

Under the Statute of the Teaching Staff Career of the Polytechnic Higher Education (Estatuto da Carreira do Pessoal Docente do Ensino Superior Politécnico, ECPDESP) and the IPC Tender Regulation of Contracting of Teachers (Regulamento de Concursos para Contratação de Professores do IPC, RCCPIPC), approved by Order No 9208/2010, published in the Official Gazette, 2nd series, No 104, of 28/05, it is hereby made public, by my Order of 14/04/2025 by the powers invested by Order no. 6709/2023, published in the Official Gazette, 2nd series, No 119, of 21/06, that the invitation to the tender here under is open for 30 business days following the publication of this public notice in the Official Gazette, international competition based on qualifications for the recruitment of one position of Adjunct Professor for the disciplinary area of Organisational Behaviour and People Management, aiming at a public employment legal relationship, celebrated as an employment contract of indefinite duration in public functions, provided for in the IPC teaching staff framework.

This tender is external and is launched under the FCT-Tenure funding instrument – 1st Edition – with reference 2023.12612.TENURE.030.

This tender is a competition based on qualifications and is regulated by the provisions of the IPC Tender Regulation of Contracting of Teachers (RCCPIPC), approved by Order No 9208/2010, published in the Official Gazette, 2nd series, No 104, of 28/05, as well as by the Statute of the Teaching Staff Career of the Polytechnic Higher Education (ECPDESP).

1 – Tender reference: PRPD/4/2025

2 – Workplace: Oliveira do Hospital Management and Technology School

3 – Functions and remuneration:

The generic functions of polytechnic higher education teachers provided for in Article 2(A) of the ECPDESP, with the rank functions set out in Article 3(4) of the ECPDESP. The rank of Adjunct Professor corresponds to the remuneration provided for in the table attached to Executive Order No 408/89, of 18 November, as amended.

4 – Period of validity of the tender:

The tender shall be valid for the position advertised and shall cease upon the filling of the post specified in the publicised notice, or if the post cannot be fully filled due to the absence or insufficient number of applicants, as well as in the cases referred to in Article 31(2) of the RCCPIPC.

5 – Admission requirements: 5.1 – General requirements: to meet, until the expiry of the deadline for the submission of applications, the admission requirements provided for in Article 17(1) of the General Employment Law in Public Functions (Lei Geral do Trabalho em Funções Públicas, LTFP), namely:

- (a) Portuguese nationality, when not exempted by the Constitution, by international convention or special law;
- (b) 18 years old;
- (c) No disqualification from the practice of public functions or no prohibition of the practice of those which the applicant proposes to perform;
- (d) Physical strength and psychic profile indispensable for the performance of the relevant duties;
- (e) Compliance with mandatory vaccination laws.

5.2 – Candidates must master the Portuguese language (spoken and written) at a level that allows the assignment of teaching service, without any communication limitations in this language.

5.3 – Special requirements: to hold, until the end of the deadline set for the submission of the application, the degree of doctor or the title of specialist in the disciplinary area or area related to that for which the tender is open.

Applicants with foreign qualifications shall prove the recognition of the doctoral degree in accordance with the applicable legislation.

5.4 – As it is subject to the FCT-Tenure Program/funding instrument, and dependent on obtaining it, this call for applications is bound by the conditions established therein, specifically the following:

5.4.1 – The call is particularly aimed at candidates with the following profile:

Ph.D. in Organisational Behaviour and People Management or a closely related field from a reputable institution; a strong research record demonstrated by publications in reputable scientific conferences and journals; expertise in a specialized area of Organisational Behaviour and People Management, such as Leadership, Motivation, Communication, Team Management, Recruitment and Selection, or Human Capital Development. The candidate must demonstrate ability to teach a diversity of Organisational Behaviour and People Management courses effectively at both undergraduate and graduate levels. Commitment to innovative teaching methods and in a student-centred approach. Proven ability to collaborate with colleagues on research projects and contribute to a positive, inclusive, and collaborative work environment. Potential for diverse organizational roles within the department, such as committee member or program coordination. Strong connections or experience in collaborating with industry partners, and the ability to integrate real-world applications into academic coursework, will be highly valued.

The need to hire an adjunct professor in this scientific area arises from the desire to expand the department's research portfolio and enhance its reputation in specific areas of Organisational Behaviour and People Management. The need to bridge the gap between academia and industry by bringing in a professional with strong industry connections and experience. The opportunity to foster interdisciplinary collaboration with other departments and research centres, addressing complex challenges that require a multifaceted approach. An also the commitment to diversify the offer of the school and provide students with role models from different backgrounds and perspectives.

5.4.2 - Only PhD holders who have previously benefited from a fixed-term contract or scholarship, as PhD holders, at an Institution within the National Science and Technology System (Institutions as defined in Decree-Law No. 63/2019, of May 16), are eligible to apply for this call.

5.4.3 - PhD holders who hold permanent employment contracts in the Scientific Research, University Teaching and Polytechnic Higher Education Teaching careers, or who hold open-ended positions at national institutions not covered by the relevant Career Statutes, are not eligible to apply.

6 – Submission of Application:

6.1 - The applicants shall access and register on the website https://www.ipc.pt/bupc/concursos/form/concursos_docentes to submit the application, selecting the procedure they wish to apply for.

The application submission is done exclusively in digital form, in portable document format (PDF), except for documents with planned submission in other digital formats.

The application is submitted by filling in the sections available at the link mentioned above.

If the application contains a classified document which reveals a commercial or industrial secret, or secrecy concerning literary, artistic or scientific property, when formalising the application, the applicant shall expressly indicate such a reservation, otherwise, the work in question will be freely accessible by any of the other applicants during the procedure consultation.

6.2 Deliverables:

- a) Request for admission to the tender, addressed to the President of the Polytechnic Institute of Coimbra, containing: full name, date and place of birth, identity card/citizen card, number or foreign civil identification document (EU)/passport, residence, telephone number, e-mail address, reference to the relevant tender, with an express indication of the public notice and reference to

the Official Gazette in which it was published, reference of the tender shown in point 1 of this public notice, as well as a list of the documents accompanying the request.

- b) Detailed, dated and signed curriculum vitae;
- c) Duly completed application form, specifically designed for this tender (available at <https://www.ipc.pt/bupc/candidatura>), including score grid, and also delivered in Excel format (xls or xlsx) and portable document format (pdf);
- d) Sworn statement declaring compliance with the requirements for the establishment of a public employment relationship as set out in point 5.1;
- e) Sworn statement declaring that all information and documentation included in the application is authentic, without prejudice to the actual proof, when requested;
- f) Qualification certificates;
- g) Document proving that the candidate has benefited from a fixed-term contract or scholarship, as a PhD holder, at an institution within the National Science and Technology System, on a date prior to the publication of the respective notice;
- h) Declaration of commitment by the candidate to attest that he/she does not hold permanent employment in the Scientific Research, University Teaching or Polytechnic Higher Education careers, and/or an open-ended position at national institutions not covered by the respective Career Statutes;
- i) All works mentioned in the curriculum vitae, in PDF or ZIP format.

6.3 – When submitting the application, the candidate must provide the information strictly necessary for this purpose, under the terms of this public notice, and must hide personal information that may exist in the documentation delivered, otherwise this information may be freely accessed by any of the other candidates.

6.4 – *The curriculum vitae* shall contain:

- a) Preamble containing the academic degrees and corresponding grade, professional category and, where applicable, the position currently held;
- b) Detailed and contextualized description of the curricular elements, organized according to the scoring grid, as per annex 1, in order to allow a better appreciation of the data presented in the form referred to in subparagraph c) of point 6.2 of this notice.

6.5 – All application documents indicated in point 6.2 shall be submitted in Portuguese or English.

6.6 – Failure to submit supporting documents for the curriculum will result in the non-validation of the elements that should be proven.

6.7 - In cases where the jury has doubts about the evidence submitted by the candidates, it may request additional information, as provided for in article 26 of the RCCPIPC.

6.8 - Applications that are not properly submitted or that do not fulfil the formal eligibility criteria for admission shall not be admitted under the terms set out in current legislation and in this public notice. The submission of any required documentation beyond the expiry of the relevant period also determines the rejection of the admission to the tender.

6.9 – No applications submitted by post or electronic mail shall be accepted.

7– Public hearings:

7.1 - If the jury considers it necessary to promote public hearings focusing on the curriculum vitae of the applicants, they shall be held in the first meeting of the jury. The dates of the public hearings shall be published at the institutional website and the eligible applicants shall be notified, under Article 9 of the RCCPIPC.

8 – Criteria, method of evaluation, methodology of classification and ranking of applicants:

8.1 – The assessment of the applications shall be performed in accordance with Article 25 of the RCCPIPC;

8.2 - The weighting to be assigned to the assessment parameters as well as to the selection criteria and ranking criteria is laid down in Annex I of this public notice.

8 – Criteria, method of evaluation, methodology of classification and ranking of applicants:

8.1 – The assessment of the applications shall be performed in accordance with Article 25 of the RCCPIPC;

8.2 - The weighting to be assigned to the assessment parameters as well as to the selection criteria and ranking criteria is laid down in Annex I of this public notice.

8.3 – The final score of each candidate shall be determined using the following methodology:

a) Each member of the selection committee shall independently score each candidate using the evaluation form referred to in point 6.2(c) of this notice;

b) Each committee member shall calculate the final score of each candidate, expressed on a scale from 0 to 100 points, using the following formula:

$$FS = 0.7 \times TCC + 0.2 \times PC + 0.1 \times ORA, \text{ where:}$$

- FS: Final Score;
- TCC: Score for the Technical-Scientific and Professional Component, obtained from Section I of the evaluation form, expressed on a scale from 0 to 100 points;

- PC: Score for the Pedagogical Component, obtained from Section II of the evaluation form, expressed on a scale from 0 to 100 points;
- ORA: Score for the Organisational and Other Relevant Activities Component, obtained from Section III of the evaluation form, expressed on a scale from 0 to 100 points

c) The final score of each candidate shall be the simple arithmetic mean of the final scores assigned by each member of the selection committee.

d) The final score will be expressed on a scale from 0 to 100 points. Candidates who obtain a final score below 50 points shall be considered not approved, while those who obtain a final score equal to or above 50 points shall be considered approved with absolute merit.

8.4 - In case of a tie in the final score, the following tie-breaking criteria shall be applied successively:

- a) Higher score in the Technical-Scientific Component;
- b) Higher score in the Pedagogical Component;
- c) Higher score in the Organisational and Other Relevant Activities Component;
- d) Higher final score without considering maximum limits.

8.4.1 – When applying the above tie-breaking criteria, the scores for the Technical-Scientific Component, Pedagogical Component, Organisational and Other Relevant Activities Component, and the final score without considering maximum limits for each tied candidate shall be obtained by calculating the simple arithmetic mean of the scores assigned by each member of the selection committee.

9 – Notification of the applicants:

9.1 - The notification of the applicants is made in accordance with Article 9 of the RCCPIP;

9.2 - The lists of non-approved applicants, the ranked list of approved applicants based on absolute merit and the act of approval shall be communicated to the applicants in accordance with Articles 29 and 30 of the RCCPIP.

9.3. The full tender procedure may be consulted by the applicants, subject to prior appointment during working hours, from 9 a.m. to 5 p.m. at the Polytechnic Institute of Coimbra (Instituto Politécnico de Coimbra, Rua da Misericórdia, Lagar dos Cortiços - S. Martinho do Bispo, 3045-093 Coimbra).

10 – Composition of the jury:

President: Jorge Manuel dos Santos Conde, President of the Polytechnic University of Coimbra

Full members:

Maria João Santos, Associate Professor with Aggregation at the Higher Institute of Economics and Management of the University of Lisbon

Nelson Jorge Campos Ramalho, Associate Professor at ISCTE – Higher Institute of Labor and Business Sciences

Neuza Manuel Pereira Ribeiro, Coordinating Professor at the Higher School of Technology and Management of the Polytechnic Institute of Leiria

Teresa Manuela Marques dos Santos Dias Rebelo, Associate Professor at the Faculty of Psychology and Educational Sciences of the University of Coimbra

Daniel Jorge Roque Martins Gomes, Coordinating Professor at the Higher School of Education of Coimbra of the Polytechnic Institute of Coimbra

Alternate members:

António Carrizo Moreira, Associate Professor with Tenure at the Department of Economics, Management, Industrial Engineering and Tourism of the University of Aveiro

Rui Jorge da Silva Antunes, Coordinating Professor at the Coimbra School of Education of the Polytechnic Institute of Coimbra

The Vice-President of the Polytechnic Institute of Coimbra, Daniel Jorge Roque Martins Gomes

ANNEX I

I. TECHNICAL-SCIENTIFIC AND PROFESSIONAL COMPONENT

Weighting 70% in the final mark

Dimension	Item	Criteria	Units	Points	Units	Maximum
Academic qualifications	1	Doctorate in the Organisational Behaviour and People Management disciplinary area	per doctorate	20		20
Technical-scientific production in the Accounting, Auditing and Taxation disciplinary area	2	Author or co-author of an article in a journal indexed in the 1 st decile of the Journal Citation Report (JCR) or SCImago Journal Rank (SJR)	per article	14		70
	3	Author or co-author of an article in a journal indexed in the 1st quartile of the JCR or SJR (not counted in the previous item)	per article	10		
	4	Author or co-author of article in journal indexed in the 2nd quartile of the JCR or SJR (not counted in previous item)	per article	7		
	5	Author or co-author of article in journal indexed in the 3rd quartile of the JCR or SJR (not counted in previous item)	per article	2		20
	6	Author or co-author of article in journal indexed in the 4th quartile of the JCR or SJR (not counted in previous item)	per article	1		
	7	Author or co-author of technical-scientific book with ISBN	per book	2		
	8	Author or co-author of a book chapter indexed in Web of Science (WoS) or Scopus	per chapter	1		
	9	Author or co-author of an article in the proceedings of a technical-scientific meeting with referees	per article	0,5		
	10	Scientific prize	per prize	2		5
	11	Citation of article, book or book chapter verified by Scopus	per citation	0,01		10
Participation in projects and research centres	12	Coordination of a funded research project	per project	5		10
	13	Participation in a funded research project	per project	2,5		
	14	Integrated member of a Research Centre accredited by FCT	per year or fraction	2		
Supervisions and juries	15	Doctoral thesis supervision (concluded)	per supervision	3		5
	16	Doctoral thesis co-supervision (concluded)	per co-supervision	1,5		
	17	Member of doctoral examination board (except supervisor)	per jury	1		
Maximum allowable weighting						100

II. PEDAGOGICAL COMPONENT

Weighting 20% in the final mark

Dimension	Item	Criteria	Units	Points	Units	Maximum
Teaching experience	1	Full-time teaching experience in higher education (for part-time collaborations, consider the corresponding proportion)	per academic year or fraction	2		50
	2	Teaching different curricular units in the area of Organisational Behaviour and People Management in Master's programmes	per curricular unit	2		
	3	Teaching different curricular units in the area of Organisational Behaviour and People Management in graduate programmes	per curricular unit	1,5		
	4	Teaching different curricular units in the Organisational Behaviour and People Management area on Higher Professional Technical Courses (CTeSP) or Technological Specialisation Courses (CET)	per curricular unit	1		
Supervisions	5	Supervising a master's thesis, project or internship (completed)	per supervision	2		40
	6	Co-supervising a master's thesis, project or internship (completed)	per co-supervision	1		
	7	Supervising an undergraduate internship or project (completed)	per supervision	1		
	8	Co-supervising an undergraduate internship or project (completed)	per co-supervision	0,5		
	9	Supervising a CTeSP or CET internship (completed)	per supervision	0,5		
	10	Co-supervising a CTeSP or CET internship (completed)	per co-supervision	0,25		
Juries	11	Member of a jury assessing a master's thesis, project or internship (except supervisor)	per jury	1		20
	12	Member of assessment panel for graduate internship or project (except supervisor)	per jury	0,5		
	13	Member of CTeSP or CET internship assessment panel (except supervisor)	per jury	0,25		
Training courses	14	Pedagogical training courses of less than 15 hours	per course	1		10
	15	Pedagogical training courses of at least 15 hours	per course	0,5		
Maximum allowable weighting						100

III. ORGANISATIONAL AND OTHER RELEVANT ACTIVITIES COMPONENT

Weighting 10% in the final mark

Dimension	Item	Criteria	Units	Points	Units	Maximum
Participation in government and management bodies	1	Member of the Scientific Council or Technical-Scientific Council	per year or fraction	2		40
	2	Member of the Pedagogical Council	per year or fraction	1,5		
	3	Member of the Assembly of Representatives or School Council	per year or fraction	1		
Coordination of scientific-pedagogical units	4	President of department	per year or fraction	3		60
	5	Vice-president of department	per year or fraction	1		
	6	Coordinator of a scientific area or scientific and curricular area	per year or fraction	2		
	7	Master's course coordinator	per year or fraction	3		
	8	Member of a master's programme coordinating committee	per year or fraction	2		
	9	Graduate course director	per year or fraction	3		
	10	CTeSP coordinator	per year or fraction	2		
	11	CET coordinator	per year or fraction	2		
Participation in juries and committees	12	Member of a jury or person in charge of tests for student access and admission (over 23s; special competitions; international students; double certification of secondary education and specialised artistic courses; change of institution/course pair and re-entry; master's degrees; CTeSP; CET)	per jury	0,5		20
	13	Member of jury for specific recognition	per jury	0,25		
	14	Member of jury for level recognition	per jury	0,15		
	15	Member of a committee responsible for accrediting an ongoing master's degree or bachelor's degree	per study cycle	2		
	16	Member of a committee responsible for accrediting a new master's or graduate's programme	per study cycle	2		
	17	Member of a committee responsible for creating a new CTeSP or CET	per study cycle	1		
	18	Member of the committee responsible for creating a postgraduate programme	per course	1		
Maximum allowable weighting						100