



**PUBLIC NOTICE/0054/2026**

**COMPETITION FOR PROMOTION OF ONE ASSOCIATE PROFESSOR FOR FACULDADE DE ECONOMIA E GESTÃO/CATÓLICA PORTO BUSINESS SCHOOL | AREA OF ECONOMICS – LABOUR ECONOMICS**

Isabel Maria de Oliveira Capelo Gil, Rector of Universidade Católica Portuguesa (UCP), hereby announces, in accordance with article 18 of the Teaching and Research Career Statute of UCP (ECDIUCP), that, by order of the Rector, a competition is open for a period of 30 working days from the date of publication of this notice for promotion of one (1) associate professor in the subject area of Economics – Labour Economics, research profile.

1. The competition is governed by the Statutes of UCP (EUCP), the ECDIUCP, the Regulations for Competitions for the Recruitment of Assistant Professors of UCP, approved by Order NR/R/0030/2022, the Regulations for the Faculty Career of Faculdade de Economia e Gestão/Católica Porto Business School (FEG/CPBS) and by the other conditions contained in this Notice.

2. Admission requirements and grounds for excluding candidates:

2.1 Under the terms of Article 29 of the ECDIUCP, only those who have been a career Assistant Professor at UCP for at least four years, in the field of Economics, may be admitted to this competition.

2.2 Admission to the competition on absolute merit requires fulfilment of the minimum scientific and pedagogical requirements for the rank and profile of the competition. These requirements are defined in Article 1 of Appendix 1 of the Regulations for the Faculty Career of FEG/CPBS, as reproduced below.

2.3 Submission of the supporting documents required by this notice – points 6 a) to d) – in accordance with the opening deadline for the competition in question, as announced above.

3. The admission of candidates is governed by Article 46 of the EUCP.

4. Admission will be on a full-time basis.

5. Candidates must submit an application for admission to the competition (via email to [deansoffice.cpbs@ucp.pt](mailto:deansoffice.cpbs@ucp.pt)) addressed to the Rector of UCP, containing their full name, affiliation, place of birth, marital status, current residence, number and date of identity card/citizen's card, as well as the service that issued it, academic degree and respective final classification.

6. In accordance with article 7 of the Regulations for the Faculty Career of FEG/CPBS mentioned in 1, candidates must enclose the following with their applications (digital format):

a) Documents proving fulfilment of the admission requirement referred to in point 2.1, in terms of holding a degree.

b) Declaration of identification with the nature and specific purposes of UCP.

c) Documents proving that they fulfil the admission requirements referred to in point 2.2, for the rank and profile of the competition. These documents are described in Article 2 of Appendix 1 of the Regulations for the Faculty Career of FEG/CPBS, reproduced below.



d) Curriculum vitae, indicating published works, teaching activities and services rendered to the university, the scientific community and society in general.

7. At the end of the period established by this notice, the Rector's Office will notify the candidates of the Rector's decision to admit or not admit them to the competition, the latter being based on their failure to fulfil the conditions established. Candidates who are not admitted may express their opinion within 10 working days, and the final decision will be taken within a maximum of 30 working days.

8. Candidates admitted to the competition must submit, within a period of 30 working days counted from the date of notification of the admission decision, the following documents (in digital format):

a) The five most relevant works mentioned in their curriculum vitae.

b) Career development plan that includes the scientific and pedagogical project to be developed at UCP, namely a research program, accompanied by an explanation of its contribution to the advancement of knowledge, also describing ongoing research projects and future research plans.

c) Performance assessment reports, if any.

9. The competition is designed to assess candidates' scientific work and research capacity, their teaching activity, their service to the national and international scientific community, their service to the school and/or university, and their service to society in general.

10. Admission to absolute merit of the candidates depends on the possession of an overall curriculum which the jury considers, with proper justification, to demonstrate scientific merit, research capability, and the value of the teaching activity already carried out, compatible with the disciplinary area for which the competition was opened and appropriate to the respective academic rank.

11. The relative merit ranking of the candidates admitted to the competition should be based on the following criteria and weightings:

Research	50%
Teaching	30%
University Management	10%
University Outreach	10%

Within each of these components, the following elements will be considered:

Teaching:

1. Membership of academic committees and master's exams.
2. Master's degree work supervision.
3. Curricular units coordinated and taught. Coordination and development of courses in the subject area for which the competition is open.



4. Coordination and development of courses in the subject area for which the competition is open
5. Teaching assessments.
6. Merit of the pedagogical report presented by the candidate, considering the objective of promoting teaching activities in the subject area for which the competition is open.

Research:

1. Publication as author or co-author of books, book chapters, articles in scientific journals and international conference proceedings. Publications in international peer-reviewed indexed journals, considered prestigious and top-tier (e.g. based on the JCR Impact Factor, Scopus Scimago Journal Rank (SJR), Association of Business Schools (ABS) rank, Financial Times FT50 list) are particularly valued.
2. Merit of the research programme presented by the candidate considering the objective of promoting research activities in the subject area for which the competition is open.

University Outreach:

1. Dissemination of knowledge: publication of professional articles in the media.
2. Services to the community: coordination of formal working groups for the development of discussions that enable the dissemination of knowledge in the area for which the competition is open.

University Management:

1. The candidate must show experience in management positions in university or organisational unit bodies, with particular emphasis on experience at departmental, scientific council or pedagogical council level.
12. For ranking the candidates, each member of the jury will rank the candidates on relative merit and, depending on this, will vote for 1<sup>st</sup> place, then 2<sup>nd</sup> place, and so on, until all the candidates approved on absolute merit have been ranked. Once the selection criteria have been applied, the selection board draws up the draft unitary list of ranked candidates.
13. The draft ranking list, with the reasons for it, including the non-inclusion of candidates not admitted on absolute merit, will be notified to candidates for a written hearing within 10 working days, following which the ranking list will be adopted by the selection board within a maximum of 30 working days.
14. The jury's final decision, to be made within a maximum of 150 days from the date of publication of the appointment order, shall be drawn up in minutes, indicating the individual votes cast and the respective reasons, with no abstentions permitted.
15. Within 8 working days, the final decision, together with the minutes, will be sent to the Rector so that she can issue an order approving the ranking list and have it published.
16. The competition is valid for one year for any candidates who may be left over.



17. This competition may not be filled in its entirety if budgetary reasons arise after it has been opened.

18. This competition may be cancelled if: it is deserted; there is a case of force majeure; budgetary reasons occurring after the competition has been opened.

19. Composition of the jury

Dr. Isabel Maria de Oliveira Capelo Gil, Full Professor, Rector of Universidade Católica Portuguesa, who chairs

Dr. Ana Paula Oliveira Fernandes, Full Professor, ISEG – Lisbon School of Business and Economics of University of Lisbon

Dr. Pedro Miguel Rodrigues da Silva Martins, Full Professor, Nova School of Business and Economics of Nova University of Lisbon

Dr. Miguel Ângelo dos Reis Portela, Full Professor, School of Economics, Management and Political Science of University of Minho

Dr. Fátima Suleman, Full Professor, School of Social Sciences of ISCTE – University Institute of Lisbon

Dr. Ricardo Landeiro de Sousa Gonçalves, Full Professor, Faculdade de Economia e Gestão/Católica Porto Business School of Universidade Católica Portuguesa

20. Privacy Policy

UCP is the Data Controller under the terms of Regulation (EU) 2016/679 (General Data Protection Regulation).

The personal data processed within the scope of this recruitment competition is intended for the instruction of the competition and will be processed by UCP for the purpose of verifying that the candidates fulfil the conditions set out in the applicable legislation for their recruitment.

If candidates object to the processing of their data, their application will not be accepted and, consequently, their application will not be analysed and assessed.

If this is essential for the fulfilment of UCP's obligations, the data subject's personal data may be passed on to third parties, namely the Funding Entities identified in this Notice.

The period of data retention will correspond to the legally defined period of five years.

The data subject has the right to oppose the collection and processing, to verify, correct, delete and limit the use of the data collected. The exercise of these rights is excepted when their personal data is used to safeguard the public interest, namely in cases of crime detection and prevention, or when it is subject to professional secrecy.



The Data Subject has the right of access and data portability. Rights of the Data Subject: <https://www.ucp.pt/pt-pt/direitos-do-titular-dos-dados>

To exercise your rights, please contact the University at [compliance.rgpd@ucp.pt](mailto:compliance.rgpd@ucp.pt). The Data Subject always has the right to contact and address a complaint to the National Data Protection Commission.

#### 21. Non-discrimination and equal access policy

UCP actively promotes a policy of non-discrimination and equal access, whereby no candidate may be favoured, benefited, disadvantaged or deprived of any right or exempted from any duty on the grounds of, in particular, ancestry, age, gender, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and trade union membership.

#### 22. Final notes

This competition is intended exclusively to fill the vacancy indicated. It may be terminated until the final ranking lists of candidates have been approved.

The successful candidate will be awarded an associate professor contract in accordance with the ECDIUCP.

Lisbon, April 27, 2026

The Rector



## Appendix 1

### Regulations on Academic Staff Career Progression of Faculdade de Economia e Gestão/Católica Porto Business School, Universidade Católica Portuguesa

#### Appendix 1

#### Assistant, Associate and Full professor candidates scientific and pedagogical requirements

##### Article 1

(Minimum scientific and pedagogical requirements)

1. To weight the candidates' research quality and excellence in teaching, the minimum requirements for admission depend upon the rank and profile defined for the contest.
2. The components to be considered are the candidates' scientific research (R - Research), teaching activity (T - Teaching), service to the School or University (Management - M) or to society in general (Outreach - O). In each area, minimum requirements are defined by reference to grades (in descending order of demand) A, B, C and D.
3. Thus, for each rank and each profile, the minimum required conditions for admission are:

Rank	Profile	R	T/M/O
Assistant Professor	Research	C	C
	School Development	D	B
Associate Professor	Research	B	B
	School Development	C	A
Full Professor	Research	A	B
	School Development	B	A

4. For component R qualification is obtained according to the scientific production:
  - a) A: at least 25 points, of which at least 12 refer to prestigious or top journals.
  - b) B: at least 10 points.
  - c) C: at least 3 points.
  - d) D: at least 1 point.

In turn, the scores are calculated according to the following table:



Type of publication in international journal with peer review	Points
Top: ABS 4 Journal or higher or indexed in the FT45 ranking <sup>1</sup>	6
Prestige: ABS 3 Journal	4
Quality: Other journals with ABS ranking, or with Thomson Reuters or Scopus impact factor	2
Other: non-indexed international journals (maximum of 3)	1

5. For the T/M/O component, classifications are obtained in reference to the following elements:

- Pedagogical activity.
- Activities aligned with the school's strategic axes.
- University management positions held for periods equal or greater than two years.
- Other services rendered to the School/University and to society in general.

The different classification levels for this component are obtained through systematic and auditable evidence of:

- A: three elements as described above.
- B: two elements as described above.
- C: one element as described above.

6. Candidates who do not meet the minimum scientific and pedagogical requirements set forth in this Appendix, both for calls regarding the school development profile or the research profile, may be admitted if they have an outstanding performance in one or more

components that may compensate the below minimum performance in other criteria.

## Article 2

(Documentation proving that minimum conditions are met)

1. The documents proving that the minimum conditions required for component R are met must be attached by candidates to the admission documentation, as described in Article 7, and are the following:

<sup>1</sup> The ABS ranking is regularly published by the Association of Business Schools, the most recent being published in 2015; Thomson Reuters and Scopus update their impact factors and journal list annually. The FT45 ranking is a list of 45 scientific journals selected by the Financial Times for the preparation of the Business School Research Rank. To calculate the points, the ABS ranking, the FT45 ranking or the impact factor applicable in the year of publication must be used.



- a) A summary of the relevant scientific production and corresponding score, in accordance with paragraph 5 of Article 1 of this Appendix 1.
  - b) A copy of each of the scientific works referred to must be attached to the summary.
2. Similarly, the documents proving fulfilment of the minimum conditions to the T/M/O components are the following (by reference to each of the elements described in paragraph 5, of Article 1 of this Appendix 1):
- a) Synthesis of the pedagogical performance, demonstrating its distinctive character and attached to this document, supporting evidence, including results of pedagogical evaluations, awards obtained, innovations at the level of methodologies, planning and implementation of support mechanisms, including the development and/or publication of pedagogical materials, obtaining funding for initiatives related to teaching, etc.
  - b) Synthesis of regular and significant performances at the school's strategic axes level, preferably showing the results obtained.
  - c) Synthesis of the university management positions held, showing the corresponding responsibilities, the initiatives and activities carried out and the results obtained.
  - d) Summary of the services provided to the school and to society on behalf of the University, highlighting the role played, its relevance to the University, any funding obtained, and the results accomplished.
3. In cases where the exemption regime referred to in paragraph. 6, Article 1, of the present Appendix 1 is invoked, the summary documents referred to in the previous number shall clearly and unequivocally demonstrate the exceptional contribution of the activity performed to the school.