

Universidade de Lisboa

ISEG Lisbon School of Economics and Management

Notice 940/2025

It is hereby announced by ISEG Lisbon School of Economics and Management (hereinafter referred to as 'the School'), that for a period of 30 working days counting from the day after the publication of this notice in the *Diário da República* Official Gazette, an international documented recruitment contest, in the form of a public employment contract, is open for the position of an **Assistant Professor in the subject area of Operational Research**.

The contest is open under the terms of Articles 37 to 51, 61 and 62-A of the University Academic Career Status, which was re-published as Decree-Law 205/2009, on the 31st August, and further altered by Law No.8/2010, of the 13th May (known in its abbreviated form as 'the ECDU'), and further applicable legislation, especially the General Regulations for Recruitment Contests for Full, Associate, and Assistant Professors of Universidade de Lisboa, that was approved by the Rector's directive of the 16th February 2015, which was published in the *Diário da República* Official Gazette, 2nd Series, No. 45, by Order 2307/2015 of the 5th March 2015 (known in its abbreviated form as 'the Regulations').

In addition to the duties to be carried out in the Department of Mathematics, the contracted Assistant Professor must also carry out activities in a research unit of the School or one with which it is associated.

The successful candidate will sign a permanent public service employment contract in the category of the contest, with a probationary period of five years. The contest is specifically designed to recruit a graduate with a PhD who has high research potential and who wishes to start out on a university teaching career.

The joint-decree No. 373/2000, of the 31st March, of the Minister for the Reform of the State and of the Public Administration and the Minister for Equality, determines the obligation of public recruitment contests to adhere to the following condition:

"In compliance with Article 9(h) of the Constitution, the Public Administration, in its role as an employer, actively promotes a policy of equal opportunities between men and women for employment and career development, scrupulously avoiding all and any form of discrimination."

Consequently, the terms 'candidate', 'recruit', 'professor', and similar terms are not used in this notice to refer to the particular gender of individuals.

Likewise, no candidate may be favoured, benefited, prejudiced, or deprived of any right or be exempted from any duty specifically based on their ancestry, age, sexual

orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, country or region of origin, language, religion, political or ideological convictions, or membership of a trade union.

In accordance with Articles 37 to 51 of the ECDU and other applicable legislation, and under Article 8 of the Regulations, the following provisions apply:

I — Authorisation order

This contest was initiated by the Directive of 26/03/2025 of the Rector of Universidade de Lisboa, which was made after the confirmation of a sufficient budget provision and that the respective position of the recruitment contest are fully contemplated in the organisation chart of the School and implies carrying out the teaching and research functions consistent with the position of an Assistant Professor of the Department of Mathematics.

II — Work location

The Campus of ISEG Lisbon School of Economics and Management. Rua do Quelhas No. 6, 1200-781 Lisboa, Portugal.

III — Admission requirements for the contest and reasons for the exclusion of candidates

III.1 — Under the terms of Article 41-A of the ECDU, candidates must have a PhD;

III.1.1) Those who obtained their PhD at a non-Portuguese university must possess official recognition that their degree is equally recognised as a PhD, in compliance with Decree-Law 66/2018, of the 16th August, in its current wording;

III.1.2) The official recognition of the above-mentioned PhD must be dated before the deadline for the signing of the contract, if the candidate ranked in an eligible position obtained their PhD abroad.

III.2 — Only candidates with the ability to teach in English may be admitted for this contest. If a candidate is not proficient in Portuguese, then they must make a declaration of honour to study the language in order to better integrate in all the activities of ISEG and Universidade de Lisboa. These conditions are in the application form mentioned in Paragraph IX of this notice.

III.3 — A candidate will be automatically excluded from this contest should they fail to submit the necessary documents listed in Paragraphs VII and IX of this notice by the deadline and in the format and at the place stipulated in Paragraph VIII of this notice, which will be analysed and decided upon by the Dean of the School prior to the Selection Board's decision based on absolute merit;

III.4 — Candidates will also be excluded from the contest, even if they are successfully short-listed for the position being advertised, if they fail to justifiably meet the deadline, or submit inadequate, false, or invalid documents to prove that they are legally apt to

enter into a legally-binding permanent employment contract with the School, in accordance with Chapter VI of the Regulations.

IV — Requirements for admission based on merit alone

The following are the cumulative requirements for admission, based on merit alone:

- a) Hold a PhD degree in the branch of knowledge and/or speciality appropriate to the subject area of the contest;
- b) To have at least two papers published or accepted for publication in the past five years (since and including 2020) in the subject area of the contest. At least one of these papers must be published in a scientific journal indexed in the Web of Science or Scopus/Scimago databases, and classified in the 1st or 2nd quartile in terms of impact factor;
- c) Present the Scientific-Pedagogical Project, requested in IX.2.b) and specified in V.4.e), which is clearly suited to the subject area of the contest.

The Selection Board will decide on the admission or non-admission of candidates on absolute merit, by a justified roll-call vote in which abstentions are not allowed.

A candidate is considered to have passed on absolute merit when they are approved by an absolute majority of the voting members of the Selection Board.

V — Assessment criteria and ranking by relative merit, respective weighting, and the final classification

V.1 — This contest is designed to evaluate the capacity and performance of the candidates in the various competencies of the role in question that, under the terms of Article 4 of the ECDU, should they be selected. Under the terms of Article 4 of the ECDU, university professors are usually obliged to:

- a) Carry out scientific research, cultural activities, or technical development;
- b) Lecture the designated subjects to students and carry out their supervision;
- c) Participate in public outreach activities that promote the dissemination of scientific, social, and economic knowledge;
- d) Participate in the management of the respective university faculties;
- e) Carry out other responsibilities that are assigned by the competent university body, which are included in the normal job description of a university professor.

V.2 — The selection method to be used is curricular assessment. Curricular assessment, bearing in mind the general duties assigned to university professors by Article 4 of the ECDU and the provisions of Article 5(4) and Article 11 of the Regulations, focuses on the following competencies:

- a) Pedagogical aptitude;
- b) Scientific performance;
- c) Public outreach;

- d) University management;
- e) Scientific-Pedagogical Project.

The competencies referred to in sub-paragraphs c) and d) should be considered within the context of Article 50(6)(c) of the ECDU regarding other activities carried out by the candidates that are related with the mission of higher education institutions.

V.3 — The curriculum evaluation of the various candidates in each of these areas must take into account the subject area of the contest.

V.4 — The criteria to be considered for the curriculum evaluation of candidates in each of the areas defined in V.2 as well as the respective weighting for the final classification are the following, taking into account the contents of Chapter VI below:

a) Pedagogical aptitude (15%):

- i) Teaching: this is a criterion which takes into account the courses units that the candidate has taught and coordinated, and also their teaching performance for Bachelor's, Master's and PhD degree level. The evaluation of this criterion should take into account the quantity and diversity of the course units in question, and also the evaluation of the candidate's teaching performance. Whenever possible, a table with the results of teaching evaluation surveys should be presented, with reference to how the evaluation system functions and the significance of the evaluation values;
- ii) Coordination and management of pedagogical projects: this is a criterion which takes into account the ability demonstrated by the candidate in promoting new pedagogical initiatives designed to improve teaching and learning processes; the presentation of justified and coherent proposals for the creation of new course units or for the substantial redesign of existing ones; the production of pedagogical material; the coordination and participation in the reorganisation of existing course units and degrees, including syllabi; and also participation in pedagogical management bodies. The evaluation of this criterion should take into consideration the quantity, nature, and diversity of these activities, as well as the candidate's degree of responsibility and involvement in carrying out the activities;
- iii) Production of teaching material. When assessing this criterion, the number, diversity and originality of the teaching material produced should be taken into account.
- iv) Supervision and tutoring of students: this is a criterion which takes into account the supervision of Bachelor's, Master's and PhD students, taking into consideration the quantity and quality of the resultant publications, especially of successfully completed PhD theses in the subject area of the contest.

b) Scientific performance (60%):

- i) Scientific production: being the quantity and quality of scientific production in the subject area of the contest. This criterion takes into account the production of papers published in scientific journals and the proceedings of national and

international conferences, as well as of books and book chapters, where the candidate was the author, or co-author. In evaluating this criterion, the quantity and type of publications and recognition by the international scientific community should be taken into account, which is reflected in the quality of the sites of these publications and the citation of them by other authors. The publication of papers in top international journals in the Web of Science or Scopus databases, in the subject area of the contest is particularly valued. The points referred to in Paragraph IX.3 and IX.4 of this notice will also be taken into account;

ii) Coordination and participation in scientific projects: this criterion takes into account the coordination and participation in scientific projects by the candidate. The assessment of this criterion should take into consideration the number of projects, the degree of insertion (national or international), their competitive nature and the type of involvement of the researcher (coordinator or participant).

iii) Recognition by the scientific community. This criterion takes into account: participation in national or international panels for academic exams and the evaluation and scientific consultancy of grants, projects, researchers or research units; awards given by scientific societies; editorial activities in scientific journals; participation in the editorial boards of scientific journals; participation in the body of reviewers of papers submitted to scientific conferences; coordination and participation in programme committees for scientific events; participation as a member of scientific societies with competitive admission and other similar distinctions. When assessing this criterion, the number, role and diversity of activities should be taken into account.

c) Public outreach (5%):

i) Scientific publications: this criterion takes into account papers published in national journals and conferences and other scientific and technological publications, taking into consideration their professional and social impact.

ii) Provision of services and consultancy: this criterion takes into account participation in activities involving the public sector, the business community and other civil society organisations, taking into consideration the type of participation, size, diversity, technological intensity and innovation.

iii) Services to the scientific community and society: a criterion that takes into account participation in and coordination of scientific and technological dissemination initiatives, taking into consideration the nature and results achieved by these, when carried out with the media, other means of communication (such as the internet), the public sector, the business community and other civil society organisations.

iv) Professional training actions: a criterion that takes into account participation in and coordination of training designed for the public sector, the business community and other civil society organisations, taking into consideration their nature and the results achieved.

d) University management (5%):

- i) Positions in bodies of universities and their organic units: a criterion that takes into account the nature and responsibility and diversity of the positions;
- ii) Positions in research units and degree and course unit coordination: a criterion that takes into account the position and the candidate's range of activity in carrying out management functions in departments and research units, degree and course unit coordination, scientific areas and scientific sections and groups.

e) Scientific-Pedagogical Project (15%):

Presentation of a Scientific-Pedagogical Project of up to 5,000 words, related to the subject area of the contest which is appropriate to the School's mission. This project must contain the following elements:

- i) Presentation of a course unit or cycle of studies, emphasising the link between research and teaching and the added value in relation to current reality;
- ii) Presentation of the main problems to which the candidate intends to devote their future research, (a) contextualising them in the current state of the art in the subject area of the contest, (b) presenting a systematised and succinct description of the research strategies the candidate proposes to adopt to carry out their research and solve or contribute to solving the problems presented, (c) explaining the reasons and motivations for their choices.

V.5 — Each member of the Selection Board assesses the merit of the candidates admitted on absolute merit for each of the competencies and then evaluates and ranks the candidates, taking into account the weightings associated with the competencies and evaluation criteria, taking into consideration that referred to in Paragraph VI.

V.6 — When ranking the candidates for the contest, each member of the Selection Board ranks the candidates in descending order of merit, and will vote on the basis of their ranked list of candidates. The Selection Board initially votes for the first place, then for the second place, and so on, until all the candidates who have been admitted to the contest and previously approved on absolute merit have been ranked, as stipulated in Article 20(5) of the Regulations. For each vote, decisions are taken by an absolute majority of votes. Once the process of the evaluation and ranking has been completed, the Selection Board then proceeds to draw up a unitary list with the ranking of the candidates.

VI - Preferential Criteria

After the candidates have been approved on absolute merit, each member of the Selection Board will draw up a written document ranking the candidates on relative merit, taking into account the selection and ranking criteria set out in Paragraph V of this notice. The preferential criterion is that the candidate is a PhD of high potential and research capacity who wishes to enter a university teaching career, with a curriculum vitae that is appropriate to the subject area of the contest, with special emphasis on the candidate's scientific production over the last 5 (five) years. A preferential criterion is

the contribution to the development and evolution of the subject area of the contest is open. Special emphasis will be placed on contributions in the field of operations management and the link with Economics and Finance.

VII — Public hearings

VII.1 — The Selection Board will deliberate at its first meeting about whether there is a need to convene public hearings for all those candidates approved on the grounds of absolute merit. Such hearings are exclusively designed to clarify issues related with the documents presented by the candidates, in accordance with Article 50(4)(b) of the ECDU.

VII.2 — If there is need for a public hearing, this will take place between the 20th and the 50th consecutive day after the date of the meeting convened by the Selection Board for the admission of candidates on absolute merit, respecting a notification period for candidates of a minimum of 5 (five) days of the date and location of the public hearing.

VII.3 — The public hearings referred to in the previous paragraph may be conducted via teleconference, in which case the Selection Board must ensure that these are carried out on equal terms for all the candidates.

VII.4 — The Selection Board may still require candidates to supply additional documents to support their submitted curriculum vitae, in accordance with Article 50(4)(a) of the ECDU.

VIII — Submission of applications (deadline, location, and format)

Applications must be submitted in digital format on the ISEG website, using the following link: <https://www.iseg.ulisboa.pt/recursos-humanos/concursos/>.

Applications must be submitted by the 30th working day counting from the date after the publication of this notice in the *Diário da República* Official Gazette.

IX — Application instructions

IX.1 - Applications must be accompanied by the form referred to in Article 33 of the Regulations, available at <https://www.iseg.ulisboa.pt/recursos-humanos/concursos/> which must include a declaration to be signed on honour that the requirements for admission to the contest set out in this notice and in the Law have been met. Candidates must express their consent to all communications and notifications related with the contest procedure being sent by email, indicating their respective email address.

IX.2 - The application must contain the following documents in non-editable format (PDF):

- a) The candidate's curriculum vitae, containing the information required to evaluate the application, in accordance with the criteria stipulated in this notice, including a list of the teaching, research, public outreach and university management activities considered relevant for the contest, identifying the activities carried out in the different competencies that constitute the series of

functions to be performed by an Assistant Professor under the terms of Articles 4 and 5 of the ECDU. In addition, the candidate must demonstrate compliance with the quantitative criteria referred to in Paragraph IV. b);

b) A copy of the Scientific-Pedagogical Project that the candidate proposes to carry out in the subject area of the contest, as referred to in Paragraph V.4(e) of this notice;

c) An electronic copy (PDF) of all scientific papers published in national and international journals cited in their curriculum vitae, as well as other works which the candidate considers to be relevant for the Selection Board's evaluation.

IX.3 – In their curriculum vitae, the candidate must provide the 'ResearcherID' and the 'Scopus Author ID' and, with regards papers published in scientific journals, the quartiles in which these journals are situated in the reference database for the respective year of publication, as well as the number of citations achieved. Whenever possible, a summary table should be presented with the candidate's H-index and the total number of published papers, as well as the number of citations recorded in these databases and also in Google Scholar.

IX.4 – The curriculum vitae should include up to five works that the candidate considers to be the most representative, particularly in terms of their contribution to the development and evolution of the subject area of the contest. This selection must be accompanied by a brief justification explaining each work's contribution and how it can contribute to the School's mission and vision and also to that of the Department of Mathematics.

X — Language

All supporting documents can be presented in either Portuguese or English.

XI — The Constitution of the Selection Board

In accordance with Articles 45 and 46 of the ECDU and Article 14 of the Regulations, the Selection Board is comprised of the following:

Chair: The Rector of Universidade de Lisboa.

- Professor Maria Cândida Vergueiro Monteiro Cidade Mourão, PhD, Full Professor, ISEG Lisbon School of Economics and Management, Universidade de Lisboa;
- Professor Agostinho Miguel Mendes Agra, PhD, Associate Professor with Aggregation, Department of Mathematics, Universidade de Aveiro;
- Professor Isabel Cristina Silva Correia, PhD, Associate Professor, NOVA School of Science and Technology, Universidade Nova de Lisboa;
- Professor Maria Cristina Saraiva Requejo Agra, PhD, Associate Professor, ISEG Lisbon School of Economics and Management, Universidade de Lisboa;
- Professor João Pedro Pedroso Ramos dos Santos, PhD, Associate Professor, School of Sciences, Universidade do Porto.

19/05/2025 – The Dean, Professor João Luís Correia Duque, PhD