Public Notice

It is hereby made public that, by virtue of my order issued on 14 February 2019, 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 Assistant Professor, in the subject area of Anthropology, at the Department of Anthropology 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.

I — Recruitment requirements

1 — Hold a doctoral degree in the area of Anthropology. If the doctorate has been awarded by a foreign higher education institution, the applicants must provide evidence of its recognition or equivalence of degree.

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 Lisbon.

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

The application must be accompanied by the following documents:

1 — 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 adopted in bibliographic references, number and expiry date of the identity card or civil identification number, residence or address for contact purposes, including electronic address, telephone number and current employment situation. In this request, it is mandatory for the applicant to express consent for the

communications and notifications related to the tender procedure to take place via electronic mail, indicating the respective address (see standard document at https://www.iscte-iul.pt/conteudos/iscteiul/quem-somos/trabalhar-no-iscteiul/990/concursos).

2 — Documents confirming fulfilment of the requirements stipulated in points 1 and 2 of number I of the present public notice.

2.1 – Holders doctoral degree obtained abroad must submit, in addition to document confirming the obtaining of the degree, documentation confirming its recognition or equivalence by a Portuguese higher education institution, where any formalities should be complied with by the date of formalisation of the contract;

2.2 — Applicants must submit a sworn statement of their good command of Portuguese and English, at a level enabling them to lecture in these languages.

3 — One printed copy and two copies in non-editable electronic format (pdf) of the applicant's curriculum vitae, indicating the work and output produced and published, noting the 4 items of work and/or output that she/he considers most representative of the activity developed in the subject area for which the tender is opened, as well as 3 articles that she/he considers meet the recruitment criteria in terms of absolute merit. The applicant's curriculum vitae must necessarily be organised in accordance with the assessment criteria presented in point VI of this public notice.

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

5 — Any other relevant elements that illustrate the applicant's aptitude for the position to be filled.

6 — Documents confirming possession of the general requirements for constitution of the legal status of civil servant are not required, however the applicant must submit a sworn statement, in the application or in a separate document, on her/his precise situation in relation to the content of each of the following subparagraphs (template available at https://www.iscte-iul.pt/conteudos/iscteiul/quem-somos/trabalhar-no-iscteiul/990/concursos):

a) Not being disqualified from holding public office or prohibited from holding the position for which she/he is applying;

b) Having the physical robustness and psychological profile indispensable to perform the duties and compliance with the laws on mandatory vaccination.

7 — The documents substantiating the application should be presented in Portuguese or English. 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

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 the subject area of Anthropology with a relevant curriculum vitae in Anthropology of Crime, Institutions, Security and Marginality, cumulatively with the applicant's submission of at least 3 articles published, or definitively accepted for publication, in the subject area for which the tender is opened, in scientific journals indexed in the Web of Science or in SCOPUS.

VI — Method of selection and assessment criteria

1 — Applicants approved on the basis of absolute merit will be subject to the curricular assessment selection method, pursuant to the assessment criteria defined in the following point.

2 — Assessment criteria

The order of the applicants in the tender will be substantiated by their scientific and pedagogical merit, where particular value will be given to curricular items in the field of Anthropology of Crime, Institutions, Security and Marginality, considering the following parameters:

A — Scientific merit (75%)

The assessment of scientific merit will consider the following items:

A-1) Scientific production (45%) — books, articles in scientific journal, chapters in books and papers presented at conferences and organisation of national or international scientific events. The assessment of this criterion should consider the quality, originality, diversity and amount of the output, the scientific autonomy revealed, the degree 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 (25%) — participation in scientific projects with national or international funding (public or private). 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).

A-3) Scientific assessment (5%) — 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. The assessment of this parameter should consider the number, the role performed and diversity of the activities.

B — Pedagogical merit (20%)

The assessment of pedagogical merit will consider the following items:

B-1) Teaching activity (10%) — lecturing of curricular units, degree of involvement in the management of the curricular units (lecturer or coordinator). The assessment of this parameter

should consider the number and diversity of the curricular units lectured and the assessment of pedagogical performance.

B-2) Pedagogical innovation (5%) — 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.

B-3) Supervision (5%) — supervision of dissertations, 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 at all study cycle levels, including those already completed and those in course.

C — University outreach (5%) - The assessment of participation in university outreach tasks will consider the provision of services in the area of enhancement of the economic and social value of knowledge; programmes of continuous training, exchange of experiences, courses and seminars aimed at the dissemination of knowledge; other relevant activities, namely service to the community in the context of the organisation, services of cooperation and consulting to other institutions.

3 — Voting order and methods

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. This order must be duly substantiated on the assessment criteria indicated in number 2, with the member classifying the applicants on a scale of whole numbers from 0 to 100 for each assessment indicator. 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. 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

4 — Public hearings

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 Dr Maria Luísa Soares Almeida Pedroso de Lima, Full Professor at ISCTE-IUL, and composed of the following professors who, in the opinion of the Scientific Council of the Department of Anthropology, belong to the subject area for which the tender is opened.

Members:

Dr João Paulo dos Santos Pina Cabral, Full Professor at the School of Anthropology and Conservation, University of Kent;

Dr Susana Salvaterra Trovão, Full Professor at the Faculty of Social and Human Sciences, Universidade Nova de Lisboa;

Dr Maria Celeste Gomes Rogado Quintino, Associate Professor at the Institute of Social and Political Sciences, Universidade de Lisboa;

Dr Rosa Maria Figueiredo Perez, Associate Professor with Aggregation at ISCTE-Instituto Universitário de Lisboa;

Dr Miguel de Matos Castanheira do Vale de Almeida, Associate Professor with Aggregation at ISCTE-Instituto Universitário de Lisboa.

VIII — 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 — 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, also adopting inclusive language.

ISCTE-IUL, 14 February 2019,

The Rector, Maria de Lurdes Rodrigues