

**MINISTRY OF EDUCATION
UNIVERSIDADE FEDERAL DO RIO GRANDE - FURG
RIO GRANDE, RS, BRAZIL
INSTITUTE OF ECONOMICS, MANAGEMENT AND ACCOUNTING**

PUBLIC NOTICE N. 001/2019

VISITING PROFESSOR

The Institute of Economics, Management and Accounting (ICEAC) announces the opening of a simplified public admission process that aims at hiring a professor in the area of Management, in agreement with the Law no. 8.745/93, amended by Law no. 12.772/12.

1- OBJECTIVES

- a) To hire either a Brazilian Visiting Professor or a Foreign Visiting Professor, with recognized scientific and academic production, to carry out teaching, research and extension activities.
- b) To contribute to the development, improvement or creation of non-degree graduate programs, in accordance with the Institutional Pedagogical Project and the Institutional Development Plan.

2- VACANCIES

The Institute of Economics, Management and Accounting (ICEAC) offers one (01) vacancy for a visiting professor from Management to be attached to the Management Graduate Program at FURG (PPGA/FURG). We search candidates teaching courses and researching topics associated to **Organizations, Market and Work** research area which consists of “investigating organizations, marketing opportunities and people management from different epistemological, theoretical and methodological perspectives, dealing with themes such as organizational studies, social management, work relationships, people management, organizational learning, managerial competencies, entrepreneurship, marketing and strategy”.

1. Field of Knowledge: Management

Graduate Program: Management M. Sc. Program

Areas of Research:

- (1) Organizations, Market and Work
- (2) Managerial Technologies

3- APPLICATION

3.1. The following documents are required for application:

- a) online application form addressed to The Institute of Economics, Management and Accounting (ICEAC);
- b) copy of the doctoral degree certificate;
- c) copy of the identification card (ID) or the passport;
- d) curriculum vitae (Lattes CV, in the case of Brazilian applicants);
- e) work plan, which should include the activities to be developed, such as research, supervision and courses/subjects to be taught at undergraduate and graduate levels (consider the curriculum framework from both levels).

3.2. To enroll, applicants must submit the required documents to sub-item 3.1, exclusively at www.professorvisitante.furg.br

4- SIMPLIFIED ADMISSION PROCESS:

4.1. The simplified admission process consists of:

- a) the analysis of the applicant's formal qualification and professional experience as an eliminatory and qualifying factor (6 points);
- b) the analysis of the work plan as an eliminatory and qualifying factor (4 points);
- c) the final score will be determined by the sum of the work plan and the proof of degrees' scores.

In both analysis, the minimum threshold will be 50% of the maximum score. The Degrees and Professional Experience grade will be converted to a grade from zero to ten. For the purpose of this conversion, it will be assigned the note ten to the candidate with the highest total score among all the qualified candidates. For all other candidates, the rule of three simple for the attribution of the Degrees and Professional Experience grade applies.

4.2. During the analysis of professional experience, the Curriculum is graded in agreement with the Score Board (Appendix 1), from 2014.

4.3. Formal qualifications required as minimum for enrollment in the simplified admission process are not scored. Besides, every formal qualification is considered only once.

4.4. During the analysis of the work plan, the following factors shall be scored (Appendix 2):

- a) relevance and insertion of the work plan in research and post-graduation activities shall comprise at least 75% of the proposed activities;
- b) relevance and contribution to graduation teaching activities and extension programs;
- c) feasibility of the work plan;
- d) adequacy to the field of knowledge and areas of research in the PPG;
- e) impacts of the proposal on research qualification and on the internationalization of the Program.

5- GENERAL REMARKS:

5.1. In case no applications enroll within the specific period, the application deadlines shall be automatically extended for the same period.

5.2. Minimum formal qualification and professional competence to hire either a Brazilian visiting professor or a foreign visiting professor are:

- a) to have had a doctoral degree for, at least, 2 years;
- b) to have an academic degree or formal academic experience abroad (full education, doctoral mobility program, visiting professor program, long-term mobility, etc);
- c) to be able to commit exclusively to the institution. In case the applicant has an institutional position, s/he must be made available from his/her home institution;
- d) to be either a professor or a researcher of recognized competence in his/her field, with relevant activity in training of professionals at undergraduate and/or graduate levels;
- e) to have relevant and documented academic production in the specific field of knowledge of the Program, preferably in the last 04 (four) years, higher or similar to that required for permanent professors at PPGA/FURG¹.

¹ Individual production exceeding 200 points and qualified production (two main articles) minimum: 1 B1 + 1B2

6- CONTRACT LENGTH

A Brazilian Visiting Professor shall be hired for one year. It may be extended up to twenty-four months, at the most. A Foreign Visiting Professor shall be hired for two years. It may be extended up to forty-eight months, at the most. Deadlines shall count from the date the contract is signed. Contract renewal shall depend on the evaluation of the execution of the work plan.

7- PAYMENT

7.1. Payment of visiting professors shall be based on the qualification and experience of the applicant, according to the analysis of a special committee at the Human Resources Department. It shall correspond to the career plan of professors in Higher Education Institutions. It may happen in the following categories:

- a) Category C (Assistant):
- b) Category D (Associate):
- c) Category E (Full):

7.2. Payments, for each category in item 7.1, correspond to the following chart:

	Level	Compensation (*)	Payment for qualification (PhD) (*)	Meal Allowance	Total
Category C (Assistant)	I	BRL 5,488.42	BRL 6,073.49	BRL 458.00	BRL 12,019.91
Category D (Associate)	I	BRL 7,442.47	BRL 8,756.77	BRL 458.00	BRL 16,657.24
Category E (Full)	I	BRL 8,833.96	BRL 11,151.28	BRL 458.00	BRL 20,443.24

(*) Financial purposes from January 1st, 2017, in agreement with Law no. 13.325, from July 29th, 2016.

7.3. Requirements of category framework:

Category	Time of Qualification	Professional Experience	Scientific Production	Training Experience in Research
Category C (Assistant)	Doctoral Degree for, at least, 2 years.	Teaching experience in Higher Education or as a Researcher for, at least, 2 (two) years.	Relevant scientific production in the field of application in the last 4 (four) years. (*)	Experience in advising activities of scientific initiation, graduation projects, and supervision or joint supervision at graduate level.
Category D (Associate)	Doctoral Degree for, at least, 8 years.	Teaching experience in Higher Education or as a Researcher for, at least, 5 (five) years.	Relevant scientific production in the field of application in the last 4 (four) years. (**)	Completion of, at least, 2 (two) master's or doctoral degrees supervisions as an advisor.
Category E (Full)	Doctoral Degree for, at least, 16 years.	Teaching experience in Higher Education or as a Researcher for, at least, 10 (ten) years.	To have relevant scientific production in the field of application in the last 4 (four) years. (***)	Completion of, at least, 4 doctoral degrees supervisions as an advisor.

* Individual production exceeding 200 points and qualified production (two main articles) minimum: B1 + B2

** Individual production exceeding 250 points and qualified production (two main articles) minimum: B1 + B1

*** Individual production exceeding 300 points and qualified production (two main articles) minimum: A2+B1

7.4. For the framework of qualification time, the contract signature date shall be considered.

7.5. For the framework of professional experience, both teaching and research background, teaching and mentoring in online learning activities, teaching at undergraduate and graduate levels, research project coordination, as well as university management and extension experience may be considered.

7.6. The framework of scientific production is detailed in the attached spreadsheet considering the relevance and the supervisions in the area of evaluation in which the graduate Program is settled.

7.7. For the framework of training experience in research, the activities mentioned above shall be considered.

8- RECONSIDERATION AND APPEALS

8.1. Reconsideration may be requested within 3 (three) working days from the disclosure of final results.

8.2. Requests for appeals shall be submitted exclusively to www.professorvisitante.furg.br.

9- HIRING

9.1. It is the responsibility of Foreign Visiting Professor to have a visa to enter Brazil, in the corresponding category of the activities to be developed, with compatible validity of the residence period in the country, moreover predicting the possibility of contract extension, according to the current legislation.

9.2. In case of approval and after the appeal deadline, the hiring of the candidate will take place.

10. SCHEDULE

April 01 to 15, 2019	Enrollment
April 17, 2019	Announcement of results of the homologation at www.iceac.furg.br
April 18, 2019	Appeal to homologations at www.professorvisitante.furg.br
April 22, 2019	Final result of homologations at www.iceac.furg.br
April 22 to 24, 2019	Selection period
April 25, 2019	Announcement of results at www.iceac.furg.br
April 26, 2019	Deadline to appeal to the results published at www.professorvisitante.furg.br
April 30, 2019	Announcement of the final result at www.iceac.furg.br

11. SELECTION BOARD

The selection board shall consist of professors at Management M. Sc. Program (PPGA/FURG).

PROFESSIONAL EXPERIENCE SCORING TABLE

APPENDIX 1

1. TEACHING AND SUPERVISION EXPERIENCE

Activities	Points
1.1 Teaching experience in higher education	0.80 per semester
1.2 Supervision of complete MSc dissertations	0.40 per dissertation
1.3 Supervision of complete PhD theses	0.60 per thesis
1.4 Supervision of students	0.20 per student
1.5 Supervision of undergraduate monographs	0.10 per monograph
1.6 Co-orientation of complete MSc dissertations	0.15 per dissertation
1.7 Co-orientation of complete PhD theses	0.20 per thesis

2. SCIENTIFIC PRODUCTION

Activities	Points
2.1 Presentation in congresses and similar in a related area with complete work published in the annals	0.20 per publication
2.2 Presentation in congresses and similar in related area with abstract published in the annals	0.10 per publication
2.3 Paper published (or accepted for publication with DOI) in scientific journals in the area of Management, Accounting and Tourism Qualis). In case the papers are not classified in this Qualis, the following classification shall be used:*	A1 and A2 - 2.0 per paper B1 and B2 - 1.0 per paper B3 and B5 - 0.20 per paper
2.4 Published book in related area	0.60 per book
2.5 Published chapter in related area	0.20 per chapter
2.6 Patent	0.20 per patent
2.7 Coordination of scientific Project approved or financed by government or scientific or private agencies	1.0 per project

* A1 = JCR > 1.4 or H-Scopus > 24; A2 = JCR between 1.4 and 0.7 or H-Scopus between 9 and 24; B1 = JCR between 0 and 0.7 or H-Scopus between 0 and 9; B2 = indexing on Redalyc; B3/B4/B5 = having ISSN.

*** Omitted cases will be decided by the Selection Committee.

WORK PLAN SCORING TABLE

APPENDIX 2

- a) Relevance and insertion of the work plan in research activities, as well as its adequacy to the field of knowledge and areas of research in the Graduate Program: 3.0 points
- b) Relevance and insertion of the work plan in the graduate teaching activities at the Undergraduation Program: 2.0 points
- c) Relevance and contribution to undergraduate teaching and outreach activities: 1.0 point
- d) Work plan feasibility: 2.0 points
- e) Impacts of the proposal for the qualification of research and internationalization of the Undergraduation Program: 2.0 points