



FACULTY POSITION
ASSOCIATE / ASSISTANT
PROFESSOR IN ORGANISATIONAL BEHAVIOUR
OR HUMAN RESOURCES MANAGEMENT

Universidade Católica Portuguesa - Católica Porto Business School

STARTING SEPTEMBER 2022

Job summary

International Call 03-2022			
Scientific Field:	Organisational Behaviour or Human Resources Management	Closing Date:	30 th April 2022
Position:	Associate / Assistant Professor	Interviews and job talks:	23 th May – 10 th June 2022
Contract Type:	Full-time	Start Date:	1 st September 2022

Job description

Católica Porto Business School (CPBS) invites applications for a position in Organisational Behaviour or Human Resources Management or related area at the Associate/Assistant Professor level (depending on qualifications), to start September 1, 2022. Candidates should hold a Ph.D. in Organisational Behaviour, Human Resources Management or related field, and have significant international experience. We are particularly, but not exclusively, interested in candidates with expert in leadership, teams, conflict management and negotiation, innovation and change management, human resource development, performance management, neuroscience of organisational behaviour, health and safety at work, international human resources management, and communication.

At the Assistant Professor level, we are looking for applicants with strong potential or track record of prestigious publications, and the ability to teach successfully at the undergraduate, MSc and executive education levels. At the Associate Professor level, candidates are expected to show a strong research track record in prestigious management journals, excellence in teaching, and the ability to add to the research reputation and productivity of the School. Compensation and teaching load are competitive with other prestigious European schools.

Compensation & Benefits

- Research-based tenure requirements for Assistant Professor positions, to be assessed regularly during the contractual period.





- **Teaching load reductions:** i) reduction in the first year of the contract for country/institution adaptation; ii) significant yearly reductions based on research productivity in the previous 5-year period.
- **Competitive salary** at the European level: The nominal salaries at CPBS are equivalent to significantly higher nominal salaries in most European cities. The cost of living in Porto is substantially lower than that of other European cities and also lower than in Lisbon. As per the [Cost of Living Plus Rent Index](#), consumer prices including rent are 49.02% and 25.88% higher in Berlin and Madrid, respectively, than in Porto.
- **Tax reduction benefits for non-residents for a period of 10 years** (see [NHR Portugal - The complete guide to the non-habitual resident regime \(globalcitizensolutions.com\)](#)).
- **Moving allowance:** a one-off stipend to support the expenses of moving to Porto.
- Generous monetary prizes for high-quality publications and competitive research projects.
- Additional benefits: annual research allowance, private health insurance (basic) fully covered by the University; scholarships for children attending degree programmes at the University.

Católica Porto Business School

Católica Porto Business School (www.catolicabs.porto.ucp.pt) is a school of Universidade Católica Portuguesa, renowned for the development of professionals for a sustainable and global society, and for advancing knowledge in Management and Economics.

The School is part of a select group of three schools in Portugal that boast EQUIS and AMBA accreditations. Its programmes are also included under Universidade Católica Portuguesa's AACSB accreditation scope. These recognitions assert the excellence of all our activities, including Teaching, Research and Societal Impact. Research at Católica Porto Business School combines the highest standards of scientific rigor with impact on businesses and society.

Universidade Católica Portuguesa actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, gender, sexual orientation, marital status, family status, family and economic conditions, instruction, 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 union membership.

Living in Portugal and Porto

Portugal is one of the top 3 safest countries to live in the world (by 2020 Global Peace Index) and the cost of living is substantially lower than in other European countries (by [2020 Cost of Living Index](#)). The country is mostly known by its 850km of world-class sandy beaches, among the best weather in Europe, sports and culture, and is the 2nd best country for immigrants' integration in the world. Public transportation is good and there is a public healthcare system. Portuguese is usually listed as the 5th most spoken language in the world and the 3rd most spoken European language in terms of native speakers.





Porto is the second-largest city in Portugal, and one of the Iberian Peninsula's major urban areas. Located along the Douro River where it flows into the Atlantic, Porto has a rich history and culture and its core was proclaimed a World Heritage Site by UNESCO in 1996. Home of the Port wine, Porto combines a small city's feel and friendliness with a vibrant and increasingly cosmopolitan atmosphere for the enjoyment of life's greatest things.

Application Procedure

The application should be sent by email to chorta@ucp.pt and should include the following:

- Cover Letter;
- Detailed academic and scientific curriculum vitae, in English;
- Scanned copy of the doctoral degree certificate;
- 2 reference letters (Optional);
- 1 current paper;
- 1 most significant publication;
- A teaching statement that describes your previous teaching experience (with evidence of teaching scores, where available) and future pedagogical development plans;
- A research statement that describes your previous research contributions and future research plans (Optional);

The applications, along with the documents mentioned above, must be delivered by the 30th of April. The absence of any documentation which cannot be internally obtained will result in the rejection of the application. Applications that do not meet the requirements or which are submitted after the deadline will also be rejected.

Selection method:

- Stage 1: Assessment of curriculum and other application documents;
- Stage 2: Interviews and research seminar for shortlisted candidates.

All candidates will be contacted after the shortlisting of applications is completed.

Should you have any queries regarding administrative procedures of this vacancy please contact Carolina Horta (chorta@ucp.pt). For other questions, please contact Professor Jorge Julião (jjuliao@ucp.pt).

Further information: www.catolicabs.porto.ucp.pt/en/catolicabs-porto-en

