**Universidade de Lisboa**

**ISEG - Lisbon School of Economics and Management**

It is hereby announced by ISEG - Lisbon School of Economics and Management (hereinafter referred to as the ‘Institute’), 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 open for a public sector employment contract for the position of **Assistant Professor in the subject area of Microeconomics.**

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

The joint-decree No. 373/2000, of the 31st of 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 Subparagraph *h*) of Article 9 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.”

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

**I — Authorisation order**

This contest was initiated by 03 /07 /2018 of the Rector of Universidade de Lisboa, which was made after the confirmation of a sufficient budget provision and that the respective position of the recruitment contest is fully contemplated in the organisation chart of the University, and, as described in the job title referred to above, implies carrying out the academic and research functions consistent with the position of an Assistant Professor in 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.

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

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

III.1.1) Those who obtained their PhD at a non-Portuguese university must have equivalence, or official and documented recognition that their degree is equally recognised as a PhD awarded by Portuguese Universities;

III.1.2) The equivalence, or official and documented recognition of the above-mentioned PhD must be dated before the deadline for the submission of applications for this contest;

III.2 — 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 Point VIII;

III.3 – Candidates will also be excluded, even if they are successfully short-listed for the position, if they 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, ISEG - Lisbon School of Economics and Management, in accordance with Chapter VI of the Regulations.

**IV —Requirements for admission based on merit alone**

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

1. To have a PhD in Economics,
2. 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, having published a minimum of two articles in academic journals during the six year period preceding the year of the contest, which at the date of their respective publication were part of the Web of Science or Scopus databases, and lists such as ABS or ISEG Research (ex-FIISEG), as well as other contributions towards articles of a scientific or educational nature published in journals, which, even if they do not feature in these databases, apply blind peer reviewing systems, or publications in the proceedings of conferences.
3. With reference to Paragraphs IX.2, IX.3 and IX.4, to present studies that prove their capacity to carry out the functions of an Assistant Professor in the subject area of the contest;
4. To be able to lecture in both Portuguese and English.

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

V.1 — This contest intends to evaluate the capacity and performance of the candidates in the various attributes which, in accordance with Article 4 of the ECDU, constitute the role to be performed, should they be selected. Under the terms of Article 4 of the ECDU, university professors are obliged to comply with the following:

1. Carry out scientific research, cultural activities, or technical development;
2. Teach the designated subjects to students and carry out their supervision;
3. Participate in public outreach activities that promote the dissemination of scientific, social and economic knowledge;
4. Participate in the management of the respective university faculties;
5. Carry out other responsibilities that are assigned by the competent university bodies which are included in the normal job description of a professor.

V.2 — The method of selection and ranking to be used is that of curriculum evaluation. Curriculum evaluation takes into consideration the general duties assigned to university professors under Article 4 of the ECDU, and focuses on the areas of:

1. Teaching;
2. Research;
3. Public Outreach activities;
4. University Management.

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

V.4 — The criteria to be considered for the curriculum evaluation of candidates in each of the areas defined in V.2 and the weighting attributed for the final classification are the following:

*a*) Teaching (30%):

i) Teaching: this is a criterion which takes into account the courses units that the candidate has taught and coordinated, and also their teaching performance for Bachelors, Masters and PhD degree level. The evaluation of this criterion should take into account the number and diversity of the course units in question and also the evaluation of the candidate’s teaching performance;

ii) Coordination and management of educational projects: this is a criterion which takes into account the ability demonstrated by the candidate in promoting new teaching initiatives designed to improve teaching and learning processes; the presentation of justified and coherent proposals for the creation of new course units, or for the substantial redesign of existing ones, and; coordination and participation in the reorganisation of existing degrees and study programmes. The evaluation of this criterion should take into consideration the nature and diversity of these activities;

iii) Supervision of students: this is a criterion which takes into account the number and diversity of these activities for the various study cycles, as well as participation in examination juries.

*b)* Research (60%):

i) Scientific production: being the quantity and quality of scientific production in the subject area of the contest. This criterion takes into account the production of books, book chapters, papers published in scientific journals and in the proceedings of international conferences where the candidate was the author, or co-author. For the evaluation of this criterion, the number and type of publications should be taken into account, and also recognition by the international scientific community, which is reflected by the quality of the location of the publications, and also by the references cited by other authors;

ii) Coordination and participation in scientific projects: this criterion takes into account past coordination and participation in scientific projects by the candidate. This criterion also takes into account the degree of integration of each project (at a national or international level), and the type of involvement of the researcher (coordinator or participant);

iii) Successful supervision of theses and dissertations in Microeconomics.

iv) Recognition by the international scientific community: this criterion takes into account prizes awarded by scientific societies; being the editor or a member of the editorial board of scientific journals; coordination and participation in programme-planning committees for scientific events; being a guest speaker at scientific conferences or at other universities; participation as a member of a scientific society, which is subject to competitive entry, and other similar distinctions.

*c)* Public Outreach (7.5%) – including the following activities:

i) The publication and dissemination of scientific knowledge: this is a criterion which takes into account papers published in Portuguese journals and at Portuguese conferences, as well as other publications that promote science and technology, taking into account their professional and social impact;

ii) The provision of consulting services: this is a criterion that takes into account participation in activities that involve the business community and the public sector, taking into consideration the type, dimension, diversity, technological intensity and innovation of the participation;

iii) The provision of services to the scientific community and society as a whole: this is a criterion that takes into account participation in and coordination of scientific and technological initiatives, bearing in mind the nature and results achieved by such initiatives in the eyes of the media, businesses, and the public sector;

iv) Professional training: this is a criterion that takes into account participation in and coordination of training activities aimed at both the businesses and the public sector, taking into consideration the nature of the training and the results achieved.

*d*) University Management (2.5%):

i) Positions in University and School bodies: this is a criterion that takes into account the nature and responsibility of the positions;

ii) Positions in course units and the coordination of degrees: this is a criterion that takes into account the position and also the performance of the candidate in terms of management functions in departments and research units, and the coordination of degrees, scientific departments, or sections.

V.5 — Each member of the jury assesses the merits of the candidates for each of the aforementioned areas in question, and makes their final valuation and ranking of candidates taking into account the weighting associated with the dimensions and the evaluation criteria.

**VI — Preferred criteria**

The preferred criteria are the ability to teach the course units in the various study cycles of the subject area of the contest, demonstrating the capacity to carry out research in Health Economics.

**VII —Public hearings**

VII.1 — The Jury will deliberate at its first meeting about whether there is a need to convene public hearings for all those candidates approved on the grounds of absolute merit. Such hearings are exclusively designed to clarify the information contained in the *curriculum vitae* of candidates, in accordance with Subparagraph b) of Paragraph 4, of Article 50 of the ECDU.

VII.2 — If there is need for a public hearing, this will take place between the 30th and the 70th consecutive day after the deadline for applications, respecting a notification period for candidates of a minimum of five working days of the date and location of the public hearing.

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

VII.4 — In the case of a public hearing, the date, time and identification of the candidates approved by this selection method will be notified in writing, including those granted the right to be questioned by teleconference by the Chairman of the Jury, as will those not admitted for the public hearing.

VII.5 — The Jury may still require candidates to supply additional documents to support their submitted *curriculum vitae*, based on the provisions of Subparagraph a), of Paragraph 4, of Article 50 of the ECDU.

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

Applications should be delivered in digital form, in PDF format. These can be sent electronically to the E-mail address drh@iseg.ulisboa.pt, or they can be submitted on a CD or PEN (2 copies), either in person, or by registered post, to the Department of Human Resources of ISEG - Lisbon School of Economics and Management, Rua do Quelhas 6, 1200-781 Lisboa, Portugal.

Applications must be submitted by the 30th working day counting from the date of the publication of this Notice in the 2nd Series of the *Diário da República*.

**IX- Application instructions**

IX.1 - The application must contain the following documents:

a) A filled-in copy of the respective application form for the position mentioned in this Notice, which is available on the web page of ISEG - Lisbon School of Economics and Management, or can be requested from drh@iseg.ulisboa.pt. The candidate must consent to all communication and notifications related to the contest being made by E-mail, indicating their respective E-mail address;

b) A printed copy of the *curriculum vitae* of the candidate in PDF, describing all teaching, research, public outreach, and university management activities considered to be relevant for the contest, in the case of application being delivered in person or sent by post;

c) Two copies (as stipulated in Point VIII) in digital format (CD or PEN), containing the following documents:

i) The *curriculum vitae* of the candidate in electronic format (PDF), describing all the activities carried out in the different areas that comprise the set of duties to be performed by an Assistant Professor, in accordance with Article 4 of the ECDU, taking into consideration the areas and the evaluation factors referred to in Paragraph V of this Notice, which are considered to be relevant for the subject area of this recruitment contest;

ii) An electronic version (PDF) of all scientific papers published in journals cited in their *curriculum vitae*, and other studies that the candidate considers to be relevant for the Jury's evaluation.

IX.2 – With regards to papers published in scientific journals, the *curriculum vitae* should describe the quartiles in which these journals were located in the indexing databases for the year of publication, as well as the number of citations that they achieved. In addition, the candidate's *H-index* can be presented for these same databases as well as *Google Scholar*.

IX.3 – The curriculum vitae of the candidate in electronic format (PDF) should highlight the five studies that the candidate considers to be the most representative, namely those that demonstrate their contribution to the development and evolution of the subject area of this recruitment contest.

IX.4 – This selection must be accompanied by a brief and justified description by the candidate of their contribution to such studies.

**X - Language**

All supporting documents may be in Portuguese, or in English.

**XI - The constitution of the Jury**

The Jury is comprised of the following professors:

Chairman: The Rector of Universidade de Lisboa.

Members:

* Pedro Luís de Oliveira Pita Barros, PhD, Full Professor, Faculty of Economics, Universidade Nova de Lisboa;
* Miguel Rebordão de Almeida Gouveia, PhD, Associate Professor, Universidade Católica Portuguesa;
* João António Catita Pereira, PhD, Full Professor, National School of Public Health;
* Vítor Manuel da Silva Santos, PhD, Full Professor, ISEG – Lisbon School of Economics and Management;
* José Pedro Veloso Sousa Pontes, PhD, Full Professor, ISEG – Lisbon School of Economics and Management, Universidade de Lisboa.