

Public Notice

It is hereby made public that, following my order of April twenty third, 2015, within thirty working days counting from the day after the publication of the current Public Notice in Diário da República, the international recruitment competition for a public service employment contract of indefinite duration, for the position of Full Professor in the area of Accounting at ISCTE-IUL.

The competition is open accordingly with articles 37th to 51st and 62nd-A of the Statute of the University Teaching Career, annex to the Decree-Law No. 205/2009, 31 August, and altered by law No. 8/2010, 13 May, henceforth referred to as ECDU, and other applicable legislation, namely from ISCTE-IUL's Regulation for Career Staff Recruitment, Selection and Hiring, published in Diário da República, 2nd series, No. 193, of 4 October 2010, and is terminated with the fulfilment of the employment position in competition.

The evaluation of the trial period, when applicable, is carried out under the terms of ISCTE-IUL's Faculty Affiliation Scheme, considering ISCTE-IUL's Faculty Service Regulation and Faculty Performance Evaluation Regulation in force at the time of admission.

I. Admission requirements

1. Be a holder of the Doctorate Degree for more than five years, in the area of Accounting;
2. Be a holder of the title of aggregate professor (habilitation) in the area of Accounting;
3. Master the Portuguese language, written and spoken. The candidate may be subject to specific examinations in case of not being native of an official Portuguese-speaking country.
4. Master the English language, written and spoken. The candidate may be subject to specific examinations in case of not being native of an official English-speaking country.

II. Submission of applications

1. Applications shall be submitted in person, during the regular working hours, or sent by registered post with acknowledgement of receipt, until the end of the deadline, to ISCTE-IUL's Human Resources Unit, Avenida das Forças Armadas, 1649 -026, Lisbon.
2. Applications sent by e-mail shall not be accepted.

III. Workplace

ISCTE-Instituto Universitário de Lisboa
Av. das Forças Armadas
1649-026 Lisboa, Portugal

IV. Application fulfilment

The application shall include the following documents:

1. Request to the Rector of ISCTE-IUL, soliciting the approval of the application, including the candidate's complete identification, address, phone number, e-mail address and current employment situation;

2. Document attesting the doctorate degree and the habilitation. In case the doctorate degree has been granted by a foreign higher education institution, it has to be recognised by a Portuguese institution, according to article No. 4, Decree-Law No. 341/2007, 12 October. This formality must be duly fulfilled before the deadline of the application.
3. Seven printed or photocopied copies and one non-editable electronic copy (pdf) of the candidate's curriculum vitae, indicating the publications and works carried out and published by the candidate, as well as the educational activity developed. The candidate shall indicate five works and/or projects he/she considers as most representative of the activity developed in the subject area for which the competition is open. The curriculum vitae shall be in conformity with the model available at:
http://www.iscte-iul.pt/servicos/other_services/Rectory_Support_Office.aspx
4. Further to the documents referred in the previous numbers, the candidates must attach seven copies in non-editable electronic format (pdf) of the scientific/pedagogic report presenting the academic project the candidate intends to develop in the subject area of the competition, particularly focusing on the activities of the department, which clearly represents added value, and is integrated in the existing activities of research and pedagogic scope.
5. Two copies in non-editable electronic format (pdf) of each of the works mentioned in the curriculum vitae;
6. Photocopy of the Identity Card/Citizen Card or equivalent document;
7. Any other relevant document which may prove his/her aptitude for the position..
8. The presentation of documents confirming that the candidate holds all the general requirements for the constitution of a public employment legal relationship is not required, sufficing the candidate's solemn declaration, in the application request or in document in annex, of his/her exact current situation regarding the following topics:
 - a. Compliance with the military or civic duties, if mandatory;
 - b. Non-inhibition of the exercise of public service or of the exercise of the professional position;
 - c. Physical capability and psychological profile to carry out the functions, as well as compliance with the mandatory vaccination laws.
9. The documents included in the application must be submitted in Portuguese or English language.
10. The non-submission of the documents required under the current public notice , their submission outside the stipulated deadline or the submission of counterfeit document shall result in the exclusion of the candidate from the procedure.

IV. Approval of candidates by absolute merit

Being the applications duly instructed in compliance with the requirements of the current Public Notice, the admission of candidates in absolute merit will depend on the possession of a global curriculum within the subject area in competition and which is compatible with the category being applied for.

Those candidates approved by the absolute majority of the voting members of the jury are considered approved, being considered, for this assessment, the evaluation criteria listed in point 2 below, not quantitatively weighted.

V. Selection method and evaluation criteria

1. The candidates approved in absolute merit will be subject to the Curricular Evaluation selection method, in accordance with the evaluation criteria defined in the next point.

2.Evaluation criteria

The ranking of candidates for the competition shall be based on the candidates' scientific and pedagogic merit in the area of Accounting, particularly highlighting the candidates' curriculum vitae in the previous 10 years, considering the profile defined in the current Public Notice, as well as the following factors:

A - Scientific merit (50%)

In the evaluation of scientific merit, the following items will be considered:

A-1) Publication in top and prestigious scientific journals within the area of the competition (30%) – top scientific journals are those included in FT 45 and of level 4* or 4, in the area of Accounting, in the ABS list; prestigious scientific journals are those of level 3, in the area of Accounting, in the ABS list.

A-2) Other scientific production (5%) – Other publications in the area of the competition, scientific articles in journals indexed in the Database WOS/ISI, books or book chapters published internationally, with peer review, other books and book chapters, articles in scientific meeting minutes with peer review (conferences, colloquia, congresses, seminars, study days, forums etc.); active participation in national or international events, organisation of national or international scientific events.

A-3) Scientific projects (5%) – coordination and participation in scientific projects with national, international, public or private funding, as well as non-funded projects. In the evaluation of this parameter shall be considered the quantity, degree of incorporation of the project (national or international network), the competitive nature of the project regarding funding conditions, contribution in terms of patrimony and resources for the research structures and the type of involvement by the researcher (coordinator or participant).

A-4) Scientific coordination and leadership (5%) – creation and leadership of research teams, scientific management of organic units or research groups within the area of the competition. For the evaluation of this parameter shall be considered the duration of the activity and the width of the function.

A-5) Recognition by the international scientific community (5%) – Awards and distinctions, participation in national or international academic examination juries, and participation in national or international boards of examination and consultancy for scholarships, projects, researchers or research units, participation in scientific event commissions, active collaboration in editing, evaluation and reviewing national or international scientific publications. For the evaluation of this parameter shall be taken into account the quality of the awards and distinctions, the quantity, role and diversity of activities.

B - Pedagogic merit (40%)

In the evaluation of pedagogic merit, the following items shall be considered:

B-1) Teaching activity (25%) – teaching curricular units within the area of the competition, pedagogic performance, involvement in course management (lecturer or coordinator) and teaching in foreign universities. For the evaluation of this parameter shall be taken into account the number and diversity of curricular units taught and the educational performance evaluation.

B-2) Supervision (10%) – For the evaluation of this parameter shall be taken into account the number and diversity of Doctorate and Master's supervisions within the area of the competition, considering those already concluded or with published results or those to which were attributed awards and distinctions.

B-3) Pedagogic innovation (5%) – promotion of pedagogic initiatives aiming at the enhancement of teaching and learning processes, creation of new undergraduate and postgraduate programmes or of new curricular units and restructuration of study plans or curricular units, participation in pedagogical structures, promotion and improvement of the pedagogic activity enhancement processes for study cycles or other teaching activities. In the evaluation of this parameter the number, nature and diversity of activities shall be taken into account.

C –Other relevant activities (10%)

C – 1) University Extension (5%)

In the evaluation of the participation in university extension tasks shall be considered the provision of services in the scope of economic and social knowledge enhancement, the continuous training programmes, those of exchange of experiences, courses and seminars aimed at knowledge divulgation and other activities relevant for research, namely the provision of services to the community in the scope of organisation, cooperation and consultancy service to other institutions.

C-2) Other Services Provided to the Institution (5%)

The evaluation of participation in university bodies shall consider the following items:

a) performance of activities resulting from the participation in university management bodies, institution promotion, ad hoc commissions, recruitment of new students and other activities which support the regular operation of higher education institutions.

b) Other positions held: exercise of functions referred to in Article 73 of the Statute of the University Teaching Career (ECDU) and positions held in national and international scientific organisations.

3. Voting ordering and methodology

The deliberation is taken by absolute majority, that is, by a half plus one vote of the members of the jury attending the meeting.

For this effect, before the commencement of the voting, each member of the jury presents a written document, which must be included the minutes, proposing, if that is the case, the ordering of candidates, duly based on the evaluation criteria referred in No. 2, in which he/she classified the candidates in the full scale of 0 to 100 in each of the evaluation indicators.

In the various voting rounds, each member of the jury shall respect the ordering he/she has presented, and abstentions shall not be allowed. The first round aims to determine the candidate who

shall be positioned in the first place. In case a candidate obtains more than a half of the votes of the members of the jury attending the meeting, that candidate is automatically positioned in the first place. If that does not happen, the voting is repeated after excluding the candidate less voted in the first round. In case of a tie between two or more candidates in the less voted position, the jury proceeds to a voting to break the tie and, if the tie persists, the President of the jury shall decide which candidate shall be withdrawn. The process shall be repeated until one candidate obtains absolute majority. The same process is repeated to obtain the second-placed candidate and so on and so forth until an ordered list of all the candidates is produced.

Whenever there is a tie in number of votes for all the candidates, the president of the jury has the casting vote, accordingly with article 12 of ISCTE-IUL's Regulation for Career Faculty Staff Recruitment, Selection and Hiring.

4. The jury deliberates on the necessity to proceed to public hearings of the admitted candidates, which, if carried out, obey to the established in articles No. 8, 2 and 20 of ISCTE-IUL's Regulation for Career Faculty Recruitment, Selection and Hiring.

VI. Constitution of the jury

President: The jury is chaired by Professor António Caetano, Full Professor at ISCTE – IUL and is composed of the following professors, who, in the opinion of ISCTE-IUL's Scientific Council, are integrated in the subject area in competition:

Vogais:

Professor Araceli Mora Enguidanos, Full Professor at the University of Valencia;

Professor Carlos Larrinaga González, Full Professor at the University of Burgos;

Professor Salvador Carmona Moreno, Full Professor at IE Business School (IE University) Madrid;

Professor José Luís Cea Garcia, Professor Emeritus at the Autonomous University of Madrid;

Professor Vítor Domingos Seabra Franco, retired Full Professor at ISCTE – Lisbon University Institute.

VII. Das The interested parties shall be informed of the lists of admitted and excluded candidates, as well as the final classification and ordering of candidates, by means of posting in the notice board of ISCTE-IUL's Human Resources Unit and e-mail notification.

The competition process may be consulted by the candidates in the Human Resources Unit, in the terms of the notification referred to in the previous point.

VIII. Pursuant to subparagraph h) of article 9 of the Constitution, the Public Administration, as employer entity, promotes a policy of equality of opportunities between men and women in the access to employment and professional development, scrupulously assuring the avoidance of any kind of discrimination..

The Rector, Luís Antero Reto