

Notice nº 73/2022

Summary: International selection for one doctorate-holder positions for the pursuit of research activities in the scientific domain of Psychology as an Assistant Researcher.

Opening of an international selection procedure to hire a doctorate holder degree for Iscte's Centre for Psychological Research and Social Intervention (CIS-Iscte), under Decree-Law No. 57/2016, of August 29<sup>th</sup>, as amended by Law No. 57/2017 of July 19<sup>th</sup>.

Maria de Lurdes Reis Rodrigues, Rector of Iscte - Instituto Universitário de Lisboa, hereby makes public that, following her executive order January 11<sup>th</sup> 2022, it is open for 10 (ten) business days from the day immediately after the publication of the current public notice, an international selection contest for three (3) doctoral-holder positions for the pursuit of research activities in the scientific domain of Psychology, at Iscte's Centre for Research and Social Intervention (CIS-Iscte), in the context of the Multiannual Funding of R&D Units 2020-2023, under the reference UIDP/03125/2020, funded by Fundação para a Ciência e Tecnologia (FCT) through national funds registered in the FCT budget.

The current competition procedure stems from the decision by Fundação para a Ciência e Tecnologia (FCT) to provide funding to the R&D Unit Centre for Research and Social Intervention (CIS-Iscte), through the Multiannual Funding of R&D Units 2020-2023 which, under the reference UIDP/03125/2020, includes the recruitment of 1 (one) contract for 1 Doctorate Assistant Researcher to carry out scientific research functions throughout the period of execution of the referred funding.

In conformity with article 6 of Decree-Law No. 57/2016, as amended by Law No. 57/2017 of July 19<sup>th</sup>, the hiring is made in the form of a resolutive employment contract of uncertain term duration, in conformity with the Labour Code. The tender is aimed exclusively a filling the abovementioned position and can be cancelled up to the homologation of the list of the final ordering of the applicants and expires upon the filling of the vacancy under offer.

#### I - Applicable legislation

1 - The competition is ruled by the provisions set forth in Decree-Law No. 57/2016, of August 29<sup>th</sup>, as amended by Law No. 57/2017 of July 19<sup>th</sup>, which approves an arrangement for hiring person with doctoral degrees aimed at stimulating scientific and technological employment in all areas of knowledge (RJEC), by Regulatory Decree number 11-A/2017, of December 29<sup>th</sup>, which regulates contract remuneration

levels, as well as by the Labour Code, approved by Law No. 7/2009, of February 12<sup>th</sup>, in its current wording.

2 - The competition is opened under RJEC's article 20 and in the framework of the programme contract of Multiannual Funding of R&D United 2020-2023, between FCT, Iscte - Instituto Universitário de Lisboa, and CIS-Iscte.

## II - Workplace

The work will be developed on the premises of Iscte - Instituto Universitário de Lisboa, Avenida das Forças Armadas, 1659-026 Lisboa.

## III - Remuneration

The monthly remuneration to be awarded is based on the remuneration level of the assistant researcher category, layer 1, index 195, provided for the Scientific Research Career Statute, approved by Decree-Law no.124/99, 20<sup>th</sup> April, in its current wording, at the gross value of 3,201.40 euros.

## IV - Description of the position

This position is focused on the development of scientific research activities in Psychology, taking place within one of the four strategic areas of CIS-Iscte being developed by its thematic Groups, entitled: Behavior, Emotion and Cognition; Community, Education and Development; Health for All; Psychology of Social Change. The position aims to perform the following functions related to research: Development of research proposals for national and international funding; Coordination and/or participation in funded national and international research projects; Preparation of international and national publications in the domains of research at work; Organization and/or participation in conferences and seminars within the scope of the research areas at work; Academic supervision; Organization and/or participation in activities of outreach and dissemination of knowledge in the scope of the research domains at work and of CIS-Iscte; Participation in scientific management activities in the research group and research projects in which he/she will be involved.

## V - Admission requirements

1 - Applicants can be national, foreigners, and stateless persons holding a doctoral degree with a scientific and professional curriculum that reveals a profile suited to the activity to be developed.

2 - Specific admission requirements to the present competition are:

- a) Holding a doctoral degree in the field of Psychology for at least 5 years. If the PhD has been awarded by a foreign higher education institution, candidates must prove the respective recognition or equivalence of the degree.
- b) Experience in the development of research proposals, and participation and/or coordination of research projects funded in the thematic areas of the CIS' Groups;
- c) Authorship of a minimum of five publications in journals indexed in the Scopus or Web of Science databases and classified in the 1st quartile in psychology or related disciplinary areas that are relevant to the CIS-Iscte research groups, duly identified by the candidate in his/her curriculum;
- d) Proficiency in English;
- e) Experience in research methodologies and data analysis;

VI - Formalization of the application

1 - The applications may be submitted in Portuguese or in English and must be formalized through the Recruitment platform at <https://recrutamento.iscte-iul.pt> until the deadline set in this notice.

2 - The application should be accompanied by the following documentation:

2.1 - Application admission requirement, according to the mandatory use form, available at <https://www.iscte-iul.pt/contents/iscte/quem-somos/work-on-iscte/1393/contests>.

2.2 - Document confirmed the title of doctoral degree. Holders of a doctoral degree obtained abroad must submit documentation confirming its recognition under the terms established in national law, where any formalities stipulated therein should be complied with the date of signing the employed contract.

2.3 - Detailed curriculum vitae, with identification of the publications required in subparagraph c), no. 2. point V. of this public notice.

2.4. A proposal for the research program that you intend to develop at CIS-Iscte over the next 2 years, with the following format: a) objectives, justification and framework of the program; b) program activities; c) research methodologies and data analysis; d) identification of the potential contribution of the activities to be carried out for the

mission of CIS-Iscte and of one of the groups, including the level of experience in research methodologies and data analysis, as referred to in subparagraph e), n° 2, point V of this public notice (max. of 1800 words).

2.5 - One PDF copy of each scientific publication indicated in the CV.

3 - Applicants who formalize their application incorrectly or who do not provide evidence of the meeting requirements will be excluded from admission to the competition. The selection panel is entitled to request any applicant, in case of doubt, to submit documents confirming their statement.

4 - False statements provided by the applicants shall be penalized under the terms of the law.

#### VII - Selection criteria

1 - Under the terms of article 5 of Decree-Law No. 57/2016, as amended by Law No. 57/2017 of July 19<sup>th</sup>, the selection is made through the evaluation of the scientific path and curriculum of applicants, considering:

- a) The scientific production of the last five years;
- b) The scientific coordination and research activities of the last five years;
- c) The activities of outreach and dissemination of knowledge developed in the last five years.
- d) The proposed research program that the applicant submits in the application.

2 - The five-year period considered on the previous number may be extended by the selection panel, if requested by the applicant, as long as reasoned considering a suspension period of scientific activities due to socially protected reasons, such as parental leave, prolonged illness, and other situations that deprived the individuals of practicing their job, as long as legally guarded.

#### VIII - Selection methods

1 - The selection methods to be used are curricular evaluation and professional interview.

2 - The curricular evaluation criteria adopted are as follows:

a) Scientific production in the last five years in the thematic area (40%). In evaluating this criterion, indexed and peer reviewed scientific publications - articles in scientific journals, books, book chapters, and conferences proceedings - will be considered.

b) Research and scientific coordination activities in the last five years in the thematic area of the competition (30%). In assessing this criterion, participation in national and international research activities and/or research projects, the participation in networks and partnerships (national or international), the submission of applications to funding approved and not approved, the supervision of dissertations and academic theses, the participation in juries, and the participation in coordination or management bodies in scientific institutions will be taken into account.

c) Outreach activities and dissemination of knowledge carried out in the last five years in the thematic area of the competition (10%), namely communications in conferences and the promotion of scientific culture and practice, and knowledge and research results to the society, for academic and non-academic audiences, organization of national or international scientific events; training and teaching activities; and the development of intervention and consultancy programs.

d) Research program proposal submitted to the competition, namely the alignment with one or more of the four strategic research thematic areas of CIS-Iscte and with the research methodologies and data analysis (20%).

3 - The selection panel will conduct the curricular evaluation of the applicants in accordance with the adopted criteria, using a numeric scale from 0 to 100 being the final classification obtained by the average of the scores assigned by each member of the selection panel.

#### IX - Admission on absolute merit

Applicants who obtain a score equal to or greater than 75 points are considered approved on absolute merit and will be subject to an interview, being all the other applicants excluded from the tender process, with the selection panel considering they do not hold a scientific and professional curriculum that reveals a suitable profile for the position in the competition.

#### X - Professional Selection Interview (PSI)

1 - The Professional Selection Interview (PSI) consists of a presentation made by the candidate to the jury, about his research in the thematic area of the competition -

Psychology. The selection panel will ask a set of questions to the candidate, aiming at clarifying the presentation made and other elements that they consider relevant.

2 - The assessment of the PSI is expressed on a numerical scale from 0 to 100.

3 - The classification of each applicant is obtained by the average of the scores of each member of the selection panel

#### XI - Final ordering

The final ordering of applicants admitted to the PSI is the result of a final classification (FC), which in turns results from the weighted average of the assessments obtained in the different selection methods by assigning a weighting factor of 90% to the Curricular Evaluation (CE) and 10% to the Professional Selection Interview (PSI), according to the following formula:

$$FC = 90\% CE + 10\% PSI$$

#### XII - Hearing of interested parties

1 - The interested parties are entitled to require a hearing on the lists of recruited and excluded applicants as well as the list of final classification and ordering of the applicants, pursuant to articles 121 and 122 of the Code of Administrative Procedure, with the notification of interested parties by e-mail and advertising on the Iscte - Instituto Universitário de Lisboa website.

2 - The competition processes can be consulted by the applicants at Human Resources Unit, under the terms indicated in the notification referred to in the previous points.

#### XIII - Constitution of the selection panel

In conformity with article 13 of Decree-Law No. 57/2016, the selection panel is composed by Doctor Carla Moleiro, Associate Professor at Iscte - Instituto Universitário de Lisboa, (chairperson), Doctor Margarida Garrido, Associate Professor with Habilitation at Iscte - Instituto Universitário de Lisboa, Doctor Cecília Aguiar, Assistant Professor at Iscte - Instituto Universitário de Lisboa, and Doctor Sven Waldzus, Full Professor at Iscte - Instituto Universitário de Lisboa.

#### XIV - Non-discrimination and equal opportunity policy

Iscte - Instituto Universitário de Lisboa actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged to, benefited from, harmed by or deprived of any right or exempt from any duty, in particular due to ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic assets, reduced work capacity, disability, chronic disease, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and union membership.

XV - Pursuant to Decree-Law no. 29/2001, of February 3rd, a disabled applicant has preference in the event of the same classification as another applicant, which prevails over any other legal preference. Applicants must submit a sworn statement in the application form on their level of disability, the type of disability and the means of communication/expression to be used in the selection process, under the terms of the aforementioned diploma

January 11, 2022. - The Rector, Maria de Lurdes Rodrigues.