

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

Notice 1158/2025

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 a **Full Professor, in the subject area of History**.

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 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 a Full 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.

III — Admission requirements and reasons for the exclusion of candidates

III.1 – Under the terms of Article 40 of the ECDU, only candidates who have a PhD which was earned more than five years before the deadline for the submission of candidatures, as well as the title of aggregation, 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 Paragraph VIII of this notice, 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 a State entity, in this case the School, in accordance with Article VI of the Rules and Regulations.

IV — Requirements for admission based on merit alone

The following are all the obligatory requirements for admission for the recruitment contest, based on merit alone:

- a) To hold a PhD in the area of knowledge and/or the speciality of Economic and Social History of the recruitment contest, which was earned more than five years ago;
- b) To be aggregated in Economic and Social History or in an area of knowledge and/or speciality relevant to the subject matter of the recruitment contest;

c) To possess a scientific and teaching curriculum in the subject area of the respective position of the recruitment contest, which is compatible with the category in question, which includes, specifically: (i) to have published or accepted for publication at least eight papers in academic journals indexed in the Web of Science or Scopus/Scimago databases at the date of publication, whereby up to one fourth of these publications may be in the form of chapters in books published by renowned international publishers; at least three of these papers should be classified in the 1st or 2nd quartile of the journals of the scientific area of the recruitment contest, in terms of impact factor: (ii) to have a minimum of two papers published during the five years prior to the recruitment contest in academic journals indexed in the Web of Science or Scopus/Scimago databases or in other academic journals that are indexed in lists such as those of ABS and ISEG Research (ex-FIISEG);

The Selection Panel will deliberate on the admission, or non-admission of the candidates on the basis of merit alone, by justified nominal voting, where abstentions are prohibited.

A candidate who is favourably approved by more than half of the voting members of the Selection Panel is considered approved on the basis of merit alone.

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 to carry out the following:

- 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 – The method of selection to be used is that of curriculum evaluation. Curriculum evaluation takes into consideration the general duties assigned to university professors in accordance with Article 4 of the ECDU and the terms of Article 5(4) of the Rules and Regulations, and focuses on the following activities:

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

e) Scientific-pedagogical project.

The competencies referred to in Sub-Sections c) and d) above should be considered within the context of Article 50(6)(c) of the ECDU regarding other activities carried out 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 the subject area of the recruitment contest.

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, taking into account the contents of Paragraph VI below:

a) Pedagogical aptitude (30%):

i) Teaching activities: this criterion takes into account the course units that the candidate has taught and coordinated, and their teaching performance for Bachelor's, Master's, and PhD degree levels. 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 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 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) Development of teaching material: in evaluating this criterion, consideration is given to the number, diversity, and originality of the teaching material developed.

iv) The supervision and tutoring of students: 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 areas of the recruitment contest.

b) Scientific performance (40%):

i) Scientific production: the quantity and quality of scientific production in the subject area of the recruitment contest. This criterion takes into account the production of 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 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. In evaluating this criterion, consideration is given to the quantity, degree of insertion (both nationally and internationally) of the projects, their competitive nature, and the type of involvement of the researcher (as the coordinator, or as a participant).

iii) Recognition by the international scientific community: this criterion takes into account the following: participation in national and international 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 diffusion publication: this criterion takes into account the publishing of papers in national journals and conferences and other scientific and technical publications, taking into account their professional and social impact.

ii) The provision of services and consulting: this criterion takes into account the participation in activities involving the public sector, companies, and other civil society organisations, 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 initiatives for the dissemination of scientific and technological knowledge, taking into consideration the nature and results achieved, in the media or other means of communication (such as the Internet), the public sector, companies and other civil society organisations.

iv) Professional training: this criterion takes into account the participation in and coordination of training for the public sector, companies, and other civil society organisations, taking into consideration the nature and the results achieved.

d) University management (15%):

i) Carrying out functions as a member of university bodies and their organic units: this is a criterion which takes into account the nature, responsibility and diversity of the roles.

ii) Carrying out functions in research units and the coordination of degrees: this criterion takes into account the candidate's position and the scope of the responsibility in carrying out management duties in departments and research units, and the coordination of degrees, scientific areas, scientific sections and groups.

e) Scientific-pedagogical project (10%):

Presentation of an original scientific-pedagogical research work which is related to the subject area of the recruitment contest and which is appropriate to the School's mission. This project must contain a brief career development plan, in which the candidate should detail their objectives for the forthcoming years, specifying the scientific areas that they plan to develop, as well as the potential for attracting competitive funding, and the link to international scientific networks. This project should be written in English with 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 described in Paragraph VI.

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 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, in compliance with the terms stipulated in Article 20(5), of the Rules and Regulations. For each vote, the decisions of the Selection Panel is taken by an absolute majority of votes. 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, the Selection Panel prepares a written document with the ranking of the candidates based on their relative merit, taking into consideration the selection and ranking criteria stipulated in Paragraph V of this Notice. Preferred parameters are teaching and research in the areas of financial history.

These criteria will only be used in the case of a tie for 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 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, then this will take place between the 20th and the 50th consecutive day after the deadline for candidatures, 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 — 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.

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 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), where the teaching, research, public outreach, and university management activities which are considered relevant for the recruitment contest are expressly organised in exactly the same order as the activities and criteria described in this Notice.
- ii) The scientific-pedagogical project referred to Paragraph V.4 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.

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. 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 and also in Google Scholar.

IX.3 – The Curriculum Vitae must include a minimum of ten (10) 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 recruitment contest.

IX.4 – 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 Social Sciences.

X — Language

The supporting documents can be submitted in either Portuguese or English, except in the case of the scientific-pedagogical project referred to in Paragraph V.4 of this Notice, which must be submitted in 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 Angelo Riva, PhD, Full Professor, INSEEC Grande École Paris e Chercheur Associé, Paris School of Economics;

Professor Helder Adegar Teixeira Dias Fonseca, PhD, Full Professor, School of Social Sciences, Universidade de Évora;

Professor Álvaro Francisco Rodrigues Garrido, PhD, Full Professor, School of Economics, Universidade de Coimbra;

Professor Maria Eugénia de Almeida Mata, PhD, Full Professor (Retired), School of Economics/NOVA SBE — School of Business and Economics, Universidade Nova de Lisboa;

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

24-06-2025 — The Dean of ISEG Lisbon School of Economics and Management, Professor João Luís Correia Duque, PhD.