

NOTICE

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Opening of the period for the submission of applications for the selection of the "Abreu Chair in ESG Impact" *ad personam*

1. At its meeting of 06 October, 2021, the Scientific Council of NOVA School of Law approved the opening of an application period, of international scope, to select and recruit 1 (one) holder of the chair *ad personam* "Abreu Chair in ESG Impact", in the category of Assistant Professor. The opening of this application process, determined under article 17, N.º. 4, of Regulation 409/2018 of NOVA University, Lisbon, as well as the selection of the Selection Committee, were authorised by the Rector of NOVA University, Lisbon, by Order of 14 December, 2021.
2. Applicable legislation: Regulation N.º. 409/2018 published in the 2nd series of the Diário da República, N.º. 129, of 6 July, amended by Order N.º. 8533/2021, of 27 August, on the career, recruitment and employment contracts of lecturers under employment contract at NOVA University, Lisbon; Decree-Law N.º. 448/79, of 13 November, last amended by Law N.º. 8/2010, of 13 May (University Teaching Career Statute), in the terms of reference made to that Decree-Law by Regulation N.º. 409/2018; Labour Code and respective complementary legislation.
3. Job description: the recruitment of the holder of the *ad personam* chair "Abreu Chair ESG Impact" will be made possible by a grant from Abreu Advogados and Associação Instituto de Conhecimento da Abreu Advogados (hereinafter, jointly, "Abreu") for the hiring, for a period of up to three years, for a position equivalent to that of assistant professor, of a candidate with significant scientific expertise in ESG - Environmental, Social, and Governance. The holder of the Abreu Chair in ESG will have full scientific autonomy and will be responsible for coordinating the Green Lab at NOVA

School of Law. The contractual relationship of the holder of the Abreu Chair in ESG Impact will be governed by the rules established in Regulation N.º 409/2018 for the employment contracts of lecturers under private law.

4. The selected candidate must:
 - 4.1 Produce, submit and publish, individually and/or in collaboration with other researchers, scientific articles, in scientific journals of high international recognition, submitted to peer review; chapters in collective works; or monographs through publishers of national or international reputation.
 - 4.2 Coordinate the Green Lab of NOVA School of Law, promoting its national and international projection in terms of social impact; stimulate fundamental and applied research in matters of environmental law, energy and sustainability in their various contemporary challenges; maintain and deepen its close collaboration with Abreu; reinforce its interdisciplinary vocation; and prepare applications for external funding.
 - 4.3 Organise scientific and dissemination events within the scope of research in matters of environmental law, energy and sustainability; develop research projects in these matters; develop training and dissemination initiatives for recipients beyond the scope of the university, namely in public and private entities.
 - 4.4 Teach courses in Environmental Law and Energy Law.
5. The functions will be carried out on a part-time basis, with 80% allocation.
6. The lecturer will receive remuneration corresponding to 80% of the amount established for the full-time regime of the category of Assistant Professor, in accordance with the table in Annexes I and II of Order N.º 8533/2021.
7. The place of work is located at NOVA School of Law, Travessa Estevão Pinto, Campus Campolide, 1099-032 Lisbon, and/or any other locations necessary for the development of teaching and research activities.

8. Admission requirements for this procedure:
 - 8.1 A doctoral degree in law in a scientific area directly related to Environmental and Sustainability Law.
If the doctorate has been awarded by a foreign teaching institution, the recognition procedures must have been completed by the time the teacher's employment contract is signed under private law;
 - 8.2 A scientific and professional curriculum that unequivocally reveals a profile adequate to the development of the functions described in point 4.
 - 8.3 Mastery of spoken and written English.

9. The application must include the following documentation, which must be submitted in digital format, under penalty of exclusion:
 - 9.1 Application form, available at <https://novalaw.unl.pt/wp-content/uploads/2020/05/13480.pdf> with the explicit mention of the present procedure;
 - 9.2 Certificate attesting to the possession of a doctoral degree;
 - 9.3 *Curriculum vitae* organised in accordance with the evaluation and classification criteria set out in the present Notice.
 - 9.4 A copy of five publications considered most relevant by the candidate for the purposes of the present procedure;
 - 9.5 The research and scientific dissemination project on environmental, energy and sustainability law that the candidate plans to develop as a researcher and coordinator of the Green Lab (maximum 25,000 characters).

10. Applications, duly completed with the documents mentioned above, should be sent by e-mail (recursoshumanos@novalaw.unl.pt) within 30 working days from the day following the day of publication of the respective announcement in the national press.

11. The selection of the holder of the Abreu Chair in ESG Impact is carried out through an assessment of the candidate's profile from the point of view of their professional, scientific and curricular background and the research and dissemination project they plan to undertake. In general terms, this

evaluation focuses on the relevance, quality and timeliness of this profile and project, namely:

- a) In terms of scientific production: the research activities and scientific production in the last five years considered most relevant by each candidate for the position under competition and that reasonably anticipates continuity in the next three (3) years of high quality scientific production, the publication of scientific articles in scientific journals of international scope subject to peer review being particularly valued, as well as the capacity to collaborate in research projects of an interdisciplinary nature.
- b) In terms of scientific dissemination and social impact: the extension and dissemination of knowledge activities developed in the last five years, particularly in the context of promoting scientific practices considered by each candidate as having the greatest relevance for the functions to be undertaken by the candidate; promotion of academic conferences and other scientific events of national or international scope; organisation of or participation in non-academic events for disseminating knowledge; advice to public and private entities; possible contributions to the development of public policies.
- c) In terms of scientific management activities, understood as the management of research projects or participation in research projects; relevant participation in efforts to raise external funding to finance scientific research or scientific dissemination actions; and, preferably, demonstrable experience in the management of research units or centres dedicated to the production and dissemination of fundamental and/or applied research in matters of environmental law and sustainability.
- d) In terms of the quality of the research and scientific dissemination project referred to in point 8.5. from the point of view of its viability, and its innovative, internationalizing and interdisciplinary character.

12. The five-year period referred to in the previous paragraph may be extended by the Selection Committee, at the candidate's request, in the case of suspension of scientific activity for social protection reasons, namely for

reasons of parental leave, serious protracted illness, and other legally protected situations of unavailability for work.

13. The candidate's classification will be expressed on a scale from 0 to 100 points, in accordance with the following paragraph.

14. Candidates will be evaluated solely on the basis of merit, with their scientific production and other aspects of their curricular profile being judged on their intrinsic quality and not on a strictly quantitative basis, with the adequacy to the pursuit of the research, social impact and coordination described above being essential, taking into account the following relative weightings:

- (a) Criterion set out in 10(a) above: 0-30 points;
- (b) Criterion set out in 10(b) above: 0-20 points;
- (c) Criterion set out in 10(c) above: 0-30 points;
- (d) Criterion set out in 10(d) above: 0-20 points.

The final classification is determined by applying the following formula: $CF = CritA + CritB + CritC + CritD$

15. The evaluation process may include an interview with all or some of the candidates, as deemed appropriate by the Selection Committee. Interviews are intended solely to clarify any issues related to the results of their research, to ensure rigorous evaluation according to the criteria and weightings mentioned above, and should not result in the awarding of any autonomous points.

16. For the purposes of Article 17(4) of Regulation N°. 409/2018, a Selection Committee shall be established, consisting of the following members:

President:

Professor Mariana França Gouveia, Full Professor and Dean of NOVA School of Law

Full members:

Professor Claire Bright, Assistant Professor and Coordinator of the NOVA Centre for Business, Human Rights, and the Environment;

Professor Filipe Brito Bastos, Assistant Professor and Coordinator of the Green Lab at NOVA School of Law

17. Evaluation of applications:

- a) After the deadline for applications, the Selection Committee shall meet, either in person or by telematic means, to verify the admission requirements of the applications, and to make arrangements to schedule interviews with the eligible candidate(s), to the extent deemed appropriate.
- b) Applications that have been approved by a majority of the members of the Commission are accepted for candidature.
- c) Unsuccessful candidates will be notified to exercise their right to appeal within 10 (ten) working days, in accordance with the Administrative Procedure Code.
- d) Once the applications have been admitted, the candidates will be summoned for an interview by the Selection Committee, to be held in person or by telematic means, in cases where additional clarification is considered necessary.
- e) At the end of the interviews, if any, the Commission will meet in person to evaluate and classify the candidate, producing a written report based on the final classification of the selected candidate.
- f) Each member of the Commission shall rank the applications in descending order of merit, giving each application an overall mark on a scale of 0 to 100, resulting from the sum of the partial marks awarded to the weighted elements.
- g) Ranking of the applications shall be voted on by the members of the Commission, each member voting according to their own ranking, except in cases where errors of assessment are detected and corrected during the Commission's discussion.
- h) The final classification of the candidates admitted is determined as follows:
 - i. The first vote is to determine which candidate should be placed first, and in this vote, if a candidate obtains more than half of the votes to be placed first, they will be placed in that position;

- ii. If the situation referred to in the previous paragraph does not apply, a new ballot will be held among the candidates who obtained votes for the 1st position, after having withdrawn the candidate with the lowest number of votes for that position in the previous ballot;
- iii. If there is more than one candidate to be withdrawn due to an equal number of votes with a minimum of one vote each, only one vote shall be taken on this candidate to determine which candidate shall be withdrawn from the subsequent ballot. In this vote, each member shall vote for the candidate with an equal number of votes occupying the lowest position; in the event of a tie, the tie shall be broken by the casting vote of the Chairperson of the Commission;
- iv. Voting shall be repeated until the first candidate is determined; if only two candidates remain, and each of them obtains half of the votes, the tie shall be broken by the casting of the vote by the Chairman of the Commission;
- v. Once a candidate has been selected for the first place, they are removed from the ballot, and the entire process is repeated to determine the second place, and so on until the final list of candidates is complete.
 - i) Only candidates with a mark of 50 or more, attributed by an absolute majority of the members of the Commission, will be ranked; candidates with a mark of less than 50 will be excluded.
 - j) Candidates who have not been ranked for the current application period will be notified to exercise their right to appeal within 10 working days, under the terms of the Administrative Procedure Code.
 - k) After the preliminary hearing, the Selection Committee approves the final ranking of the candidates, and the candidate placed in first place is invited to sign a contract under the terms of the law and of the provisions of this Notice.

The Dean, Professor Mariana França Gouveia