter shall consider the number and diversity of curricular units taught, along with the educational performance evaluation.

B -2) Pedagogic innovation (2,5%) — promotion of pedagogic initiatives aiming at the enhancement of teaching and learning processes, creation of new undergraduate and postgraduate programmes or of new curricular units, and restructuration of study plans or curricular units, participation in pedagogic 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 (7,5%) — 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 at any study cycle level shall be taken into account, considering those already concluded and those in progress.

C — **University extension (5%)**. In the evaluation of the participation in university extension tasks shall be considered the provision of services in the scope of economic and social knowledge enhancement, the continuous training programmes, those of exchange of experiences, courses and seminars aimed at knowledge divulgation and other activities relevant for research, namely the provision of services to the community in the scope of organisation, cooperation and consultancy service to other institutions.

D — **Provision of services to the institution (5%)**. The evaluation of the participation in university bodies shall take into account the performance of activities resulting from the participation in university management bodies, including programme coordination and participation in scientific commissions, institution promotion, ad hoc commissions, recruitment of new students, as well as any other activities necessary for the regular operation of higher education institutions.

3 — Voting ordering and methodology

The members of the board of examiners deliberate through roll call voting based on the adopted evaluation criteria. Each member's voting shall be based on the classification of each candidate on integer scale from 0 to 100, which results from the weighted sum of the partial classifications attributed to each indicator, also on integer scale from 0 to 100, using the weightings defined for each parameter in point VI.2 (evaluation criteria).

If the ordering of all the members of the jury is identical, the process is considered as concluded.

Otherwise, a voting for the first position is carried out. In case a candidate obtains more than half of the votes, he/she is placed in the first position. If none of the candidates obtains more than half of the votes, the voting is repeated after exclusion of the less voted candidate in the previous round. The process is repeated until one of the candidates obtains more than half of the votes, being thus placed in the first position. Afterwards, the procedure is repeated to place a candidate in the second position, and so on, until an ordered list of all admitted candidates is obtained.

4 — Public hearings

The jury deliberates on the necessity 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 jury is chaired by Professor Jorge Costa de Freitas Branco, Full Professor at ISCTE-IUL and is composed by the following professors, who, according to the opinion of the Scientific Commission of the Department of Sociology, are integrated in the subject area in competition.

Members:

Professor João Alfredo dos Reis Peixoto, Full Professor at the University of Lisbon;

Professor João Teixeira Lopes, Full Professor at the University of Porto;

Professor Rui Manuel Leitão da Silva Santos, Associate Professor with Habilitation (Agregação) at NOVA University of Lisbon;

Professor Gustavo Alberto Guerreiro Seabra Leitão Cardoso, Full Professor at ISCTE-IUL;

Professor Alan David Stoleroff, Associate Professor at ISCTE-IUL;

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, along with the use of inclusive language.

ISCTE-IUL, July 26th 2016. — The Rector, Luís Antero Reto.