

ISEG- Lisbon School of Economics and Management, Universidade de Lisboa

Notice n.º 1181/2025 corrected by Declaration of Rectification no. 637/2025/2

Within the context of the **FCT-Tenure Programme**, namely for **Reference 2023.11021.TENURE.003 Public Policy**, 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 Law, History or Sociology.

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'). 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.

In addition to the duties to be carried out in the Department of Social Sciences of the School, the contracted Assistant Professor will also be expected to contribute to the development of the institutional mission of ISEG Research.

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(h) of the Constitution, in its role as an employer, the Public Administration 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.

I — Authorisation decree

This recruitment contest was initiated by the Directive of 27/05/2025 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 Associate Professor of the Department of Social Sciences.

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 Policy Lab (Policy Lab - ISEG) and the wider ISEG community.

III — Admission requirements and reasons for the exclusion of candidates

III.1 – Under the terms of Article 41-A of the ECDU, only candidates who have a PhD can be admitted for this recruitment 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 in the final unitary list of the ranking of the candidates, if they unjustifiably fail to 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 Article VI of the Rules and 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 Law, History or Sociology, or in a related area in Social Sciences:
- b) To have a scientific and pedagogical curriculum within the context of one of the subject areas of the contest, which to be considered compatible for the respective category of the position of the contest, must include at least two (2) papers published or accepted for publication, on the date of their publication, 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 analysing and evaluating public policies;
- c) Present a curriculum vitae that demonstrates the ability to adequately perform the duties of Assistant Professor in one of the subject areas of this contest of the Department of Social Sciences.

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 one of the subject areas of this contest of the Department of Social Sciences and when this shortfall is not considered to be compensated for by any other academic experience substantiated in the candidate's curriculum vitae; 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 areas of this contest of the Department of Social Sciences; e/ou
- c) If the candidate fails to have at least least two (2) papers published according to the terms of Paragraph IV.1 c), which study issues of relevance to the analysis and evaluation of Public Policies and are indexed in one of the Web of Science or Scopus databases.

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, should they be selected as a result of this contest. Under the terms of Article 4 of the ECDU, in general, university professors are expected to:

- a) Carry out scientific research, cultural activities, or technical development;
- b) Teach students the designated subjects and carry out their supervision;
- c) Participate in public outreach activities, scientific dissemination, and the social and economic valorisation of knowledge;
- d) Participate in the management of the respective university faculties;
- e) 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 and Articles 5(4) and 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) Original scientific-pedagogical project – with respective bibliography, highlighting the candidate's areas of research interest and how their research plans for the next five (5) years could contribute to the development of ISEG Research's institutional mission.

The activities referred to in Sub-Paragraph 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 evaluation of the various candidates in each of these activities must take into account one of the subject areas of this contest of the Department of Social Sciences.

V.4 – The criteria to be considered for the curriculum 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:

- a) Pedagogical aptitude (20%):
 - i) Teaching activities: this criterion takes into account the course units that the candidate has taught at the level of Bachelor's and Master's 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 teaching performance..

ii) Coordination or participation in the management of pedagogical projects: the evaluation of this criterion takes into account the ability demonstrated by the candidate in promoting new pedagogical initiatives designed to improve teaching and learning processes and the nature and diversity of their participation in the management of pedagogical projects.

iii) Development of teaching material: the evaluation of this criterion should take into account the number, diversity, and originality of the teaching material produced.

iv) The supervision and tutoring of students: the evaluation of this criterion should take into account the number and diversity of the supervision and tutoring of students, as well as the participation in *Viva Voce* examination panels.

b) Scientific performance (50%):

i) Scientific production: the evaluation of this criterion should take into account the quantity and quality of scientific production in the subject areas of this contest of the Department of Social Sciences, and also papers published in scientific journals and international and national conference proceedings, as well as books and book chapters that the candidate has authored or co-authored.

ii) Coordination and participation in scientific projects: the evaluation of this criterion should take into account the candidate's coordination and participation in scientific projects, in particular their exposure (national or international), and the amount of funding.

iii) Recognition by the international scientific community: the evaluation of this criterion should take into account awards from scientific societies, participation in organising committees for scientific events and being an invited speaker at scientific conferences or at universities.

iv) The successful supervision of Master's dissertations on topics related with one of the subject areas of this contest of the Department of Social Sciences.

c) Public outreach and university management (10%):

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

ii) The provision of services and consulting: this criterion takes into account the participation in activities involving the the business community and the public sector, taking into consideration the type of participation, size, diversity, technological intensity and innovation of this participation.

iii) Services to the scientific community and society as a whole: this criterion takes into account the participation in and coordination of scientific and technological knowledge dissemination initiatives, taking into consideration the nature and results achieved by these when carried out in conjunction with the media, the business community and the public sector.

iv) Professional training and/or executive education: this criterion takes into account the participation in and coordination of training actions designed for the business community and the public sector, taking into consideration the nature and the results achieved.

v) Carrying out functions as a member of university bodies and/or their organic units: this criterion takes into account the nature and responsibility of the respective role.

vi) Carrying out functions in research units: this criterion takes into account the candidate's position and the scope of their responsibility in carrying out management duties in departments and research units.

d) Scientific-pedagogical project (20%):

This criterion takes into account the merit of the scientific-pedagogical project, as stipulated in Paragraph V.2(d) of this Notice.

This project must provide evidence of the candidate's areas of research interest, as well as their research plans for the next five (5) years, specifying how these can contribute to the development of ISEG Research's institutional mission. 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 assesses the merit of the candidates 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. 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).

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 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 Panel will draw up a written document ranking the candidates on their relative merit, taking into account the

selection and ranking criteria stipulated in Paragraph V of this Notice. In the event of a tie, the following will apply:

- i) A preferential criterion is the ability of the candidate to demonstrate through their curriculum that they have the aptitude to teach a diverse subset of course units of the Department of Social Sciences in one of the subject areas of the contest and in line with ISEG Research's institutional mission;
- ii) 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 case of a tie in the individual ranked 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 questions relating to the documents submitted 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, then this will take place between the 20th and the 50th consecutive day after the date of the Selection Panel meeting to decide on which candidates to admit 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 Notice.

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 (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 day after the publication of this Notice in the *Diário da República* Official Gazette, 2nd Series.

IX — Instructions for candidatures

IX.1 – The application must be accompanied by the following documents:

a) A completed copy of the application form for the respective position of this Notice, 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 the web page of the School 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.

b) A set of files containing the following documents:

i) The Curriculum Vitae of the candidate in electronic format (PDF), containing all the information necessary to evaluate the application, according to the criteria stipulated in Paragraph V.4. of the Notice, including their ORCID number, indicating their 'ResearcherID' and their 'Scopus Author ID', identifying the number of respective citations and the H-index according to these sources. Additionally, the candidate's H-index according to Google Scholar may be presented.

The curriculum vitae should indicate the impact factor for each publication mentioned and/or the quartile of the respective scientific journals in the indexing databases in one of the subject areas of this contest, for the respective year of publication, as well as the number of citations attained.

Candidates must structure their curriculum vitae in such a way as to make it easy to quickly and completely identify their contribution to each of the points listed in Paragraph V.4, ordering it according to those points, and should also demonstrate the degree of achievement of the quantitative criterion identified in Paragraph IV.1(b).

The Curriculum Vitae must include a maximum of five (5) works which the candidate considers to be the most representative, particularly with regards to their contribution to the development and evolution of one of the subject areas of this contest, and the possible verification of the above-mentioned preferential criterion. This selection must be accompanied by a brief justification describing what the candidate considers to be their contribution and possible verification of the preferential criterion.

ii) The scientific-pedagogical project referred to in Paragraphs V.2 d) and V.4 d) of this Notice.

iii) A copy in 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.

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, ISEG Lisbon School of Economics and Management, Universidade de Lisboa;

Professor Maria Leonor Freire Costa, PhD, Full Professor, ISEG Lisbon School of Economics and Management, Universidade de Lisboa;

Professor Paulo Trigo Cortez Pereira, PhD, Full Professor, ISEG Lisbon School of Economics and Management, Universidade de Lisboa;

Professor Susana Maria Fernandes Peralta Perelman, PhD, Associate Professor with Aggregation, NOVA SBE – School of Business and Economics, Universidade Nova de Lisboa;

Professor Pedro Manuel Rodrigues da Silva Madeira e Góis, PhD, Associate Professor with Aggregation, School of Economics, Universidade de Coimbra;

Professor Hermes Augusto Tadeu Moreira da Costa, PhD, Full Professor, School of Economics, Universidade de Coimbra;

Professor Maria Helena Chaves Carreiras, PhD, Full Professor, School of Sociology and Public Policy, ISCTE - Instituto Universitário de Lisboa.

04/07/2025 — The Dean of ISEG, Professor João Luís Correia Duque, PhD.