

## Public Notice

It is made known that, by order no. 81/R/2014 of the Rector of the University of Madeira, and for the period of thirty working days, counted immediately from the date this Public Notice is published in the *Diário da República*, a qualification based competition is open for one vacancy for “Professor Auxiliar” (Assistant Professor) in the field of Accounting and Auditing, of the Competence Centre of Social Sciences, as determined by articles 37 to 51 of the University Faculty Statutes (Estatuto da Carreira Docente Universitária (ECDU)), republished in an annexe to Decree-Law no. 205/2009 of August 31<sup>st</sup>, and further legislation in force, and in accordance with the Regulation for Recruitment, Selection and Hiring of Faculty Staff of the University of Madeira, Regulation no. 362/2010, published in the *Diário da República*, 2<sup>nd</sup> Series – no. 77 – 21<sup>st</sup> April, 2010. This competition will be entered (registered) at the Public Employment Listing (BEP (Bolsa de Emprego Público)), within the period of two working days after it is published in the *Diário da República*, as determined by Decree-Law no. 78/2003, of 23<sup>rd</sup> April.

The joint order no. 373/2000, of 31 March, of the Minister of State Reform and Public Administration and the Minister for Equality made compulsory the inclusion of the following reference in all civil service recruitment procedure notices: “In compliance with paragraph h) of article 9 of the Constitution, the Public Administration, as the employing entity, actively promotes a policy of equality of opportunities between men and women in access to employment and professional development, scrupulously providing for the prevention of any type of discrimination”.

### I — General and special admission requirements

1 — In conformity with the established in article 41 -A° of the ECDU — Decree-Law no. 205/2009 of August 31<sup>st</sup> —, those who comply with the following may apply:

a) Those holding a Doctor’s degree in Management, Finance, Accounting or Auditing.

II — Profile for which this position is open — the vacancy is of for the profile: Medium — ‘M’, in accordance with its characterisation as laid down in the Regulation for Recruitment, Selection and Hiring of Faculty Staff of the University of Madeira.

III — Admission Statement Requirements — In conformity with the ECDU, published in an annexe to Decree-Law no. 205/2009 of August 31<sup>st</sup> and in accordance with the Regulation for Recruitment, Selection and Hiring of Faculty Staff of the University of Madeira, the admission statement to the competition must include:

a) A document which proves that the conditions established in no. I of this Public Notice are met;

- b) Six copies, printed or photocopied, of the candidate's *curriculum vitae*, with indication of scientific performance, including a complete list of publications, namely as regards to the development of the disciplinary field of the competition, as well as in relation to pedagogical activities carried out and, in addition, any relevant practices for the Mission of the University;
- c) A declaration stating the candidate's motivation in relation to the competition;
- d) At least two and up to five copies of papers selected by the candidate as being most representative of their *curriculum vitae*;
- e) A report mentioning possible interrelation strategies between teaching and research;
- f) A Brief report on a research project already concluded or underway, when applicable;
- g) A complete project of a syllabus for a curricular unit within the scope of the disciplinary field in which the competition has been opened, including aims, description of pedagogic strategies, description and justification of contents, distribution of contact hours, assessment, development of research competences, by students, within its scope;
- h) Names and contacts of two referrals, one of which should represent the last or current employer or supervisor, when applicable;
- i) A document that proves the non-inhibition to carry out public duties, or the non-interdiction of carrying out those she/he proposes to perform;
- j) A document that proves that military or civic duties have been fulfilled, when obligatory;
- IV — The documents referred to in paragraphs i) and j) of item III may be waived as long as the candidates declare, under oath, in separate paragraphs, the situation they are in with relation to each of those requirements.
- V — The candidates belonging to the University of Madeira are not required to present the documents referred in paragraphs i) and j) of item III, as long as these are already part of their personal files, and if this fact is expressly declared.
- VI — The application statements must include the following data:
- a) Complete identification (name, civil state, affiliation, place of birth, date of birth, number and date of Identity Card or appropriate document legally recognised for that effect, its validity and issuing entity, address, postcode and telephone);
- b) University qualifications;
- c) Category, group or subject she/he belongs to, length of service as a member of faculty staff and university she/he belongs to, if applicable;
- d) Adequate speciality for the field in which the competition was opened, with the indication of length of effective service as a member of the faculty staff, if applicable;

e) Any other elements that the candidate considers may have influence in the appreciation of her/his merit or are reason for legal preference, elements which, however, will be taken into account if duly proven, and if the jury so decides;

f) Competition and category she/he is applying for, referring the *Diário da República* where this Public Notice is published;

g) Date and signature.

The application should be formalised with an admission statement directed to the Rector of the University of Madeira, which may be handed in personally at the Human Resources Unit, at Colégio dos Jesuítas, Rua dos Ferreiros, 9000-082 Funchal, or sent, by registered surface mail, with stamp dated until the end of the deadline established for the submission of applications.

Opponents to this competition must submit an admission statement by electronic mail to the address [recursoshumanos@uma.pt](mailto:recursoshumanos@uma.pt) together with the documentation requested in the public notice until the end of the deadline established for the submission of applications.

All documents referred are obligatorily handed in as soft copy – a duly identified DVD –, including the signed documents, which are delivered in portable document format (pdf) with the respective signatures.

VII — The Rectory will inform the applicants of the order of admission or non-admission to the competition, which will be based on whether these fulfil the requirements established for such.

VIII — Procedures foreseen for the competition — The procedures foreseen for the competition are those laid down for an ordinary process in the Regulation for Recruitment, Selection and Hiring of Faculty Staff of the University of Madeira, namely as to the:

a) Pronouncement — the deadline for interested parties to submit their comments is ten working days after:

i) The date of the email delivery notification;

ii) The date of the letter, respected the three-day surface mail deadline;

iii) The date of the personal notification.

b) Hearings of candidates:

The existence of public hearings to candidates is to be left to the discretion of the jury, in accordance with subparagraph b) of paragraph 4 of Article 50 of the ECDU.

IX — Calendar of the Competition — The indicative calendar for the competition is as follows:

a) Period for the reception of submissions

Time limit established by the Public Notice: 30 working days after the opening of the competition has been published.

b) Possible request for extra documentation

Indicative deadline: 10 days maximum after the end of the period for the submission of applications.

c) Pre-selection of candidates

Indicative deadline: 15 days maximum after the end of the period for the submission of applications.

d) Publicizing of the list of admitted candidates

Indicative deadline: 15 days maximum after the end of the period for the submission of applications.

e) Publicizing of the calendar and timetable for the public hearings

Indicative deadline: 3 days maximum after the publication of the list of admitted candidates.

f) Public hearings

Indicative deadline: Hearings will take place at minimum 5 days in a row following the date of the public announcement of the calendar and timetable of the hearings and at maximum 15 days in a row after the publicizing of the list of admitted candidates.

g) Selection process of the candidates and pronouncement of the final decision, publicizing of the minutes and the ordered list of the candidates

Indicative deadline: 15 days maximum after the end of the period for public hearings, if any, or after publication of the list of admitted candidates.

h) Remittance of the competition documentation to the Rector

Indicative deadline: 10 days maximum after the final decision is made known.

i) Homologation of the results of the competition and its minutes by the Rector and pronouncement of the results

Indicative deadline: 10 days maximum after the final decision is made known.

X — Composition of the Jury — The Jury consists of the following members:

President:

Rector of the University of Madeira

Voting Members:

Doutor Miguel Luís Sousa de Almeida Ferreira, Professor Catedrático, Faculdade de Economia, Universidade Nova de Lisboa;

Doutor João Batista Costa Carvalho, Professor Associado com Agregação, Universidade do Minho;

Doutora Lúcia Maria Portela Lima Rodrigues, Professora Associada com Agregação, Universidade do Minho;

Doutora Ana Isabel Abranches Pereira de Carvalho Morais, Professora Associada, Instituto Superior de Economia e Gestão, Universidade de Lisboa;

Doutor Joaquim Carlos da Costa Pinho, Professor Associado, Universidade de Aveiro.

XI — Criteria for the selection and seriation of the candidates

1 — The criteria for the selection and seriation of the candidates take the following aspects of the performance of faculty staff into account:

- a) Teaching Activity — 55 % of the final classification of the candidate;
- b) Research Activity — 35 % of the final classification of the candidate;
- c) Other relevant activities for the mission of the Higher Education Institution — 10 % of the final classification of the candidate.

2 — In each of these criteria it should be considered the following parameters:

a) Teaching Activity — Assessment in this component will take into account the following criteria and specific parameters:

- i) Teaching of subjects in the fields of Management, Finance, Accounting and Auditing (40%);
- ii) Project referred to in subparagraph g. of item III of this Notice (5%);
- iii) A brief report of a Curricular Unit previously taught (5%);
- iv) Teaching of subjects in other scientific fields (5%).

b) Research Activity — Assessment in this component will take into account the following criteria and specific parameters:

- i) Scientific articles in indexed journals: impact factor and citation index (10%);
- ii) Supervision of academic dissertations (5%);
- iii) Participation in other scientific activities: delivery of papers and posters in scientific meetings; member of the editorial board in national and international scientific journals; review of scientific articles; participation in juries of academic assessment and competitions; scientific counselling and consultancy (5%);
- iv) Current or past collaboration in national and international research networks and units (5%);
- v) Report referred to in subparagraph e. of item III of this Notice (5%);
- vi) Report referred to in subparagraph f. of item III of this Notice (5 %).

c) Other relevant activities for the mission of the Higher Education Institution — Assessment in this component will take into account the following criteria and specific parameters:

- i) Participation in academic post and duties including academic management bodies, supervision activities and participation in academic and scientific committees (10%).

3 — The criteria for untying candidates are the following, by order of priority:

- i) Classification obtained in Teaching Activity;

ii) Classification obtained in Research Activity;

iii) Classification obtained in Other relevant activities for the mission of the Higher Education Institution.

XII — Final ordering of candidates — The jury will use the following voting method in order to obtain an absolute majority in the final ranking of candidates:

The first voting is intended to determine the candidate to be put in first place. If a candidate receives more than half of the votes of the members of the jury present at the meeting, he/ she will be placed in first place. If the applicant in first place is not determined, the voting 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 candidate in the position of least voted there will be another voting with only these candidates in order to determine who is to be eliminated. If the tie persists in relation to the same set of candidates the President of the jury will decide which candidate is to be eliminated. If at this point there continues to be a tie among two or more applicants, the president of the jury will decide which of them is to be eliminated. Once this elimination is made, the jury returns their attention to the first vote, 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.

XIII —The competition, in accordance with the established in article 38 of the ECDU, serves to ascertain the capacity and performance of the candidates to carry out the duties, for which he/she is applying, relevant for the mission of the University of Madeira, in accordance with the established in its Regulation for the Recruitment and Selection of Faculty Staff, for the profile Medium, — 'M'.

This Public Notice was written and will be posted at the relevant places.

*José Carmo*

27<sup>th</sup> June 2014. — The Rector, Doctor José Carmo