

Public Notice - It is hereby made public that, following my order issued on July 5th of twenty-sixteen, within thirty 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 Public Policy, at ISCTE-IUL's Department of Political Science and Public Policy, 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 law No. 8/2010, 13 May, henceforth referred to as ECDU, and other applicable legislation, namely from ISCTE-IUL's Regulation for Career Faculty 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 position under competition.

The evaluation of the trial period is carried out under the terms of ISCTE-IUL's Faculty Affiliation Scheme, considering ISCTE-IUL's Faculty Service Regulation and Faculty Performance Evaluation Regulation in force at the time of admission.

The required service profile, under Article 12 of ISCTE-IUL's Faculty Service Regulation, is that of a profile A faculty member, being his/her activities, throughout the first year of employment, divided by the components of teaching and research.

I. Admission requirements

1. Be a holder of the Doctorate Degree in the area of Public Policy or in the area of Political Science, or in another area within the Social Sciences, or in an area of expertise deemed adequate by the majority of the members of the board of examiners;
2. Master the Portuguese or the English language, spoken and written.

II. Submission of Applications

1. Applications shall be submitted in person, during the regular 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
1649-26 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 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 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 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 copies of each one of the works mentioned in the curriculum vitae, printed or in digital format.
5. Photocopy of the Identity Card/Citizen Card or equivalent document.
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 subsections:
 - 6.1. Non-inhibition of the exercise of public service or of the exercise of the specific professional position;
 - 6.2. 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.
8. 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 global curriculum considered by the board of examiners as having scientific and educational merit compatible with the subject area of Public Policy, cumulatively with the submission of, at least, two (2) articles published, or definitively accepted for publication, within the field of Social Work, in scientific journals 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 Public Policy, being valued twofold those curricular items which are included in the domain of Social Policies, accordingly with the following factors:

A - Scientific Merit (60%)

For the evaluation of scientific merit, the following items shall be taken into account:

A-1) Scientific production in the form of articles included in the area of Public Policy (25%) – the publication of articles in international scientific journals indexed in the bases WOS/ISI or SCOPUS shall be considered. Books or book chapters published internationally, with peer review, shall be included in this evaluation parameter. The evaluation of this parameter shall ponder the quantity, originality, diversity of the output, as well as the scientific autonomy shown, 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).

A-2) Other scientific production (25%) - books and book chapters, articles included in scientific meetings' minutes with peer review (conferences, colloquia, congresses, seminars, open days, forums etc.); active participation in national or international events, organisation of national or international scientific events; educational manuals or other pedagogic publications. The evaluation of this parameter shall ponder the quantity, originality, diversity of the output, as well as the scientific autonomy shown, 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).

A-3) Scientific projects (5%) – participation in scientific projects with national, international, public or private funding. In the evaluation of this criterion shall be considered the quantity, the degree of incorporation of the project (national or international network), the competitive nature of the project regarding funding conditions, its contribution in terms of assets and resources for the research structures and the type of involvement by the researcher (coordinator or participant).

A-4) 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.

B - Pedagogic merit (35%)

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

B-1) Teaching activity (20%) – teaching curricular units within the area of Public Policy, educational performance, involvement in course management (lecturer or coordinator) and university teaching. For the evaluation of this parameter shall be considered the number and diversity of curricular units taught, along with the diversity of educational institutions in which they have been taught.

B-2) Pedagogic innovation (5%) – promotion of pedagogic initiatives aiming at the enhancement of teaching and learning processes, creation of new undergraduate 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) Student supervision (10%) – for the evaluation of this parameter shall be taken into account the number and diversity of supervisions of master’s dissertations or doctoral theses, considering those already concluded or with published results.

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; the continuous training programmes, those of exchange of experiences; courses and seminars and other actions aimed at the divulgation of knowledge; activities proven relevant for the divulgations of knowledge, namely the provision of services to the community in the scope of organisation, cooperation, advice, and consultancy; relevant activities included in the management, production or implementation of public policies.

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 board of examiners 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. Composition of the Board of Examiners

The Board of Examiners is chaired by Professor Carlos Manuel Gutierrez Sá da Costa, Vice-Rector of ISCTE – IUL, and is composed of the following professors

Members:

Professor José Joaquim Dinis Reis, Full professor at the University of Coimbra;

Professor Carlos Manuel da Silva Gonçalves, Full professor at the University of Porto;

Professor Pedro Miguel Dias Costa Coutinho Magalhães, Chief Researcher at the Institute of Social Sciences (ICS) of the University of Lisbon;

Professor Maria de Lurdes Reis Rodrigues, Associate Professor with Habilitation (Agregação) at ISCTE-IUL;

Professor Maria Teresa de Moraes Sarmiento Patrício, 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 ensuring the avoidance of any kind of discrimination.

September, 1st 2016 – The Rector, Luís Antero Reto