

Public Notice - It is hereby made public that, following my order issued on March 17th of twenty-sixteen, within forty-five 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 (1) position of Assistant Professor in the subject area of African Studies, at ISCTE-IUL's Department of Political Science and Public Policy, 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 law No. 8/2010, 13 May, henceforth referred to as ECDU, and other applicable legislation, namely from ISCTE-IUL's Regulation for Career Faculty 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 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.

I. Admission requirements

1. Hold the Doctorate Degree in the area of African Studies, Sociology or Anthropology. 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 October 12th. For more information, refer to:

http://www.dges.mec.pt/en/pages/naric_pages/academic_recognition/recognition_foreign_qualificatio ns.html

2. Master the Portuguese and English languages, spoken and written.

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 - University Institute of Lisbon
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. Documents corroborating the fulfilment of the requirements described in points 1 and 2 of number I in this public notice.
 - 2.1 Holders of doctorate degrees obtained abroad shall present a document attesting its recognition by a Portuguese higher education institution, under the terms of art. 4 of Decree-Law No. 341/2007, of October 12th.
 - 2.2 The candidates must submit a sworn statement of their mastery of the Portuguese and English language at a level which allows them to teach in those languages;
3. 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 four works and/or publications he/she considers as the most representative of his/her activity in the subject area in competition, and indicate the two articles which he/she considers to be those most related to the absolute merit evaluation criterion. The curriculum vitae presented by the candidates shall be in conformity with the model available at:
http://iscte-iul.pt/servicos/other_services/Rectoria_Support_Office.aspx
4. Two copies of each one of the works mentioned in the curriculum. These may be submitted in paper or in non-editable electronic format (pdf).
5. Photocopy of the Identity Card/Citizen Card or equivalent document.
6. Any other relevant elements which may demonstrate the capability of the candidate to carry out the professional position.
7. 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 annexed document, of his/her exact current situation regarding the following topics:
 - a. Non-inhibition of the exercise of public service or of the exercise of the professional position to which he/she is applying;
 - b. Having the necessary physical capability and psychological profile to carry out the functions, as well as compliance with the mandatory vaccination laws.
8. The documents included in the application must be submitted in Portuguese or English. Failure to submit the documents required under the current public notice, their submission beyond 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 a global curriculum which the board of examiners considers as having the necessary scientific and educational merit compatible with the subject area of African Studies, and which demonstrates

that the candidate has a strong theoretical and methodological training in African Studies, as well as research-, lecturing-, and publication-oriented profile in the field of African , cumulatively with the submission by the candidate of at least two articles published in scientific journals indexed in the databases WOS/ISI, SCOPUS, in the Directory of Open Access Journals (DOAJ) or in the European Reference Index for the Humanities (ERIH-PLUS).

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 subject area of African Studies, considering the following factors:

A - Scientific merit (65%)

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

A -1) Scientific production (40 %) - Books, articles published in scientific journals, book chapters, conference lectures and organisation of national or international scientific events. The evaluation of this criterion shall consider the quality, originality, diversity, and quantity of the output per year, after having concluded the doctorate degree, 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.

A -2) Scientific projects (15 %) - participation in scientific projects with national, international (public or private) funding. 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).

A-3) Scientific coordination and leadership (5%) – creation and management of research teams, teams for the scientific management of organic and research units, and coordination/leadership of scientific and academic management bodies in institutes, schools, departments and research units. 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. The evaluation of this parameter shall ponder the number, the role assumed and the diversity of activities.

B - Pedagogic merit (30%)

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

B-1) Teaching activity (20%) – teaching curricular units, degree of involvement in course management (lecturer or coordinator) and lecturing experience in international universities. The evaluation of this parameter shall consider the number and diversity of curricular units taught, along with educational innovation and the fostering of pedagogical events aimed at enhancing the teaching and learning processes.

B-2) 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, considering those already concluded and those in progress, shall be assessed.

B-3) Pedagogic publications (5%) – educational handbooks or other educational publications. The evaluation of this parameter considers the number, diversity, originality, and impact (print run) of the publications.

C - Provision of services to the institution (5%)

The evaluation of the participation in university bodies shall take into account the performance of activities resulting from the participation in university management bodies, institution promotion, ad hoc commissions, recruitment of new students, as well as any other activities necessary for the regular operation of higher education institutions.

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 board of examiners attending the meeting.

For this effect, before the commencement of the voting, each member of the board of examiners submits a written document, which must be included the minutes, proposing, if such 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 board of examiners 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 board of examiners 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 board of examiners proceeds to a voting round to break the tie and, if the tie persists, the president of the board of examiners 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 board of examiners is responsible for untying through casting vote, accordingly with article No. 12 of ISCTE-IUL's Regulation for Career Faculty Staff Recruitment, Selection and Hiring.

4. Public Hearings

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

VII. Constitution of the Board of Examiners

The Board of Examiners is chaired by Professor Carlos Manuel Gutierrez Sá da Costa, Vice-Rector of ISCTE – IUL, and is composed by the following professors:

Members:

Professor José Carlos Gaspar Venâncio, Full Professor at the University of Beira Interior;

Professor Armando Manuel de Barros Serra Marques Guedes, Associate Professor with Habilitation (*Agregação*) at NOVA University of Lisbon;

Professor Pedro João Borges Graça, Associate Professor at the University of Lisbon;

Professor Nelson José dos Santos António, Full Professor at ISCTE – University Institute of Lisbon;

Professor Rosa Maria Figueiredo Perez, Associate 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 of the final classification and ordering of candidates, by means of posting in the notice board of ISCTE-IUL's Human Resources Unit and through notification sent by registered post with acknowledgement of receipt. The competition process may be consulted by the candidates in the Human Resources Unit, under 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, thoroughly ensuring the avoidance of any kind of discrimination.

ISCTE-IUL, October 17th, 2016, The Rector, Luís Antero Reto