Public Notice

Maria de Lurdes Reis Rodrigues, Rector of ISCTE-IUL, hereby makes public that, by virtue of her order issued on 15 July 2018, an international selection tender for recruitment is opened, for the time limit of twenty business days counted from the day immediately after that of the publication of this public notice. This recruitment is for one (1) doctoral position, initial level, to conduct scientific research activities in the scientific area of Social Sciences and Interdisciplinary Social Sciences, respectively in the scientific areas of Urban Anthropology, Urban Studies, Geography, Regional and Urban Planning, Architecture, Urbanism, Landscape Architecture or related areas, under the project named SPLACH – Spatial Planning for Change (POCI-01-0145-FEDER-016431), funded by the European Structural and Investment Funds (ESI Funds), through the Operational Programme for Competitiveness and Internationalisation (COMPETE 2020) in its European Regional Development Fund (ERDF) component and by National Funds through the Foundation for Science and Technology (FCT) in its State Budget component.

The recruitment is made in the form of a resolutive employment contract of indeterminate duration in conformity with the Labour Code, with duration corresponding to the implementation time of the research project, as established in the terms of acceptance of FCT funding, and ceases at the end of the project.

The tender is ruled by the provisions contained in Decree-Law no. 57/2016, of 29 August, by the Labour Code, approved by Law no. 7/2009, of 12 February in its current wording, and by all the other applicable legislation and regulations.

This procedure is closed with the filling of the job vacancy put out to tender and may also cease due to a duly substantiated act, provided that there has been no notification of the list of the final ordering of the applicants, in the context of the hearing of interested parties.

The recruitment is for the development of work under the project referred to above, in particular in WP2 – *Transitions Path to Urban Sustainability* and WP3 – *Food Security and Sustainability*. The activities to be developed by the researcher aim to prepare a Photographic Survey to be carried out in the Metropolitan Area of Lisbon (AML), for the mapping of its Food System, in order to contribute to the Visual Characterisation of its Urban Metabolism, concerning the current Food System, involving the following tasks:

1. Preparation and production of case studies with a view to the photographic and image recording of territorial and built structures in the context of the Food System in the Metropolitan Area of Lisbon;
2. Fieldwork and photographic collection;
3. Systematisation of the photographic records and mapping of the different classifications involved in the operation of the contemporary food system of the Metropolitan Area of Lisbon, as well as those that are obsolete and those emerging;
4. Construction of a photographic database for the Food System of the Metropolitan Area of Lisbon;
5. Systematisation of the information in articulation with the rest of the SPLACH DINÂMIA’CET-IUL Project team to gain further insights into the possibility of improving the Food System of the Metropolitan Area of Lisbon;
6. Graphic editing of the Photographic Survey;
7. General support to project implementation through writing reports, scientific publications, organisation of scientific meetings and dissemination of findings.

1. General admission requirements:

1.1. Applicants can be nationals, foreigners or stateless persons holding a doctoral degree in Urban Anthropology, Urban Studies, Geography, Regional and Urban Planning, Architecture, Urbanism, Landscape Architecture or related areas and with a scientific and professional curriculum that reveals a profile suited to the activity to be developed.

1.2. If the doctorate has been awarded by a foreign higher education institution, the applicants must provide evidence of its recognition or equivalence of degree, where any formalities stipulated therein should be complied with by the date of formalisation of the contract.

2. Specific admission requirements:

2.1 At least 3 years of research experience in at least two of the following areas: Urban and Regional Planning, Urban Sustainability, Food Systems, Food Security and Planning, Urban Morphology and Landscape Morphology.

2.2 Authorship of at least one publication in an international scientific journal (ISI or SCOPUS).

2.3. The necessary suitability to the research workplan, proposed by the applicant as indicated in point 4.2 of this public notice to the set of tasks to be developed by the applicant in the SPLACH Project referred to above.

3. Workplace

ISCTE-Instituto Universitário de Lisboa, DINÂMIACET-IUL, Av. das Forças Armadas, 1649-026 Lisboa, Portugal

4. Formalisation of applications

4.1. The application is presented via request addressed to the Rector of ISCTE-IUL, asking for the applicant's acceptance and containing full identification, citizen card number and expiry date or civil identification number, postal address, telephone number, electronic address, academic degrees held 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 (as per the template available at <https://www.iscte-iul.pt/contents/iscteiul/quem-somos/trabalhar-no-iscteiul/990/concursos>)

4.2. The application should be accompanied by the following documentation:

a) Document confirming the title of doctoral degree. Holders of a doctoral degree obtained abroad must submit documentation confirming its recognition or equivalence, where any formalities should be complied with by the date of signing the contract;

b) One copy in paper format and one in non-editable electronic format (PDF) of the applicant's detailed curriculum vitae, structured in accordance with the items indicated in point 7 of this public notice, indicating publications and their citations;

c) One copy in paper format and two copies in non-editable electronic format (PDF) of the most relevant publications indicated by the applicant, in the topics listed in point 2.1 of this public notice;

d) Two letters of recommendation;

e) Research workplan to be developed by the applicant justifying her/his suitability for the set of activities to be developed indicated above, detailing the applicant's scientific and methodological contributions that could lead to the good accomplishment of the different tasks indicated above, written in English. The workplan should not exceed 10 pages and should comply with the template available at <https://www.iscte-iul.pt/contents/iscteiul/quem-somos/trabalhar-no-iscteiul/990/concursos>

f) A motivation letter of the applicant, indicating how she/he could contribute in terms of innovation to the SPLACH Project;

g) Any documents considered relevant by the applicants, namely for appraisal of the information referred to in number 2 of article 5 of Decree-Law no. 57/2016, of 29 August, taking into account the selection criteria established in this public notice.

4.3. Applications should be submitted in Portuguese or English, except for the Workplan which should be in English, and can be submitted in person during normal business hours, sent by e-mail to recrutamento@iscte-iul.pt with the following reference in Subject – Concurso\_Doutorado\_SPLACH\_IF, or sent by registered mail with acknowledgment of receipt, by the deadline, to ISCTE-IUL's Human Resources Unit [Unidade de Recursos Humanos], located at Avenida das Forças Armadas, 1649-026, Lisboa.

4.4. Failure to submit the required documents under the terms of this public notice, their submission beyond the stipulated deadline or the submission of false documents will result in exclusion from the recruitment process.

5. Remuneration

The monthly remuneration to be attributed corresponds to level 33 of the Single Remuneration Table, approved by Implementing Order no. 1553-C/2008, of 31 December, of the gross value of 2,128.34 euros, with exclusive commitment to this position.

6. Selection methods

6.1. Applicants admitted to the tender will be assessed according to two components: a) Assessment of Scientific and Curricular Track Record (APCC), and b) Professional Selection Interview (EPS).

6.2. The assessment of Scientific and Curricular Track Record (APCC) examines the relevance, quality and up-to-dateness:

a) Of the scientific, technological, cultural or artistic production of the last five years considered most relevant by the applicant;

b) Of the applied research activities, or based on practice, developed in the last five years and considered of most impact by the applicant;

c) Of the outreach and dissemination of knowledge activities developed in the last five years, namely concerning promotion of scientific culture and practices, considered of greater relevance by the applicant;

d) Of the science, technology and innovation programme management activities, or experience in observation and monitoring of the scientific and technological system or higher education, in Portugal or abroad.

6.3. The period of five years referred to in the previous number can be increased by the selection panel, when substantiated by suspension of scientific activity for socially protected reasons, namely due to parental leave, prolonged serious illness, and other situations of non-availability for legally supervised work.

7. Assessment of Scientific and Curricular Track Record

7.1. The assessment of Scientific and Curricular Track Record (APCC) is expressed in a numeric scale from 0 to 5, obtained by the following formula: APCC = 30% HA + 40% PCC + 30% MCI where:

HA is Academic Qualifications

PCC is Scientific and Curricular Track Record

MCI is Motivation and Innovation Capability

7.2. The following parameters are criteria for assessment of HA:

Doctorate in Urban Anthropology, Urban Studies, Geography, Regional and Urban Planning, Architecture, Urbanism or Landscape Architecture – 3 to 5 points.

Doctorate in related areas – up to 3 points.

7.3. The Scientific and Curricular Track Record (PCC) is obtained according to the following formula:

PCC= 40% P C+ 40% AI + 10% AE + 10% AG where

7.3.1. PC is Scientific, technological, cultural or artistic production of the last five years considered most relevant by the applicant. The following parameters are criteria for assessment of PC:

Publications in the areas of preference (Urban Anthropology, Urban Studies, Geography, Regional and Urban Planning, Architecture, Urbanism or Landscape Architecture) – 3 to 5 points.

Publications in related areas – up to 3 points.

Publications in other areas – 0 points.

7.3.2. AI are the applied research activities, or based on practice, developed in the last five years and considered of most impact by the applicant. The following parameters are criteria for assessment of AI:

Research activities in the areas of preference (Urban Anthropology, Urban Studies, Geography, Regional and Urban Planning, Architecture, Urbanism or Landscape Architecture) – 3 to 5 points.

Research activities in related areas – up to 3 points.

Research activities in other areas – 0 points.

7.3.3. AE are Outreach and dissemination of knowledge activities developed in the last five years, namely concerning promotion of scientific culture and practices, considered of greater relevance by the applicant. The following parameters are criteria for assessment of AE:

Activities in the areas of preference (Urban Anthropology, Urban Studies, Geography, Regional and Urban Planning, Architecture, Urbanism or Landscape Architecture) – 3 to 5 points.

Activities in related areas – up to 3 points.

Activities in other areas – 0 points.

7.3.4. AG are Science, technology and innovation programme management activities, or experience in observation and monitoring of the scientific and technological system or higher education, in Portugal or abroad. The following parameters are criteria for assessment of AG:

Activities in the areas of preference (Urban Anthropology, Urban Studies, Geography, Regional and Urban Planning, Architecture, Urbanism or Landscape Architecture) – 3 to 5 points.

Activities in related areas – up to 3 points.

Activities in other areas – 0 points.

7.4. Motivation and Innovation Capability (MCI) is obtained according to the following formula:

MCI = 50% CM + 50% PI where

7.4.1. CM is Motivation Letter, worth up to 5 points

7.4.2. PI is Assessment of the applicant in terms of contributions in innovation to the SPLACH Project, worth up to 5 points.

7.5. The following method is followed for the ordering of the applicants: 1) Each member of the selection panel presents a written document, which should subsequently be included in the minutes, in which the ordering of the applicants is proposed, duly substantiated on the criteria established in this public notice, indicating the member's scores for each applicant, with abstentions not being permitted; 2) The applicants are subsequently ordered according to the classification received by each applicant obtained through the average of the scores attributed by each selection panel member. Whenever there is a tie in the classification of applicants, the chairperson of the selection panel has the casting vote.

8. Professional Selection Interview

8.1. After the curricular assessment, the applicants ranked in the top 4 places will be invited for a Professional Selection Interview (EPS), with all the other applicants considered excluded from the tender.

8.2. The Professional Selection Interview consists of a presentation made by the applicant to the selection panel on her/his research findings, lasting 20 minutes. Then, the selection panel will pose a series of questions to be elucidated by the applicant on this presentation and other aspects indicated in the application, which will not last for more than 20 minutes.

8.3. The assessment of the Professional Selection Interview is expressed on a numeric scale of 0 to 5, arising from the classification obtained in the three criteria described below, assessed from 0 to 5, according to the following formula: EPS = 50% C1+ 30% C2 + 20% C3.

Criterion 1 (C1) - Assessment of knowledge and motivation to hold the position.

Criterion 2 (C2) - Assessment of skills demonstrating abilities to ensure integration in a multidisciplinary team, conflict management, persuasion and trustworthiness.

Criterion 3 (C3) - Assessment of skills concerning expression, verbal fluency (coherence and discursive clarity, vocabular richness, capability to understand and interpret questions raised), in Portuguese and English, for national applicants; and in English for foreign applicants.

8.4. The classification of each applicant is obtained by the average of the scores given by each member of the selection panel.

9. Final ordering

9.1. The final order of the applicants invited to the Professional Selection Interview will rank the final classification (CF), which in turn is derived from the weighted average of the assessments obtained in the different selection methods, with a weighting factor of 90% given to the Assessment of Scientific and Curricular Track Record (APCC) and 10% to the Professional Selection Interview (EPS), according to the following formula: CF = 90% APCC + 10% EPS.

9.2. In the case of a tie, the chairperson of the selection panel has the casting vote.

10. Composition of the selection panel

Pursuant to article 13 of Decree-Law no. 57/2016, of 29 August, the composition of the selection panel is as follows:

Professor Dr Teresa Marquito Marat-Mendes, Assistant Professor with Aggregation at ISCTE–IUL and Project Coordinator, who chairs;

Professor Dr Isabel Salavisa de Oliveira Lança, Associate Professor with Aggregation at ISCTE–IUL;

Professor Dr Maria de Fátima Ferreiro, Assistant Professor at ISCTE–IUL;

Professor Dr Pedro Miguel Alves Felício Seco da Costa, Assistant Professor at ISCTE-IUL;

Dr Patrícia Bento d’Almeida, Researcher at ISCTE-IUL.

11. Hearing of interested parties

11.1. The interested parties are entitled to a hearing on the lists of accepted and excluded applicants as well as the list of final classification and ordering of the applicants, pursuant to articles 121 and 122 of the Code of Administrative Procedure, with notification of the interested parties by electronic mail message and publicising on the ISCTE-IUL website.

11.2. The tender process can be consulted by the applicants at the Human Resources Unit, under the terms indicated in the notification referred to in the previous point.

12. Final decision

The final determination of the selection panel is ratified by the Rector of ISCTE-IUL who is responsible for deciding on the contracting.

13. Publicising

This public notice is published: a) in *Diário da República*, 2nd series; b) on the website of *Fundação para a Ciência e Tecnologia I.P.*, in Portuguese and English; c) on the *Bolsa de Emprego Público* (public employment pool); d) on the ISCTE-IUL website, in Portuguese and English.

14. Equal opportunities

In compliance with subparagraph h) of article 9 of the Constitution, ISCTE-IUL, 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.

15 July 2019. — The Rector, Maria de Lurdes Rodrigues.