

Opening of an International Tender Procedure for the Recruitment of 1 Assistant Professor in Public Law (Political Legal Sciences, International Legal Sciences), in the thematic area of Human Rights, Access to Justice, and the Rule of Law (SDG 16).

Notice no. 4/2025

In accordance with article 9 of Regulation no. 409/2018, published in Portuguese Official Gazette no. 129, 2nd series, of 6 July, as amended by Order no. 8533/2021, published in Portuguese Official Gazette, no. 167, 2nd series, of 27 August, on the careers, recruitment and employment contracts of professors hired on a contractual basis at NOVA University, Lisbon (hereinafter referred to as "Contractual Employment Regulation"), it is hereby announced that, by Order of 04/07/2025 issued by the Rector of NOVA University, Lisbon, Professor João Sàágua, an international recruitment procedure is open for a period of 20 business days, starting on the day immediately following the publication of the respective announcement in a national media outlet, to fill one (1) post of **Assistant Professor in Public Law (Political Legal Sciences, International Legal Sciences), in the thematic area of Human Rights, Access to Justice, and the Rule of Law (SDG 16)**, in accordance with the Annex to Order no. 2224/2022, published in Portuguese Official Gazette no. 36, 2nd series, of 21 February, provided for in the staff map of NOVA School of Law.

This call is open under the FCT Tenure Programme - 1st edition, Call Notice (AAC) (PRR Reference no. 02/C06i06/2024), Investment CO6-iO6 Science Plus Capacity Building, whose program contract was signed between the Portuguese Foundation for Science and Technology, IP ("FCT"), and NOVA University, Lisbon, on April 30th 2025 and in accordance with the funding position approved under reference 2023.11076.TENURE.065, in accordance with Regulation no. 1083/2023 of 12 October, which amends the FCT's Scientific Employment Regulation, in one of the thematic areas that NOVA School of Law's Scientific Council identified in October 2022 as requiring strategic and priority reinforcement in the three-year period 2023/25.

According to the resolution of NOVA School of Law's Scientific Council of 7 December 2022, which approved the consolidated list of NOVA School of Law's disciplinary areas for the purposes of recruitment calls, the area of Public Law (Political Legal Sciences) includes: Constitutional Law; Fundamental Rights; Constitutional Justice; Social Equality Law; Parliamentary Law; Electoral Law; Regional Law; Communication Law; Information Law; Health and Bioethics Law; Constitutional Security Law; Constitutional Religion Law; Culture Law; (International Legal Sciences) includes: Public International Law; International Human Rights Law; International Security Law; International Humanitarian Law; International Criminal Law; International Law of the Sea; International Law of Space; International Air Law; International Law of Rivers; International Procedural Law; International Communications Law; International Cooperation Law; International Diplomatic and Consular Law.

This selection procedure is open in accordance with articles 9 and following of the Contractual Employment Regulation.

I. Description of the Position:

1. Place of Work: NOVA School of Law facilities, currently located at the Campolide Campus.
2. Job Profile: Assistant Professor to be hired on an individual contract basis for the subject area of Public Law (Political Legal Sciences, International Legal Sciences), including, without limitation, the thematic area of Human Rights, Access to Justice, and the Rule of Law (SDG 16).

Job description: We are looking for a highly qualified and motivated individual to join our Public Law team and advance our institution's research and academic mission, with an emphasis on Human Rights, Access to Justice, and the Rule of Law (SDG 16).

3. NOVA School of Law is committed to building a diverse, inclusive, and equitable academic community. We strongly encourage applications from all qualified individuals including racialized or other

underrepresented groups, with a special emphasis on the Global South. We recognize that diversity—across ethnicity, gender, sexuality, disability, and other dimensions—enhances academic excellence and strengthens our institution’s ability to serve its broader societal mission.

4. Candidates are invited to explain in their application how their background and/or work might contribute to NOVA School of Law’s commitment to social transformation through legal scholarship and education.

II. Requirements:

1. General requirement: until the deadline for submitting applications, candidates must hold a Doctoral Degree, as provided for in article 10 of the Contractual Employment Regulation.
2. Special requirements: by the deadline for submitting applications, candidates must:
 - a) Hold, by the closing date for applications, a bachelor’s and a doctoral degree in Law;
 - b) Have an excellent CV in the scientific area of Public Law, sub-areas of Political Legal Sciences; International Legal Sciences, including, without limitation, the thematic area of Human Rights, Access to Justice, and the Rule of Law (SDG 16).
 - c) Have, as first or sole author, at least one article published in a scientific journal with international circulation, preferably indexed in *Scopus*.
 - d) Be fluent in spoken and written English.
3. Period of validity of the call: the call is valid for the post put up for competition and will end when it is filled.

III. Submission of applications:

1. Applications must be submitted in digital format and may be submitted in person (on a PEN-drive) between 9.30am and 5.30pm on

working days, at the Human Resources Management Services of NOVA School of Law, located at the Campolide Campus, 1099-032 Lisbon, or sent by email (recrutamento@novalaw.unl.pt), in either case indicating the reference of this Announcement.

2. Applications must be accompanied by the following documents:

- a) Application form, using the form available online at: <https://novalaw.unl.pt/wp-content/uploads/2025/05/Form-Professor-EN.pdf>;
- b) Scanned copies of the certificates attesting the bachelor's and the doctoral degrees in the scientific area of the call;
- c) A detailed academic and scientific-pedagogical *curriculum vitae* with an indication of the work carried out and published and the activities performed, with regard to all the functions incumbent on university professors mentioned in article 4 of the Statute of the University Teaching Career (ECDU) and organised according to the criteria set out in point IV of this announcement. The reference(s) to the article(s) published in internationally circulated scientific journal(s) indexed in *Scopus* must include this mention, as well as the corresponding link to *Scopus*;
- d) Scientific and pedagogical development project that the candidate proposes to adopt over the next 5 (five) years, if hired, in English (maximum 25,000 characters);
- e) A scanned copy of up to five (5) published works mentioned in the *curriculum vitae* that the candidate considers to be the most representative of his/her contribution to the development and evolution of the subject area of the call;
- f) A scanned copy of other documents proving the information mentioned in the *curriculum vitae*, such as certificates of language proficiency, (scientific) peer review or (pedagogical) student evaluation.

3. The documents accompanying the application must be submitted in English, except in the case of the scanned copies mentioned above, which may be submitted in English, French, German, Italian, Spanish or Portuguese, in the original or a translation thereof.
4. The presentation of the original document proving the doctoral degree, or the respective recognition when the degree has been awarded by a foreign higher education institution, is waived at the application stage.
5. Applications, duly accompanied by the above-mentioned documents, must be submitted within 20 business days of the day following publication of the announcement of this call in a national media outlet.
6. In addition to the publication in a national media outlet, this announcement will also be published on the following websites: Public Employment Exchange, NOVA School of Law, EURAXESS and LinkedIn.
7. The absence of any supporting documents that cannot be rectified of the candidate's own motion will result in the application being rejected outright. Applications that do not fulfil the requirements or are submitted after the deadline will also be rejected outright.

IV. Selection Criteria:

1. The criteria and weightings for assessing and evaluating candidates are as follows:
 - a) Scientific performance (0-60 points):
 - i. Academic career (0-20 points);
 - ii. Quality, innovation and ambition of the candidate's scientific development project (0-15 points);
 - iii. Publication of scientific articles in journals of the speciality, with value given above any other to publications in indexed scientific journals with international circulation and peer review in which the candidate is first author, the quantitative data of the respective impact, when available, and recognition by the international scientific community. Relevance is also

given to other relevant forms of scientific publication, including monographs or book chapters, articles in other relevant scientific journals and contributions to conference proceedings (0-15 points);

- iv. Participation in research projects, with particular value given to projects with funding external to the institutions in which he/she has been integrated, in which the candidate is principal investigator; supervision of dissertations and other non-teaching components of study cycles with a relevant research dimension; participation as an examiner on juries or academic committees, with particular emphasis on participation as an external evaluator; other indicators of international and/or national recognition of scientific leadership, taking into account awards and distinctions, organisation of scientific conferences, invitations to speak at scientific conferences, membership of international scientific networks, membership of editorial boards of scientific journals and/or peer review panels, on juries for scientific prizes or evaluation of research projects (0-10 points);

b) Pedagogical ability (0-30 points):

- i. Quality and innovation of the pedagogical development project (0-15 points);
- ii. Teaching activity carried out in the area to which the call relates, taking into account the subjects and the diversity of study cycles, and in particular the creation, development and promotion of programmes or syllabi for courses or curricular units and the production of teaching materials; successful attendance at courses or activities to develop teaching skills; and, if available, results of the assessment of the quality of the teaching activity carried out, including the evaluation of

teaching by students in relation to curricular units taught by the candidate (0-10 points);

- iii. The diversity of language skills and their suitability for NOVA School of Law's current and future teaching offer (0-5 points);

c) Other relevant activities (0-10 points):

- i. The ability to translate scientific and academic work into social value, namely by providing services to the community and/or carrying out scientific dissemination activities (0-5 points);
 - ii. Organising or taking part in non-academic events to determine knowledge, relevant participation, or aptitude for relevant participation in concerted efforts to raise funds from outside the institutions in which they have been integrated to finance scientific research or dissemination actions and/or other relevant services to the community related to academia (0-5 points).
- 2. In assessing applications, special emphasis will be placed on the work and activities carried out in the area of the call in the five years prior to the date of the call.
 - 3. The national and international scope of the candidate's activities will always be considered, with candidates with an international profile being particularly valued.
 - 4. In fulfilment of Article 9(h) of the Portuguese Constitution, the Public Administration, as an employer, shall actively promote a policy of equal opportunities for men and women regarding access to employment and professional progression, providing for scrupulously to avoid any form of discrimination.

V. Composition of the Selection Committee:

The jury, appointed by the Rector's order of 04/07/2025, has the following composition:

Chair: Professor Nausica Palazzo, Associate Professor, NOVA School of Law, NOVA University, Lisbon, Head of Diversity, Inclusion, and Non-Discrimination.

Members:

Professor Jim Cavallaro, Full Professor at Wesleyan University; Executive Director of University Network for Human Rights,

Dr. Akasemi Newsome, Associate Director of Global, International and Area Studies/ Institute of European Studies at the University of California, Berkeley.

Alternate members:

Professor Nelly Ferreira, Full Professor at the University of Paris-Cergy;

Professor Francisco Pereira Coutinho, Associate Professor with *Agregação* at NOVA School of Law, NOVA University, Lisbon.

I. Assessment of applications:

1. Once the deadline for applications has passed, the selection board will meet, either in person or by telematic means, to check the admissibility of applications.
2. Applications that have been favourably accepted by a majority of the members of the jury will be admitted to the competition.
3. If any candidate is rejected outright, they will be notified to make a statement within 10 working days, in accordance with the Code of Administrative Procedure.
4. At the end of this period, the selection board will meet in person or by telematic means to assess and rank the candidates, drawing up a reasoned written opinion with the final ranking of the admitted candidates.

5. Each member of the jury will rank the applications in descending order of merit, giving each application an overall score on a scale of 0 to 100, resulting from the sum of the partial scores given to the weighted aspects.
6. The ranking of the admitted candidates is made by vote of the members of the jury, with each member voting in coherence with their own ranking, unless there are duly substantiated deviations.
7. The final ranking of accepted candidates is determined as follows:
 - 7.1. The first vote is intended to determine which candidate will be placed first, and in this vote, if a candidate obtains more than half of the votes to be placed first, he/she will be ranked in this position;
 - 7.2. If the situation referred to in the previous paragraph does not occur, a new vote will be held, only among the candidates who obtained votes for 1st place, after removing the candidate who received the least votes for that position in the previous vote;
 - 7.3. If there is more than one candidate to be withdrawn, due to an equal number of votes, with a minimum of one vote each, a vote will be held only on these candidates to determine the candidate to be withdrawn from the next vote; in this vote, each member will vote, from among the candidates with equal votes, for the candidate who occupies the lowest position in the order of their opinion; in the event of a tie, the tie will be broken by the casting vote of the president of the jury;
 - 7.4. The votes are repeated until it is determined which candidate will be ranked first; if there are only two candidates left and each of them receives half of the votes, the tie-breaker is made by the casting vote of the Chair;
 - 7.5. Once a candidate has been chosen for first place, he/she is removed from the subsequent ballots, and the whole process is repeated for second place, and so on until the ranked list of all candidates is obtained;

7.6. Only candidates with a score of 50 or more will be ranked; candidates with a score of less than 50 awarded by an absolute majority of the members of the jury will be excluded;

7.7. Candidates not selected to take up the post for which this competition is open will be notified to give their opinion within 10 working days, under the terms of the Code of Administrative Procedure;

7.8. Once the prior hearing has taken place, the selection board will analyse the arguments presented and approve the final list of candidates.

Lisbon, 08/07/2025

The Dean, Professor Margarida Lima Rego