

**Public Notice no. 957/2024**

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In accordance with article 39 of the University Teaching Career Statute (ECDU), approved by the Decree-law 448/79, November 13, in its present writing (onwards designated by Statute), the Dean of NOVA SBE, Prof. Doutor Pedro Manuel Sousa Mendes Oliveira, by delegation of powers, in the terms of the number 1.b) of the Dispatch 2633/2023, October 15, published in *Diário da República*, 2nd series, number 205, October 24, declares open the international competition, for a period of 30 business days, from the day this notice is published in *Diário da República*, for the position of 1 (one) Full Professor in the following Scientific Area: **Finance/Market Microstructure (Teaching Track)** at Faculdade de Economia of the Universidade Nova de Lisboa - Nova School of Business and Economics – (hereinafter, Nova SBE).

The opening of the current international competition was authorized by order of Professor João Sàágua, Rector of Universidade NOVA de Lisboa, as well as the Committee nomination, on June 6, 2024.

This is an international application procedure and follows the guidelines stated in article 77, approved by the Decree-law 84/2019, in article 37 and following of the University Teacher Career Statute (ECDU), in the NOVA University Teacher Career Application Regulation, number 3012/2015, February 20, published in *Diário da República*, 2nd series, number 58, March 24, and in Regulation number 543/2017, published in *Diário da República*, 2nd series, number 196, October 11.

I – Requirement for admission:

- 1) In accordance with the above-mentioned Statute, the application procedure has the following requirements according to article 41 of ECDU:
  - a) To have a PhD degree obtained at least 5 years ago;
  - b) To have “Agregação”.

II – Submission of applications:

- 1) Applications will preferably be presented in digital format or in person at the Faculty Affairs Department of Nova School of Business and Economics, located at Campus de Carcavelos, Rua da Holanda nº1, 2775-405 Carcavelos, using the application form that can be found at <https://www.novasbe.unl.pt/en/about-us/join-our-school>

2) The application dossier must contain the following documents:

- a) Documents proving the fulfilment of the legal requirements demanded in nr. I;
- b) 5 copies of the candidate's Curriculum (printed or in digital support), organized according to the section III of this job announcement;
- c) 5 copies of each paper mentioned in the Curriculum that the candidate considers the most representative of his/ her work in the scientific area of the contest, preferably in digital support;
- d) Research and pedagogical statement, to be adopted by the candidate in the future.
- e) Teaching evaluations and other teaching-related documents that may be relevant to the recruitment process;

2) The documents proving the possession of the requirements for recruitment in public functions may be replaced by a statement on the form referred to in nº II above, available in the Faculty Affairs Department of Nova SBE, at Campus de Carcavelos, Rua da Holanda nº1, 2775-405 Carcavelos and online at: <https://www.novasbe.unl.pt/en/about-us/join-our-school>.

3) Applications duly instructed with the documents mentioned in number 2) above, must be submitted within 30 working days, from the day immediately following the publication of this Notice in Diário da República.

4) The lack of any of the obligatory documents, which cannot be self-administered, causes the rejection of application.

5) Candidates should organize the curriculum vitae according to the criteria mentioned on number III of this notice.

III — Evaluation criteria:

The criteria, indicators and ponderations, for the evaluation and ranking of the candidates, approved by the committee, are the following:

1) 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.

- 2) 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.
- 3) 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.
- 4) The assessment and ranking of the candidates should follow the rules set on the article 16º of the “UNL’s Rules for Contests for University Positions” (Regulamento dos Concursos da Carreira Docente Universitária da UNL), in Dispatch nº 3012/2015, published in “Diário da República, 2nd serie- nº 58, March 24. The classification of the candidates is given on a scale from 0 to 100, and corresponds to the weighted sum of the classifications on each criterion, according to the following weights:

Quality of research criterion: 20%

Quality of teaching criterion: 60%

Institutional contribution criterion: 20%

5) Breakdown of evaluation criteria

<b>Criterion</b>	<b>Weight</b>	<b>Guidelines</b>
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Research	20%	Level A: from 75 to 100 Level B: from 50 to 74 Level C: from 25 to 49 Level D: from 0 to 24
Teaching	60%	Level A: from 75 to 100 Level B: from 50 to 74 Level C: from 25 to 49 Level D: from 0 to 24
Institutional contribution	20%	Level A: from 75 to 100 Level B: from 50 to 74 Level C: from 25 to 49 Level D: from 0 to 24

6) The evaluation will be done under the following aspects:

a) Research

Level A: Demonstrated ability to publish in journals classified as Top in the list mentioned in Number 1, above; Demonstrated ability to publish in journals classified as prestigious in the list mentioned in Number 1, above; Lead research teams; Demonstrated ability to raise funding.

Level B: Demonstrated ability to publish in journals classified as Prestigious in the list mentioned in Number 1, above. Demonstrated ability to publish in journals classified as Quality or others in the list mentioned in Number 1, above.

Level C: Demonstrated ability to publish in journals classified as Quality in the list mentioned in Number 1, above. Sporadic research activity.

Level D: Little evidence of research at the international level. Limited research activity.

b) Teaching

Level A: Wide-ranging teaching experience; Consistently excellent feedback/evaluations; Development of pedagogical innovations and materials.

Level B: Wide-ranging teaching experience; Consistently above-average feedback/evaluations; Development of pedagogical innovations and materials.

Level C: Average student feedback/evaluations.

Level D: Below-average student feedback/evaluations.

c) Participation in activities of interest:

Level A: Clear evidence of an elevated sense of institutional leadership with impact in internationalization or scientific excellence. Academic leadership roles in international

prestigious institutions (assessed by accreditations and presence in international rankings). Regular external fundraising for investigation projects or consultancy.

Level B: Clear contribution to institutional development. Occasional external fundraising for investigation projects or consultancy.

Level C: Limited involvement in institutional activities.

Level D: Little or no involvement in institutional activities

IV — Committee: The approved Committee by order of the Rector on June 6, 2024 has the following composition:

President:

Miguel Ferreira, Full Professor at Faculdade de Economia/NOVA SBE — School of Business and Economics da Universidade Nova de Lisboa.

Members:

Melissa Prado, Full Professor at Faculdade de Economia/NOVA SBE — School of Business and Economics da Universidade Nova de Lisboa;

Martijn Boons, Full Professor at Faculdade de Economia/NOVA SBE — School of Business and Economics da Universidade Nova de Lisboa;

Diana Bonfim, Full Professor at Católica Lisbon School of Business and Economics;

Lars Norden, Full Professor at Fundação Getúlio Vargas;

Rafael Schiozer, Full Professor at Fundação Getúlio Vargas.

V — Selection Process:

- 1) After the deadline for applications, the Committee meets to assess and rank the candidates.
- 2) Based on the curriculum evaluation, according to its suitability to the job announcement area, and considering the evolution of the documents provided according to the criteria in nº III above, the Committee accepts the candidates with final classification equal or superior to 50, or to their exclusion, when they have a final classification of less than 50.
- 3) The candidates who were not admitted will be notified, for pronouncing, under the terms of the Código do Procedimento Administrativo
- 4) The Committee publicizes the list of admitted candidates, considering the order of their evaluation, as well as a written statement.
- 5) The order of the final list of the admitted candidates is determined by the Committee votes, according to the list formerly mentioned, and in accordance with paragraph. 11

al. a) to f) of article 16 of University Teacher Career Application Regulations.

VI — Pursuant to subparagraph h) of the article 9 of the Constitution, the Portuguese State, as employer, actively promotes a policy of equal opportunities among men and women in the access to employment and career development and takes scrupulous measures to avoid every form of discrimination.

17 of June 2024. — The Dean, Prof. Doutor Pedro Manuel Sousa Mendes Oliveira.