

Public Notice - It is hereby made public that, following my order 5 of May 5th 2014 within 30 (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 one position of Associate Professor in the subject area of Finance, at ISCTE-IUL's Department of Finance, is open.

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 the 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 fulfillment of the employment position.

The evaluation of the trial period, when applicable, is carried out under the terms of ISCTE-IUL's Teaching Staff Affiliation Scheme, considering ISCTE-IUL's Teaching Staff Service Regulation and Teaching Staff Performance Evaluation Regulation.

I. Admission requirements

1. Hold the Doctorate Degree in the area of Finance or Management, with specialisation in Finance, for more than five years. In case the Doctorate degree has been awarded by a foreign higher education institution, it must be recognised by a Portuguese higher education institution, as foreseen in Article 4, Decree-law No. 342/2007, of 12 October.
2. Master the Portuguese and English languages, spoken and written, being, if necessary, subject to specific examinations, in case the candidate is not native of a Portuguese- and/or English-speaking country.

II. Submission of Applications

1. Applications shall be submitted, in person, during the normal 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 Lisbon, 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;
3. One electronic copy (pdf) of a curricular and pedagogic plan of a course within an ISCTE-IUL study cycle, developed in the subject subarea for which the competition is taking place, in the shape of a short text (maximum 20 pages A4) which includes the following aspects: objectives, learning outcomes, methodology, evaluation, bibliography and the resources required for each topic in the syllabus. The candidate shall annex a pdf format copy of the pedagogic resources (slides, tests, text keys or other pedagogic material considered relevant for the competition) regarding the referred course.
4. One electronic copy (pdf) of a triennial research project, including the following aspects: objectives, methodology and expected results (maximum 20 pages A4).
5. Seven printed or photocopied copies, and one in non-editable electronic format (pdf), of the candidate's curriculum vitae, indicating the publications and projects carried out by the candidate and published, as well as the pedagogic activity developed by the candidate. The candidate shall highlight five works or publications he/she considers as the most representative of his/her activity in the subject area for which the competition is aimed. The curriculum vitae shall be in conformity with the model available at:

http://iscte-iul.pt/quem_somos/Working_at_ISCTE/apresentacao.aspx

6. Two printed or photocopied copies of each of the works mentioned in the curriculum vitae. The candidate may also submit the totality or part of these works in non-editable electronic format (pdf).
7. Photocopy of the Identity Card/Citizen Card or equivalent document.
8. Any other relevant elements illustrating the capability of the candidate to carry out the professional position.
9. 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 annex document, of his/her exact current professional situation, regarding the following topics:
 - a. Non-inhibition of the exercise of public service or of the exercise of the professional position in question;
 - b. Physical capability and psychological profile to carry out the functions, as well as compliance with the mandatory vaccination.
10. The documents included in the application must be submitted in Portuguese or English language.
11. Failure to submit 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.

V. Absolute merit evaluation criterion

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 curriculum in the subject area of Finance, which, cumulatively, meets the following minimum requirements:

- a) Publication, throughout the previous 5 years, of ten scientific texts in the area of Finance, and in the form of articles, scientific books or book chapters;
- b) At least three from among the aforementioned texts must be published, or definitively accepted for publication, in scientific journals indexed in the two first quartiles of WOS/ISI, according to the *eigenfactor* score and based on the 2014 ISI listing.

VI. 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' pedagogic and scientific merit in the area of Finance, accordingly with the following factors:

A - Scientific Merit (60%)

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

A-1) Scientific production (40%) – works, projects, books, book chapters, scientific journal articles and minutes of scientific meetings (conferences, colloquia, congresses, seminars, study days, forums etc.); presentation of communications or posters in national or international events, organisation of national or international scientific events. In the evaluation of this parameter shall be considered the quantity, originality and diversity of the output, the scientific autonomy shown, the level of internationalisation, recognition by the scientific community (awards or other forms of recognition and distinction by the scientific, academic or professional community) and the impact of the scientific production. Special emphasis shall be given to scientific articles published in international journals of reference.

A-2) Scientific projects (10%) – 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 assets and resources for the research structures and the type of involvement by the researcher (coordinator or participant). This item shall also include the evaluation of the quality and relevance of the triennial research project referred in IV-4.

A-3) Scientific coordination and leadership (5%) – creation and leadership of research teams, scientific management of organic and research units, and coordination of scientific or academic management bodies in institutes, schools, departments, research units, and integration of governing bodies in national and international scientific associations. For the evaluation of this parameter shall be considered the duration of the activity and the width of the function.

A-4) Scientific evaluation (5%) – Participation in national or international boards of examiners for academic examinations and participation in national or international scientific evaluation and consulting panels for the attribution of scholarships, projects, researcher positions or research units, participation in commissions for scientific events, active collaboration in the edition, evaluation and revision of national or international scientific publications. For the evaluation of this parameter shall be taken into account the number, the role and the diversity of activities.

B - Pedagogic merit (30%).

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

B-1) Teaching activity (15%) – teaching curricular units, pedagogic performance, involvement in course management (lecturer or coordinator), coordination of programmes and lecturing in foreign and international 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) Pedagogic innovation (2,5%) – 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 restructuring of study plans or curricular units, participation in pedagogic 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.

B-3) Supervision (5%) – supervision of dissertations, theses and post-doctoral projects, and the scientific excellence of the supervised works. For the evaluation of this parameter the number and diversity of supervisions shall be taken into account, considering those already concluded and those in progress.

B-4) Pedagogic publications (2,5%) – educational handbooks or other publications of pedagogic scope. In this parameter's evaluation, the number, diversity, originality and impact of the respective publications are to be taken into account.

B-5) Pedagogic curricular plan referred in this public notice's point IV-3 (5%)

C - 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.

D - Academic management activities (5%)

In the evaluation of the participation in higher education institutions' direction and management bodies, the following item is considered: 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.

3. Voting ordering and methodology

The members of the jury deliberate through roll call voting based on the adopted evaluation criteria. Each member's voting shall be based on the classification of each candidate on integer scale from 0 to 100, which results from the weighted sum of the partial classifications attributed to each indicator, also on integer scale from 0 to 100, using the weightings defined for each parameter in point VI.2 (evaluation criteria).

If the ordering of all the members of the jury is identical, the process is considered as concluded.

Otherwise, a voting for the first position is carried out. In case a candidate obtains more than half of the votes, he/she is placed in the first position. If none of the candidates obtains more than half of the votes, the voting is repeated after exclusion of the less voted candidate in the previous round. The process is repeated until one of the candidates obtains more than half of the votes, being thus placed in the first position. Afterwards, the procedure is repeated to place a candidate in the second position, and so on, until an ordered list of all admitted candidates is obtained.

In case of a tie throughout the process, the president of the jury has casting vote.

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.

VII. Constitution of the Jury

The jury is chaired by Professor José Paulo Esperança, Full Professor at ISCTE-IUL, and is composed by the following professors, who, according to the Scientific Council, are integrated in the subject area in competition.

Members:

Professor João Luis Correia Duque, Full Professor at ISEG - Lisbon School of Economics and Management of the University of Lisbon;

Professor José Filipe Garcia Corrêa Guedes, Full Professor at the Faculty of Economics, Catholic University of Portugal;

Professor Miguel Luis Sousa de Almeida Ferreira, Full Professor at the Faculty of Economics, NOVA University of Lisbon;

Professor João Pedro Vidal Nunes, Full Professor at ISCTE-University Institute of Lisbon;

Professor António Sarmiento Gomes Mota, Full Professor at ISCTE- University Institute of Lisbon.

VIII. 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 in the notice board of ISCTE-IUL's Human Resources Unit and notification via email and/or registered post with notification of receipt, and publication of Notice in *Diário da República*.

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.

IX. 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.