

ANNOUNCEMENT

UNIVERSITY OF MAIA

Opening for Associate Professor of Management

A call for applications for associate professor of management at the University of Maia (conselhogestao@umaia.pt) is open until 5 pm on August 16, 2022, under the terms of this announcement.

Applications are invited from candidates in a position to apply for the position of associate professor under Portuguese law and who aspire to lead a research and teaching group. We offer working conditions and remuneration consistent with those of an associate professor in Portugal.

The curricular assessment is restricted mainly to the time period starting on January 1, 2015 and to the subject area of management in the subareas: international, operations, organization and human resources or, preferably, innovation and technology, strategy, marketing, or information systems.

A. Admission of applications:

Requirements for preliminary admission of applications:

- 1) Must hold a doctoral degree, awarded more than five years ago.
 - a. Holders of a PhD obtained abroad must have the equivalence or the recognition or registration of that degree to an identical degree awarded by a Portuguese university.
 - b. Candidates who do not yet hold the equivalence or the recognition or registration of the degree must apply for the recognition of the doctoral degree, in accordance with Decree-Law no. 66/2018, of August 16. This recognition must be obtained by the deadline that will be granted to the candidate selected to occupy the position to proceed with the presentation of the documentation that proves he/she meets the requirements for admission to the competition.
 - c. Foreign national applicants, excluding those from Portuguese-speaking countries, must submit a sworn statement declaring that their competencies in the Portuguese language (spoken and written) will allow them to be assigned teaching duties and will no way hinder communication with students in Portuguese.

2) It is the Rector's responsibility to verify that the candidacy meets the conditions for admission of the application under the terms of this announcement.

B. Admission in full merit and selection for interview

Once the applications have been duly completed, the jury will decide on the absolute merit of the candidates depending on:

- 1) The possession of an overall CV that the jury considers as revealing of scientific merit, research capacity and value of the pedagogical activity already undertaken, compatible with the disciplinary area of management in the indicated subareas and appropriate to the category of associate professor; and

2) Experience in supervising completed doctorates.

Curricular evaluation in absolute merit is restricted to the period of time starting January 1, 2010. A candidate is considered to have been approved in absolute merit if approved by a majority of the jury in a justified roll call vote, in which abstentions are not allowed. From among the candidates approved with absolute merit, the jury may choose one to three candidates to be invited for an interview, the other candidates being considered *ex aequo*. The jury initially votes on the first candidate selected for interview using the relative merit criteria listed below; then the second, and eventually the third. In each vote, the jury's decisions are made by an absolute majority of votes.

The evaluation parameters of the candidates take into consideration the activities undertaken by the candidate in teaching, research and other activities, as well as the scientific and pedagogical project that the candidate proposes for his/her position as associate professor at the University of Maia. The evaluation components mentioned above must be compatible with the disciplinary area in which the competition is open and appropriate to the category of associate professor.

Each of the components is assigned the following overall weighting distribution:

- i. Teaching component – 30%;
- ii. Research component – 40%;
- iii. Other activities – 10%;
- iv. Merit of the scientific and pedagogical project that the candidate proposes to conduct at the University of Maia in the disciplinary area for which the competition has been opened – 20%.

In each of the areas the following parameters will be evaluated

i. Teaching component (30 %)

This aspect includes teaching, teaching materials developed and pedagogical innovation and will be evaluated by the summary submitted by the candidate, which will not exceed 1000 words. To this summary the candidate may attach the annexes he/she considers most relevant.

ii. Research component in the management subareas considered (40 %).

This aspect includes the following parameters:

- 1) Autonomy and leadership of research teams;
- 2) Scientific publications: articles in scientific journals, books and/or book chapters, and in conference proceedings, as author or co-author, characterized in terms of type of publication, impact factor and number of citations. The quality of the selected publications should be taken into consideration;
- 3) Supervision: experience in supervising doctoral and master's students: number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final papers;
- 4) Scientific projects: coordination and participation in scientific projects in competitive programmes, distinguishing national and international programmes. The ability to

attract competitive funding and the challenges and (scientific and/or technological and/or innovation) results should be highlighted;

5) Innovation: The results obtained should be highlighted, as well as entrepreneurial initiatives of the candidate's initiative or with significant participation.

iii. Other activities component (10 %).

This component comprises the following parameters:

- 1) Outreach: articles in national and international journals and conferences and other publications for scientific and technological dissemination, with professional or social impact;
- 2) Services resulting from R&D activity: participation in activities involving the economic system and/or business environment and/or the public sector (type of participation, size, diversity, technological intensity, innovation);
- 3) Institutional positions: individual positions in university and technological management bodies;
- 4) Other positions: positions in scientific or professional organizations at national or international level.

iv. Scientific and pedagogical projects (20%)

The candidate will present the scientific and pedagogical project that he/she intends to conduct at the University of Maia in line with the institution's Strategic Plan available at https://www.ismai.pt/pt/sobreismai_/Documents/Institucional/Plano_Estrategico.pdf.

The scientific and pedagogical project should contain a maximum of 2000 words.

C. Seriation on relative merit.

Once the candidates approved in absolute merit have been identified, they will be ranked in relative merit, on the basis of the seriation criteria and respective weighting. The evaluation parameters of the candidates take into consideration the activities developed by the candidate in the areas of teaching, research and other activities, as well as the scientific and pedagogical project that the candidate proposes for his position as associate professor at the University of Maia. The evaluation components mentioned above must be compatible with the disciplinary area in which the competition is open, and appropriate to the category of associate professor. If the selection board has invited some candidates for interview, only these will be ranked taking into consideration the interview (50%), which may include a presentation by the candidate of his/her scientific and pedagogical project and the other aspects described above (50%), the other candidates being ranked *ex aequo* in the following position. The jury votes initially for first place, then second place, and so forth. In each vote, the jury's decisions are made by an absolute majority of votes. Once the selection and seriation criteria is concluded, the jury will draw up a ranking list of candidates with a recommendation for recruitment.

It is the Rector's responsibility to interpret the present announcement for its application to this opening.

The ordered list of the candidates admitted will be forwarded to the University Management Board, who will make the decisions regarding the hiring proposals to be submitted to the founding entity, Maiêutica, Cooperativa de Ensino Superior, CRL.

The Rector of the University of Maia

(Professor José Ferreira Gomes)

UMAIA, 29 June 2022