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English **Português**

1. Descrição do cargo/posição/bolsa

1. Job description

Job:

Doctorate hiring – Junior Researcher (1 Vacancy)

Job/Fellowship Reference: UIDP/04521/2020 – Investigador Júnior / Junior Researcher

Main research field: Not available

Sub research field:

Job summary:

ANNOUNCEMENT FOR THE OPENING OF AN INTERNATIONAL SELECTION TENDER PROCEDURE FOR DOCTORATE HIRING PURSUANT TO ARTICLE 4 OF DECREE-LAW NO. 57/2016 OF 29th AUGUST, WITH THE AMENDMENTS INTRODUCED BY LAW 57/2017, OF 19th JULY AND COMPLEMENTARY LEGISLATION TO INTEGRATE THE RESEARCH TEAM OF THE PROJECT "CSG – Research In Social Sciences and Management" (UIDP/04521/2020).

CSG – Research in Social Sciences and Management (ISEG, Universidade de Lisboa) opens an international selection tender for one doctorate vacancy to perform duties of scientific research in an undefined work contract regime. The procedure follows the Decree-Law 57/2016 of 29th August, updated by the Law 57/2017, of 19th July, which approves the legal regime of Scientific Employment (hereafter RJEC), the Implementing Decree 11-A/2017 of 29th December and the Labour Code, under its current reading.

JOB DESCRIPTION: The R&D activities will be carried out as an integral part of the project CSG – Research in Social Sciences and Management, with the reference UIDP/04521/2020 and funded by Fundação para a Ciência e a Tecnologia under the Pluriannual Funding of R&D Units 2020-2023. The contracted researcher will undertake activities related to the project implementation, actively participate in the production of the project results and outputs, as well as in the respective dissemination.

WORK PLACE: CSG – Research in Social Sciences and Management (ISEG, Universidade de Lisboa), Lisbon, Portugal

Job description:

1. The Executive Committee of CSG – Research in Social Sciences and Management deliberated the opening of an international selection tender for one doctorate vacancy to perform duties of scientific research, under an undefined work contract regime pursuant to the Labour Code, for the maximum duration of six years, based on the execution of a specific service, precisely defined and not lasting, pursuant to the dispositions of article 6 numbers 1 b) and 3 of Decree-Law number 57/2016 of 29th August, updated by the Law 57/2017, of 19th July and to the Labour Code, under its current reading. The R&D activities to be carried out will be part of the workplan for the CSG – Research in Social Sciences and Management, under the Program Contract for the Pluriannual Funding of R&D Units 2020-2023, with the reference UIDP/04521/2020, signed between the Fundação para a Ciência e a Tecnologia, I.P. and the CSG – Research in Social Sciences and Management and its Management Institutions. The project planned duration is 48 months, starting on 01.01.2020.

2. Hiring Institution: Given that CSG – Research in Social Sciences and Management is a R&D Unit without legal existence, the Doctorate hiring will be formalised by one of its Management Institutions, depending on the profile of the approved candidate: SOCIUS – Centro de Investigação em Sociologia Económica e das Organizações (ISEG, Universidade de Lisboa); ADVANCE – Centro de Investigação Avançada em Gestão (ISEG, Universidade de Lisboa); CEa – Centro de Estudos sobre África e Desenvolvimento (ISEG, Universidade de Lisboa); GHES – Gabinete de História Económica e Social (ISEG, Universidade de Lisboa).

3. Applicable Legislation: a) Decree-Law no. 57/2016 of 29th August, which approved the doctorate hiring regime destined to stimulate scientific and technological employment for all knowledge areas (RJEC), with the amendments introduced by Law no. 57/2017 from 19th July, also considering the provisions of Regulatory Decree 11-A/2017, of 29th December; b) Labour Code approved Law 7/2009 of 12th February, under its current reading.

4. Monthly remuneration to be paid is the remuneration set by article 15, number 1 of Decree-Law 57/2016 of 29th August and article 2, number 1 of Regulatory Decree 11-A/2017, of 29th December, corresponding to level 33 of the Single Salary Table, approved by Order 1553-C/2008 of 31st December, i.e. 2,128.34 Euros.

5. Workplace shall be at the facilities of CSG – Research in Social Sciences and Management, in Lisbon, without prejudice to the necessary duty travels.

6. Regarding admission requirements under absolute merit, any national, foreign and stateless candidate(s) for this job must meet the following requirements:

- a) Hold a doctorate degree and a scientific and professional curriculum that fits the project activities. In the event the doctorate degree was awarded by a foreign higher education institution, the degree must comply with the provisions of Decree-Law 66/2018 of 16th August, and all formalities established therein must be complied within the hiring act;
- b) The doctorate degree mentioned in the previous paragraph must have been obtained until 5 years ago or less, counted at the closing date of the application submission period.
- c) Have research experience compatible with the category of scientific research career corresponding to the defined remuneration level;
- d) Have relevant research activity within the CSG scientific areas, namely Economic and Organizational Sociology, Development Studies, Management or Economic and Social History.
- e) Have proficient domain of English and, preferably, Portuguese. (in case of doubt, the jury may demand supporting evidence from any candidate).

7. Pursuant to article 5 of RJEC, the selection is made through the evaluation of the scientific and curricular path of the candidates and their suitability to the description of the position whose work plan foresees the fulfilment of the following tasks:

- a) Production of original scientific research, based on the proposal referred to in number 8, point d) and number 9.
- b) Production of scientific articles, books, book chapters and working papers.
- c) Participation in research projects, through proposals submission and/or inclusion in national and international research teams, under competitive funding;
- d) Spillover dissemination within the community (scientific and non-scientific), through the participation in scientific national and international events, the organization of scientific meetings and the support to the dissemination of the project goals and outputs.

8. The scientific and curricular career evaluation focuses on the relevance, quality and timeliness:

- a) of scientific production in the last five years in topics related to the research to be developed in the tender position;
- b) of research activities developed in the last five years;
- c) of knowledge extension and dissemination activities developed in the last five years, namely under the scope of the promotion of culture and scientific practices;
- d) of an original scientific research proposal, adequate to the CSG – Research in Social Sciences and Management objectives and strategy, elaborated in accordance with the description in number 9.

9. The original research proposal mentioned in the previous number cannot exceed 2000 words, being its structure and organization at the candidate's discretion. It must be written in English. The following elements must be taken into account:

- a) Summary of the research proposal, including objectives, brief state-of-the-art and methodology, highlighting the proposals' added value for current knowledge.
- b) Explicit and justified adequacy of the proposal to the CSG - Research in Social Sciences and Management objectives, as stated on its website, in particular to the notion that "the study of contemporary socio-economic and organizational reality requires a broad and integrated perspective, which is not limited to traditional scientific specializations. The study of economics and organizations needs a thorough reading, which understands the aggregate mechanisms that condition human decisions, the functioning of institutions and the behavior of economic agents."
- c) Explicit and justified framing of the proposal within a Research Group of CSG - Research in Social Sciences and Management, considering the Research Group's elements available on CSG website.
- d) Brief career development plan, in which the candidate must explain his/her objectives for the coming years, further stating their links to international scientific networks.

10. Regarding the evaluation and seriation parameters on relative merit, the criteria are the following:

10.1. Candidates who present skills, CV and/or experience out of the scope defined in numbers 1 and 6 will be excluded.

10.2. The evaluation of the path and the scientific and curricular abilities focuses on the relevance, quality and timeliness:

- a) of the scientific production of the last five years, considered more adequate to the project to be developed, which is given a weighting factor of 40%. In the analysis of scientific production is considered publication (articles, books, chapters of books and other publications – being specially valued the publications in journals indexed in WoS and/or Scopus, the publication of books or book chapters in renowned international publishers and the publications as sole author, revealing the degree of autonomy of the researcher) and the participation in national and international scientific events.
- b) of research activities, including applied or practice-based research, developed over the past five years and considered to be of greatest impact to the project to be developed, which is given a weighting factor of 20%. This includes the coordination and participation in national and international research projects; and the participation in international networks and partnerships.
- c) of the activities of extension and dissemination of knowledge developed in the last five years, namely in the context of the promotion of culture and scientific practices, which is given a weighting factor of 10%. This includes the organization of national and international scientific meetings, the working experience with various national and international publics and communities, and the knowledge dissemination on the media.
- d) of the original research proposal, which is given a weighting factor of 30%. Under this

point, it will be considered the feasibility and originality of the research, based on its adequacy to the CSG – Research in Social Sciences and Management strategy and objectives.

10.3. The evaluation process may include an interview or a public presentation or demonstration session by all or a few candidates, to clarify aspects related to their research and having a maximum weight of 10% of the total evaluation.

10.4. Candidates final classification system shall be given based on a scale of 1 to 5 up to the decimal place and results from the application of the above mentioned weightings.

11. The five-year period mentioned on numbers 8 and 10 can be extended by the panel, if requested by the candidate, whenever the suspension of scientific activities is reasoned by socially protected grounds like paternity leave, long-term serious illness, and other legal situations of unavailability to work.

12. In accordance with article 13 of the RJEC, the selection panel is composed as follows:

President: Professor Doutor João Alfredo dos Reis Peixoto

Member: Professor Doutor Vítor Fernando da Conceição Gonçalves

Member: Professor Doutor António Augusto da Ascensão Mendonça

Member: Professor Doutor Nuno João de Oliveira Valério

13. The panel shall deliberate by means of roll-call vote justified under adopted and disclosed selection criteria, with no abstentions allowed. In the event of a tie, the President of the jury has the casting vote. After selection criteria application, the panel shall prepare a sorted list of approved candidates and respective classification.

14. Minutes of panel meetings shall be executed and shall include a summary of all occurrences of said meeting, as well as of all votes casted by the members and respective reasoning, and shall be provided to candidates whenever required.

15. The jury reserves the right to not select applicants if the applicants do not have the adequate quality and profile in terms of absolute and relative merit.

16. Based on the profile and scientific area of the approved candidate, the jury determines which of the Management Institutions from the CSG – Research in Social Sciences and Management must formalise the employment contract with the selected candidate.

17. Panel's final decision shall be validated by the leader of the institution, who is also in charge of deciding about the hiring.

18. Application formalization:

18.1. Applications are formalized upon application letter, addressed to the CSG – Research in Social Sciences and Management Coordinator, elaborating on the motivations for applying to the vacancy. The application letter should also contain the identification of this notice, full name, number and date of identity card, Citizen Card or civil identification number, tax identification number, date and place of birth, occupation, address, e-mail and telephone number.

18.2. The application shall include all supported documents encompassed by numbers 6 and 8 for tender admission, namely:

a) Certificate(s) copy(ies);

b) PhD thesis or equivalent document(s) that determined the award of this academic degree;

c) Curriculum Vitae, detailed and structured according to number 10. The works that the candidate considers most relevant and that allow to evaluate their relevance, quality, timeliness and suitability should be marked and a copy should be added;

d) Original research proposal, as mentioned on numbers 8 and 9.

e) Other relevant documents to the analysis of the application.

18.3. Candidates shall submit their application files and supporting documentation, preferably in a digital form, in PDF format, via email to [csg@iseg.ulisboa.pt], or by mail to CSG – Research In Social Sciences and Management, Rua Miguel Lupi, N.º 20, Office 203 – 1249-078 Lisboa, Portugal. When submitted by regular mail, applications must be sent by registered mail with receipt acknowledgement, sent until the last day of application deadline, which is hereby set as 31/08/2020.

19. All candidates who formalize their applications in an improper way or fail to prove the requirements imposed by this tender are excluded from admission. In case of doubt, the panel is entitled to request any candidate to present further documentation supporting their statements.

20. False statements provided by the candidates shall be punished by law.

21. Within a maximum period of 90 days from the application deadline, the panel's final decisions are pronounced. All the candidates will be notified of the final selection decision by email with delivery receipt of the notification.

22. Preliminary Hearing and Final Decision deadline: after notified, all candidates have 10 working days to respond.

23. This tender is exclusively destined to fill this specific vacancy and can be terminated at any time until approval of final candidate list, expiring with the respective occupation of said vacancy.

24. Non-discrimination and equal access policy: CSG – Research in Social Sciences and Management actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

25. Under the terms of D.L. No. 29/2001, of February 3, a disabled candidate has a preference in equal classification, which prevails over any other legal preference. Candidates

must declare their respective degree of disability, the type of disability and the means of communication / expression to be used in the selection process, under the terms of the above-mentioned diploma.

Vacant posts: 1

Type of contract:

Job country: Portugal

Job city: Lisboa

Job company/institute: CSG - Investigação em Ciências Sociais e Gestão (UID/04521)

Application deadline: 31 Agosto 2020

(The Application's deadline must be confirmed on the Job Description)

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3. Habilitações académicas

3. Required education Level

Empty

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4. Línguas exigidas

4. Required languages

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5. Experiência exigida em investigação

5. Required research experience

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