

ISCTE-Instituto Universitário de Lisboa

Public notice - It is hereby made public that, by virtue of my order issued on 13 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) position in the category of Associate Professor, in the subject area of Econometrics, at the Department of Economics of ISCTE-IUL. The tender is open pursuant to articles 37 to 51 and 62-A of the University Teaching Career Statute, attached to Decree-Law no. 205/2009, of 31 August, and amended by Law no. 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, no. 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 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 in Economics for more than 5 (five) years. 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 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 application

1. The application is formalised by a request addressed to the Rector, asking for approval of the application, which should include the applicant's full name and name adopted in bibliographic references, citizen card number and expiry date 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/iscteiu/quem-somos/trabalhar-no-iscteiu/990/concursos>).
2. The application must be accompanied by the documents listed below, with two copies of each document submitted 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 stipulated in points 1 and 2 of number I of this public notice:
  - a) Holders of a doctoral degree obtained abroad must submit, in addition to documentation confirming the award of the degree, documentation confirming its recognition or equivalence, where any formalities should be complied with by 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/iscteiu/quem-somos/trabalhar-no-iscteiu/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 this tender procedure, in accordance with the assessment criteria presented in point VI of this public notice. The applicant's curriculum vitae must necessarily be organised in accordance with the assessment criteria presented in point VI of this public notice and should contain a preamble demonstrating that the applicant meets the assessment criteria of absolute merit established in point V of this public notice.
  - b) "Google Scholar ID", "Researcher ID" and "Scopus Author ID" identifications which enable identifying the publications and corresponding number of citations, as well as the applicant's "h-index", according to Google Scholar, Web of Science and Scopus, respectively.

5. Electronic version of each one of the works mentioned in the curriculum vital.
6. Curricular and teaching plan of a curricular unit of the subject area of Econometrics, speciality of Macroeconometrics, included in the bachelor, master's or doctoral programme in Economics at ISCTE-IUL, prepared 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 Econometrics, speciality of Macroeconometrics, pursuant to the criteria presented in Annex I of this public notice.
8. Any other documents or works that the applicant considers relevant for appraisal by 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, 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/iscteiu/qquem-somos/trabalhar-no-iscteiu/990/concursos>.
10. The documents substantiating the application should be presented in Portuguese or English, where documents in English do not require translation into Portuguese.
11. 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.

V. Assessment criterion of absolute merit

1. When the applications are duly substantiated in conformity with the requirements in this public notice, the recruitment of applicants based on absolute merit will depend on their overall curriculum, that the selection panel considers shows scientific and pedagogical merit compatible with holding the position of Associate Professor in the subject area of Econometrics, speciality of Macroeconometrics, cumulatively meeting the following criteria:
  - a) Publication of at least 10 (ten) scientific articles in scientific journals of 4\*, 4 or 3 level in the ABS list (Academic Journal Guide 2018 - Chartered Association of Business Schools), with at least 5 (five) of them being in journals classified in the ABS list in the area of Economics;
  - b) Supervision or co-supervision of at least one completed and approved doctoral thesis;

- c) Coordination of a course or holding of university management positions at the level of governing bodies or central coordination, or in decentralised teaching and/or research units;
  - d) Coordination of a scientific project with funding of a national or international agency obtained after peer review;
  - e) Presentation of a teaching plan 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 Econometrics, speciality of Macroeconometrics, duly supported by the applicant's previous work.
2. The selection panel will decide on the applicants' recruitment based on absolute merit by justified nominal voting in which abstentions are not permitted.
  3. Applicants that receive 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. This 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 that is assigned, monitor and supervise 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 assigned by the competent management bodies and which are included in the scope of university lecturer 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 aspects:
  - a) Pedagogical Activity;
  - b) Scientific Activity;
  - c) University Outreach, Scientific Dissemination and Enhancement of the Economic and Social Value of Knowledge, hereinafter referred to as University Outreach Activity;

d) Activity of University Management and Service to the Institution;

e) Teaching Plan and Research Project.

3. The curricular assessment of the different applicants in each of these aspects will consider the subject area of Econometrics, speciality of Macroeconometrics.

4. The parameters to be considered in each one of the aspects listed in VI.2 and the weighting to be attributed to each of them in the final classification are detailed below:

a) Pedagogical Activity (35%)

i. Teaching activity — experience of lecturing curricular units in the subject area Econometrics, speciality of Macroeconometrics, and respective pedagogical performance. The assessment of this parameter will consider the diversity of the lectured curricular units, the education level (bachelor, master's and doctorate), involvement in the management of the curricular units (lecturer or coordinator), and the appraisal of pedagogical performance based on student opinion questionnaires.

ii. Pedagogical innovation and production — 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, publications of pedagogical nature. The assessment of this parameter will consider the number, nature and diversity of the activities and the quality and quantity of publications.

iii. Supervision — supervision of master's dissertations and projects, doctoral theses and post-doctoral projects, and scientific excellence of the supervised work. The assessment of this parameter will consider the number and diversity of the supervision activities and the awards and distinctions received.

b) Scientific Activity (50%)

i. Scientific production in the subject area of Econometrics, speciality of Macroeconometrics — articles in scientific journals indexed in the ABS list, and books and chapters of books published by internationally reputed reference publishers. The assessment of this criterion will 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 — participation in scientific projects with national or international funding (public or private). The assessment of this

criterion will 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 — participation in national or international boards for academic examinations, 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 will consider the number, the role performed and the diversity of the activities.

c) University Outreach Activity (5%)

- i. Provision of services and consulting — participation in activities that involve the business world and public sector, taking into account the type of participation, the scale, diversity, technological intensity and innovation.
- ii. Service to the scientific community and to society — participation and coordination of scientific dissemination initiatives, taking into account their nature and the results achieved.
- iii. Publications of scientific dissemination — articles in journals and other publications of scientific and technological dissemination, taking into account their professional and social impact.

d) Activity of University Management and Service to the Institution (5%)

- i. Participation in governing bodies or coordination at the university or school level, considering the nature and responsibility of the position.
- ii. Participation in management bodies of organic and/or research units, taking into account the performance of management duties in departments and research units, and course coordination, of scientific areas and sections.

e) Curricular Unit Teaching Plan and Three-Year Research Project (5%)

Quality of the teaching plan and three-year research project that the applicant proposes to develop in the subject area of Econometrics, speciality of Macroeconometrics. The assessment of this parameter will consider the innovative character of the teaching 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.

## VII. Voting order and methods

1. 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 by the assessment criteria indicated in point VI.4, based on which the member classified 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 still persists, the chairperson of the selection panel will decide on the applicant to be withdrawn. 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 applicants, 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.
2. The selection panel decides on the need to conduct public hearings of the successful 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.

## VIII. Composition of the Selection Panel

The selection panel is chaired, by delegation of the Rector of ISCTE-IUL, by Dr Elizabeth de Azevedo Reis, Vice-Rector of ISCTE-IUL, and consists 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 Efigénio da Luz Rebelo, full professor at the Universidade do Algarve;

Dr Luis Catela Nunes, full professor at Universidade Nova de Lisboa;

Dr João Carlos Henriques da Costa Nicolau, full professor at the Institute of Economics and Management, Universidade de Lisboa;

Dr Paulo Manuel Marques Rodrigues, full professor at Universidade Nova de Lisboa;

Dr Joaquim José dos Santos Ramalho, full professor at ISCTE-Instituto Universitário de Lisboa.

IX. Hearing of Interested Parties

The interested parties will be informed by electronic notification of the lists of successful 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 notification referred to in the previous point.

X. 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, 1 October 2019, The Rector of ISCTE-IUL, Maria de Lurdes Rodrigues



## **Annex I – Curricular Unit Teaching Plan and Three-Year Research Project**

The documents related to the curricular unit teaching plan and three-year research project requested in the instructions for the application to the tender procedure of this 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 briefly present 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 to be developed between the scientific and pedagogical aspects. The curricular unit teaching plan should also clearly encompass the following aspects: objectives of the curricular unit, skills 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.