

**ISEG – Lisbon School of Economics and Management, Universidade de Lisboa**

**Notice 1182/2025**

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 Statistics and Actuarial Sciences**, in the Department of Mathematics of the School.

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 31<sup>st</sup> 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, 2<sup>nd</sup> Series, No. 45, of 5 March 2015 (known in its abbreviated form as ‘the Rules and Regulations’).

The competition is especially for candidates with a PhD and high potential and capacity in research. The successful candidate will sign a permanent public service contract in the category for this contest, with a probationary period of five years.

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 favoured, benefitted, prejudiced, or deprived of any right or exempted 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.

This contest is opened within the context of the FCT-Tenure Programme, namely for Reference 2023.11021.TENURE.001.

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 fully contemplated in the organisation chart of ISEG, is vacant, and that the job title referred to above implies carrying out teaching and research functions consistent with the position of an Assistant Professor in 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.

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 DataLab (Data Lab - 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, to be eligible for admission, candidates must have a PhD.

III.1.1) Those candidates who obtained their PhD at a non-Portuguese university, must have their PhD degree recognised under the terms of Decree-Law No. 66/2018, of 16 August, in its current wording.

III.1.2) The recognition of the PhD referred to in the previous paragraph must be dated by the deadline for the signing of the contract if the candidate ranked in an eligible position has obtained their PhD at a non-Portuguese university.

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, subject to the analysis and decision of the Dean of the School prior to the decision of the Selection Panel 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**

All of the following requirements are indispensable for admission to the recruitment contest, based on absolute merit:

a) To hold a PhD in Statistics or Actuarial Sciences or a branch of knowledge and/or speciality appropriate to the subject area of the contest;

b) To have at least 2 (two) papers published or accepted for publication during the last 5 (five) years (since and including 2020) in the scientific area of the contest or in related areas. At least 1 (one) of these papers must have been published in Web of Science or Scopus/Scimago-indexed scientific journals, with at least one of these papers being classified in the 1st or 2nd impact factor quartiles.

c) To present the Scientific-Pedagogical Project requested in Paragraph IX(2)(b) and specified in Paragraph V(4)(e), which is clearly compatible with the subject area of the contest.

The Selection Panel will decide on the admission or non-admission of candidates on the basis of absolute merit, by a justified roll-call vote, where abstention is prohibited.

A candidate who is favourably approved by more than half of the voting members of the Selection Panel will be 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 required to:

- a) Carry out scientific research, cultural activities and technical development;
- b) Teach students the designated subjects and to carry out their supervision;
- c) Participate in public outreach outreach that promotes the dissemination of scientific, social, and economic knowledge;
- d) Participate in the management of their respective university bodies;
- e) Carry out other responsibilities which are assigned by the competent University management bodies, which are included in the job description of a member of faculty.

V.2 – The method of selection to be used is that of curriculum evaluation. Curriculum evaluation takes into consideration the general duties assigned to faculty in accordance with Article 4 of the ECDU and focuses on the following activities:

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

The activities referred to in Sub-paragraphs c) and d) 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.

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: this criterion takes into account the course units that the candidate has taught and coordinated, 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, scientific complexity 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) 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 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 assessment of this criterion should take into consideration the number, nature and diversity of these activities, as well as the candidate's level of responsibility and involvement.

iii) Production of teaching material: the evaluation of this criterion should take into account the number, diversity, and originality of the teaching material produced in the subject area of the recruitment contest.

iv) Supervision and tutoring of students: this criterion takes into account the supervision of Bachelor's, Master's, and PhD students, taking into account the number and quality of the resulting publications, especially successfully-completed PhD theses within the context of the subject area of the contest.

b) Scientific performance (50%):

i) Scientific output: the quantity and quality of scientific output in the subject area of the recruitment contest. 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. When evaluating this criterion, the type and number of publications should be taken into account, as well as recognition by the international scientific community, reflected in the quality of the publication outlets and citations made 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 Paragraphs 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 participation in and coordination of scientific projects by the candidate, favouring the subject area in which the contest has been opened. 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) Recognition by the scientific community: 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) Scientific publications: this criterion takes into account papers published in national journals and conferences and other scientific and technological publications, taking into account their professional and social impact.

ii) Provision of services and consultancy: a criterion which 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 which takes into account participation in and coordination of scientific and technological dissemination initiatives, bearing in mind the nature and results achieved by these when carried out in conjunction with the media or 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 which takes into account participation in and coordination of training actions 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 held in bodies of higher education institutions and their organic units: a criterion which takes into account the nature and responsibility and diversity of the positions.

ii) Positions in research units and degree coordination: a criterion which takes into account the position and the candidate's range of activity in the exercise of management functions

in departments and research units, degree coordination, and scientific areas or scientific sections and groups.

e) Scientific-pedagogical project (20%):

Presentation of the scientific-pedagogical project that the candidate proposes to develop in the subject area of the contest, with a focus on data science, within the framework of the Data Lab, mentioning the respective aspects of methodological support for research and syllabus enrichment in terms of teaching and learning, as well as the consolidation of collaboration with the business sector.

V.5. Once the candidates approved on absolute merit have been definitively identified on the basis of the provisions of Paragraph IV above, the Selection Panel will proceed to rank these candidates in accordance with the procedure laid down in Article 20 of the Rules and Regulations. When drawing up the list mentioned in Article 20(3) of the Rules and Regulations, the preferential criteria indicated in Paragraph VI may be used as qualifying criteria in each of the criteria described in Sub-Paragraph V.4.

## **VI — Preferred criteria**

A preferential criterion is the suitability of the curriculum vitae to the subject area of the contest, with particular emphasis on the candidate's scientific output over the last five years.

A preferential criterion is the contribution to the development and evolution of the subject area of the contest, in particular the contribution to research in data science, giving value to key research and the evidence of methodological innovation.

## **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 documents presented by 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 20<sup>th</sup> and the 50<sup>th</sup> consecutive day after the date of the admission of candidates on absolute merit, with all candidates being informed with at least five (5) days' notice, of the date and location of where the public hearing will be held.

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

VII.4 — 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 (deadline, place and format)**

Applications must be submitted in digital format on the ISEG site, 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 — Application form instructions**

**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.

**IX.2** – The application must be accompanied by the following documents in non-editable format (PDF):

- (a) The candidate's Curriculum Vitae, expressly organised in the same order of aspects and ranking criteria indicated in this Notice, indicating in order the activity carried out in the areas of Teaching, Research, Public Outreach and University Management that are considered relevant to the contest, namely by identifying the activities carried out in the different aspects that, under the terms of Articles 4 and 5 of the ECDU, are part of the set of duties to be performed by an Assistant Professor; the candidate must demonstrate compliance with the quantitative criteria referred to in Paragraph IV(b).
- (b) A document describing the scientific-pedagogical project that the candidate proposes to develop in the subject area of the contest, as specified in Paragraph V(4)(e) of this Notice.
- (c) 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.3** – In the Curriculum Vitae, the candidate must identify their 'ResearcherID' and 'Scopus Author ID', as well as the quartiles of the scientific journals of the papers published and the reference databases in the year of publication, together with the number of citations achieved to date. Whenever possible, a summary table should be provided with the candidate's H-index, the total number of papers published, and the total number of citations recorded in these databases, as well as in Google Scholar.

**IX.4** – The Curriculum Vitae should include a minimum of 5 (five) papers selected by the candidate as being the most representative, particularly in terms of their contribution to scientific development and evolution in the subject area of the contest. This selection must be accompanied by a succinct justification by the the candidate explaining their contribution and how this contribution can contribute to the development of the scientific area of the contest, within the context of the mission of ISEG, and within the framework of Data Lab and the Department of Mathematics.

## **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 Susan P. Holmes, PhD, Professor Emerita, Department of Statistics, School of Humanities and Sciences, Stanford University, USA.;

Professor Paulo Eduardo Aragão Aleixo e Neves de Oliveira, PhD, Full Professor, School of Sciences and Technology, Universidade de Coimbra;

Professor Mário Alexandre Teles de Figueiredo, PhD, Full Professor, Instituto Superior Técnico, Universidade de Lisboa;

Professor Regina Maria Baltazar Bispo, PhD, Associate Professor, NOVA School of Science and Technology, Universidade Nova de Lisboa;

Professor João Afonso Ribeiro Ferreira Bastos, PhD, Associate Professor with Aggregation, ISEG Lisbon School of Economics and Management, Universidade de Lisboa.

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