

**OFFER : Position for 1 Research Assistant (Ref. kNOwHATE\_C3)**

Maria de Lurdes Reis Rodrigues, Rector of the Iscte - Instituto Universitário de Lisboa, makes public that by her decision dated March 6, 2023, an international open call for one (1) full-time position of research assistant is open for a period of 15 (fifteen) consecutive days from the day following the publication of the present notice, to carry out research activities at ISTAR - Research Center for Information Sciences, Technology and Architecture, in the scope of the kNOwHATE research project (kNOwING online HATE speech: knowledge + awareness = TacklingHate).

The contract is in the form of a fixed-term employment contract for a period of **12 months**. The competition is valid for a period of six months from the date of approval of the final ranking list.

The call has been translated from Portuguese, in case of discrepancies the Portuguese version available at <https://recrutamento.iscte-iul.pt> prevails.

**1. Applicable law**

The call is governed by the provisions of the Labour Code, the Iscte Regulation n.912/2022 “Regulamento do Pessoal de Investigação, de Ciência e de Tecnologia em Regime de Contrato Individual”, published in Diário da República, 2nd series, no. 188, September 28, 2022, and by other applicable legislation and regulatory standards.

**2. About the Project**

Despite the Union's effort to fight against online hate speech (OHS), several reports showed an increase in OHS during 2020-21. The current pandemic provided a context for increased scapegoating and stigmatization, and minority groups are disproportionately targets of hatred discourse. OHS is a persistent threat to the Union's values, and there is a need for more knowledge of its content, detection, and countering. Portugal, as other member states, has seen an escalation of hate speech

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against immigrants, racial/ethnic groups, and LGBTIQ communities. However, there is no systematized knowledge nor tools designed to detect, monitor and prevent OHS in these communities. The kNOWHATE project aims at addressing this need, offering a comprehensive, participatory, and culturally sensitive approach to analyze, detect, and counter, direct and indirect OHS in Portuguese language. To better tackle and prevent OHS we need to know and understand the hate in it. For such purpose we combine social and language sciences with cutting-edge computer sciences techniques, offering a comprehensive, interdisciplinary approach to:

- a) analyse content and propagation of OHS and counter speech in user-generated content (e.g., tweets) in Portugal,
- b) create models for its automatic detection,
- c) offer culturally sensitive and tailored guidelines and tools for effective detection, prevention and countering narratives to be used by individuals, civil society organizations, and policy makers.

Our results have a 3-fold impact, leading to problem solving actions that meet the needs of the target populations:

- a) increased scientific knowledge of both OHS and OCS narratives in Portuguese language,
- b) increased cooperation between the scientific community, civil society organizations, and public authorities regarding OHS detection and effective countering narratives,
- c) increased public awareness of OHS and effective OCS strategies.

### **3. Job Description**

- a) Modelling and implementation of classifiers that automatically classify social media content containing forms of Online Counter Speech;
- b) Test and evaluation of the obtained classification models and extraction of relevant explanatory information from these;
- c) Build useful web-based applications from obtained classification models;

- d) Produce at least two scientific papers of sufficient quality to be accepted in a scientific journal or international conference;
- e) Writing a Final Report of the work done.

#### **4. Scientific Area**

Computer Science, Data Science and Psychology

#### **5. Admissibility Requirements**

The call is open to all national, international and stateless candidates that fulfill the following criteria:

- a) The candidate must have a Master's degree in the field of Computer Science, Data Science or related areas, or Psychology;
- b) The candidate must demonstrate that he/she is an experienced speaker of Portuguese at a minimum level of C2 (Full Command).

#### **6. Workplace**

The workplace will be at Iscte - Instituto Universitário de Lisboa, Avenida das Forças Armadas, 1649-026 Lisboa.

#### **7. Remuneration**

The gross salary will be 1580,82€ per month corresponding to a position of Assistant researcher, working under a fixed-term employment contract without exclusivity, according to Annexes I and II of “Regulamento do Pessoal de Investigação, de Ciência e de Tecnologia do Iscte - Instituto Universitário de Lisboa”.

## 8. How to apply

8.1 - The application and supporting documents will be submitted to ISCTE recruitment platform in the following website : <https://recrutamento.iscte-iul.pt>.

8.2 - The applications are formalized by writing a letter to the Rector of Iscte, requesting the acceptance of the application, according to the mandatory form available at the same website.

8.3 - The letter will have the following documents in attachment in pdf format:

- a) Copy of Certificates of Qualifications of Master's degree and, in case the degree was obtained abroad, a document proving its recognition or equivalence by a Portuguese higher education institution, and any formalities established therein must be fulfilled by the date of formalization of the contract;
- b) Detailed curriculum vitae of the candidate, structured according to 9.2, including Portuguese language proficiency level;
- c) Motivation letter (300-word limit).

The applicants may include documents that certify the experience referred in 9.2.

8.4 - The application and all associated documents, including the motivation letter, can be in Portuguese or in English.

8.5 - Candidates who fail to submit all the documents mentioned in points a) to c) above, or who apply incorrectly, or who do not meet the requirements, will be disqualified. If in doubt, the selection committee may ask any candidate to produce documentary evidence to support their claims.

## 9. Evaluation Criteria

9.1 - The selection methods include the CV evaluation and interview.

9.2 - Evaluation criteria:

- *Criterion A* - Merit of the applicant, with the weight of 90%:
  - A1 - Professional and academic experience aligned with the research topic, with the weight of 42% equally divided by the following

preference factors:

- a. Experience in Natural Language Processing applications;
  - b. Experience in Neural Network Architectures;
  - c. Experience in Modelling and Evaluating Data in Social Sciences;
  - d. Experience in one programming language, preferably Python and R;
  - e. Experience in scientific production;
  - f. Other professional experience.
- A2 - Average mark of the course, with a weight of 28%.
  - A3 - Motivation of the student for the training plan through a motivation letter 30%.
- *Criterion B* - Interview, with a weight of 10%.

9.3 - Admissible applications will be scored on a scale from 0 to 100, rounded to one decimal place. The candidates will be ordered according to the weighted average of the classification obtained in each of the 3 (three) criteria, translated by the following formula:

$$\text{Final Classification} = (0,9 \times A) + (0,1 \times B)$$

For tie-breaking purposes, candidates will be ranked based on the marks awarded for each of the evaluation sub-criteria in the following order of precedence: criterion A1, criterion A2, criterion A3, criterion B.

## 10. Eligibility based on merit requirements

Candidates whose application is evaluated with a final mark below 50 (fifty) points will not be eligible for establishing the contract. The jury reserves the right to not award the grant if none of the candidates matches the desired profile.

## **11. Terms and Procedures for prior hearing, complaint and appeal**

11.1 - Candidates may complain and appeal about the ranked lists of admitted and excluded candidates, 10 workdays after the notice, in accordance with articles 121 and 122 of the Administrative Procedure Code. Candidates will be notified by e-mail and the results will be featured on the Iscte website.

11.2 - The call documents and evaluation process will be available for consultation at the Human Resources Unit of Iscte, following the procedure described in the aforementioned e-mail.

## **12. Publication of the competition edict**

- a) On the Internet site and posted in the proper places of the Iscte.
- b) In a mass media with national coverage;
- c) On the Euraxess platform.

## **13. Selection Committee**

The members nominated by the Rector of Iscte for the selection Committee are:

- Doctor Fernando Batista, Professor Associado do Iscte- Instituto Universitário de Lisboa ISCTE (chairman)
- Doctor Ricardo Ribeiro, Professor Associado do Iscte- Instituto Universitário de Lisboa ISCTE (member)
- Doctor Catarina Marques, Professora Auxiliar do Iscte- Instituto Universitário de Lisboa ISCTE (member)

In case of conflict of interest of a jury member above, he/she will be replaced by one of the following alternates:

- Doctor Sérgio Moro, Professor Associado com agregação do Iscte- Instituto Universitário de Lisboa
- Doctor António Fonseca, Professor Convidado do Iscte- Instituto Universitário de Lisboa

#### **14. Financing**

This contract is funded by the kNOWHATE project (kNOwING online HATE speech: knowledge + awareness = TacklingHate) of the European Commission (CERV-2021-EQUAL 101049306). Payment will begin upon return by the applicant of the research contract duly signed.

#### **15. Information and Publicity on financing granted**

In all R&D activities directly or indirectly financed by the contract, namely in all communications, publications, and scientific creations, as well as the produced with the support provided by the grant, the financial support of the European Commission must be mentioned. To that effect, the insignia of the European Commission must be registered in the documents concerning these actions according to its graphic standards. The dissemination of research results funded under this grant must respect the rules of open access to data, publications, and other research results in force within the European Commission.

#### **16. Non-discrimination and equal access policy**

The Iscte – Instituto Universitário de Lisboa actively promotes a policy of non-discrimination and equal access, according to which no applicant shall be privileged, favored, prejudiced, or deprived of any right, or exempted from any right, on any ground such as ancestry, age, gender, sexual orientation, marital status, family situation, economic situation, education, origin or social status, genetic heritage, reduced capacity to work, disability, chronic illness, nationality, ethnic origin or race,

territory of origin, language, religion, political or ideological beliefs, and trade union membership.

Iscte, March 31, 2023.

The Rector

Maria de Lurdes Rodrigues