

## NOVA UNIVERSITY OF LISBON

Higher Institute of Statistics and Information Management

### Reference No. CT\_IMS\_DOC\_AUX\_TI\_2024\_04

Pursuant to Article 9 of Regulation No. 409/2018, published in the 2nd series of the Diário da República [*the Official Portuguese Government Gazette*] No. 129 of July 6, regarding the recruitment procedures and employment contracts for faculty at the Universidade Nova de Lisboa (hereinafter referred to as the “Regulation”), the Director of the Instituto Superior de Estatística e Gestão de Informação da Universidade Nova de Lisboa – NOVA Information Management School (NOVA IMS) [*Higher Institute of Statistics and Information Management of the Nova University of Lisbon – NOVA Information Management School (NOVA IMS)*], Prof. Dr. Miguel de Castro Simões Ferreira Neto, hereby announces that by order of November 6, 2024, from the Rector of the Universidade Nova de Lisboa, Professor João Sàágua, a recruitment process has been opened, with a 15 working day application period starting from the day of the publication of this notice, for one Assistant Professor position in the disciplinary area of Marketing.

This recruitment procedure is document-based, has an international scope, and is governed by the provisions of Article 9 and subsequent articles of Regulation No. 409/2018, published in the 2nd Series of the Diário da República No. 129 of July 6.

Pursuant to subparagraph h) of Article 9 of the Portuguese Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and career development and takes scrupulous measures to avoid any and every form of discrimination.

#### I — Admission Requirements:

1. In accordance with number 1 of Article 10 of the Regulation, candidates must hold a Ph.D. degree in order to apply for the recruitment procedure.

#### II — Submission of Applications:

1. Application documents must be submitted by the 15th working day following the publication date of this notice in a national newspaper and on Euraxess.
2. Candidates should submit their application documents electronically to the address [rh@novaims.unl.pt](mailto:rh@novaims.unl.pt), indicating the reference **CT\_IMS\_DOC\_AUX\_TI\_2024\_04** in the subject line.

#### III — Application Instructions:

1. The application must include the completion of the respective application form, available at [Application Form - Faculty \(Labor Code\)](#) and the applicant must express their consent so that the communications and notifications, within the scope of this call for applications procedure, can take place by e-mail, indicating the respective address.

2. The application process must include the following documents, which may be submitted in Portuguese or English:
  - a) Curriculum vitae, including a research and teaching statement;
  - b) A certified copy of the Ph.D. degree certificate relevant to the disciplinary area of the competition, as per Article 10(1)(c) of the Regulation;
  - c) Between three and eight published works listed in the curriculum vitae, particularly those that are most representative of the candidate's contribution to the development and progress of the disciplinary area of the call;
  - d) A report on an existing or proposed course unit in the disciplinary area of the competition;
  - e) A declaration under oath that if the selection committee requests any of the previously mentioned documents or other scientific documentation cited in the curriculum vitae, the candidate will submit it in paper format within 10 working days;
  - f) If the candidate is not of Portuguese nationality or from a country whose official language is Portuguese or English, the application must include internationally recognized certification of proficiency in English sufficient for teaching in that language.
3. Documents proving possession of the general requirements for recruitment to a post in the public service may be replaced by a declaration made on the form referred to in point 1.
4. If a jury member is a non-Portuguese-speaking member, the documents for the candidates' prior hearing and appeals that the jury must assess must be presented in Portuguese and English.
5. Failure to submit any evidentiary documents that cannot be provided voluntarily will determine the rejection of the application.
6. The candidates must organize their curriculum vitae in accordance with the system of point V of this Notice.

#### IV — Selection Methods and Criteria:

1. Selection methods: Curriculum evaluation (80%) + Career development plan (10%) + Course unit report (10%) + Public hearing (10%), followed by the final ranking of the candidates.
  - 1.1. If the selection committee, by exceptional decision in its first meeting, opts not to apply the Public Hearing method, the Curriculum Evaluation will have a weighting of 80%, the career development plan 10%, and the course unit report 10%, followed by an Absolute Merit Approval (eliminatory). The candidates will then be subject to final ranking.

V — Evaluation Criteria: The criteria, indicators, and weightings approved by the selection committee for the evaluation of candidates are as follows:

1. Scientific Performance (40%):
  - 1.1. Publication of scientific articles;
  - 1.2. Publication of scientific books;
  - 1.3. Coordination and participation in research projects;
  - 1.4. Leadership of research units;

- 1.5. Presentations at scientific conferences and symposia;
- 1.6. Participation in scientific journal boards and in scientific award juries;
- 1.7. Participation in scientific organizations or networks;
- 1.8. Registered patents;
- 1.9. Supervision of Ph.D. dissertations;
- 1.10. Supervision of master's theses, projects, and internship reports.

2. Teaching Ability (30%):

- 2.1. Diversity of subjects taught (topics and study cycles);
- 2.2. Publication of lesson materials and other educational content;
- 2.3. Participation in academic and research career competition juries;
- 2.4. Academic awards and distinctions;
- 2.5. International experience;
- 2.6. Student evaluations of teaching.

3. University Extension Activities (20%):

- 3.1. Scientific outreach;
- 3.2. Community service.

4. Academic Bodies (10%):

- 4.1. Participation in academic bodies;
- 4.2. Participation in university management tasks.

VI — Each selection committee member will evaluate and score each candidate for each criterion on a numerical scale from 0 to 100 points as indicated below:

Scientific Performance: 40% | (0 — 100)

Pedagogical Capacity: 30% | (0 — 100)

University Extension: 20% | (0 — 100)

Academic Bodies: 10% | (0 — 100)

VII — Selection Committee Composition:

The Selection Committee, appointed by the Rector's order on [06 of November 2024], consists of the following members:

President:

Professor Tiago André Gonçalves Félix de Oliveira, Full Professor at NOVA IMS, Universidade Nova de Lisboa.

Full Members:

Professor Gurpreet Singh Dhillon, Full Professor at the University of North Texas;

Professor Pedro Miguel Pereira Simões Coelho, Full Professor at NOVA IMS, Universidade Nova de Lisboa.

Substitute Members:

Professor Mauro Castelli, Full Professor at NOVA IMS, Universidade Nova de Lisboa;

Professor Roberto André Pereira Henriques, Associate Professor with Aggregation at NOVA IMS, Universidade Nova de Lisboa.

VIII — Evaluation of Applications:

1. Once the deadline for applications has passed, the selection committee will meet to evaluate and rank the candidates.
2. Based on the assessment of the *curricula*, their alignment with the scientific area of the competition, and the other submitted documents, each member will present a reasoned proposal for admission or exclusion of each candidate in absolute merit. The criterion for absolute merit is a final rating of 50 points or higher.
3. Candidates with a majority of favorable admission proposals from the committee will be admitted to the competition.
4. After determining the admitted candidates based on the above evaluations, the committee will issue a written opinion with the ranking of the admitted candidates.
5. The ranking of admitted candidates will be determined by a vote of the committee members.
6. If any candidate is not admitted, they will be notified to provide feedback as per the Administrative Procedure Code.

This notice is published for the record.

[07 of November 2024] — The Dean, Prof. Miguel de Castro Simões Ferreira Neto.