

ISCTE – Instituto Universitário de Lisboa

Opening of tender procedure of international selection for the hiring of a person with a doctoral degree for a Research Project (Ref. PTDC/PSI-GER/29124/2017), under Decree-Law number 57/2016, of 29 August, amended by Law number 57/2017, of 19 July.

Public notice - Maria de Lurdes Reis Rodrigues, Rector of ISCTE-IUL, hereby makes public that, by virtue of her order issued on 15 July 2018, an international documental tender for recruitment is opened, for the time limit of 20 (twenty) business days counted from the day immediately after that of the publication of the present public notice. This recruitment is for one (1) doctoral position, initial level, for the conduct of research activities in the scientific area of Social Science, at the Business Research Unit of ISCTE-IUL (UNIDE-BRU-IUL), in the context of the Project under reference PTDC/PSI-GER/29124/2017, funded by Fundação para a Ciência e a Tecnologia, I.P. (FCT), through national funds, included in Project 3599 - Promote Scientific Production, Technological Development and Innovation.

The opening of the present tender procedure stems from the FCT's decision to fund the project entitled "[Relationships, Exchanges And Leadership: implications for Performance Appraisal and Learning \(Relações, Intercâmbios e Liderança: implicações para a Avaliação do Desempenho e a Aprendizagem\)](#)", submitted by the UNIDE-BRU-IUL, which foresees the hiring of one person holding a doctoral degree to carry out scientific research duties during the implementation period of this project.

Pursuant to article 6 of Decree-Law number 57/2016, the hiring is made in the form of a resolutive employment contract of indeterminate duration in conformity with the Labour Code. The tender is aimed exclusively at filling the indicated position, and can be cancelled up to the homologation of the list of the final ordering of the applicants and expires upon the filling of the vacancy under offer.

I. Applicable legislation

1. The tender is ruled by the provisions in Decree-Law number 57/2016, of 29 August, as amended by Law number 57/2017, of 19 July, which approves an arrangement for hiring persons with doctoral degrees aimed at stimulating scientific and technological employment in all areas of knowledge (RJEC), by Regulatory Decree number 11-A/2017, of 29 December, which regulates contract remuneration levels, as well as by the Labour Code, approved by Law number 7/2009, of 12 February, in its current wording.

2. The tender is open pursuant to article 20 of the RJEC with respect to the term of acceptance of project PTDC/PSI-GER/29124/2017 funded by the FCT which rules the attribution of the funding.

II. Workplace

The workplace is located at ISCTE-Instituto Universitário de Lisboa, Av.^a das Forças Armadas, 1649-026 Lisboa.

III. Remuneration

The monthly remuneration to be attributed corresponds to level 33 of the single remuneration table, approved by Implementing Order number 1553-C/2008, of 31 December, at the gross value of 2,128.34 euros.

IV. Description of the position

This position seeks to foster the development of scientific research activities in the thematic area of human resources management practices, more specifically in performance appraisal and management. Its particular objective is the performance of the following duties: a) Research and systematic review of the scientific literature for the project; b) extraction of data from articles; c) scientific dissemination; d) sampling for the collection of empirical data (including contacts with companies); d) implementation of the data collection procedures; e) qualitative and quantitative data analysis; and f) collaboration in the preparation of scientific publications.

V. Recruitment requirements for the tender

1. Applicants can be nationals, foreigners and stateless persons holding a doctoral degree and with a scientific and professional curriculum that reveals a profile suited to the activity to be developed.

2. The recruitment requirements for this tender are:

a) Doctoral degree in Organisational Psychology or Human Resources Management or Organisational Behaviour. If the doctorate has been awarded by a foreign higher education institution it must comply with the provisions in Decree-Law number 341/2007, of 12 October.

b) Fluency in English.

VI. Formalisation of the application

1. The applications are formalised by a request addressed to the Rector of ISCTE-IUL, asking for the acceptance of the application and which should indicate the tender being applied for, clearly naming the UNIDE/BRU-IUL and the position for which the applicant is applying. The request should also indicate the full name of the applicant, number and date of the identity card or citizen card, or civil identification number, and contact address, including electronic address and telephone number. In this request, the applicant should express consent for the communications and notifications related to the tender procedure to take place via electronic mail, indicating the respective address (in conformity with the template available at <https://www.iscte-iul.pt/conteudos/iscteiu/quem-somos/trabalhar-no-iscteiu/990/concursos>).

2. The application should be submitted in a single pdf file and accompanied by the following documentation:

a) Document confirming the title of doctoral degree. Holders of a doctoral degree obtained abroad must submit documentation confirming its recognition by a Portuguese higher education institution, under the terms established in Decree-Law number 341/2007, of 12 October, where any formalities stipulated therein should be complied with by the date of signing the employment contract.

b) Detailed curriculum vitae (CV) of the applicant, structured in accordance with the assessment criteria presented in point IX of this public notice. The CV should also indicate the full names and contact details of 2 to 3 references who may be contacted by the members of the selection panel.

c) Letter of motivation, in which the applicant should: i) highlight the scientific (research, teaching) and/or professional activities in which she/he has been involved that are relevant to the topic of the project and/or to the work tasks to be carried out; ii) explain how the applicant's individual skills will contribute to the development of the project.

d) Brief essay, of a maximum length of 1500 words (excluding bibliographic references), in which the applicant presents a personal and critical reflection on the topic "State of the art and future directions for performance appraisal and management".

f) Up to three scientific articles selected by the applicant as being the most representative of her/his CV. The articles must have been produced in the last five years and can include articles in conference records. Each selected article should include a brief description of the reason for its choice, its relationship with the topic of the project, and the applicant's contribution to the article.

3. The applications should be submitted in English and sent via electronic means to the address recrutamento@iscte-iul.pt with the following reference in the Subject – Selection_project_REALPAL_2018, by the deadline established in this public notice.

4. Applicants who formalise their application incorrectly or who do not provide evidence of meeting the requirements will be excluded. The selection panel is entitled to request any applicant, in the case of doubt, to submit documents confirming her/his statements.

5. False statements provided by the applicants will be punished pursuant to the law.
VII – Selection criteria

1. Pursuant to article 5 of Decree-Law number 57/2016, the selection is conducted by the assessment of the scientific and curricular track record of the applicants.

2. The assessment of the scientific and curricular track record is incident on the relevance, quality and up-to-dateness of the scientific contributions of the applicants, considering:

a) The scientific production of the last five years deemed to be most relevant by the applicant and associated to the thematic area of the tender.

b) The research activities developed in the last five years deemed to be of most impact by the applicant and associated to the thematic area of the tender.

c) The activities related to outreach and dissemination of knowledge developed in the last five years, namely in the context of promotion of scientific culture and practices, deemed to most relevant by the applicant and associated to the thematic area of the tender.

d) Knowledge and competence of the thematic area of the project, taking into account the specific contents of the previous points.

3. The period of five years referred to in the previous number can be increased by the selection panel, at the applicant's request, when substantiated by suspension of scientific activity for socially protected reasons, namely due to motives of parental leave, prolonged serious illness, and other situations of non-availability for legally supervised work.

VIII. Selection methods

1. The applicants admitted to the tender will be assessed at two stages: a first stage of curricular assessment (90%) and a second interview stage (10%). Only applicants with a minimum score of 60 points in the curricular assessment will be admitted to interview, with all the remaining applicants being considered excluded from the tender.

IX – Curricular assessment

1. The adopted curricular assessment criteria are as follows:

a) Scientific production in the last five years in the thematic area of the tender (maximum 30 points). The assessment of this criterion will consider the articles published in scientific journals indexed in the international bases ABS and WoS and papers in prestigious and internationally renowned conferences.

b) Research activities in the last five years in the thematic area of the tender (maximum 25 points). The assessment of this criterion will consider participation in funded research projects and specific tasks carried out in projects (funded or not) mentioned in the applicant's CV and/or letter of motivation.

c) Activities related to outreach and dissemination of knowledge developed in the last five years in the thematic area of the tender (maximum 15 points), namely: events, conferences and publications for the general public, professional activities for public and private entities.

d) Knowledge and competence of the thematic area of the project (maximum 30 points). The assessment of this criterion will consider, in particular, scientific outputs, scientific dissemination activities and testing.

2. The selection panel will conduct the curricular assessment of the applicants in accordance with the adopted criteria, using a numeric scale from 0 to 100 with the final classification being obtained by the average of the scores attributed by each member of the selection panel. In the case of a tie, the chairperson has the casting vote.

X. Interview

1. The interview can be conducted by videoconference, aiming to clarify aspects related to the results of the applicant's research, and will have a maximum duration of 30 minutes.

2. The assessment of the interview is expressed on a numeric scale of 0 to 100.

3. The classification of each applicant in the interview is obtained by the average of the scores given by each member of the selection panel.

XI. Final classification and ordering

1. The final classification of each applicant is the result of the sum of the points obtained in the curricular assessment and in the interview, with a weighting factor of 90% given to the curricular assessment and 10% to the interview.

2. After the application of the selection methods has been completed, the selection panel draws up an ordered list of the approved applicants with the respective classification. In the case of a tie, the chairperson has the casting vote.

XII. Hearing of interested parties

1. The interested parties are entitled to a hearing on the lists of recruited and excluded applicants as well as the list of final classification and ordering of the applicants, pursuant to articles 121 and 122 of the Code of Administrative Procedure, with notification of the interested parties by electronic mail message and publicising on the ISCTE-IUL website.

2. The tender process can be consulted by the applicants at the Human Resources Unit, under the terms indicated in the notification referred to in the previous point.

XIII. Constitution of the selection panel

In conformity with article 13 of Decree-Law number 57/2016, the selection panel is composed of Dr Silvia Dello Russo, Assistant Professor at ISCTE-IUL and Principal Investigator of the project, who chairs, and by Dr Sílvia Costa Agostinho da Silva, Associate Professor at ISCTE-IUL, and Dr Henrique Manuel Caetano Duarte, Assistant Professor at ISCTE-IUL.

XIV. Non-discrimination and equal opportunity policy

ISCTE-IUL actively promotes a policy of non-discrimination and equal access; therefore, no applicant can be privileged to, benefited from or deprived of any right or exempt from any duty, in particular due to ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic assets, reduced work capacity, disability, chronic disease, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and union membership.

XVI. Pursuant to Decree-Law number 29/2001, of 3 February, a disabled applicant has preference in the event of the same classification as another applicant, which prevails over any other legal preference. Applicants must submit a sworn statement in the application form on their level of disability, the type of disability and the means of communication/expression to be used in the selection process, under the terms of the aforesaid diploma.

ISCTE-IUL, 15 November 2018, The Rector, Maria de Lurdes Rodrigues