

**Public notice** - It is hereby made public that, by virtue of my order issued on 17 July 2018, an international documental tender for recruitment is opened, for the time limit of thirty business days counted from the day immediately after that of the publication of the present public notice in Diário da República. This recruitment is for a civil service employment contract for an indefinite period for one (1) job in the category of Associate Professor, in the subject area of Electronics, at the Department of Information Science and Technology of ISCTE-IUL. The tender is open pursuant to the terms of articles 37 to 51 and 62-A of the University Teaching Career Statute, attached to Decree-Law number 205/2009, of 31 August, and amended by Law number 8/2010, of 13 May, hereinafter referred to as ECDU, and all other applicable legislation, in particular the Regulation for Recruitment, Selection and Hiring of Teaching Staff of ISCTE-IUL, published in Diário da República, 2nd series, number 193, of 4 October 2010, and is closed with the filling of the job vacancy put out to tender. The trial period is assessed in conformity with the terms of ISCTE-IUL's Regulation for Teaching Staff Affiliation considering the provisions in ISCTE-IUL's Regulation for Teaching Staff Service and in ISCTE-IUL's Regulation for Teaching Staff Performance Assessment, in force at the time of recruitment.

I- Recruitment requirements

1. Have held a doctoral degree for more than 5 (five) years in an area which the selection panel considers suitable to the tender. If the doctorate has been awarded by a foreign higher education institution it must be recognised by a Portuguese higher education institution, under the terms established in Decree-Law number 341/2007, of 12 October.
2. Good command of the Portuguese and English languages, spoken and written.

II. Submission of applications

1. Applications should be submitted in person during normal business hours, or sent by registered mail with acknowledgment of receipt, by the end of the deadline, to ISCTE-IUL's Human Resources Unit [Unidade de Recursos Humanos], located at Avenida das Forças Armadas, 1649-026, Lisboa.
2. Applications sent by electronic mail will not be accepted.

III. Workplace

ISCTE-Instituto Universitário de Lisboa

Av. das Forças Armadas

1649-026 Lisboa, Portugal

IV. Instructions for the application

1. The application is formalised by a request addressed to the Rector of ISCTE-IUL, asking for the approval of the application, which should include the applicant's full name and name as adopted in bibliographic references, number and expiry date of the identity card or civil

identification number, residence or address for contact purposes, telephone number and current employment situation. In this request, the applicant should express consent for the communications and notifications related to the tender procedure to take place via electronic mail, indicating the respective address (template available at <https://www.iscte-iul.pt/conteudos/iscte-iul/quem-somos/trabalhar-no-iscte-iul/990/concursos> ).

2. The application must be accompanied by the documents listed below, where the applicants should submit two copies of each document in digital format (2× CD, 2× DVD, or 2× USB pen drive), in non-editable electronic format (Portable Document Format – PDF):
3. Documents confirming fulfilment of the requirements as stipulated in points 1 and 2 of number I of the present public notice:
  - a) Holders of a doctoral degree obtained abroad must submit documentation confirming its recognition by a Portuguese higher education institution, under the terms established in Decree-Law number 341/2007, of 12 October, where any formalities stipulated therein should be complied with by the date of the end of the deadline for applications.
  - b) Applicants must submit a sworn statement of their good command of Portuguese and English, at a level enabling them to lecture in these languages, in conformity with the template available at <https://www.iscte-iul.pt/conteudos/iscte-iul/quem-somos/trabalhar-no-iscte-iul/990/concursos>.
4. Curricula Vitae of the applicant, which must necessarily indicate:
  - a) Experience in activities of teaching, research, transfer of knowledge and university management that are part of the set of duties to be performed by an Associate Professor, pursuant to article 4 of the ECDU, and considered relevant for the present tender procedure, in accordance with the assessment criteria presented in point VI of the present public notice.
  - b) The identifications “Researcher ID” of Thomson Reuters Web of Knowledge and “Scopus Author ID” of Scopus which enable the identification of the publications and corresponding number of citations, as well as the applicant's “h-index”, according to Google Scholar, Thomson Reuters Web of Knowledge and Scopus.
  - c) List of the applicant's most relevant academic contributions in the area of Electronics in the last 10 (ten) years, corresponding to the requirements presented in point V of the present public notice, identifying the number of citations of the publications and classification (quartile) according to Scimago (SJR) or Scopus, in terms of impact factor of the publication, Google Scholar, Thomson Reuters Web of Knowledge or Scopus.
5. Electronic version of the publications referred to in point IV.4.c) of this public notice.

6. Curricular and pedagogical plan of a curricular unit of a study cycle of ISCTE-IUL presented in the form of a manual, in the subject area of Electronics, with emphasis on the design and implementation of electronic smart systems incorporating sensors and digital signal processing algorithms, and on the use of electronics in the implementation of embedded systems in socially important applications, namely health and environment, in accordance with the criteria presented in Annex I of this public notice.
  7. Three-year research project which the applicant proposes to develop aimed at promoting teaching and research activities in the subject area of Electronics. Emphasis will be placed on the design and implementation of electronic smart systems incorporating sensors and digital signal processing algorithms, and on the use of electronics in the implementation of embedded systems in socially important applications, namely health and environment, in accordance with the criteria presented in Annex I of this public notice.
  8. Any other documents or works that the applicant considers relevant for the appraisal of the selection panel.
  9. Sworn statement of the applicant that she/he has the general requirements for constitution of the legal status of civil servant, namely with respect to disqualification from holding public office or prohibition from holding the position to which she/he is applying, to having the physical robustness and psychological profile indispensable to perform the duties and compliance with the laws on mandatory vaccination, in conformity with the template available at <https://www.iscte-iul.pt/conteudos/iscte-iul/quem-somos/trabalhar-no-iscte-iul/990/concursos>
  10. The documents substantiating the application should be presented in Portuguese or English.
  11. Failure to submit the requested documents under the terms of the present public notice, their submission beyond the stipulated deadline or the submission of false documents will result in the applicant's exclusion from the recruitment process.
- V. Assessment criterion of absolute merit
1. When the applications are duly substantiated in conformity with the requirements in the present public notice, the recruitment of the applicants based on absolute merit will depend on their overall curriculum, that the selection panel considers to show scientific and pedagogical merit compatible with holding the position of Associate Professor in the subject area of Electronics, cumulatively meeting the following criteria:
    - a) Publication of at least 15 (fifteen) scientific articles, in the last 10 (ten) years, in international scientific journals indexed in the database of Scimago (SJ) or Scopus, of which at least 10 (ten) articles should be classified in these databases

- in the 1st or 2nd quartile (Q1 or Q2) in terms of impact factor of the publication, in areas considered relevant for the subject area in which the tender is opened;
- b) Publication of at least 5 scientific books as author or co-author, editor or co-editor in areas considered relevant for the subject area in which the tender is opened, of which at least 3 books should have been published by international scientific publishers;
  - c) Publication of at least 15 (fifteen) chapters of books of international publishers;
  - d) Impact factor  $h \geq 25$  in the Google Scholar database;
  - e) Dissemination of research activity at an international level in areas considered relevant for the subject area in which the tender is opened as guest speaker recognised by international scientific organisations, with lectures or tutorials at international scientific events organised by international bodies like IEEE or foreign universities.
  - f) Presentation of a curricular and pedagogical plan of a curricular unit and a three-year research project, as requested in subparagraphs IV. 6 and 7, demonstrating the necessary ability to suitably perform the duties of Associate Professor in the subject area of Electronics, in the context of the masters in Telecommunications and Computer Engineering at ISCTE-IUL.
- 2. The selection panel will decide on the applicants' recruitment based on absolute merit by justified nominal voting where abstentions are not permitted.
  - 3. Applicants that manage to obtain the favourable vote of more than half the voting members of the selection panel will be considered approved on the basis of absolute merit.
- VI. Method of selection and assessment criteria
- 1. The present tender aims to ascertain the ability and performance of the applicants in the different aspects that, pursuant to article 4 of the ECDU, are part of the set of duties to be performed by a university lecturer, namely:
    - a) Carry out scientific research, innovation and technological development activities;
    - b) Provide the lecturing service as distributed, as well as follow-up and supervision of the students;
    - c) Participate in tasks involving university outreach, scientific dissemination and enhancement of the economic and social value of knowledge;
    - d) Participate in the management of the respective university institutions;
    - e) Participate in other tasks distributed by the competent management bodies and which are included in the scope of the university lecturer's activity.

2. Applicants approved on the basis of absolute merit will be subject to the curricular assessment selection method which, considering the provisions in VI.1, will be incident on the following factors:
  - a) Pedagogical Activity;
  - b) Scientific Activity;
  - c) University Outreach, Scientific Dissemination and Enhancement of the Economic and Social Value of Knowledge, which shall be named in this tender as University Outreach Activity;
  - d) Activity of University Management and Service to the Institution;
  - e) Pedagogical plan and Research project;
3. The curricular assessment of the different applicants in each of these aspects should take into consideration the subject area in which the tender is opened.
4. The parameters to be considered in each one of the factors listed in VI.2 and the weighting to be attributed to each of them in the final classification are detailed below. Particular importance will be given to the activity developed during the last 10 (ten) years, to the relevance, quality and up-to-dateness of the applicant's curriculum vitae and to the publications selected by the applicant and identified in document IV.4.c).
  - a) Pedagogical Activity (25%)
    - i. Teaching activity (40%) – experience of lecturing curricular units in the subject area in which the tender is opened and respective pedagogical performance. The assessment of this parameter should consider the diversity of the lectured curricular units, the education level (bachelor, master and doctorate), involvement in the management of the curricular units (lecturer or coordinator).
    - ii. Pedagogical innovation (40%) – promotion of pedagogical initiatives aimed at improving the teaching and learning processes, preparation of new graduate and post-graduate courses or new curricular units, and restructuring of study plans or curricular units, participation in pedagogical structures, promotion and stimulation of processes to improve the pedagogical activity of study cycles or other educational activities. The assessment of this parameter should consider the number, nature and diversity of the activities.
    - iii. Supervision (20%) – supervision of masters' dissertations, theses and projects, doctoral theses and post-doctoral projects, and scientific excellence of the supervised work. The assessment of this parameter should consider the number and diversity of the supervision, including those already completed and those in course.
  - b) Scientific Activity (50%)

- i. Scientific production (60%) in the area in which the tender is opened – books, articles in national and international scientific journals, chapters in books and papers presented at conferences and national or international scientific events. Emphasise will be placed on the design and implementation of electronic smart systems incorporating sensors and digital signal processing algorithms, and on the use of electronics in the implementation of embedded systems in socially important applications, namely health and environment. The assessment of this criterion should consider the quality, originality, quantity and diversity of the output, the scientific autonomy revealed, the degree of internationalisation and the impact of the scientific production.
  - ii. Participation, coordination and scientific leadership of teams (20%) – participation in scientific projects with national or international funding (public or private), as well as projects without funding. The assessment of this criterion should consider the quantity, degree of incorporation of the project in national or international networks, the competitive nature of the project in terms of funding, its contribution in terms of assets and resources for the research structures and the type of involvement of the researcher (coordinator or participant).
  - iii. Scientific assessment (20%) – participation in national or international boards for academic examinations and participation in national or international boards for assessment and scientific consulting of scholarships, projects, researchers or research units, participation in committees of scientific events, active collaboration in editing, evaluation and review of national or international scientific publications, participation as a member of scientific societies of competitive admission and other similar distinctions. The assessment of this parameter should consider the number, the role performed and diversity of the activities.
- c) University Outreach Activity (5%)
- i. Patents, registration and holding of rights, preparation of technical standards and legislation (40%) – authorship and co-authorship of patents, registration of holding of intellectual property rights over software, mathematical methods and mental activity rules. Participation in standardisation boards and in the preparation of draft legislation and technical standards. The assessment of this criterion should also consider economic valorisation arising from the patents and intellectual property rights.
  - ii. Service to the scientific community and to society (40%) – participation and coordination of scientific dissemination initiatives, service to the community involving the organisation, service of cooperation with and consulting to other institutions, organisation of scientific events.

- iii. Publications of scientific dissemination (20%) – articles in journals and conferences nationally and other publications of scientific and technological dissemination, taking account of their professional and social impact.
- d) Activity of University Management and Service to the Institution (5%)
  - i. University management bodies (40%) – activities derived from participation in university management bodies, considering the nature and responsibility of the position.
  - ii. Temporary positions and tasks (20%) – participation in promotion of the institution and recruitment of new students, participation in boards of academic examinations' and selection panels of recruitment tenders, and any other activities that have been attributed by the competent bodies for the regular functioning of higher education institutions.
  - iii. Other activities (40%) – other duties performed, pursuant to article 73 of the University Teaching Career Statute (ECDU) or positions held in national and international scientific organisations.
- e) Curricular Unit Pedagogical Plan and Three-Year Research Project (15%)

Quality of the pedagogical plan (50%) and three-year research project (50%) which the applicant proposes to develop in the subject area in which the tender is opened, aimed at promoting teaching and research activities in the subject area of Electronics. Emphasise will be placed on the design and implementation of electronic smart systems incorporating sensors and digital signal processing algorithms, and on the use of electronics in the implementation of embedded systems in socially important applications, namely health and environment. The assessment of this parameter should consider the innovative character of the pedagogical plan and research project, their feasibility in the context of the department in which the tender is opened, with the scientific and pedagogical aspects being valued equally.
- 5. Voting order and methods
  - a) The decision is taken by absolute majority, i.e. by half plus one of the votes of the members of the selection panel attending the meeting. To this end, before voting begins, each member of the selection panel will present a written document, subsequently to be included in the minutes, proposing the order of the applicants, if applicable. This order must be duly substantiated on the assessment criteria indicated in point VI.4, with the member classifying the applicants on a scale of whole numbers from 0 to 100 for each assessment indicator.
  - b) In the various voting rounds, each member of the selection panel should respect the ordering that she/he presented, with abstentions not being permitted. The first round of voting aims to determine the applicant positioned in first place. If an applicant obtains more than half the votes of the members of the selection panel attending the

meeting, she/he will be positioned in first place immediately. If this does not occur, voting will be repeated after removal of the applicant who received the least votes in the first round. If there is a tie between two or more applicants in the least voted position, then a vote will be taken to break this tie, and if the tie persists, the chairperson of the selection panel will decide on the applicant to be removed. The process will be repeated until an applicant obtains absolute majority to be classified in first place. This same process is repeated to obtain the applicant classified in second place, and so on successively until an ordered list of all the applicants is obtained.

- c) Whenever a tie occurs in the voting on any applicant, the chairperson of the selection panel has the casting vote, pursuant to article 12 of the Regulation for Recruitment, Selection and Hiring of Teaching Staff of ISCTE-IUL
- 6. The selection panel decides on the need to conduct public hearings of the recruited applicants, which, should they take place, will follow the rules established in articles 8, number 2, and 20 of the Regulation for Recruitment, Selection and Hiring of Teaching Staff of ISCTE-IUL.

#### VII. Constitution of the Selection Panel

The selection panel is chaired, by delegation of the Rector of ISCTE-IUL, by Dr Manuel Alberto Martins Ferreira, Full Professor at ISCTE-IUL, and composed of the following professors who, in the opinion of the Scientific Council of ISCTE-IUL, belong to the subject area for which the tender is opened:

Dr Pedro Manuel Brito da Silva Girão, Full Professor at Instituto Superior Técnico, Universidade de Lisboa;

Dr Leonel Augusto Pires Seabra de Sousa, Full Professor at Instituto Superior Técnico, Universidade de Lisboa;

Dr Carlos Alberto Caridade Monteiro e Couto, retired Full Professor of Universidade do Minho;

Dr Augusto Afonso de Albuquerque, Full Professor at ISCTE – Instituto Universitário de Lisboa;

Dr Francisco António Bucho Cercas, Full Professor at ISCTE – Instituto Universitário de Lisboa.

#### VIII. Hearing of Interested Parties

The interested parties shall be informed by electronic notification of the lists of recruited and excluded applicants as well as the list of final classification and ordering of the applicants. The tender process can be consulted by the applicants at the Human Resources Unit, under the terms indicated in the aforesaid notification.



IX. Equality between men and women

In compliance with subparagraph h) of article 9 of the Constitution, the Public Administration, as an employer, promotes a policy of equal opportunities between men and women in access to employment and professional progression, scrupulously taking measures to prevent all and any form of discrimination.

ISCTE-IUL, 5 November 2018, The Rector of ISCTE-IUL, Maria de Lurdes Rodrigues

Annex I – Curricular Unit Pedagogical Plan and Three-Year Research Project

The documents related to the curricular unit pedagogical plan and three-year research project requested in the instructions for the application to the tender procedure of the present public notice should have a maximum of 15 (fifteen) A4 pages each, with a minimum letter size of 11 points. Please note that no more than the first 15 (fifteen) pages of the document will be appraised under any circumstances.

These documents should be present, in a concise form, the proposed development of the teaching and research activities in the subject area of the tender, illustrating their innovative nature and the plans for their implementation, emphasising their link with the department and research unit where the work is intended to be developed, and the connection between the scientific and pedagogical aspects to be developed. The curricular unit pedagogical plan should also clearly encompass the following aspects: objectives of the curricular unit, competences to be developed, methodology, assessment, bibliography and materials required for each topic of the programme.

The work to be developed should be framed by the state of the art, with details given on the objectives, methodologies to be adopted and the resources to be used or raised for ISCTE-IUL. A presentation should also be made of the applicant's previous results and experience underpinning the proposed project, and references to recent literature, including in particular the applicant's academic output, of direct relevance to the project and subject area concerned.