

POLYTECHNIC INSTITUTE OF PORTO
INSTITUTO SUPERIOR DE CONTABILIDADE E ADMINISTRAÇÃO DO PORTO (PORTO ACCOUNTING AND BUSINESS SCHOOL)

Public notice

Ref. 01/2026

Call for applications for a position of Professor Coordenador Principal (Full Professor) in the scientific area of Management - disciplinary group of Entrepreneurship and Innovation.

1. Under the terms of article 17, no 1, paragraph d) of the statutes of the Porto Accounting and Business School (ISCAP), together with Order (Despacho normativo) no. 15834/2009, published in Diário da República, 2.^a Série, n.º 132, dated 10th July of 2009, it is hereby made public, as ordered by the Dean of the Porto Accounting and Business School on 18/12/2025, that, for a period of 30 business days from the publication of the this Notice in the Diário da República, a call for applications is open to fill 1 (one) position of Professor Coordenador Principal (Full Professor), in the form of a permanent public employment contract, in the scientific area of Management - disciplinary group of Entrepreneurship and Innovation. This call is published under the terms and conditions of the Career Statutes for Teaching Staff in Higher Polytechnic Education (ECPDESP), approved by Decree-Law No. 185/81 of 1st July, in its current wording, together with the Regulation for Applications for the Recruitment of Teaching Staff for the Porto Polytechnic Institute (RCCPCDIPP) approved by Order N. 4807/2011, published in Diário da República, 2.^a Serie, nº 57, of 17th March of 2011.

2. Place of work: Instituto Superior de Contabilidade e Administração do Porto, Rua Jaime Lopes Amorim, s/n, 4465-004 S. Mamede de Infesta.

3. Functional content of the category: As described in paragraph 1 of article 3 of the ECPDESP.

4. Admission requirements:

4.1. Hold the requirements laid down in paragraphs b) to e) of article 17 of the General Law on Civil Service Employment, approved by Law Nr. 35-- A/2014 of 20 June, in its current wording.

4.2. To hold a doctorate and an aggregate position for more than five years, or legally equivalent, under the terms of Article 9-A(3) of the ECPDESP. The aggregate position must be in the scientific area in which the competition is open (Management), it not being legally possible to admit candidates with an aggregate degree in related areas. Applicants with qualifications obtained outside Portugal must provide proof of recognition, equivalence or registration of their PhD degree under the applicable law. Applicants who fail to provide the recognition will be excluded from the call.

5. Formalising the application:

5.1. The application is made electronically using the link <https://domus.ipp.pt/concursos/iscap/pessoal/> until the deadline mentioned in point 1 of the present notice. Applications sent by email or any other means other than the one specified will be rejected outright.

5.2. Formal applications should be submitted, within a period of thirty working days from the publication of this notice in the Diário da República, and, under penalty of exclusion, by completing the electronic application form available at <https://domus.ipp.pt/concursos/iscap/pessoal/>.

5.3. The application for admission to the call must include the following documents, prepared in accordance with the exact terms indicated below, under penalty of exclusion:

- a) Detailed, dated and signed curriculum vitae , which must be drawn up in accordance with the dimensions set out in this Notice, in point 7.3;
- b) Digital copies of works and documents, for the purposes of the evaluation provided for in point 7.3 of this Notice, must be organised in accordance with the Curriculum Vitae;
- c) Scientific and pedagogical project in the disciplinary group in which the competition is open, in accordance with the Porto Accounting and Business School's mission. The project must describe the activities of the scientific and pedagogical components that the candidate intends to develop, referring to a time period of five years, showing its contribution to the development of the disciplinary group of the competition. This project must not exceed 12,000 words.
- d) Certificate proving the title and date of obtaining the degree and titles required for the call;
- e) Valid identification document at the date of application;
- f) Certificate of criminal record;
- g) Documentary proof of physical robustness and psychological profile, indispensable for the exercise of the functions in question;
- h) Up-to-date vaccination certificate;
- i) List of documents accompanying the application.

5.4. The documents referred to in items f), g) and h) of the previous paragraph may be replaced by a declaration in the submission stage of the application provided that the applicants declare under oath the situation in which they find themselves in relation to each of these requirements.

5.5. The process can be consulted at <https://domus.ipp.pt/concursos/iscap/pessoal/>.

5.6. The documents must be submitted in Portuguese or English.

5.7. Failure to present the documents required in this Notice, under the terms presented in point 5.3, or presenting them after the deadline established in point 1 of this Notice, determines the exclusion of the application.

5.8. Failure to present digital copies of the documents related to the *curriculum vitae* presented by the applicant will result in information not being considered for evaluation.

5.9. The presentation of a false document determines the immediate exclusion from the call and a notification to the competent entity for the purposes of criminal proceedings.

5.10. Whenever deemed necessary, the jury may request the candidates to submit complementary documentation related to the submitted curriculum.

5.11. The curriculum vitae must be in line with international standards and presented in accordance with the structure set out in Table 1 of Point 7.3 of the Notice.

5.12. The non-presentation of the documents mentioned in points 5.3, paragraphs b) and c), of this Notice, according to the dimensions established in point 7.3 determines the exclusion of the application.

6. Approval on absolute merit:

6.1. If there are no grounds for rejecting applications due to non-compliance with the provisions of the previous paragraph, the jury shall decide on their approval or non-approval on absolute merit, by justified roll-call vote, with no abstentions allowed.

6.2. A candidate who is approved by an absolute majority of the voting members of the jury is considered to have passed on absolute merit.

6.3. To hold a CV whose merit the jury considers to be of a scientific and pedagogical level, with research capacity and activity carried out compatible with international scope and competitiveness compatible with the scientific area and disciplinary group in which the call is open; Approval based on the absolute merit of candidates will depend on their cumulative fulfilment of the following requirements:

6.3.1. Technical and scientific merit requirements:

- a) Be the author or co-author of at least two articles published in scientific journals in the *Journal Citation Reports* (JCR) of the *Web of Science* database, positioned in the first quartile (Q1), in the categories *Management* and/or *Business*, with an *Article Influence Score* (AIS) greater than 1, relevant to the disciplinary group in which the call is open, in the last ten years. The quartile of the journals to be considered is that of the most recent edition of the aforementioned database, regardless of the year in which the article was

- published;
- b) To have coordinated or submitted as a leading researcher at least one application to international competitive R&D programmes, namely Horizon Europe or equivalent, relevant to the scientific area in which the call is open.
 - c) To have participated, or currently participate, as a researcher for a minimum period of four years, in research groups or university chairs of international scope, relevant to the scientific area in which the call is open.
 - d) To have supervised or co-supervised at least three doctoral theses, one of which at a foreign higher education institution, and at least twenty master's dissertations, all of which must have been successfully completed and be relevant to the scientific area in which the call is open.
 - e) To have an h-index of at least 8, according to the *Web of Science* database, regarding the scientific production in the scientific area in which the call is .

6.3.2. Educational merit requirements:

- a) To be the editor, author or co-author of at least four educational support books with ISBN that are relevant to the subject group in which the call is open.
- b) To have supervised and taught at least four different curricular units in at least two degree programmes relevant to the subject group in which the call is open.

6.3.3. Organisational merit requirements:

- a) To have directed or coordinated, or are be currently directing or coordinating, for a minimum period of four years, a degree programme relevant to the scientific area in which the call is open.
- b) To have directed or coordinated, or be currently directing or coordinating, the scientific area for which the call is open.

7. Selection and ranking methods and criteria:

7.1. Selection methods: Curriculum Assessment (CA) - 100%, on a scale of 0 to 100 points.

7.2. In accordance with the provisions of Article 15-A of the ECPDESP and Article 20 of the RCCPCDIPP, technical-scientific, pedagogical and organisational dimensions of the Curriculum Assessment to be considered for the ranking of candidates, approved by the Technical-Scientific Council of ISCAP, in order to ascertain the merit of candidates for the positions to be filled, are as follows with the respective weighting:

- a) Technical and scientific performance, relative weight of 45%;
- b) Pedagogical capacity, relative weight of 40%;
- c) Organizational activity, relative weight of 15%.

7.3. The weights assigned to the dimensions and criteria are indicated in the table 1.

Table 1. Weight of each dimension and curricular assessment criteria

Dimensions		Criteria				
Name	Weighting	Name		Weighting		Score per item
		C1.1.	Editing, authoring or co-authoring technical-scientific books, including books of minutes, in the scientific area in which the call is open, in the last ten years.	P1.1.	10,0%	10 points/ book
		C1.2.	Authorship or co-authorship of technical-scientific book chapters in the scientific area in which the call is open, in the last ten years.	P1.2.	8,0%	7.5 points/ book chapter
		C1.3.	Authorship or co-authorship of articles in scientific journals indexed in the Web of Science and/or Scopus databases in the disciplinary group in which the call is open, in the Q1 and Q2 quartiles, in the last ten years.	P1.3.	15,0%	10 points/ article
		C1.4.	Authorship or co-authorship of articles in scientific journals indexed in the Web of Science and/or Scopus databases in the disciplinary group in which the call is open, in the Q3 and Q4 quartiles, in the last ten years.	P1.4.	10,0%	7.5 points/ article

Technical and Scientific Performance	P1.	45,0%	C1.5.	Authorship or co-authorship of articles in scientific journals indexed in other databases in the disciplinary group in which the call is open in the last ten years.	P1.5.	8,0%	5 points/ article
			C1.6.	Authorship or co-authorship of articles in the proceedings of conferences, congresses or seminars and communications, with scientific arbitration, in the disciplinary group in which the call is open, in the last ten years.	P1.6.	6,0%	3 points/ article/ communication
			C1.7.	Participation in national and international technical and scientific projects with public or private funding.	P1.7.	8,0%	10 points/ project completed
			C1.8.	Participation as a researcher in R&D units funded by FCT.	P1.8.	5,0%	8 points/ year/unit R&D
			C1.9.	Supervision or co-supervision of completed doctoral theses.	P1.9.	6,0%	25 points/ Supervision or co-supervision
			C1.10.	Arguing doctoral theses.	P1.10	4,0%	12.5 points/ chairing or arguing
			C1.11.	Supervision or co-supervision of completed master's dissertations/project work/internship reports.	P1.11	5,0%	7.5 points/ Supervision or co-supervision
			C1.12.	Arguing master's dissertations/project work/internship reports.	P1.12	3,0%	5 points/ chairing or arguing
			C1.13.	Number of citations made to the candidate's scientific production in the Web of Science or Scopus databases.	P1.13	2,0%	0.4 points/ citation
			C1.14.	Scientific component of the scientific and pedagogical project in the disciplinary group for which the call is open.	P1.14	10,0%	0 to 100 points/ scientific component of the scientific and pedagogical project
Pedagogical Capacity	P2.	40,0%	C2.1.	Actual teaching experience in a higher education institution in the scientific area in which the call is open.	P2.1.	25,0%	10 points/ year
			C2.2.	Coordination of different curricular units in different degree programmes, per academic year, in the scientific area in which the call is open.	P2.2.	20,0%	7.5 points/ curricular unit
			C2.3.	Teaching of different curricular units in different degree programmes, per academic year, in the scientific area in which the call is open.	P2.3.	15,0%	5 points/ curricular unit
			C2.4.	Supervision or co-supervision of internships and projects for graduate students.	P2.4.	10,0%	2.5 points/ supervision or co-supervision
			C2.5.	Books and manuals for teaching support, in the scientific area in which the call is open.	P2.5.	10,0%	10 points/ book/manual
			C2.6.	Other teaching support materials covering at least 75% of the programme of curricular units of degree courses in the scientific area in which the call is open.	P2.6.	10,0%	7.5 points/ other educational support material
			C2.7.	Pedagogical component of the scientific and pedagogical project in the disciplinary group for which the call is open.	P2.7.	10,0%	0 to 100 points/ pedagogical component of the scientific and pedagogical project
C3.1.	P3.1.	30,0%	Dean/Rector/Director of a higher education institution or organisational unit.	30 points/ year/position			
			Vice-Dean/Vice-Rector/Vice-Director of a higher education institution or organisational unit.		20 points/ year/position		
			Participation in statutory bodies in higher education institutions or organisational units		10 points/ year/position		

Organisational Activity	P3.	15,0%		(General Council, Technical-Scientific Council, Pedagogical Council, Advisory Council).			
				Participation in statutory bodies of R&D units funded by FCT.			7.5 points/ year/position
			C3.2.	Direction/coordination of degree programmes at higher education institutions.	P3.2.	20,0%	12.5 points/ year/cycle of studies
			C3.3.	Participation in self-evaluation committees for degree programmes at higher education institutions.	P3.3.	15,0%	7.5 points/ commission
			C3.4.	Participation in coordinating/organising committees for national and international scientific conferences.	P3.4.	15,0%	7.5 points/ conference
			C3.5.	Participation in juries for hiring teaching staff for entry/progression in the higher education teaching career and for specialist title examinations (Decree-Law no. 206/2009, of 31 August).	P3.5.	10,0%	7.5 points/ jury
			C3.6.	Performance appraiser-reporter for teachers at higher education institutions.	P3.6.	10,0%	7.5 points/ teacher evaluated

7.4. The evaluation of the scientific and pedagogical project will consider the clarity of the structure and the quality of the presentation, as well as the framework, feasibility and institutional, scientific and pedagogical suitability for the development of the disciplinary group in which the call is open, in accordance with the Porto Accounting and Business School's mission.

7.5. Pursuant to no. 3 of Article 20 of the RCCPCDIPP, lecturers who hold management positions in their institutions who, by law, are exempt from teaching functions or by decision of the competent bodies should not be biased in the application of the table defined by the jury to the dimension referred to in point 7.3. of this notice.

8. Selection criteria and classification of candidates

8.1. The jury shall be governed by what is established in article 12 of the RCCPCDIPP.

8.2. Decisions are taken by majority of the members' votes, with no abstentions allowed.

8.3. Once the deadline for submission of applications is over, the jury shall meet and deliberate on the admission and exclusion of the applications, under the terms of article 17 of the RCCPCDIPP.

8.4. The assessment of applications accepted for the call will be carried out in accordance with the dimensions, criteria and weightings set out in this Notice.

8.5. After examining and admitting the applications, the jury shall first decide on the approval of the candidates in absolute merit under the terms of point 6. To this end, each member of the jury shall present the applications that they consider to be incompatible with the category for which this call is being open. The exclusion proposals are then voted on and no abstentions are accepted. An application is not approved in absolute merit if at least one proposal obtains an absolute majority of favourable votes from the members of the jury present at the meeting and entitled to vote. In this case, no further proposals on the same applicant will be voted on. The final decision on each proposal, as well as the number of votes collected by each of them, and its justification, are an integral part of the minutes.

8.6. In the event of non-approval on absolute merit, the jury shall hold a preliminary hearing for non-approved candidates who, if they so wish, may make a statement within ten working days.

8.7. The jury will then proceed to evaluate the Curriculum of the candidates who have been approved on absolute merit, considering the dimensions and evaluation criteria defined in point 7.3, as well as the weighting factors set out in this Notice.

8.8. Each member of the jury values each criterion or dimension of the Curricular Assessment for each candidate on a scale of 0 to 100.

8.9. The final result (RF) is a numerical value (between 0 and 100) that is calculated by weighing each criterion with the corresponding weight, which provides each parameter with a score. The final result is calculated according to the following formula:

$$RF = P1 \cdot (C1.5 \cdot P1.5 + C1.6 \cdot P1.6 + C1.7 \cdot P1.7 + C1.8 \cdot P1.8 + C1.9 \cdot P1.9 + C1.10 \cdot C1.11) + C1.13 \cdot (C1.14 \cdot P1.14 + C2.1 \cdot P2.1 + C2.2 \cdot P2.2 + C2.3 \cdot P2.3 + C2.4 \cdot P2.4 + C2.5 \cdot P2.5 + C2.6 \cdot P2.6 + C2.7 \cdot P2.7) + P3 \cdot (C3.1 \cdot P3.1 + C3.2 \cdot P3.2 + C3.3 \cdot P3.3 + C3.4 \cdot P3.4 + C3.5 \cdot P3.5 + C3.6 \cdot P3.6)$$

9. Voting methodology and ranking:

9.1. Only candidates with a score of 50 or higher will be ranked. Candidates with a score lower than 50 awarded by an absolute majority of the jury members with voting rights will be excluded.

9.2. The candidates shall be ranked by descending order, and each member of the jury shall submit a written document, which shall be attached to the minutes, stating their ordering of the candidates duly justified, considering for this purpose the criteria and evaluation parameters and corresponding weighting factors contained in this Notice;

9.3. At each ballot, each jury member should abide by the order presented, no abstentions permitted.

9.4. The jury will use the following voting method in order to obtain an absolute majority in the final ranking of the candidates: the first ballot is intended to determine the applicant that will be placed in first place. If an applicant receives more than half the votes of the members of the jury present at the meeting, he/she will be ranked first. If the applicant in first place is not determined, the ballot will be repeated, but only among the candidates who received enough votes to be considered for first place, once the applicant least voted in the first round is removed. If there is more than one applicant in the position of least voted, there will be another ballot with only these applicants in order to determine who is to be eliminated. For this ballot, the members of the jury vote for the applicant who has the lowest ranking, the applicant with the most votes is eliminated. If, at this point, there is a draw between two or more applicants, the president of the jury shall decide which of them shall be eliminated. Once this elimination is made, the jury returns the attention to the first ballot, but only with the remaining candidates. The process is repeated until one applicant receives more than half the votes for first place. The process is repeated for second place and so on until an ordered list of all candidates is complete.

10. Notification of parties and the decision:

10.1. The candidates are notified of the final ranking to enable the hearing of any interested party, in accordance with Article 121 and following of the Code of Administrative Procedure, approved in annex to Decree-Law No. 4/2015 of 7 January, in its current wording, applying, mutatis mutandis, the provisions of Articles 17 and 19 of the RCCPCDIPP

10.2. Once the interested parties have had their hearings, the jury assesses what they have heard and approves the final ranking of the applicants.

11. Composition of the jury:

Prof. Doctor Manuel Moreira da Silva, Dean of the Porto Accounting and Business School of the Polytechnic Institute of Porto, who, in his absence, will be replaced by Doctor Manuela Maria Ribeiro da Silva Patrício, Professora Coordenadora and Vice-Dean of the Porto Accounting and Business School of the Polytechnic Institute of Porto.

Members:

Professor Arminda Maria Finisterra do Paço, Full Professor at the University of Beira Interior.

Professor Doctor Jorge Pelegrín Borondo, Full Professor at the University of La Rioja.

Prof. Doctor Maria José da Silva Fernandes, Full Professor at the School of Management of the Polytechnic Institute of Cávado and Ave;

Prof. Dr Pablo Gutiérrez Rodríguez, Full Professor at the University of León.

Prof. Dr Pedro Cuesta Valiño, Full Professor at the University of Alcalá.

12. In compliance with paragraph h) of article 9 of the Constitution, the Porto Accounting and Business School of the Polytechnic Institute of Porto, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and

professional progression, scrupulously taking steps to avoid any form of discrimination.

13. Failure by candidates to comply with the provisions of this notice will result in their elimination.

16 of march of 2026. The Dean of the Porto Accounting and Business School, of the Polytechnic Institute of Porto, *Manuel Moreira da Silva*.