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**PUBLIC NOTICE No. 694/2022**

Summary: An international competition based on academic qualifications is open for recruitment in the form of an employment contract of indefinite duration in public functions, to fill the position of assistant professor in the academic field of Business Sciences – Management and Administration, subfield of General Management and/or Public Administration.

I publicly announce that, by my order issued on May fourth of two thousand and twenty-two, for a period of thirty working days counting from the day after this announcement is published in *Diário da República* (the Portuguese Official Gazette), an international competition based on academic qualifications is open for recruitment in the form of an employment contract of indefinite duration in public functions, to fill the position of 1 (one) assistant professor in the academic field of Business Sciences – Management and Administration, subfield of General Management and/or Public Administration at the Postgraduate Studies Department (DEPG) of the Military University Institute (IUM).

The competition is open in compliance with the University Teaching Career Statute, republished by Decree-Law No. 205/2009 of 31 August and amended by Law No. 8/2010 of 13 May (hereinafter referred to as ECDU), and all other applicable legislation, including the Regulation for the Recruitment, Selection and Contracting of Civilian Teaching Staff of the Department of Postgraduate Studies, approved by Decision No. 125/2021 of the IUM Commander, on 7 October 2021, published in *Diário da República,* 2nd series, No. 207, of October 25, through Decision No. 10425/2021 (hereinafter referred to as Regulation), and is concluded when the position is filled.

Pursuant to Joint Decision No. 373/2000 of 31 March by the Minister for Modernization of the State and Public Administration and the Minister for Equality, all admission and selection tenders must mention the following: “In compliance with indent h) of article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, and takes action to prevent any form of discrimination”. Thus, the terms ‘candidate', 'recruited', 'teacher' and other similar terms are not used in this notice to refer to gender. Likewise, no candidate may be privileged, benefited, harmed or deprived of any right or exempt from any duty on the grounds of ancestry, age, sexual orientation, marital status, family situation, economic situation, education, origin or social status, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs and trade union membership.

Pursuant to articles 37 to 51 of ECDU and other applicable legislation, and to the provisions of the Regulation, the following shall be observed:

**I - Authorisation order**

This competition has been authorised by the IUM Commander, through a Decision homologated by the Chief of Staff of the Armed Forces after confirming that it falls under the allocated budget, that the position to be filled is vacant and that it is included in the IUM staff plan.

**II - Place of work**

Military University Institute.

**III - Admission requirements**

1. Candidates must hold a PhD degree in one of the relevant fields. When the PhD degree has been granted by a foreign higher education institution, candidates shall provide documentation proving the recognition or equivalence of the doctoral degree.
2. Candidates must be fluent in spoken and written Portuguese.

**IV - Application submission**

Candidates will present their applications at candidaturas.depg@ium.pt.

**V - Application instructions**

In addition to the provisions of Article 20 of the Regulation, the application will be accompanied by the following documents:

1. The application request, which consists of the filled-out application form available at https://www.ium.pt/.
2. A document proving the ownership of a doctoral degree in one of the relevant fields. In addition to the document(s) attesting the degree, which must mention the field of knowledge in which it was awarded, holders of a doctoral degree obtained in a foreign university must present proof of its recognition or equivalence by a Portuguese higher education institution, and any procedures that may be required must be completed by the application deadline.
3. The applicant’s curriculum vitae, listing the work and projects carried out and published, as well as the teaching activities performed by the candidate. The candidate must mention three (3) papers and/or work that he/she considers more representative of the activities performed in the field of Business Science – Management and Administration, subfield of General Management and/or Public Administration. Candidates must organise their curriculum vitae in accordance with the rating criteria set out in points VI and VII of this notice.
4. A PDF copy of the scientific articles published in national and international journals mentioned in the curriculum vitae and other works that the candidate considers relevant for the committee's assessment.
5. The curriculum vitae should include the quartiles in which the scientific journals containing the articles published by the candidate were ranked in the reference databases in the year of publication, as well as the number of citations to date. When possible, a table should be included containing the candidate’s h-index,the total number of articles published and the total number of citations recorded in those databases, as well as in Google Scholar.
6. This selection should be accompanied by a brief description of the candidate’s contributions to the relevant field and how those contributions add value to the mission of the IUM and, more specifically, of the DEPG.
7. A report on the contents, programme, teaching methods and bibliography of a curricular unit in the area of the competition, which should include a description of the course objectives, the teaching strategies, the syllabus contents and justification, the distribution of contact hours, the evaluation process, and the research skills to be developed by the students.
8. Any relevant information that demonstrates the candidate’s qualifications for the position to be filled.
9. The application documents must be submitted in Portuguese.
10. Failure to present the documents required under the terms of this announcement, submitting them after the deadline or providing false documentation will result in exclusion from the procedure.

**VI - Absolute merit assessment criteria**

Pursuant to Article 3 *n*) and Article 14 of the Regulation, when the applications have been submitted in accordance with the requirements of this notice, the candidate that will be admitted based on absolute merit will: have a curriculum vitae that the jury deems to be of scientific value, have performed relevant teaching activities, have research skills consistent with the position of Assistant Professor in the field of Business Sciences – Management and Administration, subfield of General Management and/or Public Administration, specifically in the curricular units Management of Organizations, Resource Administration and Organizational Behaviour, and have relevant professional experience, in addition to having published at least four (4) scientific papers in a relevant field.

**VII - Selection method and rating criteria**

1. The candidates who are approved based on absolute merit will be assessed regarding the following aspects:
   1. Scientific merit;
   2. Pedagogical merit;
   3. Academic activities.
2. The assessment of the candidates’ curriculum regarding each criteria will take into account the disciplinary area of the position to be filled, Business Science – Management and Administration, subfield of General Management and/or Public Administration.
3. The criteria to be assessed in each of the aspects mentioned in VII.1 and the weighting assigned to each in the final ranking are as follows:
   1. A - Scientific merit (60%)

The following items will be included in the scientific merit assessment:

A-1) Scientific publications. The quality and quantity of the published work, its scientific autonomy, degree of internationalisation, and any awards or recognition it received should be taken into consideration when evaluating this criterion (35%);

A-2) Communications presented in conferences and scientific meetings. The relevance, number and degree of internationalisation of participations should be taken into consideration when evaluating this criterion (15%);

A-3) Participation in national or international academic juries. The number, role performed by the candidate and the diversity of participations should be taken into consideration when evaluating this criterion (5%);

A-4) Participation in research activities. The role performed by the candidate and the degree of internationalisation should be taken into consideration when evaluating this criterion (5%).

* 1. B - Pedagogical merit (30%)

The following items will be included in the pedagogical merit assessment:

B-1) Teaching activities (20 %) - The number and diversity of the curricular units taught in the relevant field and any existing performance reviews should be taken into consideration when evaluating this criterion.

B-2) Mentoring (10%) - The number and diversity of mentorships should be taken into consideration when evaluating this criterion.

* 1. C - Academic activities (10%)

The assessment of the candidate’s participation in academic activities will include the participation in activities that turn knowledge into economic and social value, such as courses and seminars and other relevant activities for research and teaching.

1. Ranking and ordering methodology

The ranking methodology for the selection of candidates will be justified in writing and will be based on the criteria mentioned in Article 50(6) of the ECDU and Article 25 of the Regulation.

1. Public hearings

The committee will decide on the need to hold public hearings for the candidates whose applications have been approved. If held, these hearings will comply with the provisions of Article 24 of the Regulation.

**VIII - Composition of the selection committee**

The committee is chaired by the Head of the DEPG, Commodore José Rafael Salvado de Figueiredo, and is composed of the following members:

- Professor José Augusto de Jesus Felício, Full Professor at the Lisbon School of Economics & Management;

- Professor José Rui de Matos Figueira, Full Professor at the Instituto Superior Técnico of the University of Lisbon;

- Professor Manuel Alberto Martins Ferreira, Full Professor Emeritus at ISCTE-University Institute of Lisbon;

- Professor Manuel Francisco Pacheco Coelho, Associate Professor with aggregation at the Lisbon School of Economics & Management;

- Professor Maria Manuela Martins Saraiva Sarmento Coelho, RetiredFull Professor at the Military Academy of the Military University Institute.

**IX - Notification and consultation procedures**

1. The lists of admitted and excluded candidates, as well as the final classification and ranking of the candidates will be sent to the interested parties by email.
2. The candidates can obtain access to the competition procedure from the Academic Services Department of the Military University Institute, under the terms specified in the notification.

IUM, Pedrouços, 04 May 2022

The Commander

António Martins Pereira

Lieutenant General