

Universidade de Lisboa

ISEG - Lisbon School of Economics and Management

NOTICE n.º 1722/2024

It is hereby announced by ISEG - Lisbon School of Economics and Management (hereinafter referred to as the 'School'), that for a period of 30 working days counting from the day after the publication of this notice in the *Diário da República* Official Gazette, an international documented recruitment contest, in the form of a public employment contract, is open for the position of an Assistant Professor in the subject area of Human Resources Management and Organisational Behaviour.

The contest is open under the terms of Articles 37 to 51, 61 and 62-A of the University Academic Career Status, which was re-published as Decree-Law 205/2009, on the 31st of August, and further altered by Law No.8/2010, of the 13th of May (known in its abbreviated form as 'the ECDU'), and further applicable legislation, especially the General Regulations for Recruitment Contests for Full, Associate, and Assistant Professors of Universidade de Lisboa, that was approved by the Rector's directive of the 16th of February, 2015, which was published in the *Diário da República* Official Gazette, 2nd Series, No. 45 of the 5th of March, 2015 (known in its abbreviated form as 'the Regulations').

The successful candidate will sign a permanent public service employment contract in the category of the contest, with a probationary period of five years. The contest is specifically designed to recruit graduates with a PhD who have high research potential and who wish to start out on a university teaching career.

The joint-decree No. 373/2000, of the 31st of March, of the Minister for the Reform of the State and of the Public Administration and the Minister for Equality, determines the obligation of public recruitment contests to adhere to the following condition:

“In compliance with Article 9(h) of the Constitution, the Public Administration, in its role as an employer, actively promotes a policy of equal opportunities between men and women for employment and career development, scrupulously avoiding all and any form of discrimination.”

Consequently, the terms 'candidate', 'recruit', 'professor', and similar terms are not used in this notice to refer to the particular gender of individuals.

Likewise, no candidate may be favoured, benefited, prejudiced, or deprived of any right or be exempted from any duty specifically based on their ancestry, age, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, country or region of origin, language, religion, political or ideological convictions, or membership of a trade union.

In accordance with Articles 37 to 51 of the ECDU and other applicable legislation, and under Article 8 of the Regulations, the following provisions apply:

I — Authorisation order

This contest was initiated by the Directive of 23/10/2024 of the Rector of Universidade de Lisboa, which was made after the confirmation of a sufficient budget provision and that the respective position of the recruitment contest are fully contemplated in the organisation chart of the School and have not been filled, and, as described in the job title referred to above, implies carrying out the teaching and research functions consistent with the position of an Assistant Professor of the Department of Management.

II — Work location

The Campus of ISEG - Lisbon School of Economics and Management. Rua do Quelhas No. 6, 1200-781 Lisboa, Portugal.

III — Admission requirements for the contest and reasons for the exclusion of candidates

III.1 — Under the terms of Article 41-A of the ECDU, candidates must have a PhD;

III.1.1) Those who obtained their PhD at a non-Portuguese university must possess official recognition that their degree is equally recognised as a PhD, in compliance with Decree-Law 66/2018, of the 16th of August, in its current wording;

III.1.2) The official recognition of the above-mentioned PhD must be dated before the deadline for the signing of the contract, if the candidate ranked in an eligible position obtained their PhD abroad;

III.2 – Only candidates with the ability to teach in English may be admitted for this contest. If a candidate is not proficient in Portuguese, then they make an oath to study the language in order to better integrate in all the activities of ISEG and Universidade de Lisboa. These conditions are in the application form mentioned in Paragraph IX of this notice.

III.3 — Candidates will be automatically excluded from this contest should they fail to submit the necessary documents listed in Paragraph IX of this notice by the deadline and in the format and at the place stipulated in Paragraphs VIII and IX of this notice. Failure to submit any of the necessary documents by the deadline and under the terms indicated in this notice, will immediately result in the application being ineligible for acceptance, which will be analysed and decided upon by the Dean of ISEG prior to the selection board's decision based on absolute merit;

III.4 – Candidates will also be excluded from the contest, even if they are successfully short-listed for the position, if they fail to justifiably meet the deadline, or submit inadequate, false, or invalid documents to prove that they are legally apt to enter into a legally-binding permanent employment contract with a State entity, in this case, ISEG -

Lisbon School of Economics and Management, in accordance with Chapter VI of the Regulations.

IV — Requirements for admission based on merit alone

IV.1 — The following are the cumulative requirements for admission, based on merit alone:

- a) To hold a PhD in the field of Management, or similar subject area;
- b) To possess a scientific and teaching curriculum in the subject area of the respective position of the recruitment contest, which is compatible with the category in question;
- c) For the scientific curriculum to be considered compatible for the respective category of the position of the contest, should the candidate's PhD have been obtained more than five years ago, then it must include at least two papers published or accepted for publication during the five years prior to the launch of the contest, in academic journals which at the time of their publication, were included in the Web of Science or Scopus/Scimago databases, with at least one of these papers classified in the 1st or 2nd quartile (Q1 or Q2) in terms of impact factor, and which explore issues that are relevant for the subject area of the scientific field of the contest;

IV.2 — A vote against approval on absolute merit may be justified when failure to comply with one or more of the following situations is verified:

- a) When the area of knowledge and/or speciality in which the PhD was awarded is considered not to be an adequate academic educational background for the exercise of teaching duties in the subject area of the contest and when this shortfall is not considered to be compensated for by another academic education substantiated in the candidate's curriculum; and/or
- b) Should the relevance, quality, and timeliness of the candidate's curriculum vitae, and also of the most relevant and impactful academic contributions selected by the candidate prove to be insufficient for the adequate carrying out of teaching duties at the School in the subject area of the contest; and/or
- c) If the candidate fails to have at least two papers published or accepted for publication according to the terms of Paragraph IV.1(c), and which explore issues that are relevant for the subject area of the scientific field of the contest and are indexed in one of the Web of Science or Scopus/Scimago databases.

IV.3 — A candidate is considered to have passed on absolute merit when they are approved by an absolute majority of the voting members of the selection board in a justified roll-call vote, where no abstentions are permitted.

V — Assessment criteria and ranking by relative merit, respective weighting, and the final classification

V.1 — This contest is designed to evaluate the capacity and performance of the candidates in the various competencies of the role in question, should they be selected. Under the terms of Article 4 of the ECDU, university professors are generally obliged to:

- a) Carry out scientific research, cultural activities, or technical development;
- b) Lecture the designated subjects to students and carry out their supervision;
- c) Participate in public outreach activities that promote the dissemination of scientific, social, and economic knowledge;
- d) Participate in the management of the respective university faculties;
- e) Carry out other responsibilities that are assigned by the competent university body, which are included in the normal job description of a university professor.

V.2 — Once those candidates approved on absolute merit have been definitively identified, they will be evaluated and ranked on relative merit. The selection method to be used is curricular assessment, in accordance with Article 50(6) of the ECDU, and with both Article 5(4) and Article 11 of the Regulations. Curriculum evaluation takes into consideration the general duties assigned to university professors under Article 4 of the ECDU, based on the following competencies:

- a) Pedagogical aptitude;
- b) Scientific performance;
- c) Public outreach and university management;
- d) The Scientific-Pedagogical Project.

The competency of Sub-paragraph c) should be considered within the context of Article 50(6)(c) of the ECDU regarding other activities carried out by the candidates that are related with the mission of higher education institutions.

V.3 — The curriculum evaluation of the various candidates in each of these areas must take into account the subject area of the contest.

V.4 — The criteria to be considered for the curriculum evaluation of candidates in each of the areas defined in V.2 as well as the respective weighting for the final classification are the following, taking into account the contents of Chapter VI below:

- a) Pedagogical aptitude (37%):
 - i. Teaching (20%): this is a criterion which takes into account the courses units that the candidate has taught and coordinated, and also their teaching performance for Bachelors, Masters and PhD degree level. The evaluation of this criterion should take into account the quantity and diversity of the course units in question, and also the evaluation of the candidate's teaching performance. Whenever possible, a table with the results of teaching evaluation surveys should be presented, with reference to how the evaluation system functions and the significance of the evaluation values;
 - ii. Carrying out pedagogical projects (10%): this is a criterion which takes into account the ability demonstrated by the candidate in promoting new pedagogical initiatives designed to improve teaching and learning processes; the

presentation of justified and coherent proposals for the creation of new course units or for the substantial redesign of existing ones; the production of pedagogical material; the coordination and participation in the reorganisation of existing course units and degrees, including syllabi; and also participation in pedagogical management bodies. The evaluation of this criterion should take into consideration the quantity, nature, and diversity of these activities, as well as the candidate's degree of responsibility and involvement in carrying out the activities;

iii. Supervision and support of students (7%): this is a criterion which takes into account the supervision of Bachelors, Masters and PhD students, taking into consideration the quantity and quality of the resultant publications, especially of successfully completed PhD theses in the subject area of the contest.

b) Scientific performance (45%):

i. Scientific production (30%): being the quantity and quality of scientific production in the subject area of the contest. This criterion takes into account the production of papers published in scientific journals and the proceedings of international conferences, as well as of books and book chapters, where the candidate was the author, or co-author. In evaluating this criterion, the quantity and type of publications and recognition by the international scientific community should be taken into account, which is reflected in the quality of the sites of these publications and the citation of them by other authors. The points referred to in Paragraph IX.3 of this notice will also be taken into account;

ii. Scientific interventions (15%): this is a criterion which takes into account the candidate's coordination and participation in scientific projects, as well as recognition by the scientific community.

c) Public outreach and university management (3%):

i. Holding academic positions and functions (1%): this criterion takes into account the position in question and universe of the role of the candidate in the exercise of management functions in organic units, departments, and research units, as well as the coordination of course units and degrees, scientific areas, and scientific sections and groups;

ii. Other activities that are relevant for the mission of a higher education institution (2%): this is a criterion which takes into account the papers published in national journals and conferences and other scientific and technological publications, as well as the provision of services and consultancy that involve different civil society organisations, and also the coordination and delivery of professional training.

d) The Scientific-Pedagogical Project (15%):

This criterion takes into account one original research work related to the subject area of the contest which is aligned with the School's mission and vision. This project must contain the following elements: a summary presentation of a course unit which highlights the link between the research in question and teaching, the added value in relation to current scientific knowledge and the implications for the sustainability of

organisations and society as a whole; a brief career development plan, in which the candidate should detail their research plans for the next five years, explaining the scientific areas that they intend to develop and the connection with international scientific networks. The project should be no more than 4,000 words, with its format and organisation being of the candidate's choosing. It must be written in English.

V.5 — Each member of the selection board assesses the merit of the candidates admitted on absolute merit for each of the competencies and then evaluates and ranks the candidates, taking into account the weightings associated with the competencies and evaluation criteria, taking into account the provisions of Chapter VI. The evaluation of each member of the selection board's evaluation of the relative merit of the candidates is based on the weighted sum of the scores attributed for each of the evaluation criteria, on a scale of 0-100 (with 0 being the minimum, and 100 the maximum).

V.6 — When ranking the candidates for the contest, each member of the selection board ranks the candidates in descending order of merit, and it is on the basis of their ranked list of candidates that each member of the selection board takes part in the voting process. The selection board initially votes for the first place, then for the second place, and so on, until the ranking of all the candidates who have been admitted to the contest and previously approved on absolute merit. For each vote, the decision of the selection board is taken by an absolute majority of votes, as stipulated in Article 20(5) of the Regulations, in compliance with Article 17 of the Regulations. Once the process of the evaluation and ranking has been completed, the selection board then proceeds to draw up a unitary list with the ranking of the candidates.

VI — Preferred criteria

Once the candidates have been approved on absolute merit, each member of the selection board will draw up a written document ranking the candidates on relative merit, taking into account the selection and ranking criteria set out in Chapter V of this notice. In the event of a tie:

- a) A preferential criterion is the ability of the candidate to demonstrate through their curriculum that they have the aptitude to teach different course units to different types of audiences in the subject area of the contest in both Portuguese and English;
- b) In the event of a tie between two or more candidates, the tie-breaker will be the score obtained by each candidate for the Scientific-Pedagogical Project.

These criteria will only be used in the event of a tie in the individual ranking list of each member of the selection board presented for voting.

VII — Public hearings

VII.1 — The selection board will deliberate at its first meeting about whether there is a need to convene public hearings for all those candidates approved on the grounds of absolute merit. Such hearings are exclusively designed to clarify the information contained in the documents presented by the candidates, in accordance with Article 50(4)(b) of the ECDU.

VII.2 — If there is need for a public hearing, this will take place between the 20th and the 50th consecutive day after the date of the meeting convened by the selection board for the admission of candidates on absolute merit, respecting a notification period for candidates of a minimum of 5 (five) days of the date and location of the public hearing.

VII.3 — The public hearings referred to in the previous paragraph may be conducted via teleconference, in which case the selection board must ensure that these are carried out on equal terms for all the candidates.

VII.4 — Should there be a public hearing, the date, time, location, and the identification of the candidates will be notified by e-mail.

VII.5 — The selection board may still require candidates to supply additional documents to support their submitted curriculum vitae, in accordance with Article 50(4)(a) of the ECDU.

VIII— Submission of applications (deadline, location, and format)

Applications must be submitted in digital format on the ISEG website, using the following link: <https://www.iseg.ulisboa.pt/recursos-humanos/concursos/>.

Applications must be submitted by the 30th working day counting from the date of the publication of this notice in the 2nd Series of the *Diário da República* Official Gazette.

IX — Application instructions

IX.1 - The application must contain the following documents:

a) A completed copy of the application form for the respective position of this notice, which is available on the web page of the School on this link: <https://www.iseg.ulisboa.pt/recursos-humanos/concursos/>. The candidate must consent to all communication and notifications related to the contest being made by e-mail, indicating their respective e-mail address.

b) A set of files containing the following documents:

i) An electronic copy of the candidate's curriculum vitae (PDF), containing the information required to evaluate the application, in accordance with Paragraph V.4 of this notice, including their ORCID number and indicating their 'ResearcherID' and 'Scopus Author ID'. The candidate should structure their curriculum vitae in such a way as to facilitate the rapid and complete identification of their contribution to each of the points described in the subparagraphs of Paragraph V.4 in the same order, and should also demonstrate compliance with the quantitative criterion identified in Paragraph IV.1(c), if applicable;

- ii) A copy of the Scientific-Pedagogical Project referred to in Paragraph V.4 of this notice;
- iii) An electronic copy (PDF) of all scientific papers published in national and international journals cited in their curriculum vitae, as well as other works which the candidate considers to be relevant for the selection board's evaluation.

IX.2 – With regards papers published in scientific journals, the candidate's curriculum vitae should describe the quartiles in which these journals are situated in the reference database for the respective year of publication, as well as the number of citations they have achieved. Whenever possible, a summary table should be presented with the candidate's H-index and the total quantity of published papers, as well as the number of citations recorded in these databases and also in Google Scholar.

IX.3 – The Curriculum Vitae should include up to five works that the candidate considers to be the most representative, particularly in terms of their contribution to the development and evolution of the subject area of the contest. This selection must be accompanied by a brief justification explaining each work's contribution and how it can contribute to the School's mission and vision and also to those of the Department of Management.

X – Language

All supporting documents can be presented in either Portuguese or English, except in the case of the curriculum vitae and the Scientific-Pedagogical Project mentioned in Paragraph V.4 of this notice, which must be presented in English.

XI – The constitution of the selection board

In accordance with Articles 45 and 46 of the ECDU and Article 14 of the Regulations, the selection board is comprised of the following:

Chair: The Rector of Universidade de Lisboa.

Members:

Professor Jesús Galende del Canto, PhD, Full Professor, Faculty of Economics and Business, Universidad de Salamanca;

Professor Paulo Alexandre Guedes Lopes Henriques, PhD, Full Professor, ISEG-Lisbon School of Economics and Management, Universidade de Lisboa;

Professor Jorge Filipe da Silva Gomes, PhD, Full Professor, ISEG-Lisbon School of Economics and Management, Universidade de Lisboa;

Professor Alexandra Etelvina Martins Marques Fernandes, PhD, Associate Professor with Aggregation, School of Labour and Business Sciences, Instituto Universitário de Lisboa;

Professor Francisco Guilherme Serranito Nunes, PhD, Associate Professor with Aggregation, School of Labour and Business Sciences, Instituto Universitário de Lisboa.

08/11/2024 - The Dean, Professor João Luís Correia Duque, PhD