

Public Notice no 887/2023

Summary: International selection competition procedure for a doctorate-holder position for the pursuit of research activities in the scientific domain of Psychology as a Junior Researcher for the Research Project with the reference number 2022.03592.PTDC, under Decree-Law No. 57/2016, of August 29th, as amended by Law No. 57/2017 of July 19th.

Opening of an international selection competition procedure to hire a doctorate holder for the Research Project with the reference number 2022.03592.PTDC, under Decree-Law No. 57/2016, of August 29th, as amended by Law No. 57/2017 of July 19th.

Maria de Lurdes Reis Rodrigues, Rector of Iscte - Instituto Universitário de Lisboa, hereby makes public that, following her executive order may 2nd 2023, it is open for 10 business days from the day immediately after the publication of the current public notice, an international selection competition for one (1) doctorate position for the pursuit of research activities in the scientific domain of Psychology, at Iscte's Center for Psychological Research and Social Intervention (CIS-Iscte), in the scope of the project "All4Children – The Integrated Model of Family Foster Care (MIAF) to promote high-quality child welfare practices in Portugal" under the reference 2022.03592.PTDC, funded by Fundação para a Ciência e Tecnologia I. P. (FCT) through national funds registered in the FCT budget.

The current competition procedure stems from the decision by FCT to provide funding to the project entitled "All4Children" (2022.03592.PTDC), submitted by Center for Psychological Research and Social Intervention (CIS-Iscte), which requires the recruitment of a doctorate-holder to carry out scientific research functions.

In conformity with article 6 of Decree-Law No. 57/2016, amended by Law No. 57/2017 of July 19th, the hiring is made in the form of a resolutive employment contract of uncertain term duration, in conformity with the Labour Code. The competition is aimed exclusively to fill the abovementioned position, can be cancelled up to the homologation of the final list 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 29th, as amended by Law No. 57/2017 of July 19th, which approves a regime for the hiring of doctorates with the aim of stimulating scientific and technological

employment in all areas of knowledge (RJEC), by Regulatory Decree number 11-A/2017, of December 29th, which regulates contract remuneration levels, as well as by the Labour Code, approved by Law No. 7/2009, of February 12th, in its current wording.

2 - The competition is open under RJEC's article 20 and in the framework of the programme contract entered into by FCT and ISCTE-IUL, which governs funding allocation.

II - Workplace

The workplace is located at Iscte - Instituto Universitário de Lisboa, Avenida das Forças Armadas, 1659-026 Lisboa.

III - Remuneration

The monthly remuneration to be attributed corresponded to level 33 of the single remuneration table, approved by Implementing Order No. 1553-C/2008 of December 31st that, considering the updates approved by the decree-law nr. 84-F/2022, of December 16th, of December 16th, corresponds to the gross value of 2 206,05 euros.

IV - Description of the position

This position is focused on the development of scientific research activities in the context of the project "All4Children – The Integrated Model of Family Foster Care (MIAF) to promote high-quality child welfare practices in Portugal", aiming to evaluate the implementation of the Integrated Model of Family Foster Care (MIAF).

The position is aimed to develop the following tasks: i) support for project management tasks; ii) participate in data collection and conduct qualitative and quantitative data analysis; iii) prepare scientific reports and presentations and write scientific articles to be submitted in national and international journals on the topics of the research project; iv) plan, prepare and implement training and feedback sessions with professionals working in the area of promotion and protection of children and young people at risk and foster families; v) collaborate with the organization of scientific events about family foster care; and vi) collaborate with other activities and tasks aligned with the project's goals.

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 (see point IV).

2 - Specific admission requirements to the present competition are:

- a) Holding a doctoral degree in the field of Psychology. If the PhD has been awarded by a foreign higher education institution, candidates must prove the respective recognition or equivalence of the degree.
- b) Authorship of a minimum of five publications (published or accepted for publishing) in international scientific journals (Q1/ Q2 WoS).
- c) Previous research experience in the field of children and youth at risk ;
- d) Qualitative and quantitative data analysis skills;
- e) Oral and written English language skills.

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:

- a) Application admission requirement, according to the mandatory use form, available at <https://recrutamento.iscte-iul.pt/>;
- b) Document confirming 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 by the date of signing the employment contract;
- c) Detailed curriculum vitae, electronic copy (pdf) structured in accordance with the assessment criteria set forth in this public notice and with identification of the publications required in subparagraph b), no. 2. point V. of this public notice;
- d) Motivation letter, reflecting about the candidate's suitability for performing the research activities envisaged in the scope of the project, considering relevant scientific and/or professional activities in which the applicant has been involved in the last five years and future perspectives of the work to be developed;
- e) One PDF copy of each scientific publication required in point V.2.

g) Document confirming application submission, duly signed by the candidate. This document is automatically created by the recruitment platform once the documents cited before are uploaded,

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 his/her statements.

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 19th, the selection is made through the evaluation of the scientific path and curriculum of applicants, considering:

a) Scientific, technological, cultural or artistic production of the last five years that the applicant considered to be of more relevance;

b) The research activities carried out during the last five years that the applicant considered to be of more relevance;

c) Activities of outreach and dissemination of knowledge developed in the last five years, specifically in the context of culture and scientific practices promotion, that the applicant considered to be of more relevance;

d) Considering the thematic and tasks expected to be carried away during the project, adequacy and competence of the applicants will be assessed, considering all relevant activities of the last five years.

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 (AC) and Professional Interview (EPS).

2 - The curricular evaluation (AC) adopted is expressed on a numeric scale of 0 to 100 and is obtained considering the following formula:

$$AC = 45\% PC + 30\% AI + 20\% AE + 5\% CM$$

in which

a) PC represents the scientific, technological, cultural, or artistic production, developed in the last five years that the applicant considered to be of more relevance according to the topic of the project and/or the work tasks to be carried out. This criterion will consider scientific publications – articles in indexed scientific journals, books, book chapters, proceedings of scientific meetings – participation in conferences, organization of national or international scientific events, and awards.

Criteria to evaluate PC will follow these parameters:

Production in relevant fields/areas - 60 to 100 points.

Production in similar areas - 11 to 59 points.

Production in other areas – up to 10 points.

b) AI corresponds to research activities carried out during the last five years that the applicant considered to be of more relevance considering the topic of the project and/or the work tasks to be carried out. For the evaluation of this criterion will be considered: the participation and/or leadership of research projects, the participation in national and international networks and partnerships, the submission of applications to financing approved and not approved, the supervision of academic dissertations and thesis, the supervision of internships and scholarships, the participation in academic juris, the participation in editorial teams and the review of scientific articles.

Criteria to evaluate AI will follow these parameters:

Activities in relevant areas or functions - 60 to 100 points.

Activities in similar areas or functions - 11 to 59 points.

Activities in other areas – up to 10 points.

c) AE are Activities related to outreach and dissemination of knowledge, carried out in the last five years, in areas or roles related to the current competition. For the evaluation of this criterion, will be considered: the development of programs of intervention and consultancy based on evidence; the dissemination of knowledge and results of research to society, academic and non-academic audience, and of scientific communications.

Criteria to evaluate AE will follow these parameters:

Activities in relevant areas or functions - 60 to 100 points.

Activities in similar areas or functions - 11 to 59 points.

Activities in other areas – up to 10 points.

d) CM corresponds to the Motivation letter that reflects the adequacy of the applicant to the research activities expected to be performed in the context of the project, taking into account the activities developed during the last five years considered to be of more relevance as well as the perspectives about future work to be developed.

Criteria to evaluate CM will follow these parameters:

Profile associated with relevant areas or functions - 60 to 100 points.

Profile associated with similar roles or functions - 11 to 59 points.

Profile associated with other areas or functions – up to 10 points

3 - The selection panel will conduct the AC 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.

4- In the case of a tie, the chairperson has the casting vote.

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 competition procedure, 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 (EPS)

1 - The interview aims at clarifying aspects related to the results of the applicant's research and will have an estimated duration of 15 minutes.

2 – During the interview, the following criteria will be taken into consideration: applicant's scientific knowledge, answers to the questions presented by the selection panel, and his/her perspectives in the context of the current position.

3- The evaluation of the professional selection interview is expressed on a numerical scale from 0 to 100.

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

XI - Final ordering

After applying the selection criteria, the evaluation panel will elaborate a ranked list of the candidates approved, indicating their classification. The final classification (CF) of the applicants interviewed is the result of the sum of the points obtained in the curricular assessment (AC) and in the interview (EPS), with a weighting factor of 90% and 10%, respectively, according to the following formula:
 $CF = 90 \% AC + 10 \% EPS.$

2. In the case of a tie, the chairperson has the casting vote.

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 on 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 Joana Baptista, Assistant Professor at Iscte - Instituto Universitário de Lisboa, Researcher at CIS-Iscte and Principal Investigator of the Project "All4Children" (chairperson), and Doctor Isabel Soares, Full Professor at School of Psychology of the University of Minho and Researcher at the Psychology Research Centre (CIPsi), and Doctor Cecília Aguiar, Assistant Professor at Iscte-IUL and Researcher at CIS-Iscte (voting member of the selection panel). Doctor Mariana Negrão, Assistant Professor at the Portuguese Catholic University and Researcher at the Research Centre for Human Development (CEDH), and Doctor Lígia Monteiro, Assistant Professor at Iscte - Instituto Universitário de Lisboa and Researcher at CIS-Iscte (alternate delegates).

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.

May 2nd 2023 - The Rector, Maria de Lurdes Rodrigues.