

## **PUBLIC NOTICE**

It should be known that, before this Instituto Superior Técnico, University of Lisbon (hereinafter referred to as IST), and within 30 working days following the day after the publication of this notice in "Diário da República" (the Portuguese Official Gazette), it is open an international documental recruitment competition, in the form of an employment contract in public functions, for two positions of Assistant Professors in the disciplinary field of Engineering and Management of Organisations from the Department of Engineering and Management of Instituto Superior Técnico, University of Lisbon, under articles 37.º to 51.º, 61.º and 62.º-A of the *Estatuto da Carreira Docente Universitária* (University Teaching Career Statute), republished by Decree-Law n.º 205/2009, from 31st August (hereinafter referred to as ECDU), and other applicable law, namely the Regulamento Geral de Concursos para Recrutamento de Professores Catedráticos, Associados e Auxiliares da Universidade de Lisboa (*General Regulations for the Recruitment of Full Professors, Associate Professors and Assistant Professors of the University of Lisbon*), approved by the Rector Order of 16<sup>th</sup> February 2015, published in the 2nd Series of Diário da República n.º 45, the joint order n.º 2307/2015 of 5<sup>th</sup> March 2015 (hereinafter referred to as Regulations).

The recruited candidate will sign a public functions contract of indefinite time, in the category for which the present competition is open, which includes five years of experimental period. This competition is specially directed to PhD degree holders who have high research potential and capacities that intend to enter the university teaching career at its initial level.

The joint order n.º 373/2000, of 31 March, of the Minister of State Reform and Public Administration and the Minister for Equality made compulsory the inclusion of the following reference in all civil service recruitment procedure notices:

"In compliance with paragraph h) of article 9 of the Constitution, the Public Administration, as the employing entity, actively promotes a policy of equality of opportunities between men and women in access to employment and professional development, scrupulously providing for the prevention of any type of discrimination." In this sense, any term that restricts to a given gender is not used in this public notice to refer to the gender of the candidate.

In the same way, no candidate can be helped, or hurt, or be denied of any right or waive any duty because, namely, of his ascendancy, age, sexual orientation, marital status, family situation, economic situation, instruction, social origin or condition, genetic heritage, reduced work capacity, disability, chronic disease, nationality, race or ethnical origin, birth territory, language, religion, political or ideological convictions, or union membership.

In compliance with articles 37.º to 51.º from ECDU and other applicable law, and with article 8.º from the General Regulations for the Recruitment of Full Professors, Associate Professors and Assistant Professors of the University of Lisbon, the following terms and conditions must hold:

### **I – Rector's Order Authorization**

The opening of this recruitment procedure follows the University of Lisbon Rector's Order, dated (...), issued after the confirmation of budget provision and after the confirmation that the post, for which this recruitment procedure is open, is foreseen in the IST staff list, in which the functions to be carried out are defined as teaching

and research activities, that constitute the set of duties of an Assistant Professor in the Department of Engineering and Management.

### **Caso exista financiamento FCT**

#### **I – Rector’s Order Authorization**

This recruitment procedure follows the University of Lisbon Rector’s Order, dated September 14, 2021, issued after the signature of the above mentioned Program Contract between FCT,IP and IST, the confirmation of budget provision and after the confirmation that the post, for which this recruitment procedure is open, is foreseen in the IST staff list, in which the functions to be carried out are defined as teaching and research activities, that constitute the set of duties of an Assistant Professor in the Department X.

#### **II – Place of work**

Instituto Superior Técnico  
Campus da Alameda, Av. Rovisco Pais, 1  
1049-001 Lisboa, Portugal  
and  
Campus Taguspark  
Av. Prof. Dr. Aníbal Cavaco Silva  
2744-016 Porto Salvo; Portugal

#### **III – Admission requirements and grounds of exclusion**

III.1 - In compliance with article 41.º-A of the ECDU, applicants to this recruitment procedure must hold a PhD degree.

III.2 – Chapter VI of the Regulations shall be applied in respect to the confirmation and fulfilment of the admission requisites and ground of exclusion of the candidates.

III.3 – The candidates with a PhD degree obtained abroad should have the equivalence or recognition or registration of that degree identical to a PhD degree conferred by a portuguese university, under Decree-Law 66/2018, of the 16th of August.

III.4 – The equivalence or recognition or registration of the PhD degree should be obtained until the deadline of the contract signature, if the candidate ranked in an eligible position has a PhD degree obtained abroad.

III.5 – The non-delivery of any document that supports the candidacy, in the stated deadline, determines the non-admission of the candidacy, which will be reviewed and decided by the President of Instituto Superior Técnico to taking a final decision on the merit.

#### **IV – Absolute merit approval requirements**

IV.1 – Article 10.º from Chapter III of the Regulations shall be applied in respect to the absolute merit approval of the candidates.

IV.2 - The Jury will deliberate on the approval or rejection on absolute merit of a given candidate, through justified nominal voting, abstentions not being allowed.

IV.3 - It is considered approved in absolute merit the candidate that receives a favorable vote of more than half of the voting members of the Jury.

IV.4 - When the vote is not in favour of the absolute merit approval of a candidate, it must be based on IV.4 or/and in one of the following circumstances:

- a) the knowledge domain and/or field of the PhD which the candidate holds, is not academically adequate for the minimally adequate performance of the duties in the disciplinary field related to this recruitment procedure and the candidate's academic background fail to compensate for this fact; and/or
- b) the relevance, quality, and impact of the curriculum vitae of the candidate, and the academic contributions and of highest impact selected by the candidate, do not demonstrate the minimum standards, to perform, in a minimally adequate way, the duties of an Assistant Professor at Instituto Superior Tecnico in the disciplinary field related to this recruitment; and/or
- c) The publication list, included in the document with the most relevant academic contributions in the last five years mentioned in b) of point IX.2, which the candidate considers most representative, namely with respect to the contribution for the development and evolution of the disciplinary field for which the competition is opened, fails to evidence that the candidate has the ability required for the minimally adequate exercise of the functions of Assistant Professor of the disciplinary field of the competition; and/or
- d) The candidate has not published over the last 3 (three) years, since 2019 inclusive, at least: 1 (one) publication classified as Q1 of impact factor in the areas of the "Clarivate Analytics Web of Science" relevant to the disciplinary area of the contest; or 2 (two) publications listed in the "Clarivate Analytics Web of Science" in the relevant areas and simultaneously classified as Q1 in the "Scopus" in one of the relevant categories. The classification in Q1 can be obtained for any of the years 2019, 2020 or 2021. The areas of Clarivate Analytics Web of Science relevant to the disciplinary fields of this competition are: "Business", "Economics" and "Management". The relevant categories of "Scopus" (based on Cite Score Rank) are all categories within the areas "Business, Management and Accounting" and "Economics, Econometrics and Finance";
- e) in relevant areas to the disciplinary field of this competition; and/ or
- f) the scientific and pedagogical project, requested in IX.2.a) and specified in V.4.e), elaborated by the candidate is clearly insufficient, presenting severe incorrectness that evidence that the candidate does not have the required capacity to perform the duties of an Assistant Professor in the disciplinary field related to this recruitment, or not being supported by previous work from the candidate.

## **V – Evaluation parameters and relative merit ranking, respective percentage and final valuation**

V.1 - This recruitment procedure aims to evaluate the candidates' abilities and performance concerning the different aspects that constitute the set of duties to be performed, in accordance with article 4.º of the ECDU, as a result of their recruitment in case they are hired. According to article 4 of the ECDU, faculty members are required to:

- a) Carry out scientific research, cultural creation or technology development activities;
- b) Carry out the teaching duties assigned to them and guide and supervise the students;
- c) Participate in activities related to university representation, scientific disclosure and economic and social knowledge transfer;

- d) Participate in management activities within the university;
- e) Carry out other duties assigned by the competent bodies in the scope of the regular activities of a faculty member.

V.2 - The selection will be made through the curriculum evaluation method, which, according to the faculty members' general duties established in article 4.º of the ECDU, is based on the following items:

- a) Teaching;
- b) Research;
- c) Knowledge Transfer;
- d) Management activities within the university;
- e) scientific and pedagogical project.

Items in c) and d) should be considered in the scope of point c) of number 6 of article 50 of ECDU, relative to other relevant activities to the mission of the higher education institution.

V.3 - The candidates' curriculum evaluation in each of the aforementioned areas must take into consideration the disciplinary field related to this recruitment procedure.

V.4 - The parameters to be considered in the candidates' curriculum evaluation in each of the areas defined in V.2, and the respective percentage for the final classification, are the following where special emphasis is given to the relevance, quality and impact of the curriculum vitae of the candidate, and to the most relevant and with the highest impact academic contributions as selected by the candidate and identified in the document IX.2.c, in the last five years:

- a) Teaching (15%):
  - i) Pedagogical contents: parameter that takes into account publications, software, and experimental prototypes of pedagogical nature that the candidate as produced or participated in the production, taking into account their nature and impact in the national and international communities;
  - ii) Teaching activities: parameter that takes into account the curricular units that the candidate has coordinated and taught, taking in consideration the diversity, pedagogical practice, and the number of students;
  - iii) Innovation: Teaching activities: parameter that takes into account the demonstrated ability to promote new pedagogical initiatives, such as proposals for new curricular units or revisions of existing ones; creating or reinforcing laboratory infrastructures; creating or restructuring groups of curricular units of study plans; perfecting the pedagogical practice;
  - iv) Student advising and supervision: parameter that takes into account the supervision of doctoral, master's or bachelor's students, taking into account the number, quality, scope, and scientific and technological impact of the resulting publications, theses, and final projects, with a particular distinction for those that received national and international awards;
  - v) Non-academic professional experience: parameter that takes into account the influence of the relevant work in the disciplinary field of the competition, conducted outside of an academic context.
- b) Research (55%):
  - i) Scientific publications: parameter that takes into account books, book chapters, scientific articles in journals and international conference proceedings that the candidate authored or co-authored, considering their nature, impact factor, number of citations, technological level, innovation, diversity, multidisciplinary, international collaboration, contribution to advancing of the state of the art, and the importance of the articles that were selected as being most representative, namely

- their contribution to the development of the disciplinary field of the competition.
- ii) Coordination and participation in scientific projects: parameter that takes into account the candidate's coordination and participation in competitive scientific projects, considering their territorial scope, dimension, technological level, the importance of their contributions, innovation and diversity;
  - iii) Creation and reinforcement of laboratory means: parameter that takes into account the candidate's participation and coordination of initiatives that create or reinforce laboratory infrastructures of experimental or computational nature to support research.
  - iv) Promotion of scientific activity: parameter that takes into account the candidate's demonstrated ability to coordinate and lead research teams.
  - v) Recognition from the international scientific community: parameter that takes into account: awards from scientific societies, editorial activities in scientific journals, participation in editorial boards of scientific journals, coordination and participation in program committees of scientific events, invited lectures or talks in scientific meetings or universities, membership of scientific societies with competitive admissions or similar distinctions.
- c) Knowledge transfer (5%): candidates will be evaluated on the following parameters: intellectual and industrial property; legislation and technical norms; scientific and technological dissemination publications; design, project, and production of work in Engineering, Management and Architecture; service to the scientific community and the society; and professional training actions.
  - d) University management (5%): candidates will be evaluated on the following parameters: positions in the institutional bodies of universities or their organic units; positions in the units of the school and coordination of courses; temporary positions and tasks; other positions.
  - e) Scientific and Pedagogical Project (20%): parameter that takes into account the scientific and pedagogical project submitted by the candidate. The candidates will be evaluated with respect to the potential contribution to the scientific and pedagogical development of the disciplinary field related to this competition with the objective of promoting the teaching and research activities within the disciplinary field of this recruitment procedure.

V.5 – Once finally identified the candidates approved in absolute merit, based on the previous conditions expressed in IV, the Jury will proceed to the final valuation and ranking of the candidates, following the procedure established in article 20.º of the Regulations, where the preferential parameters described in VI can be used as weighting criteria to the classifications given to each of the parameters described in V.4 when establishing the list mentioned in no. 3 of article 20.º of the Regulations.

#### **VI – Preferential parameters**

It is a preferential parameter that the has a curriculum vitae that is adequate to the disciplinary field of this competition, where special emphasis is given to the candidate's scientific production over the last five years.

It is a preferential parameter the contribution given to the development and evolution of the disciplinary field of this competition.

#### **VII - Public hearings**

VII.1 - - At the first meeting the Jury will deliberate about the need for a public hearing of the candidates that have been approved in absolute merit, with the

exclusive aim of clarifying the information contained in the documents submitted by candidates, according to paragraph b), no. 4, article 50.º of the ECDU.

VII.2 - If the Jury decides to hold the aforementioned public hearings, those will have to take place between the 20<sup>th</sup> day and the 50<sup>th</sup> day after the deadline to submit the application, and all candidates will be informed of the date and place of the public hearings at least five days in advance.

VII.3 – The aforementioned public hearings can be done by videoconference, and the Jury must guarantee that they are done in equal circumstances to all candidates.

VII.4 - The Jury may also decide to request additional documents, in compliance with paragraph a), no. 4, article 50 of the ECDU, with the aim of clarifying the information contained in the curriculum vitae of a given candidate.

### **VIII – Submission of applications**

VIII.1 - Applications must be submitted until the 30<sup>th</sup> working day from the date of publication of this notice in the Diário da República.

VIII.2 – The application documents must be submitted to the particular electronic address related to this public notice provided at the Human Resources of IST web page:

<http://drh.tecnico.ulisboa.pt/job-opportunities>

VIII.3 – Not submitting any of the documents that must comprise the application within the deadline determines that the application is not admitted, which must be subject to the analysis and decision of the President of IST, prior to the decision concerning absolute merit.

### **IX – Application Supporting Documents**

IX.1 – The application must be accompanied by their respective application form that can be found at the Human Resources of IST web page:

<http://drh.tecnico.ulisboa.pt/job-opportunities>

where it should be explicitly referred the candidate's agreement that all communications and notifications in the scope of this competition must be made through the specific electronic mail address indicated by the candidate.

IX.2 - The application must be accompanied by the following documents:

- a) Curriculum vitae (in PDF format) of the candidate, containing:
  - i. all the necessary information needed for the candidate's evaluation, in accordance with the evaluation parameters and criteria mentioned in V.4 of this notice; the candidate should structure the curriculum vitae such that it enables an easy and complete identification of its own contribution to the items listed in V.4, demonstrating the fulfillment of the quantitative criteria listed in IV.4;
  - ii. indication of the "ResearcherID" and "Scopus Author ID" which enables the identification of the publications list, their respective number of citations, the H-index according to the sources: sources "Clarivate Analytics of Web of Science" and "Scopus" ;
- b) Document with the most relevant academic contributions over the last five years, presented in accordance with the rules found in: <http://drh.tecnico.ulisboa.pt/job-opportunities>
- c) Document with the scientific and pedagogical project proposed by the candidate on the disciplinary field to this recruitment procedure, according to paragraph e) from V.4 of this notice, presented in accordance with the rules found in: <http://drh.tecnico.ulisboa.pt/job-opportunities>
- d) A maximum of 3 recommendation letters that testify the candidate's adequacy and merit to fulfill the duties related to this recruitment procedure, presented in accordance with the rules found in: <http://drh.tecnico.ulisboa.pt/job-opportunities>

- [opportunities](#) , submitted by referees representative of the international scientific community on the disciplinary field of this recruitment procedure;
- e) PDF version of all scientific publications mentioned in the document described on the above paragraph b) from IX.2 of this notice;
  - f) Other works that the candidate might consider relevant for the Jury to evaluate;
  - g) A declaration of honour that testifies the candidate's fulfilment of the legal requirements for admission to this recruitment procedure.

#### **X - Language**

All documents that accompany the application must be presented in Portuguese or in English.

#### **XI – Composition of the Jury**

According to the ECDU (articles 45 and 46) do ECDU e the "Regulamento" (article 14), the jury is composed of the following members:

President: Rector of the University of Lisbon

Members:

**Doutora Aurora Amélia Castro Teixeira, Professora Catedrática, Faculdade de Economia da Universidade do Porto**

**Doutor Filipe Manuel Simões dos Santos, Professor Catedrático, Faculdade de Ciências Económicas e Empresariais/Católica *Lisbon School of Business & Economics*, Universidade Católica Portuguesa**

**Doutor Pedro Pita Barros, Professor Catedrático, Faculdade de Economia/NOVA *School of Business and Economics*, Universidade Nova de Lisboa**

**Doutora Ana Paula Ferreira Dias Barbosa Póvoa, Professora Catedrática, Instituto Superior Técnico, Universidade de Lisboa**

**Doutor Rui Miguel Loureiro Nobre Baptista, Professor Catedrático, Instituto Superior Técnico, Universidade de Lisboa**

## **Annex**

### **Declaration on honour**

*I, (name), candidate to the recruitment procedure open to fulfil XXX Assistant Professor position(s) available at the staff list of Instituto Superior Técnico, Universidade de Lisboa, hereby declare on my word of honour that I fulfil the requisites present in article 17º from the "Lei Geral do Trabalho em Funções Públicas" (General Law for Labour Work on Public Functions), approved by the Law n.º 35/2014 from 20th of June, as well the requisites present in article 41º-A from the "Estatuto da Carreira Docente Universitária" (University Teaching Career Statutes), republished in the Decree-Law n.º 205/2009 from 31th of August, fulfil all the requisites for admission to this recruitment procedure that are predicted by the Law, in particular those expressed in Chapter IV of the "Estatuto da Carreira Docente Universitária" (University Teaching Career Statutes), the Regulations, especially the "Regulamento Geral de Concursos para Recrutamento de Professores Catedráticos, Associados e Auxiliares da Universidade de Lisboa" (General Regulations for the Recruitment of Full Professors, Associate Professors and Assistant Professors of the University of Lisbon) and in this notice.*

*I also declare that all statements herein were made with the knowledge that wilful false statements will result in my exclusion from this recruitment procedure, notwithstanding the communication of such statements to the competent authorities for criminal procedures.*

*I further declare that I understand that, in case I am placed in an eligible position within the final ranking list of the candidates, I must comply with the deadline of ten days as of the date of notification of the final ranking list to provide Instituto Superior Técnico, Universidade de Lisboa, with the supporting documents that make proof of the fact that I fulfil the admission requirements defined for this recruitment procedure.*

*I further declare that I understand that the failure to provide the supporting documents referred to in the previous paragraph, for reasons within my control, will result in my exclusion from this recruitment procedure.*

\_\_\_\_\_ (place), \_\_\_\_\_ (date).

\_\_\_\_\_

(signature)

Instituto Superior Técnico, ... of .... 20xx, The President, Professor Doctor Rogério Anacleto Cordeiro Colaço