



PUBLIC NOTICE

The Institute of Social and Political Sciences of the University of Lisbon (ISCSP-ULisboa), for 30 working days from the publication of the Portuguese version of the notice in "*Diário da República*", opens an international recruitment procedure, under a Contract of Employment in Public Functions for an Indefinite Period, for two (2) positions of Assistant Professor in the disciplinary field of Management at ISCSP-ULisboa.

The international recruitment procedure is open in accordance with articles 37.º to 51.º, 61.º and 62.º-A of the University Teaching Career Statutes, republished by Decree-Law no. 205/2009 of August 31st and amended by Law no. 8/2010, of May 13th (hereinafter referred to as ECDU), and other applicable legislation, namely the General Regulations for the Recruitment of Full, Associate and Assistant Professors of the University of Lisbon, approved by the Rector Order of February 16th of 2015, published in "*Diário da República*", 2nd series, No. 45, of March 5th (hereinafter referred to as Regulations).

The recruited candidates will sign a contract of employment in public functions for an indefinite period, in the category for which this procedure is open, with an experimental period of five years. This procedure is especially directed at doctoral degree holders with high research potential that intend to start a university teaching career.

The joint order No. 373/2000, of March 31st, of the Minister of State Reform and Public Administration and the Minister for Equality, determines the obligation of announcing the following in relation to entry and access calls: *"In compliance with paragraph h) of article 9 of the Constitution, the Public Administration, as the employing entity, actively promotes a policy of equal gender opportunities in accessing employment and professional development, acting scrupulously to avoid any form of discrimination."* In this sense, the terms "candidate", "recruited", "teacher" and other similar ones are not used in this notice to refer to the gender of people.

Likewise, no candidate shall be privileged, benefited, prejudiced or deprived of any right or exempted from any duty on the basis of ascendancy, age, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced capacity to work, disability, chronic illness, nationality, ethnic origin or race, place of origin, language, religion, political or ideological beliefs or union membership.

In compliance with articles 37.º to 51.º from ECDU and other applicable legislation, along with article 8.º of the Regulations, the following provisions must be followed:

I – Authorization order

The opening of this recruitment procedure was authorized by the University of Lisbon Rector's Order, dated May 27th 2025, issued after the confirmation of the existence of provision funds and after the confirmation that the positions are foreseen and not occupied in the ISCSP-ULisboa staff list.

II - Workplace

ISCSP-ULisboa, located at Rua Almerindo Lessa, Campus Universitário do Alto da Ajuda, Lisboa, Portugal.

III - Admission requirements

1. Requirements are as follows:

- a) In compliance with article 41.º-A of ECDU, applicants must hold a PhD degree;
 - b) Proficiency in spoken and written Portuguese - at an advanced level (C2 of the Common European Reference Framework for Languages). Candidates of foreign nationality, except candidates from countries with Portuguese as an official language, must be proficient at the Portuguese language, both spoken and written. This requirement has to be officially recognised through a certificate or diploma of communicative competence in the Portuguese language, obtained up to the date of the contract agreement is signed, when applicable;
 - c) Execute the application with the documents described in chapters IX e X of this notice.
2. The holders of academic degrees awarded by foreign higher education institutions must hold recognition of the doctoral degree in accordance with Decree-Law no. 66/2018, from August 16th, in its current wording.
3. The recognition of the doctorate degree, in accordance with Decree-Law no. 66/2018, of August 16th, in its current wording, must be obtained up to the date of the contract agreement is signed, if the classified candidate in the eligible position has obtained a doctorate abroad.

4. Failure to submit any of the documents that must instruct the application, within the time limit provided in chapter VIII and under the terms indicated in Chapters IX and X of this notice, determines the outset the non-admission of the same, which should subject of analysis and decision of the President of ISCSP-ULisboa prior to the Jury's deliberation on absolute merit.
5. In accordance with Chapter VI of the Regulations, are applied with regard to the confirmation and fulfilment of the admission and exclusion requirements of candidates.

IV - Admission requirements based on absolute merit

Candidates must hold a PhD degree, and a scientific and pedagogical curriculum in the disciplinary field related to this recruitment that is compatible with the category applied.

V – Evaluation parameters and ranking based on relative merit, respective weighting and final valuation system

Once identified, in definite, the candidates approved in absolute merit, their assessment and ranking in relative merit takes place. The method of assessment is that of curriculum evaluation, as provided in paragraph 6 of article 50.º of ECDU, in paragraph 4 of article 5.º and in article 11.º of Regulations and in the ranking criteria, respective weighting and final valuation system indicated in this notice.

The assessment of relative merit of the candidates, with a view to their ranking, will be based on the weighted sum of the scores attributed to the evaluation criteria, on a scale of 0 to 100 (0 being the minimum and 100 maximum).

The *curriculum vitae* of the candidates admitted with absolute merit will be evaluated as follows:

- a) Pedagogical capacity;
- b) Scientific performance;
- c) Other activities relevant to the mission of the higher education institution that have been developed by the applicant, compatible with the disciplinary area in which the procedure is open, and appropriate to the category of Assistant Professor;
- d) Scientific and pedagogical project related to the development of the disciplinary area to which the present procedure in ISCSP-ULisboa refers, as stated in n.º 4 of article 5.º of the Regulations, with the overall weighting of this project being 40%.

The aspects indicated in criteria 3. and 4. of the table must be considered within the scope of paragraph c), n.º 6, article 50.º of ECDU, regarding other activities relevant to the mission of the higher education institution.

The evaluation of curricular activities, with an overall weighting of the activities of 60%, includes the following criteria and factors, whose weighing is as set out in the table below. The applicants must submit their curriculum according to the structure indicated below, without prejudice to being able to add in other data that they consider relevant under additional headings.

Criteria	Weighing of the Criteria	Factors	Weighing of the Factors
1. Pedagogical capacity	50%	Coordination and management of pedagogical projects	20%
		Production of pedagogical material	25%
		Teaching activity	50%
		Evaluation of teaching activity by students	5%
2. Scientific performance	35%	Scientific production	40%
		Coordination and implementation of scientific projects	20%
		Participation in research teams	20%
		Intervention in the scientific community	15%
		Promotion of scientific activity	5%
3. University Extension Activities, Scientific Dissemination and Valorisation of Knowledge	10%	Normative construction activities	5%
		Provision of services	20%
		Services to the scientific community	40%
		Services to society	25%
		Professional training actions	10%
4. University Management Activities	5%	Activities in governing bodies	10%
		Activities in Coordination Units	30%
		Activities in Study Centres and Research Institutes	30%
		Activities in Post-Graduate and Specialization Courses	30%

Final scoring system

All criteria will be evaluated on a scale of 0 to 100.

The methodology for the seriation of candidates is set out in article 20.º of Regulations, in particular its number 5.

VI – Preferential parameters

1. Teaching experience in the curricular units of the disciplinary area for which the procedure is open, such as:
 - a) Relevant *curriculum vitae* in teaching, production of pedagogical materials, tutorial guidance of students, participation in research projects, in university extension projects and national and international publications in the curricular units: Introduction to Management; Human Resource Management; Quality Management; Organizational Behavior; Management Informatics; Research Methods in Management; Statistics for Management; Qualitative Research Methods in Human Resource Development Policies.
 - b) Teaching experience in post-graduate education programmes in educational project areas and internationalisation of higher education. Experience of supervising master's and doctoral students in the area of Management.

Preferential parameters will only be used in case of a tie in the individual ranking list of each Jury member, presented for voting.

VII – Public hearings

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 the candidates, according to paragraph b), n.º 4, article 50.º of ECDU.
2. If the Jury decides to hold the aforementioned public hearings, those will have to take place between the 15th and the 30th days after the date of the jury's meeting for admission in full merit of the candidates, and the candidates shall be informed of the date and place of the public hearing at least five days in advance.
3. The aforementioned public hearings may be held by videoconference, and the Jury must guarantee that they are done in equal circumstances to all candidates.
4. The Jury may also decide to request additional documents, in compliance with paragraph a), n.º 4, article 50.º of ECDU, with the aim of clarifying the information contained in the *curriculum vitae*.

VIII – Submission of applications

The applications must be submitted in person at the Human Resources of ISCSP-ULisboa, Rua Almerindo Lessa, Campus Universitário do Alto da Ajuda, 1300-663 Lisbon, until the end of the deadline for the submission, or alternatively be sent by registered post mail and return receipt requested, sent until the end of the deadline.

IX – Application Instructions

The application must be accompanied by the following documents:

- a) Filling out the application form available on ISCSP-ULisboa website (<https://www.iscsp.ulisboa.pt/pt/institucional/docentes/procedimentos-concursais>), which is addressed to the President of ISCSP-ULisboa, requesting acceptance of the application and containing full identification, address, telephone number, email address, current employment situation and consent for communications and notifications related to this procedure can take place by electronic mail;
- b) Filling out the Declaration, under honor, stating that the requirements foreseen in the law and in this notice regarding the admission to the procedure are met, available on ISCSP-ULisboa website;
- c) One copy, printed or copied, of the candidate's *Curriculum Vitae*, containing the scientific, pedagogical and other activities relevant to the mission of the higher education institutions carried out by the candidate mandatorily organized according to the sequence of the selection and seriation criteria and respective preferential parameters included in Chapters V and VI of the present notice;
- d) One copy in non-editable electronic format (pdf) of the candidate's *Curriculum vitae*, containing the scientific, pedagogical and other activities relevant to the mission of the higher education institutions carried out by the candidate mandatorily organized according to the sequence of the selection and seriation criteria and respective preferential parameters included in Chapters V and VI of the present notice, to be submitted on a "pen drive";
- e) One copy, printed or copied, of the Scientific and Pedagogical Project, which must be written in 1.5 spaces, in Times New Roman 12 or Arial 10 font and should not exceed 40 pages;
- f) One copy in non-editable electronic format (pdf) of the Scientific and Pedagogical Project, to be submitted on a "pen drive";
- g) One copy in non-editable electronic format (pdf) of each of the published works of pedagogical, scientific, technical or other nature, to be presented on a "pen drive";
- h) One copy in non-editable electronic format (pdf) of the index where are mentioned all works presented in the procedure, to be submitted on a "pen drive".

X – Language

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

XI - Composition of the Jury

In accordance with articles 45.º and 46.º of ECDU and in article 14.º of Regulations, the Jury is composed by the Rector of the University of Lisbon, who presides, and by the following members:

- Doutor José Ramos Pires Manso, Professor Catedrático Aposentado da Faculdade de Ciências Sociais e Humanas da Universidade da Beira Interior;
- Doutora Zélia Maria da Silva Serrasqueiro Teixeira, Professora Catedrática da Faculdade de Ciências Sociais e Humanas da Universidade da Beira Interior;
- Doutor Joaquim Filipe Ferraz Esteves Araújo, Professor Catedrático da Escola de Economia e Gestão da Universidade do Minho;
- Doutora Ana Lúcia da Silva Romão, Professora Associada do Instituto Superior de Ciências Sociais e Políticas da Universidade de Lisboa;
- Doutora Fernanda Maria Duarte Nogueira, Professora Catedrática do Instituto Superior de Ciências Sociais e Políticas da Universidade de Lisboa.

Instituto Superior de Ciências Sociais e Políticas, June 6th 2025

The President,

Ricardo Ramos Pinto
Full Professor