

Universidade de Lisboa

ISEG - Lisbon School of Economics and Management

NOTICE n.º 1718/2024

It is hereby announced by ISEG - Lisbon School of Economics and Management, Universidade de Lisboa (hereinafter designated 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 is opened for a public service employment contract for the position of one Full Professor, in the subject area of International and Development Economics.

The contest is opened under the terms of Articles 37 to 51, 61, and 62-A of the University Academic Career Status, which was published in Decree-Law 205/2009, on the 31st of August, and altered by Law No. 8/2010, of the 13th of May (known in its abbreviated form as 'ECDU'), and further applicable legislation, especially the General Regulations for Recruitment Contests for Full, Associate, and Assistant Professors of Universidade de Lisboa, which was approved by a Rector's Decree No. 2307/2015 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 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 can be privileged, benefitted, prejudiced, or deprived of any right or exempt from any duty on the grounds, especially, of descendancy, age, sexual orientation, civil status, family situation, economic situation, education, origin or social status, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs, and trade union membership.

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

I — Authorisation decree

This contest was initiated by the Deliberation of 25/10/2024 of the Rector of Universidade de Lisboa, which was made after the confirmation of the existence of a sufficient budget provision and that the respective position of the recruitment contest is vacant and that it is contemplated in the organisation chart of the School, where it is described by its job title, which implies the carrying out of teaching and research functions consistent with the position of a Full Professor of the Department of Economics.

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 40 of the ECDU, only candidates who have a PhD which was earned more than five years before the deadline for the submission of candidatures, as well as aggregation, can be admitted for this contest.

III.1.1) Those who obtained their degree at a non-Portuguese university must have recognition that their degree is equally recognised as a PhD, in accordance with the terms of Decree-Law No. 66/2018, of the 16th of August, in its current wording.

III.1.2) The recognition of the PhD degree referred to in the previous sub-section must be obtained by the stipulated deadline for the signing of the contract, if the short-listed candidate obtained their PhD degree abroad.

III.2 – 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 Paragraph VIII, which are subject to the analysis and decision of the Dean of the School prior to the selection panel's evaluation, based on merit alone.

III.3 – Candidates will also be excluded, even if they are successfully short-listed for the position in the final unitary list of the ranking of the candidates, if they fail to 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, the School, in accordance with Article VI of the Regulations.

IV — Requirements for admission based on merit alone

The following are all the obligatory requirements for admission for the contest, based on merit alone:

- a) To have a PhD in Economics, which was earned more than five years ago.
- b) To be aggregated in Economics.
- c) To possess a scientific and teaching curriculum in the subject area of International and Development Economics, focusing on the sub-area of development economics. Notably, the candidates should have published, or have accepted for publication, at least eight papers, during their career, in the area of the contest, or in related areas, in scientific journals indexed in *Web of Science* and/or in *Scopus/Scimago*, with at least three papers in the 1st or in the 2nd quartile (Q1 or Q2) in terms of impact factor.

The selection panel deliberates on the admission, or non-admission of the candidates on the basis of merit alone, by justified nominal voting, where abstentions are prohibited.

A candidate who is favourably approved by more than half of the voting members of the selection panel is considered approved on the basis of merit alone.

V — Criteria for evaluation and ranking by relative merit, respective weighting, and final classification

V.1 – The objective of this contest is to evaluate the capacity and performance of the candidates in the various attributes which constitute the role to be performed under the terms of Article 4 of the ECDU, should they be selected. Under the terms of Article 4 of the ECDU, in general, university professors are obliged to carry out the following:

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

V.2 – The method of selection to be used is that of curriculum evaluation. Curriculum evaluation takes into consideration the general duties assigned to university professors accorded to Article 4 of the ECDU, and focuses on the following activities:

- a) Teaching;
- b) Research;
- c) Public outreach;
- d) University management;

The activities indicated in sub-sections c) and d) above must be considered within the context of Article 50(6)(c) of the ECDU, relative to other activities that have been developed by the candidates which are relevant to the mission of higher education institutions.

V.3 – The curriculum evaluation of the various candidates in each of these activities 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 activities defined in Paragraph V(2) and the weighting to be attributed for the final classification are the following, taking into account that mentioned in Paragraph VI below:

a) Teaching (35%):

i) Teaching activities: this criterion takes into account the course units that the candidate has taught and coordinated in the subject area for which the contest has been opened, focusing on the sub-area of development economics, the pedagogical performance, and the teaching at the level of Bachelors, Masters, and PhD study cycles. The evaluation of this criterion should take into account the number and diversity of the course units and also the evaluation of the candidate's pedagogical performance. Whenever possible, a table with the results of pedagogical evaluation surveys should be presented, with reference to the nature of the system and the meaning of the evaluation values.

ii) Coordination and participation in pedagogical projects: this criterion evaluates the proven capacity to promote trending pedagogical initiatives designed to improve teaching and learning processes; the presentation of well-founded and coherent proposals for the creation of new course units or the profound reformulation of existing ones; the coordination and participation in the reorganisation of existing degree or study programmes; the adoption of remote teaching technologies and greater digitalisation of processes; and participation in pedagogical

management bodies. In evaluating these criteria, consideration is given to the number, nature and diversity of the activities as well as the level of responsibility and involvement of the candidate.

iii) Development of pedagogical material: in evaluating this criterion, consideration is given to the number, diversity, and originality of the pedagogical material developed.

iv) Follow-up and supervision of students: in evaluating this criterion, consideration is given to the supervision of PhD, Masters, and Bachelors students, taking into account the number and quality of the resulting publications, in particular of the successfully completed PhD theses in the subject areas for which the contest has been opened.

b) Research (50%):

i) Scientific output: the quantity and quality of scientific output in the subject area for which the contest has been opened. This criterion takes into account papers published in scientific journals and in the proceedings of national and international conferences, as well as books and book chapters, where the candidate was the author, or co-author. In evaluating this criterion, consideration is given to the number and type of publications and recognition by the international scientific community, which is reflected by the quality of the locations of the publications and the citing of references from them by other authors. The publication of papers in the subject area for which the contest has been opened in leading scientific journals which are indexed in the Web of Science or Scopus databases, or in lists such as those of ABS and ISEG Research (ex-FIISEG), is particularly valorised.

ii) Coordination and participation in scientific projects: this criterion takes into account the participation in and coordination of scientific projects by the candidate. In evaluating this criterion, consideration is given to the quantity, degree of insertion (both nationally and internationally) of the projects, their competitive nature, and the type of involvement of the researcher (as the coordinator, or as a participant).

iii) Recognition by the international scientific community: this criterion takes into account the following: participation in national and international examination panels, and participation in national and international panels for the evaluation and scientific consulting of scholarships, projects, researchers, or research units; awards by scientific societies; editorial activities in scientific journals; participation in editorial boards of scientific journals; participation as a member of the pool of reviewers for papers submitted for scientific conferences; coordination and participation in programme committees for scientific events; participation as a member of scientific societies which are subject to a competitive admission process, and other similar distinctions. In evaluating this criterion, consideration is given to the number, the role carried out, and the diversity of the activities.

c) Public outreach (5%):

i) Scientific publication: this criterion takes into account the publishing of papers in national journals and conferences and other scientific and technical publications, taking into account their professional and social impact.

ii) The provision of services and consulting: this criterion takes into account the participation in activities involving the public sector, companies, and other civil society organisations, taking into consideration the type of participation, size, diversity, technological intensity, and innovation of this participation.

iii) Services to the scientific community and society as a whole: this criterion takes into account the participation in and coordination of initiatives for the dissemination of scientific and technological knowledge, taking into consideration the nature and results achieved, in the media or other means of communication (such as the Internet), the public sector, companies, and other civil society organisations.

iv) Professional training: this criterion takes into account the participation in and coordination of training for the public sector, companies, and other civil society organisations, taking into consideration its nature and the results achieved.

d) University management (10%):

i) Carrying out functions as a member of higher education institution bodies and their organic units: this is a criterion which takes into account the nature, responsibility, diversity and duration of the roles.

ii) Carrying out functions in research units and the coordination of degrees: this criterion takes into account the role and the scope of the responsibility of the candidate in carrying out management duties in departments and research units, and the coordination of degrees, scientific areas, scientific sections or groups.

V.5. Each member of the selection panel evaluates the candidates regarding their merit for each of the above-mentioned activities, grading and ranking the candidates, taking into consideration the respective weighting of the activities, taking also into account the considerations described in Paragraph VI.

V.6. Each member of the selection jury ranks the candidates on the grounds of their merit, casting their vote based on their ranked list of the candidates. The selection panel initially votes for first place, then for second place, and so on, until the final ranking of all those candidates who have been admitted to the contest and who have been previously approved based on merit alone, in compliance with the terms stipulated in Article 20(5) of the Regulations. For each vote, the decisions of the selection panel is taken by an absolute majority of votes. On concluding the selection and ranking criteria, the selection panel then draws up a unitary list of the ranking of the candidates.

VI — Preferred criteria

After the approval for admission of the candidates on the grounds of merit alone, the selection panel prepares a written document with the ranking of the candidates based on their relative merit, taking into consideration the selection and ranking criteria stipulated in Paragraph V of this Notice. Preferred parameters are teaching and research in the sub-area of development economics, as well as interaction with the areas of energy economics, natural resource economics and sustainability.

These criteria will only be used in the case of a tie for the individual ranked list of each member of the selection panel jury presented for voting.

VII — Public hearings

VII.1 — The selection panel will deliberate at its first meeting whether there is a need to convene public hearings for all those candidates approved for admission on the grounds of merit alone. Such hearings are exclusively designed to clarify the information contained in the *Curriculum Vitae* of the candidates, in accordance with the terms of Article 50(4)(b) of the ECDU.

VII.2 — If there is need for a public hearing, then this will take place between the 30th and the 70th consecutive day after the deadline for candidatures, with all candidates being given a minimum of five days' notice of the date and location of the public hearing.

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

VII.4 — The selection panel can still require candidates to supply additional documentation to support their submitted *Curriculum Vitae*, based on the terms of Article 50(4)(a) of the ECDU.

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

Applications must be submitted on the platform available at <https://www.iseg.ulisboa.pt/recursos-humanos/concursos/> within 30 working days after publication of this notice in the *Diário da República* Official Gazette.

IX — Instructions for candidatures

IX.1 – Applications must be submitted using the form referred to in Article 33 of the Regulations, which must include the declaration to be signed under oath to comply with the requirements required for admission to the contest provided for in this Notice and in the Law, available at <https://www.iseg.ulisboa.pt/recursos-humanos/concursos/>, and the candidate must express their consent so that communications and notifications within the scope of the contest procedure can take place by email, indicating the respective address. The application must be accompanied by the following documents, in non-editable format (pdf):

a) *Curriculum Vitae* of the candidate, expressly organized in the same order of aspects and ranking criteria indicated in this Notice, indicating the activity carried out in the areas of Teaching, Research, Public Outreach and University Management, taking into account the ranking criteria contained in Chapter V of this Notice, and which is considered relevant to the disciplinary areas in which the contest is open. In the *Curriculum Vitae*, the publications/works/activities that the candidate considers most representative must be highlighted, particularly with regard to their contribution to the development and evolution of the disciplinary areas in which the contest is open, taking into account the provisions of Paragraphs V and VI of this Notice. This selection must be accompanied by a succinct justification description in which the candidate explains their contribution and how this contribution can contribute to the mission of ISEG and the Department of Economics;

b) A copy in pdf of all the scientific papers published in national and international journals which are cited in their *Curriculum Vitae*, and other works that the candidate considers to be relevant for the selection panel's evaluation.

IX.2 – With regards papers published in scientific journals, the *Curriculum Vitae* of the candidate must indicate the quartile of the scientific journals in the reference databases in the year of publication, as well other bibliometric indicators that the candidate considers to be relevant.

X — Language

The supporting documents can be submitted in either Portuguese or English.

XI — The constitution of the Selection Panel

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

Chair: The Rector of Universidade de Lisboa

Professor Pedro Alberto Ramos Rodrigues Camarinha Vicente, Full Professor at the Faculty of Economics/NOVA SBE – School of Business and Economics, Universidade Nova de Lisboa.

Professor Manuel Couret Pereira Branco, Full Professor at the Department of Economics, School of Social Sciences, Universidade de Évora.

Professor Maria Paula Antunes, Full Professor at the Department of Environmental Science and Engineering, Faculty of Science and Technology/NOVA School of Science and Technology, Universidade Nova de Lisboa.

Professor Zélia Maria da Silva Serrasqueiro, Full Professor at the Department of Management and Economics, Faculty of Social and Human Sciences, Universidade da Beira Interior.

Professor António Augusto da Ascensão Mendonça, Full Professor at the Department of Economics, ISEG – Lisbon School of Economics and Management, Universidade de Lisboa.

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