

ISEG – Lisbon School of Economics & Management

Universidade de Lisboa

Notice 550/2025

It is hereby announced by ISEG – Lisbon School of Economics and Management, Universidade de Lisboa (hereinafter referred to as ISEG), that for a period of 30 working days from the day immediately following the publication of this Notice in the *Diário da República* Official Gazette, an international documented recruitment contest is open for the position of a **Full Professor, in the subject area of Statistics and Actuarial Sciences**, in ISEG's Department of Mathematics Department.

The contest is open under the terms of Articles 37 to 51, 61 and 62-A of the University Teaching Career Statute, republished by Decree-Law 205/2009, of 31 August and amended by Law 8/2010, of 13 May (abbreviated as the ECDU), and other applicable legislation, namely the General Regulations for Contests for the Recruitment of Full, Associate, and Assistant Professors of Universidade de Lisboa, approved by the Rector's Directive of 16 February 2015, published in the *Diário da República* Official Gazette, 2nd Series, No. 45 of 5 March 2015, by Directive 2307/2015, (abbreviated to the Regulations).

In addition to the duties to be carried out in the Department of Mathematics, the Full Professor appointed is obliged to also carry out research in one of ISEG's research units, or in one with which ISEG is associated.

The Joint Directive 373/2000 of 31 March, issued by the Minister for State Reform and Public Administration and the Minister for Equality, stipulates that the following must be mentioned in employment and access contests:

"In fulfilment of Article 9(h) of the Constitution, in its role as an employer, the Public Administration actively promotes a policy of equal opportunities between men and women for employment and career development, scrupulously avoiding all, and any form of discrimination." Accordingly, the terms 'candidate', 'recruit', 'faculty', and similar terms used in this Notice do not refer to people's gender.

Likewise, no candidate may be favoured, benefited, disadvantaged, or deprived of any right or exempted from any duty on the grounds of 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, territory of origin, language, religion, political or ideological convictions, or trade union membership.

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

I - Authorisation directive

The opening of this contest was authorised by a directive of the Rector of Universidade de Lisboa on 07/03/2025, which was issued after the confirmation of a sufficient budget provision and that the respective position of the recruitment contest is fully contemplated in the organisation chart of ISEG, is vacant, and that the job title referred to above implies

carrying out teaching and research functions consistent with the position of a Full Professor in the Department of Mathematics.

II - Place of work

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

III - Admission requirements and grounds for excluding candidates

III.1 - Under the terms of Article 40 of the ECDU, to be eligible for admission, candidates must have a PhD which was awarded at least five years before the deadline for the submission of applications and should hold the title of Aggregate.

III.1.1) Those candidates who obtained their PhD at a non-Portuguese university, must have their PhD degree recognised under the terms of Decree-Law No. 66/2018, of 16 August.

III.1.2) The recognition of the PhD referred to in the previous paragraph must be dated by the deadline for the signing of the contract if the candidate ranked in an eligible position has obtained their PhD at a non-Portuguese university.

III.2 - Only those able to teach in English will be eligible to apply for this competition. If a candidate is not fluent in Portuguese, he or she must also make a commitment of honour to study the language in order to better participate in all the activities of ISEG and Universidade de Lisboa. These conditions are set out in the application form mentioned in Section IX of this Notice

III.3 Candidates will be automatically excluded from this contest should they fail to submit the necessary documents listed in Section IX of this Notice by the deadline and in the format and at the place stipulated in Section VIII, subject to the analysis and decision by the Dean of ISEG prior to the Selection Panel'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 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, in accordance with Chapter VI of the Regulations.

IV - Requirements for admission on absolute merit

All of the following requirements are indispensable for admission to the contest based on absolute merit:

- a) Hold a PhD in Statistics or Actuarial Sciences or branch of knowledge and/or appropriate speciality in the subject area of the contest, which was awarded at least five years ago;
- b) Hold the title of Aggregate in a scientific area and/or speciality appropriate to the subject area of the contest;
- c) Have published or had accepted for publication throughout their career at least ten papers in the scientific area of the contest or in related areas in Web of Science or Scopus/Scimago-indexed scientific journals, with at least five of these papers being classified in the 1st or 2nd impact factor quartiles.

d) With regards Paragraphs IX.3, IX.4, and IX.5, be able to present work that demonstrates the existence of the necessary ability to adequately fulfil the duties of a Full Professor in the subject area of the contest.

e) Present a Scientific-Pedagogical Project, as requested in Paragraph IX.2b) and further specified in Paragraph V.4e), which proves that the candidate has the necessary ability to adequately fulfil the duties of Full Professor in the subject area of the contest, and which is fully and unequivocally supported by the candidate's previous work.

The Selection Panel will decide on the admission or non-admission of candidates on the basis of absolute merit, by a justified roll-call vote in which abstention is not permitted.

A candidate who obtains the favourable vote of more than half of the voting members of the Selection Panel will be considered to have been approved on absolute merit.

V - Evaluation criteria and ranking by relative merit, respective weighting, and the final evaluation system

V.1 - The purpose of this contest is to assess the ability and performance of candidates in the various aspects which constitute the role to be performed should they be hired in the contest, under the terms of Article 4 of the ECDU. Under the terms of Article 4 of the ECDU, faculty are generally required to:

- 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 that promotes the dissemination of scientific, social, and economic knowledge;
- d) Participate in the management of their respective university bodies;
- e) Carry out other responsibilities that are assigned by the competent university management bodies, which are included in the job description of a member of faculty.

V.2 - The method of selection and ranking to be used is that of curriculum evaluation. Curriculum evaluation takes into consideration the general duties assigned to faculty under Article 4 of the ECDU and covers the following areas:

- a) Teaching capability;
- b) Research performance;
- c) Public outreach;
- d) University Management;
- e) Scientific-Pedagogical Project.

The areas indicated in Paragraphs c) and d) above should be considered in the context of Article 50.6(c) of the ECDU regarding other activities that are relevant for the mission of higher education institutions that have been carried out by the candidates.

V.3 - The curricular 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 taken into account in the curricular evaluation of candidates in each of the areas listed in Paragraph V.2 above and the weighting to be given to each of them in the final classification are as follows, taking into account Section VI below:

a) Teaching capability (25%):

i) Teaching activity: a criterion that takes into account the course units that the candidate has taught and coordinated, pedagogical performance, and teaching at Bachelor's, Master's and PhD level. In assessing this parameter, the number and scientific complexity and diversity of the course units should be taken into account. Whenever possible, a table with the results of pedagogical evaluation surveys should be presented, with reference to the nature of the system and the significance of the evaluation values

ii) Coordination and management of pedagogical projects: a criterion that takes into account the candidate's demonstrated ability to promote new pedagogical initiatives designed to improve teaching and learning processes; presentation of reasoned and coherent proposals for the creation of new course units or the thorough reformulation of existing ones; coordination and participation in the reorganisation of existing degrees and syllabi; adoption of remote teaching technologies and the increased digitalisation of processes; and participation in pedagogical management bodies. In assessing this criterion, the number, nature and diversity of the activities and the candidate's degree of responsibility and involvement in them should be taken into account.

iii) Production of teaching material: the evaluation of this criterion should take into account the number, diversity, and originality of the teaching material produced, within the context of the subject area of the contest.

iv) Supervision and guidance of students: this criterion takes into account the supervision of Bachelor's, Master's, and PhD students, taking into account the number and quality of the resulting publications, especially successfully-completed PhD theses within the context of the subject area of the contest.

b) Research performance (50%):

i) Scientific production: this criterion takes into account the quality and quantity of scientific production in the subject area of the contest, and also papers published in scientific journals and international and national conference proceedings, as well as books and book chapters that the candidate has authored or co-authored. When evaluating this criterion, the type and number of publications should be taken into account, as well as recognition by the international scientific community, reflected in the quality of the publication outlets and citations made by other authors. The publication of papers in top international journals in the Web of Science or Scopus databases in the subject area of the contest is particularly valued. The criteria referred to in Paragraphs IX.4 and IX.5 of this Notice will also be taken into consideration.

ii) Coordination and participation in scientific projects: a criterion which takes into account the candidate's coordination and participation in scientific projects, giving preference to the subject area of the contest. The evaluation of this criterion should take into account the number of projects, their exposure (national or international), their competitive nature, and the type of involvement of the researcher (coordinator or participant).

iii) Recognition by the scientific community: this criterion takes into account the following: participation in national or international academic examination panels and participation in national or international panels for the evaluation and scientific consultancy of grants,

projects, researchers or research units; awards from scientific societies; editorial activities in scientific journals; participation in the editorial boards of scientific journals; participation as a reviewer of papers submitted to scientific conferences; coordination and participation in programme committees for scientific events; participation as a member of scientific societies with competitive admission and other similar distinctions. In evaluating this criterion, the number, the role played, and the diversity of activities should be taken into account, giving preference to the subject area of the contest.

c) Public Outreach (5%):

i) Scientific publications: this criterion takes into account papers published in national journals and conferences and other scientific and technological publications, taking into account their professional and social impact.

ii) Provision of services and consultancy: a criterion which takes into account participation in activities involving the public sector, the business community, and other civil society organisations, taking into consideration the type of participation, size, diversity, technological intensity, and innovation.

iii) Services to the scientific community and to society: a criterion which takes into account participation in and coordination of scientific and technological dissemination initiatives, bearing in mind the nature and results achieved by these when carried out in conjunction with the media or other means of communication (such as the internet), the public sector, the business community, and other civil society organisations.

iv) Professional training actions: a criterion which takes into account participation in and coordination of training actions designed for the public sector, the business community, and other civil society organisations, taking into consideration their nature and the results achieved.

d) University Management (10%):

i) Positions held in bodies of higher education institutions and their organic units: a criterion which takes into account the nature and responsibility and diversity of the positions.

ii) Positions in research units and degree coordination: a criterion which takes into account the position and the candidate's range of activity in the exercise of management functions in departments and research units, degree coordination, and scientific areas or scientific sections and groups.

(e) Scientific-pedagogical project (10%): this criterion takes into account the scientific-pedagogical project that the candidate proposes to develop in the subject area of the contest, with the objective to promote teaching and research activities in that area within the Department of Mathematics and also in ISEG research units, including evidence that the project presented is fully and unequivocally supported by the candidate's previous research.

V.5. Once the candidates approved on absolute merit have been definitively identified, based on the provisions of Section IV above, the Selection Panel will proceed to rank candidates in accordance with the procedure stipulated in Article 20 of the Regulations. When drawing up the list mentioned in Article 20(3) of the Regulations, the preferential parameters indicated in Section VI may be used as qualifying criteria in each of the parameters described in Paragraph V.4.

VI - Preferential parameters

A preferential criterion is the suitability of the candidate's *curriculum vitae* for the subject area of the contest, with particular emphasis on the candidate's scientific output over the last ten years.

A preferential criterion is the contribution to the development and evolution of the subject area in which the competition is open, with a focus on methodological contributions in Bayesian statistics.

VII - Public Hearings

VII.1 - At its first meeting, the Selection Panel deliberates on whether there is a need to convene public hearings for all those candidates approved on the grounds of absolute merit. As foreseen in these Regulations, such hearings are exclusively designed to clarify questions relating to the documentation provided 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 deadline for submitting applications by candidates, based on absolute merit, respecting a notification period for candidates of a minimum of 5 working days of the date and location of the public hearing.

VII.3 - The public hearings referred to in the previous paragraph may be held by 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 may still require candidates to supply additional documentation related to their submitted *curriculum*, based on the provisions of Article 50(4)(a) of the ECDU.

VIII - Submission of applications (deadline, place and form)

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 Form instructions

IX.1 - Applications must be accompanied by the form referred to in Article 33 of the Regulations, which must include the declaration to be signed under commitment of honour that the requirements for admission to the contest set out in this Notice and in the Law have been met, which can be found at <https://www.iseg.ulisboa.pt/recursos-humanos/concursos/>. In addition, the candidate must consent to all communication and notifications related to the contest being made by email, indicating the respective address. The application must be accompanied by the following documents:

IX.2 - In non-editable format (PDF)

(a) The candidate's *curriculum vitae*, organised expressly in the same order as the criteria and parameters indicated in this Notice, showing in sequence the teaching, research,

public outreach, and university management activities considered to be relevant to the contest; namely, identifying the activities carried out in the different aspects which constitute the role to be performed by a Full Professor, under the terms of Article 4 of the ECDU; the candidate must demonstrate compliance with the quantitative criteria referred to in Paragraph IV c).

(b) A document describing the Scientific-Pedagogical Project that the candidate proposes to develop in the subject area of the contest, as specified in Paragraph V.4(e) of the Notice.

(c) An electronic version of all the scientific papers published in national and international journals cited in the candidate's *curriculum vitae* and other works that the candidate considers to be relevant for the Selection Panel's evaluation.

IX.3 - In the *curriculum vitae*, the candidate must identify their 'ResearcherID' and 'Scopus Author ID', as well as the quartiles of the scientific journals of the papers published and the reference databases in the year of publication, together with the number of citations achieved to date. Whenever possible, a summary table should be provided with the candidate's H-index, the total number of papers published, and the total number of citations recorded in these databases, as well as in Google Scholar.

IX.4 - The *curriculum vitae* should include a minimum of ten papers selected by the candidate as being the most representative, particularly in terms of their contribution to scientific development and evolution in the subject area of the contest.

IX.5 - The selection mentioned in Paragraph IX.4 must be accompanied by a document containing a brief justification by the candidate explaining their contribution and how this contribution can contribute to the development of the scientific area of the contest, within the context of the mission of ISEG and the Department of Mathematics.

X - Language

All supporting documents may be submitted in either Portuguese or English.

XI - Constitution of the Selection Panel

In accordance with the provisions of Articles 45 and 46 of the ECDU and Article 14 of the Regulations, the Selection Panel is comprised of the following professors:

Chair: The Rector of Universidade de Lisboa

Maria Nazaré Simões Quadros Mendes Lopes, PhD, Full Professor (retired), Faculdade de Ciências e Tecnologia, Universidade de Coimbra;

João Manuel de Sousa Andrade e Silva, PhD, Full Professor Professor, Instituto Superior de Economia e Gestão, Universidade de Lisboa;

João Manuel Caravana Santos Silva, PhD, Full Professor, School of Economics, University of Surrey, United Kingdom;

Paulo Eduardo Aragão Aleixo e Neves de Oliveira, PhD, Full Professor, Faculdade de Ciências e Tecnologia, Universidade de Coimbra;

Cláudia Rita Ribeiro Coelho Nunes Philippart, PhD, Full Professor, Instituto Superior Técnico,
Universidade de Lisboa.

13 March 2025.

The Dean, Prof. João Luís Correia Duque, PhD