

Opening of an international application procedure to recruit 1 Assistant Professor in the 1st Group Subject Area – Public Law

Pursuant to article 9 of Regulation no. 409/2018, published in the 2nd Series of the Portuguese Official Gazette (*Diário da República*) no. 129 of 6 July, concerning the careers, recruitment and employment contracts of teaching staff under a labor contract of the NOVA University, Lisbon (hereinafter "UNL Regulation"), following Administrative Order, of 08/04/2019 by the the Rector of UNL, Professor João Sàágua, hereby announces the opening of an international application procedure for a period of 15 business days, as of the date immediately after the publication of this Notice in an appropriate media of national expansion, to recruit 1 Assistant Professor in the 1st Group subject area – Public Law (subareas of the legal-criminal sciences) in accordance with point 5.1 (e) of the Annex to the Administrative Order no. 6444/2015, published in the 2nd Series of the Official Gazette, no. 111 of 09 June, as foreseen in the personnel map of School of Law NOVA University, Lisbon. (UNL)

I. Description of the work place/position:

1. Work Place: School of Law, Campus de Campolide, Lisbon.
2. Characterization of the position: Assistant Professor in the areas of Legal-criminal Sciences.

II. Requirements:

1. As at the deadline for applications, meet the requirements of the no 1 of article 10 of the Regulation: having obtained a doctoral degree.
2. Applicants must hold a doctoral degree in the area of Legal-criminal Sciences
3. Applicants must master spoken and written English.
4. If applicants have obtained a doctoral degree in a foreign higher education institution, evidence of the granting of equivalence or recognition must be provided, as legally required.

III. Application submittal:

1. Applicants must submit the application preferably in a digital support (PEN-drive) in person to the Human Resources Service of the School of Law of NOVA University, Lisbon, at Campus de Campolide, 1099-032 Lisbon, or by post to the same address.
2. The application must be accompanied by the following documents:
 - a) Application form, provided online at <https://www.fd.unl.pt/Anexos/13480.pdf> ;
 - b) A certificate proving the candidate's doctoral degree in Legal-criminal Sciences;

- c) 5 copies of the candidate's *Curriculum Vitae* in digital format (5 pen-drives) indicating the works written and published, addressing all the functions that university professors are required to undertake;
 - d) Copies of the published works mentioned in the *Curriculum Vitae* that are most representative of the candidate's contribution towards the development and evolution in the subject areas the call was opened for, preferably in digital format (in the mentioned pen-drives);
 - e) Scientific and pedagogical development project that the candidate intends to adopt in the future – with no more than 5,000 words –, to be assessed under the scope of scientific performance and pedagogical ability.
3. The documents included in the application must be presented either in Portuguese or English. The jury may request, in case of need, the works mentioned in the previous paragraph to be translated into Portuguese or English.
 4. The applications, along with the documents mentioned above, must be sent within 15 business days as of the day immediately after this Notice is published in an appropriate media of national expansion.
 5. The absence of any document as evidence of facts unsusceptible of being proven unofficially will imply the rejection of the application. Applications which do not meet the requirements or which are submitted after the deadline will also be rejected.

IV. Assessment criteria:

1. The jury has approved the following criteria, indicators and weightings to assess and rank the applicants:
 - a) In the Scientific Performance Area, Development and Innovation (50 %):
 - i. Academic background;
 - ii. Quality and innovation of the scientific development project;
 - iii. The scientific production, especially the activity that has resulted in the publication of articles in indexed scientific journals, being valued the contributions in publications of international circulation and the contributions in which the candidate is the first author, as well as the impact and recognition within the scientific community;
 - iv. Other forms of national or international scientific publication, books or chapters of books, articles in journals;
 - v. Signs of national and/or international recognition of scientific leadership, manifested, namely, through invitations to national and international scientific conferences, to

- editorial boards of scientific journals or to the intervention as an evaluator (scientific arbitration);
- vi. Participation in research projects, being valued the intervention of the candidate as main researcher;
 - vii. Ability to raise external resources to the institutions in which he/she was integrated to finance scientific research;
 - viii. Communications presented at congresses, meetings and scientific colloquia, as well as the participation in organizing committees and scientific commissions;
 - ix. Participation on the bodies of scientific journals and on scientific award juries or evaluation panels of research projects;
 - x. Participation in scientific committees, organisations or networks;
 - xi. Prizes and awards.
- b) In the Pedagogical Ability Area (30 %):
- i. Quality and innovation of the pedagogical development project;
 - ii. The diversity of the academic activity developed, considering the subjects and the study cycles, in particular the coordination and regency;
 - iii. The creation, development and dynamization of programs, curricular units, courses or study plans;
 - iv. The availability of lessons and other teaching materials;
 - v. Thesis supervision;
 - vi. Active participation in juries for academic exams and for teaching staff and research competitions;
 - vii. Prizes and awards.
- c) Other relevant activities (20 %).
- i. In the area of extension, namely in providing services to the community, participation in dispute resolution centers, appointment as arbitrator or expert, legislative support, partnership, scientific disclosure activities, training actions;
 - ii. In the academic management area, namely posts held in University and Organisational Unit bodies, the organization of courses that not confer degree, the relevant participation in concerted efforts to raise external resources to the institutions in which he/she was integrated to finance scientific research or scientific outreach actions, other temporary posts and tasks.

2. The assessment of the applications shall pay particular attention to the works and activities conducted in the area of the call for applications, in the five years before the call for applications was launched.
3. The applicant's national and international activities plan will always be taken into consideration.

V. Composition of the jury:

The jury appointed by Administrative Order n° /2019, on 08/04/2019, is composed of the following members:

Chair:

Professor Maria Teresa Couceiro Pizarro Beleza, Full Professor of the School of Law of NOVA University, Lisbon;

Members:

Professor Anabela Maria Pinto de Miranda Rodrigues, Full Professor of the School of Law of University of Coimbra;

Professor Augusto Manuel Gomes da Silva Dias, Associate Professor with Agregation of the School of Law of University of Lisbon;

Alternates:

Professor Maria João da Silva Baila Madeira Antunes, Associate Professor with Agregation of the School of Law of University of Coimbra;

Professor Paulo Manuel Mello Sousa Mendes, Associate Professor of the School of Law of University of Lisbon.

VI. Evaluation of the applications:

1. The jury reserves the right to call the five best candidates for interview, to be held in person or by telematic means, in the need to clarify certain points of the applications.

In this case, the criteria and indicators referred to in point IV shall be weighted as follows:

- a) Scientific Performance, Development and Innovation (50 %);
- b) Pedagogical Capacity (25%);
- c) Other relevant activities (15%);
- d) Interview (10%).

2. For the assessment and ranking of the candidates, the jury appreciates the requirements described above, examining then the *Curriculum Vitae* and other documents submitted by the candidates, considering the strands and indicators contained in this notice.
3. The jury assigns to each section a classification on the scale of 0 to 100, and a final classification also on the scale of 0 to 100, resulting from the sum of the scores assigned to the weighted strands.
4. Based on the evaluation of the curricula, their adequacy to the scientific area where the competition is open, the other competition pieces and the classifications referred to in the previous number, the jury presents a justified admission proposal (final classification equal or higher to 50) or exclusion (final classification less than 50), in absolute merit, for each of the candidates.
5. Candidates who have a favourable proposal from the majority of the members of the jury are admitted to competition.
6. Candidates who are not admitted shall be notified to respond within 5 business days.
7. Once the candidates who are admitted have been decided, each member shall present a written opinion with the ranking of the admitted candidates.
8. The ranking of the candidates is made by votes of the members of the jury, respecting the ranking presented in the document referred to in the previous point, as follows:
 - a) The first ballot is to determine which candidate to rank first, and in this vote, if a candidate obtains more than half of the votes to be placed first, s/he shall be placed in that position;
 - b) If the situation referred to in the point above does not occur, a new ballot shall be held, only among the candidates who obtained 1st place votes, after having withdrawn the least voted candidate for that seat in the previous ballot;
 - c) If there is more than one candidate to withdraw, by equality of the number of votes, with a minimum of one vote each, a vote is taken only on these to determine the candidate to withdraw from the next vote; in this vote, each member shall vote, from among the candidates in equal voting, in the candidate who occupies the lowest position; in case of a tie, the tie-breaker shall be made by the casting vote of the chairman of the jury;
 - d) The voting shall be repeated until it is determined which candidate to order first; if only two candidates are left and each of them obtains half of the votes, the tie-breaker is made through the casting vote of the chairman of the jury;

- e) Once the candidate has been selected for the first place, he/she is removed from the voting, the whole process being repeated to determine the second place and so on until the list of all the candidates is sorted.
9. Once the previous hearing regarding candidates who are not admitted is done, the jury appreciates the statements presented and approves the final ranking of the admitted candidates.
10. In addition to the Official Gazette, this public notice is also published: at the Public Employment Exchange; on the UNL website, on the website of the School of Law and on ERA Careers.
11. In compliance with Article 9(h) of the Portuguese Constitution, the Public Administration, as an employer, shall actively promote a policy of equal opportunities between men and women in access to employment and in the professional progression, scrupulously avoiding all and any form of discrimination.

May 2th, 2019

The Dean – Professor Mariana França Gouveia