

Public Notice - It is hereby made public that, following my executive order issued on January 26th 2017, 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 1 (one) of Assistant 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 position. 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.

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, under the terms of Decree-Law No. 341/2007, of October 12th. For more information, refer to <http://www.dges.gov.pt/pt/pagina/registo-de-diploma>

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.

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 name, and the name used in bibliographic references, identity card number and date or civil identification number, residence and contact address, including email, telephone contact and current employment situation.

2 — Documents supporting the fulfilment of the requirements set forth in points 1 and 2 of the current Public Notice's number I.

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 Decree-Law No. 341/2007, of October 12th, and any procedures therein prescribed must be complied with upon the application deadline.

2.2 — The candidates must submit a sworn statement of their mastery of the English language at a level which allows them to lecture in such language.

3 — Seven (7) printed or photocopied copies of the candidate's curriculum vitae, and one in non-editable electronic format (pdf), indicating the publications and projects carried out and published by the candidate, as well as the educational activity developed. The candidate shall indicate 4 (four) works and/or publications considered as the most representative of the activity carried out within the subject area of the competition and the 5 (five) articles considered as corresponding to the absolute merit admission criterion. The curriculum vitae submitted by the candidates shall be in conformity with the model available at https://www.iscte-iul.pt/assets/files/2016/12/12/1481553312657_EstruturaCV.pdf

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

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

6 — 9. 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 attached document, of his/her exact current situation regarding the following topics:

a) a. Non-inhibition of the exercise of public service or of carrying out the professional position in question;

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

7 — The documents included in the application must be submitted in Portuguese or English language. The non-submission of 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 relevant global curriculum, which the board of examiners deems as having the scientific and educational merit compatible with the subject area of Sociology, and which may

demonstrate that the candidate has a sound theoretical and methodological training, along with a teaching- and research-oriented profile, cumulatively with the submission of, at least, 5 (five) articles, published or definitively accepted for publication, in scientific journals in the area of Sociology which are 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' scientific and educational merit in the subject area of Sociology, accordingly with the following factors:

A — Scientific merit (60%)

The evaluation of scientific merit shall consider the following parameters:

A -1) Scientific production (35%) — Books, articles published in scientific journals, book chapters, conference presentations and organisation of national or international scientific events. The evaluation of this parameter shall cover the quantity, originality and diversity of the output, the scientific autonomy shown, the level of internationalization, 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. The evaluation of this criterion shall consider 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 of 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 of scientific or academic management bodies in institutes, schools, departments and research units. The evaluation of this parameter shall include 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 take into account the number, the role and the diversity of activities.

B — Pedagogic merit (30%)

The evaluation of pedagogic merit covers the following items:

B -1) Teaching activity (20%) — teaching course units, degree of involvement in course unit management (lecturer or coordinator). The evaluation of this parameter considers the number and diversity of curricular units taught and 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 course units, and restructuration of study plans or course units, participation in pedagogic structures, promotion and improvement of pedagogic activity enhancement processes for study cycles or other teaching activities. The evaluation of this parameter covers the number, nature and diversity of said activities.

B -3) Supervision (7.5%) — supervision of dissertations, theses and post-doctoral projects, and the scientific excellence of the supervised works. The evaluation of this parameter shall take into account the number and diversity of supervisions, considering those already concluded and those in progress.

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; continuous training programmes, those of exchange of experiences, courses and seminars aimed at knowledge divulgation; other relevant activities, namely the provision of services to the community in the scope of organisation, cooperation and provision consultancy services to other institutions.

D — Provision of services to the institution (5%). The evaluation of the participation in university bodies shall cover 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 and other activities which support the regular operation 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 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 board of examiners is chaired by Professor Carlos Manuel Gutierrez Sá da Costa, ISCTE-IUL's Vice-Rector, and is composed by the following professors, who, as stated by the Scientific Commission of the Department 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 Miguel Trancoso Vaz 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 — 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 — 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 guaranteeing the avoidance of any kind of discrimination and adopting an inclusive language.

ISCTE-IUL, August 23rd 2017. — The Rector, *Luís Antero Reto*.