

Lisbon Polytechnic Institute

Public Notice

In accordance with the provisions of Articles 3, 5, 10-B, 15, 15-A, 17 and 29-B of the Statute of the Career of Teaching Staff of Higher Polytechnic Education (ECPDESP), approved by Decree-Law No. 185/81, of 1 July, as amended by Decree-Law No. 207/2009, of 31 August (which republished it), and by Law No. 7/2010, of 13 May, in conjunction with Order No. 1979/2010, published in the *Diário da República* (Official Gazette), Series II, No. 19, of 28 January, amended by Amendment Declaration No. 244/2010, published in the *Diário da República*, Series II No. 26, of 8 February, which approved the Regulations for Applications for the Recruitment of Teaching Staff at the Polytechnic Institute of Lisbon (IPL), it is hereby made public that, by order of the President of the Lisbon Polytechnic Institute (26 June, 2025), issued in the exercise of the powers provided for in Article 92(1)(d) of Law No. 62/2007, of 10 September, and in Article 30(1)(d) of Normative Order No. 5/2025, of 10 April, published in the *Diário da República*, Series II, No. 71, of 10 April, that for a period of 30 working days from the publication of this notice in the *Diário da República*, applications are invited to fill two teaching vacancies scheduled for 2025 at the Lisbon Higher Institute of Accounting and Administration, Lisbon Polytechnic Institute.

- 1.** Type of Selection Process — Documentary Competition.
- 2.** Category — Adjunct Professor.
- 3.** Departmental Area of Accounting and Auditing, Scientific Area of Accounting and Auditing.
- 4.** Time period — The selection process ends when the vacancies listed in the notice are filled, as stipulated in Article 38 of Order No. 1979/2010, of 28 January.
- 5.** Functional content — As described in Article 3(4) of the ECPDESP.
- 6.** Applicable form of legal relationship — Public service employment contract for an indefinite period, with a probationary period of five years, in accordance with Article 10-B of the ECPDESP.
- 7.** Admission requirements — Applicants for the above-mentioned post should meet the conditions set out in Article 17 of the ECPDESP (Statute of Professional and Technological Development for Higher Education Staff), and

hold a PhD or specialisation in the area in question or in the area of management and economics.

- 8.** Applications — Formal applications should be submitted to the President of the IPL and sent to the following email address: concursos@iscal.ipl.pt.
- 9.** Application requirements — Submission of the following information is mandatory: full name; parents' names; date and place of birth; identity card/citizen card number and date and issuing service; home address and telephone number; marital status; academic qualifications and final grade(s); professional category and current position; identification of the position for which the applicant is applying and the *Diário da República* in which this notice was published; and any other information deemed necessary to assess the applicant's suitability.
- 10.** Documents to be submitted with the application:
 - a) Identity card or citizen card (with no exclusion for failure to present the identification document, provided that an alternative document proving the requirements necessary to perform public duties is presented);
 - b) Criminal record certificate;
 - c) Medical certificate, confirming the applicant's physical condition and psychological profile to perform public service, issued by a practising doctor;
 - d) Compulsory vaccination record, duly updated;
 - e) Documents proving that the applicant meets the legal requirements referred to in point 7 of this notice;
 - f) A detailed *curriculum vitae*, dated and signed by the applicant, in PDF format;
 - g) Supporting documentation mentioned in the *curriculum vitae*, in PDF format;
 - h) Complete list of submitted documentation.

10.1. Whenever deemed necessary, the jury may request further documentation related to the *curriculum vitae* submitted.

- 11.** Exemption from submitting documents – Candidates who declare in their applications, in separate paragraphs and under oath, their precise situation regarding the content of each of the documents referred to in points b), c) and d) of the previous paragraph, are exempt from submitting the documents referred to in points b), c) and d) of the previous paragraph.

12. The organisation of the *curriculum vitae* must follow the criteria and order described in the next point. The *curriculum vitae* should also include academic qualifications (academic degrees, grades, dates and institutions where they were obtained).
13. Selection and ranking criteria for applicants — In accordance with the provisions of Articles 15-A and 23 of the ECPDESP, and Article 26 of Order No. 1979/2010, published in the *Diário da República*, Series II, No. 19, of 28 January, amended by Amendment Declaration No. 244/2010, published in the *Diário da República*, Series II, No. 26, of 8 February, as well as by Order No. 4127/2025, published in the *Diário da República*, Series II, No. 64, of 1 April, the Jury, in a preliminary meeting on September 11, 2025, approved the following parameters, criteria and weightings, with a view to evaluating and ranking the candidates, and their respective curriculum vitae should be organised as follows:

Evaluation Criteria for Document-based Selection Process for the Recruitment of Two Adjunct Professors in the Departmental Area of Accounting and Auditing – Scientific Area of Accounting and Auditing	Unit	Maximum
a) Technical-scientific and/or professional performance with relevance in the area (40.0%) - TSPP		
a1) Publications of a technical-scientific nature in the scientific area in question		15
Publications in scientific journals (double-blind review or higher) indexed in Scopus or WoS		
Quartile 1 or 2	3 points per publication	15
Quartile 3 or 4	1.5 points per publication	7.5
Publications in scientific journals (<i>double-blind review</i> or higher) not indexed in Scopus or WoS	0.75 points per publication	3.75
Publications in conference proceedings, seminars, or similar events indexed in Scopus or WoS	1 point per publication	5
Publications in conference proceedings, seminars, or similar events <i>not</i> indexed in Scopus or WoS	0.5 points per publication	2.5
Editor/coordinator of scientific books (double-blind review or higher) indexed in Scopus or WoS	1.25 points per book	6.25
Editor/coordinator of scientific books (double-blind review or higher) not indexed in Scopus or WoS	0.75 points per book	3.75
Chapters from scientific books (double-blind review or higher) indexed in Scopus or WoS	1 point per chapter	5
Chapters from scientific books (double-blind review or higher) not indexed in Scopus or WoS	0.5 points per chapter	2.5
Technical and scientific books deemed relevant by the jury	1 point per book	5
Technical and scientific articles deemed relevant by the jury	0.25 points per article	1.25
a2) Participation in scientific projects in the scientific area in question		6
Project coordinator with funding	1.5 points per year or proportionally per project	
Project member with funding	1 point per year or proportionally per project	
a3) Guidance of academic work in the scientific area in question		9
Doctoral thesis completed	3 points for each	

Evaluation Criteria for Document-based Selection Process for the Recruitment of Two Adjunct Professors in the Departmental Area of Accounting and Auditing – Scientific Area of Accounting and Auditing	Unit	Maximum
Completed Master's thesis, project work, or internship report	1 point for each	
a4) Intervention in scientific and/or professional communities in the scientific area in question		6
Reviewing articles or chapters in publications indexed in WoS or Scopus	0.5 points per review	
Reviewing scientific articles or chapters in other publications	0.25 points per review	
Member of the editorial board of a scientific journal indexed in WoS or Scopus	0.5 points per journal	
Engaging in relevant professional activity outside of academia	0.25 points per year/activity performed for at least one year	
Integral member of a research unit funded by the FCT	0.25 points per year	
Speaker at congresses, conferences and seminars	0.1 points per participation	
Member of scientific committees for congresses, conferences and seminars	0.2 points per committee	
a5) Participation in academic examination boards as an examiner		4
Doctoral thesis	1 point for each	
Master's thesis, project work, or internship report	0.5 points for each	
Subtotal a) – TSPP		40
b) Evaluation of the Pedagogical Component in the area (40.0%) - EPC		
b1) Production of teaching materials to support teaching activities in the area with ISBN or ISSN	1 point for each item	8
b2) Responsibility for curricular units (CU) (at degree level)	0.5 points per course unit/semester	8
b3) Managing or coordinating courses		8
Director or coordinator	1 point per year	
Assistant Director, Deputy-Coordinator, or members of the course committee	0.75 points per year	
b4) Years of teaching experience in higher education (at degree level)	1 point per year (full-time, or equivalent if part-time)	12
b5) Participation in groups and committees of a pedagogical nature	1 point per group/committee	4
Subtotal b) – EPC		40
c) Other Activities Relevant to the Higher Education Institution (20.0%) - OA		
c1) Holding positions in management bodies at a Higher Education Institution	1 point per body/year (1.5 points if presiding over the body)	7.5
c2) Participation in juries		7
Career applications in the public sector (teaching and non-teaching staff, research grant holders)	1 point per application	
Member of a jury or committee for ranking candidates for Master's degrees, special applications, candidates over 23, higher professional technical courses, and others not inherent to the functions performed and scored in other items	1 point per application	
c3) Other activities of recognised public interest in the area un question	0.5 points per activity/year	5.5
Subtotal c) – OA		20
Final Classification (TSPP) + (EPC) + (OA)		100

- 14.** Jury – By order of the President of the Polytechnic Institute of Lisbon, dated 26 June, 2025, published by Order No. 7691/2025, published in the *Diário da República*, Series II, No. 129, of 8 July, 2025, the jury shall be composed as follows:

President:

Dr Paula Alexandra Rocha Gomes dos Santos, Coordinating Professor with Aggregation, at the Lisbon Higher Institute of Accounting and Administration, Lisbon Polytechnic Institute, by delegation of powers from the President of the Lisbon Polytechnic Institute.

Permanent Members:

Dr Patrícia Rodrigues Quesado, Coordinating Professor at the School of Management, Polytechnic Institute of Cávado and Ave;

Dr Fábio Henrique Ferreira de Albuquerque, Coordinating Professor, at the Lisbon Higher Institute of Accounting and Administration, Lisbon Polytechnic Institute;

Dr Augusta da Conceição Santos Ferreira, Coordinating Professor with Aggregation, at the Aveiro Higher Institute of Accounting and Administration, University of Aveiro;

Dr Luís Filipe Marinho Lima Santos, Coordinating Professor with Aggregation, at the School of Tourism and Maritime Technology, Polytechnic Institute of Leiria.

Alternate Members:

Dr Sónia Paula da Silva Nogueira, Coordinating Professor at the Mirandela School of Communication, Administration and Tourism, Polytechnic Institute of Bragança;

Fernando Paulo Marques de Carvalho, Coordinating Professor at the Lisbon Higher Institute of Accounting and Administration, Lisbon Polytechnic Institute.

- 15.** Admission, evaluation and ranking of candidates – Once the application period has ended, the jury meets to deliberate on the admission and proceed with the evaluation and ranking of candidates in the light of the criteria mentioned in point 13 of this Notice.

- 15.1 The competition may be terminated by a duly justified decision of the President of the IPL, respecting the general principles of administrative activity as well as the legal and regulatory limits on recruitment.

- 16.** Absolute merit is assessed based on the applicant's *curriculum vitae*, which must be relevant to the area in question, as per point 13 of this Notice. Applicants who do not achieve a score of 50% or higher in the jury's evaluation will be excluded.
- 17.** Prior hearing – In the event that any applicant is excluded for failing to meet the legal requirements, or for lack of absolute merit, at the end of the assessment a prior hearing shall be held in accordance with the provisions of Article 121 et seq. of the Code of Administrative Procedure (CPA), published by Law No. 4/2015, of 7 January.
- 18.** Public hearings – In accordance with Article 23(4)(b) of the ECPDESP, the jury may hold public hearings, on an equal basis for all applicants.
- 19.** Consultation of the process – Applicants who wish to do so can consult the selection process at the facilities of the Lisbon Higher Institute of Accounting and Administration, located at Avenida Miguel Bombarda, 20 – 1069-035 Lisbon, from 10:00 a.m. to 12:00 p.m and from 2:00 p.m. to 4:00 p.m., by prior appointment via the email address concursos@iscal.ipl.pt.
- 20.** Recruitment conditions - Applicants who are eligible for recruitment in the final approved ranking will be hired under the terms and conditions laid down in paragraph 33 of Law No. 45-A/2024 (State Budget Law 2025), published in the *Diário da República*, Series I, No. 253, of 31 December.
- 21.** Pursuant to Article 9(h) of the Constitution, as an employer the IPL actively promotes a policy of equal opportunities between men and women in access to employment and career advancement, scrupulously guarding against any and all forms of discrimination.

Lisbon, 24 October, 2025. The President of IPL - Dr António José da Cruz Belo.