

Public Notice - It is hereby made public that, following my executive order issued on September 8th 2016 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) of Assistant Professor in the subject area of Strategy of ISCTE-IUL's Department of Marketing, Operations and General Management. 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 Strategy or Management - area of expertise of Strategy. 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.
2. Master the Portuguese language, spoken and written.
3. Master the English language, spoken and written.

II. Submission of Applications

1. Applications shall be submitted, in person, during regular working hours, or sent via 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 article 4, Decree-Law No. 341/2007, of October 12th (<https://www.dges.gov.pt/pt/pagina/registo-de-diploma>)
 - 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 four works and/or publications considered as the most representative of the activity carried out within the subject area of the competition and the 2 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 non-editable electronic format (pdf), or paper, copies of each of the works mentioned in the curriculum vitae.
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 attached document, of his/her exact current situation regarding the following topics:
 - a. Compliance with the military or civic duties, if mandatory;
 - b. Non-inhibition of the exercise of public service or of the exercise of the professional position;
 - c. Having the physical capability and psychological profile to carry out the functions, as well as compliance with the mandatory vaccination laws.
7. The documents included in the application must be submitted in Portuguese or English language.
8. The non-submission of the documents required under the current public notice, their submission outside 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,

which the board of examiners deems as having the scientific and educational merit compatible with the subject area of Strategy, cumulatively with the submission of, at least, two articles, published or definitively accepted for publication, included in the area of the competition, in scientific journals with impact factor, 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 profile defined in this public notice and the following factors:

A – Scientific merit (50%)

The evaluation of scientific merit shall consider the following items:

A – 1) Scientific production within the area of the competition (30%) – books, articles published in national and international scientific journals, book chapters and presentations in national and international conferences and scientific events. The evaluation of this criterion shall cover the quality, originality and diversity of the output, the scientific autonomy revealed, the degree of internationalisation and the impact of the scientific production.

A – 2) Team participation, coordination and leadership (20%) - participation in scientific projects with national, international (public or private) funding, as well as in non-funded projects. 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).

B - Pedagogic merit (40%)

The evaluation of pedagogic merit covers the following items:

B-1) Teaching activity (35%) –course unit teaching experience in areas related to Strategy and respective educational performance. The evaluation of this parameter shall consider the diversity of the course units taught and the academic level (Bachelor or Master's degree).

B-2) Supervision (5%) – The evaluation of this parameter shall take into account the number and diversity of supervisions, considering those already concluded or with published results.

C – University extension (5%)

The evaluation of the participation in university extension tasks shall consider executive education, cooperation with official institutions in the scope of the competition's subject area, along with cooperation and provision consultancy services to other institutions.

D – Provision of services to the institution (5%)

The performance of activities resulting from the participation in university management bodies or research units with international evaluation, programme direction, promotion of the institution, 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. 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, according to ISCTE-IUL's Scientific Council, are integrated in the subject area in competition.

Professor Mário José Amaral Fortuna, Full Professor at the University of the Azores.

Professor Guillermo Pérez-Bustamante, Professor *Titular de Universidad* at the University of Oviedo, Espanha.

Professor Sérgio Pereira dos Santos, Associate Professor at the University of Algarve.

Professor Nelson José dos Santos António, Full Professor at ISCTE-IUL.

Professor António da Silva Robalo, Full 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 aforementioned notification.

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.

ISCTE-IUL, July 25th, The Rector of ISCTE-IUL, Luís Reto