

Notice 1183/2025

It is hereby announced by ISEG Lisbon School of Economics and Management, Universidade de Lisboa (hereinafter designated 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 is opened for a public service employment contract for the position of an **Assistant Professor, in the subject area of Microeconomics**.

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

This contest is opened within the context of the FCT-Tenure Programme, namely for Reference 2023.11021.TENURE.002, with the following specification: 'Assistant Professor in Behavioural Sciences'.

The successful candidate will sign a permanent public service contract in the category for this contest, with a probationary period of five years. The contest is especially designed for PhD graduates with high research potential who wish to start a university teaching career.

Under Clause 3.1 h) of the FCT-TENURE Programme Contract, 1st Edition, it is stipulated that for as long as the FCT support is in force, the PhD to be supported will comply with a maximum limit of four hours of teaching per week (the average value per three-year period). This limit is equivalent to that imposed by ECIC for research career positions.

The joint-decree No. 373/2000, of 31 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, section 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." Accordingly, the terms 'candidate', 'recruited', 'professor' and similar are not used in this Notice to refer to the gender of people.

Likewise, no candidate can be privileged, benefitted, prejudiced, or deprived of any right or exempt from any duty on the grounds, especially, of descendancy, age, sexual orientation, civil status, family situation, economic situation, education, origin or social status, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs, and trade union membership.

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

I — Authorisation decree

This recruitment contest was initiated by the Directive of 27 May 2025 of the Rector of Universidade de Lisboa, which was made after the confirmation of the existence of a sufficient budget provision and that the respective position of the recruitment contest is foreseen and not occupied in the organisation chart of the School, and implies the carrying out of teaching and research functions consistent with the position of an Assistant Professor of the Department of Economics.

II — Work location

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

The successful candidate will be an integrated member of ISEG RESEARCH research unit, within the framework of this research unit's strategic objectives, as part of a collaborative and interdisciplinary environment at XLAB (XLAB - ISEG) and the wider ISEG community.

III — Admission requirements and reasons for the exclusion of candidates

III.1 – In accordance with Article 41-A of the ECDU, only those who hold a PhD may be admitted to this contest.

III.1.1) Those who obtained their degree at a non-Portuguese university must have recognition that their degree is equally recognised as a PhD, in accordance with the terms of Decree-Law No. 66/2018, of 16 August, in its current wording.

III.1.2) The recognition of the above-mentioned PhD must be obtained before the stipulated deadline for the signing of the contract, if the short-listed candidate 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 the School and Universidade de Lisboa. These conditions are in the application form mentioned in Paragraph IX of this Notice.

III.3 — Candidates will be automatically excluded from this contest should they fail to submit the necessary documents listed in Paragraph IX of this Notice by the deadline and in the format and at the place stipulated in Paragraphs VIII and IX of this Notice. Failure to submit any of the necessary documents by the deadline and under the terms indicated in this Notice, will immediately result in the application being ineligible for acceptance, which will be analysed and decided upon by the Dean of ISEG prior to the Selection Panel'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 absolute merit

IV.1 - The following, cumulatively, are all the obligatory requirements for admission for the recruitment contest, based on absolute merit:

a) To hold a PhD in Economics;

b) To hold a scientific and pedagogical curriculum vitae in the subject area of Microeconomics, under the terms of the preamble;

c) For the scientific curriculum to be considered compatible for the respective category of the position of the contest, when the PhD was obtained more than five years previously, it must include at least two papers published or accepted for publication during the five years prior to the launch of the contest, in academic journals which were included in the Web of Science or Scopus/Scimago databases, with at least one of these papers classified in the 1st or 2nd quartile (Q1 or Q2) in terms of impact factor, and which explore issues that are relevant for the subject area of the contest under the terms set out in the preamble;

IV.2 – A vote against approval on absolute merit may be based on failure to comply with one or more of the following circumstances:

a) When the area of knowledge and/or speciality in which the PhD was awarded is considered not to be an adequate academic educational background for carrying out teaching duties in the subject area of the contest under the terms set out in the preamble and when this shortfall is not considered to be compensated for by another academic education substantiated in the candidate's curriculum; and/or

b) Should the relevance, quality, and timeliness of the candidate's curriculum vitae, and also of the most relevant and impactful academic contributions selected by the candidate prove to be insufficient for the adequate carrying out of teaching duties at the School in the subject area of Microeconomics, under the terms set out in the preamble.

IV.3 - A candidate who is favourably approved by more than half of the voting members of the Selection Panel, by justified nominal voting, where abstentions are prohibited, is considered approved on the basis of absolute merit.

V — Criteria for evaluation and ranking by relative merit, respective weighting and final classification

V.1 – The objective of this recruitment contest is to evaluate the capacity and performance of the candidates in the various attributes which constitute the role to be performed under the terms of Article 4 of the ECDU, should they be selected. Under the terms of Article 4 of the ECDU, in general, university professors are obliged:

a) To carry out scientific research, cultural activities, or technical development;

b) To teach students the designated subjects and carry out their supervision;

c) To participate in public outreach activities, scientific dissemination, and the social and economic valorisation of knowledge;

d) To participate in the management of the respective university faculties;

e) To carry out other responsibilities which are assigned by the competent university body, which are included in the job description of a university professor.

V.2 – Once the successful candidates on absolute merit have been definitively identified, they will be assessed and ranked on relative merit. The method of selection to be used is that of curriculum evaluation as provided for in Article 50(6) of the ECDU, Article 5(4) and Article 11 of the Rules and Regulations. Curriculum evaluation takes into consideration the general duties assigned to university professors in accordance with Article 4 of the ECDU and focuses on the following activities:

- a) Pedagogical aptitude;
- b) Scientific performance;
- c) Public outreach;
- d) Scientific-pedagogical project.

The activities referred to in Sub-Section c) above should be considered within the context of Article 50(6)(c) of the ECDU relative to other activities that have been developed by the candidates which are relevant to the mission of universities.

V.3 – The curriculum vitae evaluation of the various candidates in each of these activities must take into account the subject area of the recruitment contest and, specifically, Experimental Behavioural Economics.

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

a) Pedagogical aptitude (20%):

- i) Teaching activities (10%): this criterion takes into account the course units that the candidate has taught and coordinated in the subject area of Microeconomics and, in particular, in Experimental Behavioural Economics, their pedagogical performance and teaching at the level of Bachelor's, Master's, and PhD study cycles. The evaluation of this criterion should take into account the number and diversity of the course units and also the evaluation of the candidate's pedagogical performance. Whenever possible, a table with the results of pedagogical evaluation surveys should be presented, with reference to the nature of the system and the significance of the evaluation values.
- ii) Carrying out pedagogical projects (5%): 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 well-founded and coherent proposals for the creation of new course units or for the substantial redesign of existing ones; the coordination and participation in the reorganisation of existing degree or course units; the adoption of remote teaching technologies and greater digitalisation of processes; and 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 level of responsibility and involvement.
- iii) Supervision and tutoring of students (5%): this is a criterion which takes into account the supervision of PhD, Master's, and Bachelor's students, taking into consideration the quantity and quality of the resultant publications, in particular of the successfully completed PhD theses in the subject area of the recruitment contest and, in particular, in Experimental Behavioural Economics.

b) Scientific performance (50%):

- i) Scientific output (40%): the quantity and quality of scientific output in the subject area of the recruitment contest and, in particular, in Experimental Behavioural Economics. This criterion takes into account the papers published in scientific journals and in 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 the publications and the citation of references from them by other authors. The publication of papers in the subject areas of the recruitment contest in leading scientific journals which are indexed in the Web of Science or Scopus databases, or in lists such as those of ABS and ISEG Research (ex-FIISEG), is particularly valorised. The points referred to in Paragraph IX.3 of this Notice will also be taken into account.

ii) Coordination and participation in scientific projects (5%): this criterion takes into account the participation in and coordination of scientific projects by the candidate. In evaluating this criterion, consideration is given to the quantity, degree of involvement (both nationally and internationally) in the projects, their competitive nature and the type of involvement of the researcher (as the coordinator, or as a participant).

iii) Scientific involvement (5%): this criterion takes into account the recognition by the international scientific community, as well as the participation in national and international academic examination panels, and participation in national and international panels for the evaluation and scientific consulting of scholarships, projects, researchers, or research units; awards by scientific societies; editorial activities in scientific journals; participation in editorial boards of scientific journals; participation as a member of the pool of reviewers for papers submitted for scientific conferences; coordination and participation in programme committees for scientific events; participation as a member of scientific societies which are subject to a competitive admission process, and other similar distinctions. In evaluating this criterion, consideration is given to the number, the role carried out, and the diversity of the activities.

c) Public outreach (5%):

i) Academic positions and functions (3%): this criterion takes into account the candidate's position and range of activity in the exercise of management functions in organisational units, departments and research units, course coordination, scientific areas or scientific sections and groups.

ii) Other activities relevant to the mission of a university (2%): this criterion takes into account the publishing of papers in national journals and conferences and other scientific and technical publications, the provision of services and consulting involving civil society organisations, and the participation in and coordination of professional training.

d) Scientific-pedagogical project (25%):

This criterion takes into account the presentation of an original research work related to Experimental Behavioural Economics, an area of study that combines theoretical and methodological elements from Economic Science and Psychology, in particular laboratory and/or online experiments, and which is appropriate to the School's mission. This project must contain the following elements: a summary presentation of a course unit, highlighting the link between research and teaching, the added value in relation to current reality and the implications for understanding how individuals make choices and economic decisions and the conduct of public policies; a brief career development plan, in which the candidate should detail their research objectives for the next five years, specifying the scientific areas that they plan to develop and the link to international scientific networks. This project should have no more than 4,000 words, with its format and organisation being left to the discretion of the candidate.

V.5. Each member of the Selection Panel evaluates the candidates admitted on absolute merit regarding their merit of for each of the above-mentioned activities, evaluating and ranking the candidates, taking into consideration the respective weighting associated with the competencies and evaluation criteria described in Paragraph VI. The evaluation of each member of the Selection Board for the ranking of the relative merit of the candidates is based on the weighted sum of the scores attributed for each of the evaluation criteria, on a scale of 0-100 (with 0 being the minimum, and 100 the maximum).

V.6. When ranking the candidates for the contest, each member of the Selection Panel ranks the candidates in descending order of merit, casting their vote based on their ranked list of the candidates. The Selection Panel initially initially votes for first place, then for second place, and so on, until all the candidates who have been admitted to the recruitment contest and who have been previously approved based on absolute merit have been ranked. For each vote, the decisions of the Selection Panel is taken by an absolute majority of votes and the methodology for ranking is that which is stipulated in Article 20(5), of the Rules and Regulations, in compliance with Article 17 of the Rules and Regulations. On concluding the selection and ranking criteria, the Selection Panel then draws up a unitary list with the ranking of the candidates.

VI — Preferred 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. In the event of a tie, the following will apply:

- a) A preferential criterion is the ability of the candidate to demonstrate through their curriculum that they have the aptitude to teach different course units to different types of audiences in the subject area of Microeconomics and, in particular, Experimental Behavioural Economics;
- b) In the event of a tie between two or more candidates, the tie-breaking criterion will be the score obtained by each candidate in the Scientific-Pedagogical Project.

These criteria will only be used in the event of a tie in the individual ranking list of each member of the Selection Panel presented for voting.

VII — Public hearings

VII.1 — The Selection Panel will deliberate at its first meeting whether there is a need to convene public hearings for all those candidates approved for admission on the grounds of absolute merit. Such hearings are exclusively designed to clarify the information contained in the Curriculum Vitae of the candidates, in accordance with the terms of 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 Selection Panel meeting to admit candidates on absolute merit, with all candidates being given a minimum of five (5) days' notice of the date and location of the public hearing.

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

VII.4 — If there are public hearings, the date, time, place and identification of the candidates will be notified by email.

VII.5 — The Selection Panel may still require candidates to supply additional documentation to support their submitted *Curriculum Vitae*, in accordance with Article 50(4)(a) of the ECDU.

VIII — Submission of applications

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

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

IX — Instructions for candidatures

IX.1 — Applications must be submitted using the application form referred to in Article 33 of the Rules and Regulations, which must include a declaration to be signed under oath that the candidate meets the requirements for admission to the contest provided for in this Notice and in the Law, which is available on this link: <https://www.iseg.ulisboa.pt/recursos-humanos/concursos/>. The candidate must consent to all communication and notifications related to the recruitment contest being made by email, indicating their respective e-mail address. The application must be accompanied by the following documents in non-editable format (PDF):

i) The Curriculum Vitae of the candidate, expressly organised in the same order of aspects and ranking criteria indicated in this Notice, indicating the activity carried out in the areas of Teaching, Research, Public Outreach, University Management and Scientific-Pedagogical Project, taking into account the ranking criteria in Paragraph V of this Notice, and which is considered relevant to the subject area of the contest, and, in particular, in Experimental Behavioural Economics, and should also demonstrate compliance with the quantitative criterion identified in Paragraph IV.1 (c), if applicable.

ii) The scientific-pedagogical project referred to Paragraph V.4 d) of this Notice.

iii) Digital copies (PDF) of all the scientific papers published in national and international journals which are cited in their Curriculum Vitae, and other works that the candidate considers to be relevant for the Selection Panel's evaluation.

IX.2 — With regards papers published in scientific journals, the Curriculum Vitae of the candidate must indicate the quartile of the scientific journals in the reference databases for the year of publication, as well as the number of citations they have attained, as well as other bibliometric indicators that the candidate considers relevant. Whenever possible, a summary table should be submitted of the candidate's h-index, the total number of papers, and also the total number of citations recorded in these databases, as well as in Google Scholar.

IX.3 — The Curriculum Vitae must include a minimum of five works which the candidate considers to be the most representative, particularly with regard to their contribution to the development and evolution of the subject area of the contest, and, in particular, Experimental Behavioural Economics. This selection must be accompanied by a brief justification describing what the candidate considers to be their contribution and how this contribution supports the mission of both the School and the Department of Economics.

X — Language

The supporting documents for the application may be submitted in either Portuguese or English.

XI — The constitution of the Selection Panel

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

Chair: The Rector of Universidade de Lisboa

Members:

Professor Maria Joana Dantas Vaz Pais, PhD, Full Professor, Department of Economics, ISEG Lisbon School of Economics and Management, Universidade de Lisboa;

Professor Maria Rosa Vidigal Tavares da Cruz Quartin Borges, PhD, Full Professor, Department of Economics, ISEG Lisbon School of Economics and Management, Universidade de Lisboa;

Professor João Correia da Silva, PhD, Full Professor, School of Economics, Universidade do Porto;

Professor Rita Miguel Ramos Dias Coelho do Vale, PhD, Associate Professor with Aggregation, Católica Lisbon School of Business and Economics, Universidade Católica Portuguesa;

Professor Irene Consiglio, PhD, Associate Professor with Aggregation, NOVA SBE — School of Business and Economics, Universidade Nova de Lisboa.

26/06/2025 — The Dean of ISEG, Professor João Luís Correia Duque, PhD.