



**UNIVERSITY OF THE AZORES
RECTORY**

Notice no. 6/2025

Announcement of an international competition to fill, in the form of an employment contract in public functions for an indefinite period, a job position in the category of Assistant Researcher for the scientific area of Management

In accordance with the provisions of the Statute of the Scientific Research Career, published by Decree-Law No. 124/99, of 20 April and amended by Law No. 157/99, of 14 September and by Decree-Law No. 373/99, of 18 September (ECIC), and other applicable legislation, the Rector of the University of the Azores, Professor Susana da Conceição Miranda Silva Mira Leal, pursuant to the provisions of Article 83(1)(i) of Normative Order No. 8/2022, of 22 April, published in the Official Journal, 2nd series, No. 106, of 1 June, which ratified the Statutes of the University of the Azores, hereby informs that it is open, for a period of 30 working days from the day following the publication of this notice in the Official Journal, an international call to fill, in the form of an employment contract in public functions for an indefinite period, a job position in the category of Assistant Researcher for the scientific area of Management.

This call is open under the FCT-Tenure funding instrument with the aim of promoting the hiring of doctorates exclusively for permanent positions by integration in the research or teaching career.

This competition is based on qualifications and is governed by the provisions contained in articles 9, 10, 11, 16 and 19 to 26 of the ECIC, in conjunction with the provisions contained in Decree-Law no. 112/2021, of 14 December.

The opening of this competition procedure was authorized by Order No. 303, of July 26, 2024, of the Rector of the University of the Azores.

1. Admission requirements

- 1.1 Holders of a PhD degree in Management, Business Sciences, Economic and Business Sciences, Economics, Marketing, Human Resource Management, Finance, Accounting, Taxation, Tourism Management, or Tourism, who meet one of the situations provided for in Article 10(1)(a) of the ECIC, may be eligible to oppose this call.
- 1.2 Opponents must have a good command of Portuguese and English spoken and written and may be subject to specific tests if they do not come from a Portuguese or English-speaking country.
- 1.3 Opponents of the competition holding foreign qualifications must prove the recognition, equivalence or registration in Portugal of the qualifications referred to in point 1.1, under the terms of Decree-Law No. 66/2018, of 16 August, amended by Decree-Law No. 86/2023, of 10 October, until the deadline for submission of applications

2. Workplace

The competition is open to the performance of permanent functions in:
Universidade dos Açores
Faculdade de Economia e Gestão
Campus de Ponta Delgada
Rua da Mãe de Deus
9500-321 Ponta Delgada



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Açores, Portugal

3. Form and deadline for submission of applications

- 3.1 Applications are submitted electronically in Portuguese or English through a form made available for this purpose on the services portal of the University of the Azores (<https://servicosonline.uac.pt>).
- 3.2 In addition to the work required in paragraph p) of point 4.1. of this notice, to be submitted directly in the form, the copy of the other works and/or scientific works indicated in the fields of the form may be sent to the e-mail reitoria.secretariado@uac.pt, with proof of delivery, or delivered in digital format or in paper format, in person or by registered mail, with acknowledgement of receipt, at the Rectory Building of the University of the Azores, Rua Mãe de Deus, 9500-321 Ponta Delgada.
- 3.3 Applications must be submitted within 30 working days from the day following the publication of this Notice in the "Diário da República" Official Journal.
- 3.4 The works and/or works referred to in the form sent by registered mail are not subject to the provisions of the previous number, which, and may be received after the deadline established for the submission of applications, must be sent by the deadline date and time set in the previous number.

4. Examination of applications

- 4.1 Regarding the form referred to in paragraph 3.1., the following elements must be included:
 - a) Identification of the competition, referencing the notice number;
 - b) Identification of the scientific area and, if applicable, the subarea of the competition;
 - c) Full name of the candidate;
 - d) Civil identification number and validity date of the document;
 - e) Date and place of birth;
 - f) Nationality;
 - g) Profession, if applicable;
 - h) Residence and postal address;
 - i) Email address and telephone contact;
 - j) Express consent for communications and notifications related to the competition procedure to be sent via email;
 - k) Document certifying the identification of category, group, or discipline, years of service as a teacher/researcher, and the higher education institution to which the candidate belongs, if applicable;
 - l) Copy of degree certificates or other legally recognized document proving fulfillment of the conditions specified in the notice, including certificates of the required degrees and titles unless stated otherwise in the notice;
 - m) Declaration by the candidate, under oath, stating that:
 - i) They are not prohibited from exercising public functions or barred from the functions to which they are applying;
 - ii) They possess the physical and mental fitness necessary for the function and comply with mandatory vaccination laws;
 - iii) All information and documents provided in the form are true.
 - n) Indication of works and publications produced, as well as teaching, university management, or other relevant activities;
 - p) Copies of up to five scientific publications considered most representative of the candidate's output in the competition's area and subarea;
 - q) Copies of other documents required by the notice;
 - r) Any other documents the candidate deems relevant for the application analysis.
- 4.2 The form must also include a brief report of activities conducted relevant to the development of the



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scientific area (maximum 10,000 characters, including spaces), accompanied by a research project the candidate proposes to undertake during the probation period in the scientific area/subarea under competition (maximum 25,000 characters, including spaces).

4.3 If deemed necessary, the jury may request proof of curriculum elements listed in the form. These must be delivered to the address specified in point 3.2 or by email within 10 working days after notification.

4.4 Failure to meet admission requirements, improper formalization of the application, non-submission of required documents as per the notice, submission after the deadline, or submission of false or misleading documents will result in exclusion from the competition.

5. Selection Board

5.1 The jury is composed of the following members:

President:

- Dr. José António Cabral Vieira, Full Professor at the Faculty of Economics and Management, University of the Azores

Members:

- Dr. João José Quelhas Mesquita Mota, Full Professor at the University of Lisbon
- Dr. Carlos Manuel Martins da Costa, Full Professor at the University of Aveiro
- Dr. João Pedro Almeida Couto, Full Professor at the University of the Azores
- Dr. Fevzi Okumus, Full Professor at Rosen College (United States of America)
- Dr. Marianna Sigala, Full Professor at the University of Newcastle (Australia)

5.2 The jury's responsibilities, as well as its secretariat support, operations, type of meetings, and deadlines for decision-making, comply with Articles 19 and 20 of the ECIC.

6. Evaluation Parameters

6.1 The jury shall evaluate candidates' merit for the functions based on selection criteria and the weighting of evaluation factors:

	EVALUATION CRITERIA	WEIGHTS
A	Scientific performance	65%
B	Performance in other activities relevant to the mission of the higher education institution	20%
C	R&D project	15%

6.2 Evaluation criteria and indicators, considering the quality and quantity of indicators:

A	SCIENTIFIC PERFORMANCE	WEIGHTS
A.1	Scientific production (books, book chapters, articles in indexed international journals with peer review), measured by the number, quartile (in Scopus and Web of Science/Clarivate databases), journal impact factor (Journal of Citations Report 2023 reference), author's position (sole author, first or last author, corresponding author) in the scientific area of Management ("Business" and/or "Management").	0-50



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A.2	Coordination and/or participation in research projects; international and national funding obtained for research projects coordinated or participated in.	0-35
A.3	Community engagement, including participation as a speaker at international and national conferences, congresses, and seminars; panel presentations; organization of conferences, congresses, and seminars; editorial and peer-reviewing roles in international scientific journals; participation in evaluation committees; membership in professional/scientific associations; participation in the development of international/national technical standards.	0-5
A.4	Awards, scholarships, distinctions, and honors.	0-5
A.5	Knowledge transfer and integration in national and international research networks, including patent publication and registration. Factors include the nature, territorial scope, technological level, results achieved, and business initiatives by or with significant participation of candidates.	0-5

B	PERFORMANCE IN OTHER RELEVANT ACTIVITIES	WEIGHTS
B.1	Holding statutory management positions and elected participation in collegiate bodies.	0-25
B.2	Participation in evaluation committees for teaching and research career competitions and institutional commissions or working groups by appointment.	0-25
B.3	Teaching and lecturing activities in university-level study programs.	0-30
B.4	Supervision of students, particularly doctoral and master's students, in the competition's scientific area.	0-10
B.5	Community service activities within Higher Education Institutions or R&D Centers or in collaboration with other institutions of national relevance; scientific dissemination and other significant university extension activities.	0-10

C	R&D PROJECT	WEIGHTS
C.1	Justification of the theme and objectives of the project to be developed in the scientific area of Management ("Business" and/or "Management"), focusing on applied research in "Sustainability and Corporate Social Responsibility" to develop frameworks and metrics promoting economic development, social equity, and environmental sustainability within the business ecosystem.	0-40
C.2	Brief description of the state-of-the-art in the development of frameworks and metrics promoting economic development, social equity, and environmental sustainability within the business ecosystem.	0-15
C.3	Description of the project to be developed in "Sustainability and Corporate Social Responsibility," including activities, methodologies, expected outcomes, and implications for the University of the Azores' educational offerings.	0-35



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C.4	Project planning and timeline, including annual execution indicators, risk identification, and mitigation strategies.	0-10
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7. Approval on absolute merit

Approval in absolute merit is granted to candidates who meet the following criteria cumulatively in the last five years (since 2020, inclusive) or since their doctoral degree if obtained less than five years ago (since 2020, inclusive):

Criterion 1: At least five scientific publications, published or accepted for publication, indexed in *Scopus*.

Criterion 2: At least three scientific publications, published or accepted for publication, in journals indexed in Web of Science (Clarivate) with an impact factor in the Journal Citation Reports (JCR), with at least one publication in a journal classified in the 1st Quartile (Q1) in the "Business" and/or "Management" categories, according to the JCR of 2023.

8. Admission and evaluation of applications and approval of results

The procedure for the admission and evaluation of applications and the approval of results follows the provisions of Article 10, paragraph 2, of the ECIC and the selection parameters, weightings, and final evaluation system indicated in this Notice.

9. Termination of the competition

9.1 The competition concludes with the filling of the advertised position or if it cannot be filled due to a lack of candidates approved in absolute merit.

9.2 Exceptionally, the competition may terminate by a duly substantiated Rector's order, particularly in cases of non-approval of the final ranking list due to legal non-compliance or discrepancies with the notice, as well as cases where all admitted candidates score less than 50% of the total selection criteria and indicators.

10. Publication of the tender notice

The competition is advertised:

- a) In the 2nd series of the *Diário da República*, in Portuguese;
- b) On the Public Employment Exchange (BEP), in Portuguese;
- c) On the EURAXESS portal, in English;
- d) On the University of the Azores' website, in Portuguese and English.

11. Equal Opportunities Policy

In compliance with Article 9(h) of the Constitution, the Public Administration, as an employer, actively promotes equal opportunities between men and women in employment and professional advancement, ensuring no form of discrimination. Therefore, terms like 'candidate,' 'recruited,' 'professor,' and similar terms are not used in this notice to reference gender. Similarly, no candidate may be favored, benefited, prejudiced, or deprived of any right or exempted from any duty based on ancestry, age, sexual orientation, marital status, family situation, economic status, education, social origin or condition, genetic heritage,

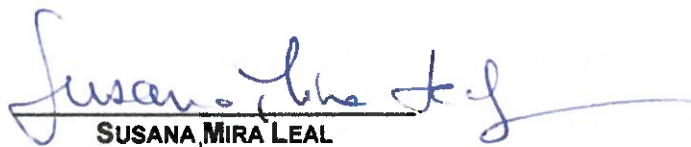


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reduced work capacity, disability, chronic illness, nationality, ethnic or racial origin, place of origin, religion, political or ideological convictions, or union affiliation.

Ponta Delgada, January 15 th, 2025

THE RECTOR


SUSANA MIRA LEAL