

NOTICE OF RECRUITMENT FOR A FACULTY POSITION ACCORDING TO LABOR CONTRACT

Reference: NOVASBE/PRD011/2025

Pursuant to article 9 of Regulation no. 409/2018, published in the 2nd series of the *Diário da República*, no. 129, of 6 July, concerning the careers, recruitment, and employment contracts of faculty (hereinafter referred to as “the Regulation”), all interested persons are hereby notified that by order of the Rector of Universidade Nova de Lisboa, Professor João Sàágua of twelve of June, 2025, a recruitment process for one position of **Full** Professor in the area of **Management with relevance in the area of Organizational Theory** in the organic unit Faculdade de Economia – Nova School of Business and Economics (“Nova SBE”), shall be open for a period of 15 working days, counting from the day immediately following the publication of this Notice. The present recruitment process is formalized in written documents, has an international character, and shall be governed by the provisions of articles 9 and thereafter of Regulation no. 409/2018, published in the *Diário da República*, 2nd Series, no. 129, of 6 July.

The current recruitment is carried out within the framework of the Financing Program for the Recovery and Resilience Plan (PRR) Measure 6 - Qualifications and Competencies for the "Global and Civic" project, signed between the Universidade Nova de Lisboa and the Directorate-General for Higher Education (DGES). The aim of this project is to develop a set of reforms and investments that contribute to increasing young people's participation in higher education, the graduation rate of the population, and the promotion of research and development in Portugal, reinforcing the goal of convergence with Europe over the next decade. The program encompasses initiatives related to "Impulso Jovens STEAM" (Young STEAM Impulse) and "Impulso Adultos" (Adult Impulse).

I - General and special requirements

1 - Pursuant to paragraph 1 of article 10 of the Regulation, it is a general requirement for the applicant to:

- a) hold the doctoral degree for more than 5 years and the degree of “agregação” obtained in Portugal or equivalent, for foreigner candidates;

Or

- b) hold the doctoral degree for more than 5 years and a curriculum that is equivalent to a Full Professor, under the criteria pursuant to paragraph 2 of article 10 of the Regulation.

II - Submission of the application

1 - The candidates will submit their applications: a) in electronic support to faculty.recruitment@novasbe.pt; or b) in person in the organic unit Faculdade de Economia – Nova School of Business and Economics, located at the Carcavelos Campus, Rua da Holanda, nº 1, 2775-405 Carcavelos, Portugal;

2 - The application process must be accompanied by the following documentation in English (except the document a)):

a) Proof of the doctoral degree with aggregation in the area(s) to which the recruitment process relates; or certificate that proves that the candidate holds a position equivalent to full professor in a foreigner academic institution; or proof of having a curriculum equivalent to a full professor under the criteria pursuant to paragraph 2 of article 10 of the Regulation.

b) Curriculum Vitae of the candidate printed or in digital format;

c) Copies of the papers mentioned in the curriculum that have been published in peer-reviewed journals, in particular the most representative ones regarding their contribution to the development and evolution of the subject area(s) pertaining to the recruitment process, in digital format;

d) Teaching evaluations and other teaching-related documents that may be relevant to the recruitment process;

e) Evidence of the possession of the general requirements for recruitment at a public institution.

f) The research and pedagogical statement that the candidate proposes to adopt in the future.

3 – The evidence of the possession of the general requirements for recruitment at a public institution may be replaced by a declaration on the form referred to in paragraph 1 of point II above, available online at <https://www.novasbe.unl.pt/en/about-us/join-our-school/faculty-and-researchers>.

4 - Applications accompanied by the documents mentioned in paragraph 2 of point II above must be submitted within 15 working days, starting on the day immediately following the publication of this Notice in the *Diário de Notícias* newspaper.

5 – Documents sent in Portuguese, and for that reason not understood by all members of the jury and therefore unfeasible for analysis and evaluation or the lack of any evidentiary

documents, which cannot be provided during the recruitment process, may be grounds for rejecting the application.

6 - Candidates shall organize their Curriculum Vitae according to the prescriptions of point III of this Notice.

III - Evaluation criteria

1 - The criteria for the selection of the successful applicant, approved by the selection committee, are the following:

- a) In the **quality of research criterion** applications for the position of Full Professor are assessed for the most part on the extent of international recognition of the applicant and the applicant's research.

In the areas of Economics, Finance, and Management the best international research is published in scholarly journals rather than books. Nova SBE evaluates candidates for the position of Full Professor based on their publication record in such journals, seeking to assess the impact of the published research in the scholarly community. It is additionally considered the supervision of PhD thesis and postgraduate students.

Recognition of the quality of research is also influenced by the number of times an author and her/his research is cited by other scholars, and by the invitations extended to the candidate to sit on committees of leading journals.

Publication in top-ranked international journals in the areas of Economics, Finance, and Management is considered disproportionately more important than publishing in well-respected, "prestigious" (but not top) journals. Publishing in journals of acceptable-quality, but lower reputation, is given little consideration. Papers that have been published as Associate Professor will be considered as most relevant.

In this quality of research criterion candidates are classified on a scale from 0 to 100. While not disregarding the opinion(s) of the jury, it is deemed useful to indicate some guidelines regarding the ranking of scholarly journals according to "top", "prestigious", and "other". Two sources are considered as guidelines: the list of 50 journals defined by the Financial Times (FT), and the list of the Association of Business Schools (ABS). Journals are ranked as follows:

Top: FT50 or ABS level 4;

Prestigious: ABS level 3;

Quality: ABS level 2;

Others: ABS level 1 and other international peer-reviewed journals.

- b) In the **quality of teaching criterion** candidates are classified on a scale from 0 to 100. Quality of teaching is assessed through student feedback course evaluations. Favorable attention is given to teaching awards, documented curricular or pedagogical innovations, and teaching materials published in leading publications. Experience in executive education and teaching in internationally recognized schools (understood to be those with AACSB, AMBA, and/or EQUIS accreditation) is appreciated.
- c) In the **activities of interest criterion** candidates are classified on a scale from 0 to 100. The institutional contribution criterion assesses the applicant's contribution to the development of the institution. Contributions that shall be considered include: academic leadership in prestigious international institutions (this criterion does not refer to the applicant's nationality, but to the institution's accreditations and/or international rankings), internationalization, ability to attract community service projects, and outreach activities to non-specialized audiences. Attention shall be given to the particular nature of the institution of origin, given that different university organizations in different countries sometimes solicit different types of institutional participation.

2 — The scope and impact of the applicant's national and international activities will always be taken into account.

IV - Composition of the selection committee

1 - The selection committee, appointed by order of the Rector of twelve of June, 2025, shall be composed of:

President: Filipa Vieira da Silva Castanheira, Full Professor of Nova SBE.

Members:

Miguel Pina e Cunha, Full Professor of Nova SBE;

Sílvia da Silva, Full Professor of Instituto Universitário de Lisboa;

Substitutes:

Pedro Neves, Full Professor of Nova SBE;

Tobias Hahn, Full Professor of ESADE Business School;

V - Evaluation of applicants

- 1 – Upon closing of the application period, the selection committee shall meet for selection of the candidates according to the criteria set forth in no. III above.
- 2 – If an application is rejected, the applicant will be notified according to the Code of Administrative Procedure.
- 3 – Once the applicants are accepted for consideration based upon the above criteria, the selection committee shall present a written opinion with the ranking of the applicants.
- 4 – The ordering of the applicants accepted for consideration is made by voting of the members.

VI - Equal opportunity

Pursuant to line (h) of article 9 of the Constitution, the Public Administration, as an employer, actively promotes a rigorous policy of equal opportunity for men and women regarding hiring for employment and professional advancement, without any form of discrimination.

10 of July, 2025

Dean of the Faculdade de Economia - Nova School of Business and Economics - Universidade Nova de Lisboa, Professor Pedro Manuel Sousa Mendes Oliveira