

PUBLIC NOTICE**Full Text****Professor Maria de Fátima de Sousa Basto Vieira, Associate Professor of the Faculty of Arts, Vice-Rector of the University of Porto:**

Following my order dated 23 of April 2021, and exercising the powers delegated by order published in the Official Gazette, 2nd Series, no. 157, of 16th of August 2018, we are currently inviting applications for the position of an Assistant Professor in the Area of Finances of the Faculty of Economics of this University.

The application procedure will remain in force for a period of thirty business days as from the date immediately following the publication of this Notice in the Official Gazette.

If the application deadline ends on a closing day at the University of Porto, the next business day.

1. The applicable legal provisions are as follows:

Articles 37 to 51 and 62-A, of the University Teaching Career Statute (ECDU), published in Decree-Law no. 205/2009, of 31 August, and amended by Law 8/2010, of 13 May; Regulation on Competition for the Recruitment of Full, Associate and Assistant Professor of the University of Porto – Order no 12913/2010, published in the Official Gazette, no. 154, of 10 August and Determination (extract) No 380/2019 which published the Regulation on Competition for the Recruitment of Full, Associate and Assistant Professor of the University of Porto, published in the Official Gazette, no. 64, of 1 April.

2. Eligible candidates:

Holders of a PhD degree pursuant to article 41-A of the ECDU.

If a foreign higher education institution has conferred the PhD degree, it must be recognized by a higher education institution in Portugal under of Decree-Law no. 66/2018, published in the Official Gazette, of 16 August 2007. This formality must be met by the last day to submit the application.

3. Selection process

The ranking of the candidates will be carried out through curricular evaluation, considering the profile of the assistant professor's functions and the potential manifested for the exercise of these functions, namely the scientific and pedagogical activity developed in the disciplinary area of Finances, particularly in the domain of Corporate Finance / Financial Markets.

In the aspects of curriculum evaluation identified in point 4, the curricular aspects in the area of Finances should be highlighted, particularly in the field of Corporate Finance / Financial Markets.

4. Methods and criteria for evaluation and ranking of candidates

4.1. Absolute merit approval criteria

The vote against the approval on absolute merit must be based on one or more of the following circumstances:

- a) If the candidate does not hold a PhD degree in the disciplinary area of Management-Finances or any other considered appropriate;
- b) If the candidate does not have a curriculum whose merit the jury considers to have a scientific and pedagogical level, research capacity and developed activity compatible with the disciplinary area and category for which the competition is open;
- c) That the candidate does not reveal solid skills in at least one of the basic domains of the subject area of Finances in his curriculum;
- d) If the candidate does not present at least 2 articles published, or definitively accepted for publication, in scientific journals indexed in categories 2 to 4 * of the ranking of the Academic Journal Guide of the Chartered Association of Business Schools (ABS), or in both first quartiles of the Web of Science (WoS) Journal Citation Reports (JCR), or the SCImago Journal Rank (SJR) first quartile. The journals in which these articles are published, or definitively accepted for publication, must be indexed in the disciplinary area of Economics according to the scientific classifications / categories that these bibliographic bases present.

Candidates who are approved by an absolute majority of the votes of the voting jury members are considered to be approved on absolute merit, in justified nominal voting, where abstentions are not allowed.

4.2 - Selection and ranking criteria and respective weighting

Candidates approved on absolute merit will be ranked based on the curriculum evaluation methodology and the jury's functioning described in points 4.3 and 5.

4.3 - Dimensions and criteria for curriculum evaluation:

1. Research - refers to scientific training and scientific activity, which is to be evaluated by peers and internationally, with a focus on the most recent years, particularly in the area for which the competition is open:

- a) Scientific production, in particular carried out in the last five years, measured in number and quality of scientific publications, indexed in the disciplinary area of the public notice according to the classifications that the relevant bibliographic bases make of the journals where the articles were published;
- b) Scientific production, in particular carried out in the last five years, measured by the impact of publications on the respective scientific community, excluding self-citations;
- c) Relevance of advanced and updated scientific training, in doctoral and post-doctoral programs, and in internships and stays in higher education and research institutions of international reputation;
- d) Coordination and participation in scientific projects;

e) Orientation of PhD students and researchers integrated in projects, including post-doctorates.

2. Teaching:

a) Coordination of pedagogical projects;

b) Publications and production of other teaching materials, and teaching activity;

c) Accompaniment of students in extracurricular activities and master's dissertations.

3. Knowledge transfer:

a) Intervention and promotion of the scientific community;

b) Economic and social valorisation of knowledge and university extension, including projects for the transfer of scientific and technological knowledge with companies and other organizations outside of the academia;

c) Scientific and technical dissemination.

4. University management:

a) Participation in juries of academic exams;

b) Participation in management bodies in Universities, Colleges and R&D units;

c) Participation in positions and tasks assigned by management bodies.

4.3.1 Weightings to be assigned to each dimension:

Research: 80%

Education: 15%

Knowledge transfer: 2.5%

University management: 2.5%

4.3.2 Weightings to be assigned to the ranking criteria considered in each criteria

1. Research:

a) Scientific production, measured in number and quality of scientific publications indexed in the disciplinary area of the public notice, according to the classifications that these databases make of the magazines where the articles were published (50%);

b) Scientific production, measured by the impact of publications on the respective scientific community, excluding self-citations (20%);

c) Relevance of advanced and updated scientific training, in doctoral and post-doctoral programs, and in internships and stays in higher education and research institutions of international reputation (10%);

d) Coordination and participation in scientific projects (15%);

e) Orientation of PhD students and researchers integrated in projects, including post-doctorates (5%)

2. Teaching

- a) Coordination of pedagogical projects (20%);
- b) Publications and production of other teaching materials, and teaching activity (50%);
- c) Monitoring of students in extracurricular activities and master's dissertations (30%);

3. Knowledge transfer

- a) Intervention and promotion of the scientific community (25%);
- b) Economic and social valorisation of knowledge and university extension, including projects for the transfer of scientific and technological knowledge with companies and other organizations outside academia (50%);
- c) Scientific and technical dissemination (25%).

4. University management

- a) Participation in juries of academic exams (50%);
- b) Participation in management bodies in Universities, Colleges and R&D units (20%);
- c) Participation in positions and tasks assigned by management bodies (30%).

5 - Working methodology of the jury

5.1. Scoring of candidates

Each member of the jury carries out its evaluation exercise, scoring each candidate in relation to each dimension, on a scale from 0 to 100 points, considering the approved criteria for each dimension. Following their evaluation exercise, each member of the jury builds their ordered list of candidates' evaluation, with which they participate in the votes that lead to the decision and the final ranking of the candidates.

5.2 Jury deliberations

Any decision will result from no. 12 of Article 17, of the Regulations for the Recruitment of Full, Associate and Assistant Professors of the University of Porto, applicable under Article 83-A of the ECDU, which determines its approval with a view to implementing the rules of that legal diploma, covering the procedural process of the tenders, namely the system of evaluation and final classification.

Consequently, under the terms of no. 12 of Article 17 of the aforementioned Regulations, the Jury will deliberate by means of a nominal vote based on the selection criteria adopted for the admission, selection and ranking of the candidates. An absolute majority is required for any deliberation, abstentions not being allowed.

The final result (FR) of the evaluation of each candidate by each member of the jury is calculated using the weighting formula of the various curricular aspects.

5.3 Ranking methodology

In the various voting rounds, each member of the Jury must respect the order of his/her ranking list, observing the following procedures during voting:

- a) the first vote is intended to determine the candidate placed in 1st place, counting the number of votes that each candidate has obtained for that place;
- b) if a candidate obtains an absolute majority of votes for the 1st place, he/she is placed in the respective position and is removed from the ballot. The procedure to choose the candidate who will occupy the 2nd place is then initiated;
- c) if no candidate obtains an absolute majority of votes for the 1st place, a new ballot is carried out, only among the candidates who obtained votes for the 1st place, after removing the least voted candidate for that place in the previous voting round;
- d) if there is a tie between two or more candidates in the least voted position, a tiebreaking vote is carried out only among these candidates, counting the number of relative first positions for each, from which the least voted candidate is removed;
- e) if the tie remains between two or more candidates in the least voted position, but the number of candidates who come in tied in the least voted position has been reduced in the previous voting round, a further tiebreaking vote shall be taken only among candidates tied for the least voted position. The number of relative first positions for each is then counted, from which the least voted candidate is removed;
- f) if the tie remains between two or more candidates in the least voted position, without reducing the number of candidates who come in tied in the least voted position in the previous voting round, the tie is broken by the casting vote of the Jury's President or the exercise of the tiebreaking vote, as the case may be. The candidate the President voted for is then included in the subsequent voting round for the same place;
- g) if there is a tie when only two or more candidates remain for the 1st place, the tie is broken by means of the casting vote of the Jury's President or by the exercise of the tiebreaking vote, as the case may be;
- h) once a candidate has been selected for the 1st place, he/she is removed from the voting process. Subsequently, the selection procedure to place a candidate in 2nd place is initiated, repeating the process specified in the previous paragraphs for the subsequent places until a single, ranked list of all the candidates is obtained.

6. Submission of applications

6.1. Remittance of applications

Applications may be delivered in person at Serviço de Expediente da Universidade do Porto, Praça Gomes Teixeira, 4099-002 Porto, Sala (Room) 114, during office hours, or sent by registered mail to the same address until the established deadline. In case the application is sent by mail from abroad, please send an email to recruamentorh@sp.up.pt containing the reference of the competition and the date of remittance.

6.2. Application instruction

The application must be accompanied by the following documents:

- a) Application request, submitted in full paper form, dated and signed, according to the mandatory use form, available at https://sigarra.up.pt/up/pt/conteudos_geral.ver?pct_pag_id=1004282 ;
- b) Documents proving the fulfillment of the conditions set out in paragraph 2 of this notice, namely the doctoral certificate, except for cases corresponding to obtaining a doctoral degree at the University of Porto;
- c) Curriculum Vitae, containing all relevant information for the evaluation of the application, as well as for demonstrating compliance with the criteria set out in point 4.1 of this notice, organized in accordance with the ranking criteria contained in paragraph 4.2 of this notice;
- d) Works mentioned in the submitted curriculum, with candidates able to highlight up to ten of those they consider most representative of the activity developed by them;
- e) Proof of compliance with the requirements for admission to the competition provided for by law, pursuant to Article 17 of Part II, Section I of the General Labor Law in Public Functions (Law No. 35/2014 of 20 June): (i) for candidates who do not hold a public employment contract for an indefinite period, must complete, date and sign the mandatory use form, available at the link in paragraph a) and (ii) for candidates who are already holders of a public employment contract for an indefinite period of time at an entity external to the University of Porto, must prove this link (eg employment contract in public functions, declaration issued by the entity, etc.).

6.2.1 The documents mentioned below, delivered, in duplicate on CD's or Pen's protected from editing, in pdf format (allowing text copying, but not editing):

6.2.2. The instructions for submitting the information are available in the U Porto webpage https://sigarra.up.pt/up/pt/web_base.gera_pagina?p_pagina=1004282.

7 - Notification and hearing of candidates

7.1 The Rectorate, its “Unidade de Contratação e Desenvolvimento do Serviço de Recursos Humanos do Centro de Recursos e Serviços Comuns da Universidade do Porto” will inform the applicants whether the application has been admitted or excluded, based on the applicants' compliance or failure to comply with the criteria laid out in no. 2 of this Notice

7.2 The prior hearing takes place, pursuant to the provisions of articles 121 and 122 of the Code of Administrative Procedure, to candidates not admitted administratively, to excluded in absolute merit and the ranking list of candidates. All candidates will be notified of the decision to ratify the final decision.

7.3 - Candidates are notified by email.

The deadline for candidates to comment in writing is ten working days, counting from: date of access to the message sent to your electronic mailbox, under the terms provided for in Administrative Procedure Code, respecting the delay provided for in the Procedure Code Administrative.

8. The jury is formed by:

President:

Doctor Aurora Amélia Castro Teixeira, Full Professor and Vice-President of the Científic Consil of the Faculdade de Economia da Universidade do Porto by delegation of competence, order n^o GR/05/04/2021.

Members:

Doctor Mário António Gomes Augusto, Full Professor at the Faculdade de Economia da Universidade de Coimbra

Doctor Zélia Maria da Silva Serrasqueiro Teixeira, Full Professor at the Instituto de Ciências Sociais e Humanas da Universidade da Beira Interior

Doctor Maria do Céu Ribeiro Cortez, Full Professor at the Escola de Economia e Gestão da Universidade do Minho

Doctor Elísio Fernando Moreira Brandão, Full Professor at the da Faculdade de Economia da Universidade do Porto

Doctor Paulo Jorge Marques de Oliveira Ribeiro Pereira, Associate Professor with Agregation of the Faculdade de Economia da Universidade do Porto

9. In compliance with paragraph h) of Article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in employment and professional progress, taking strict measures to avoid any type of discrimination.

The Rectory of the University of Porto, 30 April 2021

THE VICE-RECTOR

Professor Maria de Fátima de Sousa Basto Vieira