

Public Notice

The present notice serves the purpose of publicizing the opening of an international documentary recruitment procedure, for 30 working days following the publication of the Portuguese version of the notice in Diário da República, for a position as Associate Professor in the Instituto Superior de Ciências Sociais e Políticas (ISCSP) of the Universidade de Lisboa (ULisboa), in its area of Management following the provisions of Articles 37th to 51st, 61st and 62nd-A of the Estatuto de Carreira Docente Universitária (ECDU), republished by Decreto-Lei no. 205/2009, of 31st August and other applicable legislation, namely the Regulamento Geral de Concursos para recrutamento de professores catedráticos, associados e auxiliares of Universidade de Lisboa, approved by Despacho of Reitor of 16th February 2015 and published by Despacho no.2307/2015, of Diário da República, 2nd series, nr. 45, of 5th March.

The Despacho conjunto no. 373/2000, of 31st March of the Ministro da Reforma do Estado e da Administração Pública and the Ministra para a Igualdade requires that in the notices for admissions of personnel the following statement must be included:

"In compliance with paragraph h) of Article 9 of the Constitution, the Government, as an employer, actively promotes a policy of equal opportunities between men and women for the access to employment and career development, taking every step to prevent each and any form of discrimination".

Following articles 37th to 51st of ECDU, as well as of other applicable legislation, and following dispositions on Article 8th of the Regulamento Geral de Concursos para recrutamento de professores catedráticos, associados e auxiliares of Universidade de Lisboa, the following rules will apply:

I – Authorization Order

Despacho 16/05/2018, by the Reitor of Universidade de Lisboa.

II – Workplace

Facilities of ISCSP, located at Rua Almerindo Lessa, Pólo Universitário da Ajuda, Lisboa, Portugal.

III – Requirements for application:

Requirements are as follows:

Candidates must hold a PhD degree for at least five years.

Candidates must have Portuguese language skills equivalent to Level C2 of the Common European Reference Framework for Languages. Candidates of foreign nationality other than one from a Portuguese speaking country must detain an official diploma that attests the skills in the Portuguese language at that level, both in written and oral performance, which should be presented until the expiry of the deadline for the contract award, if the candidate has been ordered eligible;

Applicants must present all documents mentioned under items IX to X of this notice.

If candidates hold a foreign PhD degree, it must be certified by a Portuguese authority until the expiry of the deadline for the contract award, if the candidate has been ordered eligible.

IV- Admission criteria based on absolute merit:

Candidates must hold a PhD degree, for at least five years, CV in the area of this recruitment procedure, a scientific and pedagogical CV in the area of this recruitment procedure and hold a scientific and pedagogical curriculum befitting the responsibilities of this position.

V. Once the candidates approved in absolute merit are selected, they will be ranked, on relative merit, based on the selection criteria, respective weighing and final valuation system defined below.

- A) Curricular activities (AC), organized according to elements referred on no. 6 of article 50th of ECDU, with global weighing factor of 60%.
- B) Scientific and Pedagogical Project (PPC) in the area of this recruitment procedure, as foreseen on article 5th of the Regulamento Geral de Concursos para recrutamento de professores catedráticos, associados e auxiliares of the Universidade de Lisboa, with global weighing factor of 40%.

The evaluation of curricular activities includes the following criteria and factors, whose weighing is as set out in the table below. Applicants should submit their curriculum according to the structure below, notwithstanding the possibility of adding supplementary items deemed relevant.

CRITERIA	Weighing of the Criteria	FACTORS	Weighing of the Factors
1. Teaching Activities (TA)	45%	Coordination and management of pedagogical projects	20%
		Production of pedagogical material	25%
		Teaching activity	50%
		Evaluation of teaching activity by students	5%
2. Scientific Activities (SA)	35%	Scientific production	40%
		Coordination and achievement of research projects	20%
		Participation in research teams	20%
		Intervention in the scientific community	15%
		Promotion of scientific activity	5%
3- University Extension Activities, Science Communication and Knowledge Valuation (UEA)	10%	Normative construction activities	10%
		Provision of services to general community	10%
		Services to the scientific community	50%
		Services to society	25%
		Lifelong educational activities	5%
3- University Management Activities (UMA)	10%	Activities in governing bodies	10%
		Activities in Scientific and Educational Coordination Units	30%
		Activities in Study Centres and Research Institutes	30%
		Activities in Post-Graduate and Specialization Courses	30%

All criteria will be rated on an assessment scale ordered 0 (lowest) to 100 (highest).

The candidates ordering method is provided in the article 20th of the Regulamento.

VI - Preferred Parameters

-Teaching experience in the subjects in which the procedure has been opened, such as: Organizational Behavior, Entrepreneurship and Innovation, Introduction to Human Resource Development Policies, Human Resource Development Policies Qualitative Methods.

- Relevant curriculum in teaching experience; producing pedagogical material; attending students, researching and publishing, especially in the field of Organizational Behavior, Entrepreneurship and Innovation, Introduction to Human Resource Development Policies, Human Resource Development Policies Qualitative Methods.

- Teaching experience in postgraduate programs in educational project areas and internationalization of the portuguese higher education. Supervisory experience of masters and doctoral students in Social Sciences areas, with emphasis on Human Resources Management and Entrepreneurship.

-The Preferred Parameters will only be used in case of tied on the candidates ordination, of each member of the Selection Panel individual, presented to vote.

VII – Public hearings

The panel of jurors may promote public hearings, in case of equal circumstances, to candidates admitted under absolute merit requirements. In such case, hearings will take place within a period of time starting on the 15th and ending on 30th working day after the end of the process of application following absolute merit requirements.

VIII - Application Process

Applications must be handed in person, or sent by registered mail to: Gabinete de Apoio Jurídico do Instituto Superior de Ciências Sociais e Políticas, Rua Almerindo Lessa, Pólo Universitário do Alto da Ajuda, 1300-663 Lisboa, Portugal, until the last day set for the reception of documents. If sent by mail, the postmark must be set no later than the application deadline above mentioned.

IX – Documents required

The application must contain the following elements:

- Form provided in ISCSP's website;
- Statement affirming that the application fulfils all requirements foreseen by law and the present notice, contemplating admissibility to this recruitment procedure, provided in ISCSP's website;
- Ten copies in paper and one in non-editable format (pdf) of the candidate's curriculum vitae, where all scientific, pedagogical and other activities relevant to the mission of higher education institutions performed by the candidate are referred. This listing must obey the selection, ranking criteria and preferential parameters outlined on items V and VI of this notice;
- One copy in paper or in non-editable (pdf) format of the publications mentioned in the CV of scientific, pedagogical, technical or other nature;
- Ten copies in paper, and one non-editable pdf version, of the Scientific and Pedagogical Project (PPC), with a maximum length of 40 pages, on the field of Social Service and Policy, which must be presented in 1.5 spacing, Times New Roman size 12, or Arial Size 10;

If the candidate wishes to do so, she/he may indicate in the curriculum vitae those works that she/he considers most representative, namely in matters that contribute to the development and evolution of the disciplinary area and subjects in question;

- One copy in paper or in non-editable (pdf) format of the list of all the publications mentioned in the CV of scientific, pedagogical, technical or other nature.

X - Language

All documents used in the application, must be submitted in Portuguese, Spanish, French or English.

XI – Members of the Selection Panel

The selection panel of this recruitment is composed of the Reitor, who presides, and the following members:

Doutor Avelino Miguel da Mota de Pina e Cunha, Professor Catedrático da Nova School of Business and Economics, da Universidade Nova de Lisboa;

Doutor Saúl Neves de Jesus, Professor Catedrático da Faculdade de Ciências Sociais e Humanas da Universidade do Algarve;

Doutor Carlos José Cabral Cardoso, Professor Catedrático da Faculdade de Economia da Universidade do Porto;

Doutor Albino Pedro Anjos Lopes, Professor Catedrático Jubilado do Instituto Superior de Ciências Sociais e Políticas da Universidade de Lisboa;

Douto João Abreu de Faria Bilhim, Professor Catedrático Jubilado do Instituto Superior de Ciências Sociais e Políticas da Universidade de Lisboa.

Instituto Superior de Ciências Sociais e Políticas, 18th July 2018.

The President

Manuel Meirinho