

### **Selection Process for Full-time Professor (40 hours/week) at the Department of Industrial Engineering / PUC-Rio**

The Department of Industrial Engineering (DEI) at PUC-Rio invites candidates to apply to the selection process to hire one full-time professor for 40 hours per week, with exclusive dedication. The applicant should work in the following research areas: Operations and Business Engineering (OBE) and Operations Research (OR). More information on these areas can be found at <http://www.ind.puc-rio.br> under the “Pós-Graduação” (Post-Graduate Program) menu.

Applicants should have the following profile and meet the following requirements:

- Hold a Ph.D. title;
- Background in Production Engineering at graduate or undergraduate level, or documented academic background including courses equivalent to those of Production Engineering in its curriculum;
- Strong applied research skills and motivation, demonstrated through publications in reputable international journals, on subjects related to the Post-Graduate Program research lines, which are available at <https://www.ppgep.ind.puc-rio.br/mestrado-e-doutorado-academicos/conheca-o-programa/areas-de-concentracao-e-linhas-de-pesquisa/>;
- Interest in innovative teaching practices and methods; adequate teaching skills for courses at the undergraduate and graduate levels;
- Proactive, able to easily build rapport with others and to stand out within the department and elsewhere.

Applications must be submitted by email **by September 14, 2025**, with "**SELECTION-PROCESS-QP**" written in the subject field, and sent to Mrs. Fernanda Frias ([flf@puc-rio.br](mailto:flf@puc-rio.br)).

Applicants must send the following documentation with their registration:

- Updated Lattes curriculum vitae (or equivalent for foreigners);
- Work proposal for the next three years with the following structure:
  - Research proposal (up to four pages): description of the research project to be carried out in the department.
  - Fit with the DEI (up to one page): presentation of how the applicant would be a good fit with the DEI in terms of research (correlation between the applicant's and the DEI's research lines) and in terms of teaching (potential undergraduate and graduate courses the applicant could teach).
  - Work plan with research status and prospects, collaborations, research and development projects, internationalization initiatives, publications

for the next 3 years (up to two pages), detailed publication pipeline and future prospects – possible partnership opportunities for the DEI, other PUC-Rio departments and other institutions in Brazil and abroad, as well as research projects sponsored by research and industry agencies.

- Copy of an identity card or passport;
- Copy of undergraduate and graduate degrees (or statement of completion or thesis/dissertation defense report);
- Copy of undergraduate and graduate transcripts.

The assessment and selection process includes two phases:

- **Phase 1 – Analysis and assessment of the submitted documents**
- **Phase 2 – Oral presentation assessment**

Applicants who qualify and are selected during Phase 1 will be invited to Phase 2. The applicants selected for Phase 2 will first have a meeting with the head of the Department to know more about PUC-Rio and the DEI's reality, as well as what will be expected in case of approval.

In Phase 2, each applicant will have 45 minutes to deliver an oral presentation with the following structure:

- 10 minutes for a general presentation on how the applicant would fit the DEI (e.g., research lines and undergraduate and graduate teaching possibilities), and expected research results (e.g., publication pipeline, sponsored projects, international presence) for the next three years (2026-2028);
- 35 minutes to teach an introduction class at the graduate level consistent with the DEI's research lines, on a subject chosen by the applicant.

After the presentation, the members of the selection committee will have 30 minutes to ask questions. Phase 2 will take place on two mornings according to the schedule below. The date and time for the presentation of each applicant selected for Phase 2 will be decided randomly, by draw. Presentations will be in person; remote presentations may be accepted in exceptional circumstances. Applicants are not allowed to attend other applicants' presentations. Applicants will be assessed for their communication skills, teaching skills and motivation, up-to-dateness and depth of scientific knowledge, subject matter accuracy, and language fluency.

The selection process will follow the schedule below:

- 14-Sep-2025 – Application deadline (by email)
- 01-Oct-2025 – Announcement of Phase 1 results
- 22-Oct-2025 and 29-Oct-2025 – Phase 2 – Oral assessment of applicants approved in Phase 1, in the morning

- By 05-Nov-2025 – Announcement of results
- Employment to begin in February of 2026

The Career Committee of the DEI/PUC-Rio reserves the right to change the schedule or the selection process due to unforeseen circumstances at the time of this writing.

**Tie-breaking criteria:** If two or more candidates are tied, the Committee will select the candidate that declared themselves to be black, indigenous, a refugee, or as having a disability. In case of a tie among more than two candidates, the Committee will select the older candidate. These criteria will be applied based on the voluntary self-declaration form that can be found and filled in Annex I.

The dates and instructions for Phase 2 will be announced after the registration deadline. Employment is expected to begin in February of 2026.

The DEI/PUC reserves the right to change the selection calendar and criteria at any time and if it is deemed to be necessary.

Rio de Janeiro, June 18, 2025.

Annex I

**STATEMENT MADE BY BLACK, INDIGENOUS, OR REFUGEE CANDIDATES,  
AND CANDIDATES WITH DISABILITIES**

I, \_\_\_\_\_  
Date of Birth: \_\_\_\_/\_\_\_\_/\_\_\_\_, Place of Birth: \_\_\_\_\_  
(City, State/Province, Country), ID #: \_\_\_\_\_ Issue Date: \_\_\_\_/\_\_\_\_/\_\_\_\_,  
Issuer: \_\_\_\_\_, Taxpayer #: \_\_\_\_\_, Marital Status: \_\_\_\_\_,  
Address: \_\_\_\_\_,  
Postal Code \_\_\_\_\_, City: \_\_\_\_\_, State/Province: \_\_\_\_\_,  
Phone (Landline): \_\_\_\_\_, Cell phone: \_\_\_\_\_,  
Email: \_\_\_\_\_  
acknowledge and accept the rules of the Selection Process for Full-Time Professor, and  
declare myself to be \_\_\_\_\_ and to be recognized by  
society as such. For this reason, I choose to apply in this capacity and considering the  
position as reserved for \_\_\_\_\_.

\_\_\_\_\_, \_\_\_\_\_, 2025.  
(Place and Date)

\_\_\_\_\_  
(Signature)