

## ISCTE - INSTITUTO UNIVERSITÁRIO DE LISBOA

Maria de Lurdes Reis Rodrigues, Rector of Iscte-Instituto Universitário de Lisboa, hereby makes it known that an international documental competition for recruitment is opened, for the time limit of sixty business days counted from the day immediately after that of the publication of this Public Notice in *Diário da República*, for 2 (two) employment positions in the category of Assistant Researcher governed by private law, on an exclusive basis, in the scientific area of Social Sciences – Economics and Management.

This competition shall be conducted under the FCT Tenure funding instrument and funding line established in Article 137 of the State Budget for 2024 to support the hiring of postdoctoral researchers in career positions, and takes into account the results of the FCT-Tenure Competition, 1<sup>st</sup> Edition, for positions at the *Unidade de Investigação em Desenvolvimento Empresarial* (BRU-Iscte) [Business Research Unit] following the application submitted by Iscte-Instituto Universitário de Lisboa.

This call for applications shall be ruled by the provisions contained in the Regulation for Research, Science and Technology Staff of Iscte-Instituto Universitário de Lisboa (Regulation No. 872/2024), hereinafter referred to as Regulation, published in *Diário da República*, 2nd series, number 153 of 8 August 2024.

The contracting shall be made in the mode of an individual employment contract for an indefinite period. The contract shall be concluded under the Labour Code, the Regulation and all other applicable legislation and regulations.

The call for applications is exclusively aimed at filling the indicated vacancies, and can be cancelled up to the approval of the list of the final ranking of the applicants, and expires upon the filling of the offered job positions.

### I — Scientific area

The call for applications is opened in the scientific area of Social Sciences – Economics and Management.

### II — Workplace

The workplace is located at Iscte-Instituto Universitário de Lisboa, Avenida das Forças Armadas, no. 40, 1649-026 Lisboa, and Iscte-Sintra, Av. Heliodoro Salgado, no. 3, Sintra.

### III — Remuneration

The gross monthly remuneration corresponds to the 1st bracket, index 195, of the Assistant Researcher category governed by private law, on an exclusive basis, in accordance with the table attached to the Regulation.

### IV — Contracting arrangement

The contracting shall be made in the mode of an individual employment contract for an indefinite period, with a trial period of three years, in conformity with Article 43 of the Regulation.

The contracting shall be made on an exclusive basis, pursuant to Articles 39 and following of the Regulation.

### V — Activities to be pursued

Pursuant to Article 7 of the Regulation, assistant researchers governed by private law shall be responsible for regularly carrying out research and development activities and all other scientific and technical activities framed in Iscte's mission, in addition to:

- a) Participating in the design, development and implementation of research and development projects and associated scientific and technical activities;
- b) Supervising the work developed within the projects under their responsibility;
- c) Collaborating in the development of training actions within the scope of the research and development methodology;
- d) Monitoring the research work pursued by the research grant-holders and assistants and participating in their training;
- e) Supervising and participating in the institution's training programmes;
- f) Rendering the lecturing service assigned by the institution's competent bodies;
- g) Supervising master's final projects, master's dissertations and doctoral theses;
- h) Performing the duties for which they have been elected or appointed, and

participating in Iscte's collegiate bodies' sessions.

#### VI — Admission requirements

1. Applicants can be nationals, foreigners and stateless persons who:
  - a) Hold a doctoral degree in Management, Operations and Logistics Management, Health Services Management, Marketing, Economics, Finance, Accounting, Human Resources and Organisational Behaviour, or related areas;
  - b) Possess relevant experience in the area of Social Sciences – Economics and Management;
  - c) Have good command of the English language, spoken and written.
2. In order to be admitted to the competition, applicants must fulfil the listed admission requirements and their application must be substantiated in the manner defined in point XV of this Public Notice.

#### VII — Requirements for approval based on absolute merit

1. When the applications are eligible, the applicants' approval based on absolute merit shall depend on their fulfilment of the following cumulative requirements:
  - a) Possession of an overall curriculum that the selection panel considers to justifiably show scientific merit and demonstrate research capacity compatible with the category of Assistant Researcher governed by private law and with the employment position placed under competition, as defined in point V of the Public Notice;
  - b) Publication, since 1 January 2019 and in the competition's area, of at least four scientific articles in Quartile 1 journals, indexed in WoS-JCR / Scopus-Scimago. Only articles published in journals that are not in the Predatory Journals list (<https://predatoryjournals.org/home>) shall be considered.
  - c) Participation, since 1 January 2019, in at least one national and/or international R&D project, with funding obtained following competitive tendering with peer assessment in international juries, suitable to the competition's area.
  - d) The submitted scientific project must be suitable to the competition's area and be of merit compatible with the category of Assistant Researcher.

2. The time limit referred to in the previous numbers may be increased by the Selection Committee, at the applicant's request, when substantiated by suspension of scientific activity for socially protected reasons, namely due to parental leave, prolonged serious illness, and other situations of non-availability for legally supervised work.

3. Decisions are taken by nominal vote based on the absolute majority of the votes of the selection committee members attending the meeting, with abstentions not being permitted.

#### VIII — Three-year scientific project

Applicants must submit an original scientific project, indicating the research activities they intend to pursue in the first three years of contract, duly framed in Iscte's mission and, particularly in the goals of the *Unidade de Investigação em Desenvolvimento Empresarial* (BRU-Iscte) [Business Research Unit] <https://bru.iscte-iul.pt/> and *Iscte - Conhecimento & Inovação* (Iscte-CI) [Iscte-Knowledge and Innovation] <https://conhecimentoinovacao.iscte-iul.pt/>.

The project should include fundamental scientific research, applied scientific research and/or scientific development, namely the transfer of knowledge to society. The project should cover the following elements: i) The state of the art; ii) A description of the tasks to be carried out; iii) The planned time frame of the tasks; iv) A description of its strategic alignment with the goals of the Research Unit/host unit; v) A description of the necessary human and material resources; vi) The budget estimate; vii) A list of numeric indicators to be achieved per year; viii) A description of the project's scientific, societal and economic/technological impact.

The scientific project shall be considered for purposes of i) approval based on absolute merit, pursuant to point VII of the Public Notice; ii) curricular assessment, pursuant to point X of the Public Notice; and iii) interview, pursuant to point XI of the Public Notice.

#### IX — Selection methods

In conformity with the provisions in Article 20 of the Regulation, the selection methods applicable to the competition shall be:

- a) Curricular assessment, applied to all the applicants approved on the basis of absolute merit, with a weight of 60% in the final score;

- b) Interview, held with the 5 (five) highest ranked applicants in the curricular assessment, but may be of a lower number if the number approved on the basis of absolute merit is lower. The interview has a weight of 40% in the final score.

#### X — Curricular assessment

Curricular assessment considers the profile suitable for the category and employment position under the competition, and focuses on the relevance, quality and up-to-dateness of the following selection criteria:

- a) The applicant's scientific, technological, cultural or artistic production (35%);
- b) Participation and/or coordination in funded projects (15%);
- c) Teaching activity and supervision of theses and dissertations (10%);
- d) Outreach and dissemination of knowledge activities, namely concerning promotion of scientific culture and practice (10%);
- e) Science, technology and innovation programme management activities, or experience in the observation and monitoring of the scientific and technological system or higher education, in Portugal or abroad (5%);
- f) Three-year scientific project (25%).

The applicants' assessment is made on a scale of 0 to 100 points, measured to the hundredth. The curricular assessment score awarded by each Selection Committee member to each applicant should be properly substantiated in an opinion drawn up for the purpose, derived from the weighted arithmetic average of the scores awarded in each selection criterion.

The ranking of the applicants in the "Curricular Assessment" selection method is obtained as follows: The decision is taken by absolute majority, i.e., by half plus one of the votes of the Selection Committee members attending the meeting. In the various voting rounds, each Selection Committee member shall respect the ranking that she/he presented, with abstentions not being permitted. The first round of voting aims to determine the applicant positioned in first place. If an applicant receives more than half the votes of the Selection Committee members attending the meeting, she/he shall be immediately positioned in first place. If this does not occur, the voting shall be repeated after removal of the applicant who received the least votes in the first round. The process shall be repeated until one applicant obtains absolute majority to be classified in first place.

This same procedure is repeated to obtain the applicant classified in second place, and so on successively until an ordered list of all the applicants is obtained. If, in the different rounds, there is a tie between two or more applicants in the least voted position, then a vote shall be taken to break this tie. For this voting, the Selection Committee members shall vote for the applicant ranked highest in their sequencing, and the applicant with the least votes is eliminated. If, even so, the tie still persists, the Selection Committee's chairperson shall break the tie, by requesting each Selection Committee member to vote on them using a ranking based only on "The applicant's scientific, technological, cultural or artistic production" criterion (for each tied applicant, the score obtained in "The applicant's scientific, technological, cultural or artistic production" criterion arises from the calculation of the average scores awarded in that criterion by each Selection Committee member).

#### XI — Interview

An interview shall be held with the 5 (five) highest ranked applicants in the curricular assessment.

In the interview, the applicant shall present the submitted scientific project, after which she/he shall be questioned by the Selection Committee which shall specifically assess the suitability of the applicant's curriculum to the project's implementation.

The criteria and weights applicable to the Interview selection method are as follows:

- a) Quality of the presentation and communication skills demonstrated (40%);
- b) Argumentative, analytical and critical thinking skills (30%);
- c) Level of autonomy (15%);
- d) Leadership (15%).

The interview shall be public, with its date, place and time being disclosed on <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/concursos>.

The interview shall be conducted in the Portuguese or English language, and shall have a maximum duration of 45 minutes. The applicants shall be informed of the date, place and time of the interview by e-mail message, at least 5 business days in advance. The interview shall be held in a face-to-face format, and, at the applicant's request and upon

the decision of the Selection Committee' chairperson, can be held under video conference arrangements. Failure to attend the interview according to the previously scheduled date, time and place amounts to withdrawal from the competition and constitutes grounds for exclusion from the competition.

The applicants' assessment is made on a scale of 0 to 100 points, measured to the hundredth. The interview score awarded by each Selection Committee member to each applicant should be properly substantiated in an opinion drawn up for the purpose, derived from the weighted arithmetic average of the scores awarded in each selection criterion.

## XII — Voting order and method

When the application of the selection methods has been finalised, each Selection Committee member shall proceed with the assessment of each applicant. This assessment shall result from the weighted average of the scores obtained in the curricular assessment and interview, giving rise to the applicants' ranking.

The applicants' final ranking is obtained as follows: The decision is taken by absolute majority, i.e., by half plus one of the votes of the Selection Committee members attending the meeting. In the various voting rounds, each Selection Committee member shall respect the ranking that she/he presented, with abstentions not being permitted. The first round of voting aims to determine the applicant positioned in first place. If an applicant receives more than half the votes of the Selection Committee members attending the meeting, she/he shall be immediately positioned in first place. If this does not occur, the voting shall be repeated after removal of the applicant who received the least votes in the first round. The process shall be repeated until one applicant obtains absolute majority to be classified in first place. This same procedure is repeated to obtain the applicant classified in second place, and so on successively until an ordered list of all the applicants is obtained. If, in the different rounds, there is a tie between two or more applicants in the least voted position, then a vote shall be taken to break this tie. For this voting, the Selection Committee members shall vote for the applicant ranked highest in their sequencing, and the applicant with the least votes is eliminated. If, even so, the tie still persists, the Selection Committee's chairperson shall break the tie, by requesting each Selection Committee member to vote on them using a ranking based only on "The applicant's scientific, technological, cultural or artistic production" criterion (for each tied applicant, the score obtained in "The applicant's scientific, technological, cultural or artistic production" criterion arises from the calculation of the average scores awarded in that criterion by each Selection Committee member.

### XIII — Notifications and hearing of the persons concerned

The applicants shall be notified of i) the lists of approved and excluded applicants; ii) the list of approval based on absolute merit; and iii) the list ranking the applicants following the application of the selection methods.

The notification shall take place by e-mail to the address provided by the applicants to that end. Pursuant to the Code of Administrative Procedure, after notification, the applicants shall be entitled to 10 business days to express their views in writing under the hearing of the persons concerned.

The competition procedure can be consulted by the applicants at the Human Resources Unit, under the terms indicated in said notification.

### XIV — Selection Committee

The Selection Committee shall be chaired, by delegation of the Rector of Iscte, by Dr Jorge Manuel Lopes Leal Rodrigues da Costa, Full Professor and Vice-Rector of Iscte-Instituto Universitário de Lisboa, and composed by the following six members:

Dr Arménio Rego, Full Professor, Católica Porto Business School;

Dr Paulo M.M. Rodrigues, Full Professor, Nova School of Business and Economics and Banco de Portugal;

Dr Carlos Cabral Cardoso, Full Professor at the Faculty of Economics, Universidade do Porto;

Dr Helena Oliveira Isidro, Full Professor, Iscte-Instituto Universitário de Lisboa;

Dr João Ricardo Paulo Marques Guerreiro, Associate Professor, Iscte-Instituto Universitário de Lisboa;

Dr Maria de Fátima Ramalho Fernandes Salgueiro, Full Professor, Iscte-Instituto Universitário de Lisboa and Director of BRU-Iscte.

### XV — Submission and processing of the applications

Applications should be submitted at <https://recrutamento.iscte-iul.pt/>.



Applications are formalised by application addressed to the Rector of Iscte, requesting acceptance of the application, with mandatory completion of the form, available on the application platform.

The application must be accompanied by the following documents:

a) The applicant's detailed curriculum vitae. It is mandatory for the curriculum vitae to be organised in accordance with the template available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/>, under penalty of exclusion from the competition.

b) Document providing evidence of the award of the doctoral degree. Holders of doctoral degrees obtained abroad must submit, in addition to documents confirming the award of the degree, documentation confirming its recognition or equivalence by a Portuguese institution. This formality must be fulfilled by the date of signing the contract.

c) Electronic version of the work and publications mentioned in the curriculum vitae.

d) Three-year scientific project, drawn up pursuant to point VIII of this Public Notice. The project may be drafted in the Portuguese or English language, in accordance with the template available at <https://www.iscte-iul.pt/conteudos/iscte/quem-somos/trabalhar-no-iscte/1393/>, under penalty of exclusion from the competition (maximum of 20 A4 pages).

e) Other documents that the applicant considers relevant for merit appraisal.

Non-compliance with the deadline for submission of the application, failure to submit the required documents under the terms of this Public Notice, their submission beyond the stipulated deadline or the submission of false documents shall result in exclusion from the recruitment procedure.

#### XVI — Publication of the Public Notice of this call for applications

In addition to the publication of this Public Notice in the 2nd series of *Diário da República*, it is also published:

b) On the *Bolsa de Emprego Público* [public employment pool];

b) On the EURAXESS platform, in the Portuguese and English languages;

c) On Iscte's website, in the Portuguese and English languages;

d) In a communication channel of national scope, containing only the general information on the recruitment procedure, referring to Iscte's website.

## XVII - Non-discrimination and equal opportunity policy

Iscte actively promotes a policy of non-discrimination and equal access; therefore, no application can be privileged to, benefited from or deprived of any right or exempt from any duty, namely, on the grounds of 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, territory of origin, language, religion, political or ideological beliefs and union membership.

Iscte-Instituto Universitário de Lisboa, 17 September 2024, The Rector of Iscte, Maria de Lurdes Rodrigues.