

ISCTE – INSTITUTO UNIVERSITÁRIO DE LISBOA

Public Notice number 445/2024

It is hereby made public that, by virtue of my order issued on 12 February 2024, an international documental competition for recruitment is opened, for the time limit of fifteen business days counted from the day immediately after this public notice is published. This recruitment is for a civil service employment contract for an indefinite period concluded under the Labour Code, for 1 (one) position in the category of Assistant Researcher governed by private law, in the scientific area of Psychology.

The call for applications is ruled by the provisions contained in the Regulation for Research, Science and Technology Staff of ISCTE – Instituto Universitário de Lisboa (Regulation number 912/2022), hereinafter referred to as Regulation, published in *Diário da República*, 2nd series, number 188, of 28 September 2022, and by all the other applicable legislation and regulations.

This call for applications is exclusively aimed at filling the indicated vacancy, and can be cancelled up to the approval of the list of the final ordering of the applicants and expires upon the filling of the offered job position.

1 – Scientific area:

The call for applications is opened for the scientific area of Psychology.

2 – Workplace

ISCTE – Instituto Universitário de Lisboa

Av. das Forças Armadas, no. 40

1649-026 Lisboa, Portugal

3 – Remuneration position

The remuneration corresponds to the first remuneration position of Assistant Researcher governed by private law, with exclusive dedication, established in the Regulation for Research, Science and Technology Staff of ISCTE – Instituto Universitário de Lisboa (Regulation number 912/2022).

4 – Recruitment requirements

Admission requirements for the call for applications:

- a) Hold a doctoral degree in Psychology.
- b) Good command of the Portuguese and English languages, spoken and written.

5 - Absolute merit

5.1 When the applications are eligible, the applicants' recruitment based on absolute merit shall depend on their possession of a curriculum and proven experience in the scientific area of Psychology, cumulatively meeting the following requirements:

a) Publication of at least 16 scientific texts in the last seven years (since 2017, inclusively), in the form of articles, scientific books or chapters of books, of which at least 12 are articles in international scientific journals of the speciality, with peer review indexed in the upper quartile of WoS/ISI or SCOPUS/ CiteScore, in which at least 8 of these the applicant is the corresponding author and/or first author.

b) Participation, in the last seven years, in at least two national and/or international R&D projects, of a European project, with funding obtained following competitive calls for applications, having undertaken the coordination (i.e. principal investigator or national team coordinator of a European project) of at least one of these projects.

5.2 The period of seven years can be increased by the Selection Committee, at the applicant's request, when substantiated by suspension of scientific activity for socially protected reasons, namely due to parental leave, prolonged serious illness, and other situations of non-availability for legally supervised work.

5.3 The decisions are taken by nominal vote based on the absolute majority of the votes of the Selection Committee members attending the meeting, with abstentions not being permitted.

6 – Assessment and selection

6.1 Applicants approved on the basis of absolute merit shall be subject to the Curricular Assessment selection method, pursuant to the assessment criteria defined in the following point, with particular importance given to the work pursued over the last 7 years, in other words, since 2017 inclusively.

6.2 The curricular assessment criteria are weighted as follows:

a) Scientific production in the area of Psychology, in the field of Health Promotion and Disease Prevention (40%) – articles in scientific journals, books, chapters in books, articles in records of conferences and national or international scientific events. In the list of publications, whenever applicable, the applicant should identify those in which the first author consists of: a) a master's or doctoral student supervised by the applicant; b) a postdoc supervised by the applicant; c) a researcher in a research team of a scientific project coordinated by the applicant. The assessment of this criterion shall consider the quality, quantity, diversity, innovation, coherence around the identified research lines, degree of internationalisation, and date of the doctorate. Value shall also be given to participation in networks, recognition by the scientific community (awards or other forms of recognition and distinction by the scientific,

academic or professional community), the scientific autonomy revealed and impact of the scientific production.

b) Participation in scientific projects in the scientific area of Psychology, with specialisation in Health Promotion and Disease Prevention (20%) – the assessment of this criterion shall consider the quality and quantity of scientific projects in which the applicant participated in the area for which the competition is opened, funded on a competitive basis, through national or international agencies. The assessment of quality shall take into account the funding obtained, the position held in the project (for example, principal investigator or participant), the project's incorporation in international research networks, the competition's requirement level, and the assessments to which the projects were subject (once completed, if existing) and their scientific and social impacts.

c) Scientific coordination activities (15%) – the assessment of this criterion shall consider the constitution, coordination and leadership of research teams, coordination of research groups, management positions concerning science and in research units, and supervision of students, grant holders/research assistants and researchers in post-doctoral, doctoral and master's work.

d) Outreach and knowledge dissemination activities (10%) – the assessment of this criterion shall consider participation in scientific and technological dissemination initiatives among the scientific community (papers at conferences and organisation of national or international scientific events) and for diverse audiences, including lecturing experience in higher education and vocational training, as well as publications, presentations and other means of scientific and technological dissemination, and delivery of lectures and seminars for the general public.

e) Scientific project to be developed by the applicant (15%) – the assessment of this criterion shall consider the scientific quality of the project in the field of Health Promotion and Disease Prevention, and its alignment with the objective of the Centre for Research and Social Intervention Cis_iscte (<https://www.cis.iscte-iul.pt/>) and SocioDigitalLab for Public Policy (<https://sociodigitallab.iscte-iul.pt/>), in particular with the Thematic Line of Societal Health (LT3).

6.4 The Selection Committee may decide to supplement the curricular assessment with interviews, which, should they take place, shall strictly follow the principle of equal treatment among all the applicants approved based on absolute merit.

6.5 The interview, which is not in itself a selection method and is not classified, seeks to obtain clarifications or further details on elements contained in the applicant's curriculum, shall have a maximum duration of one hour and shall be conducted in the Portuguese and/or English language.

7 – Voting method

The decision is taken by absolute majority, i.e., by half plus one of the votes of the Selection Committee members attending the meeting. To this end, each member of the Selection Committee shall present a written document, subsequently to be included in the minutes, proposing the order of the applicants, if applicable. This order must be duly substantiated on the assessment criteria indicated in point 6.2, with the members classifying the applicants on a scale of whole numbers from 0 to 100 for each assessment indicator. In the various voting rounds, each member of the Selection Committee shall respect the ordering that she/he presented, with abstentions not being permitted. The first round of voting aims to determine the applicant positioned in first place. If an applicant receives more than half the votes of the Selection Committee members attending the meeting, she/he shall be immediately positioned in first place. If this does not occur, voting shall be repeated after removal of the applicant who received the least votes in the first round. The process shall be repeated until an applicant obtains absolute majority to be classified in first place. This same process is repeated to obtain the applicant classified in second place, and so on successively until an ordered list of all the applicants is obtained. If, in the different rounds, there is a tie between two or more applicants in the least voted position, then a vote shall be taken to break this tie. For this voting, the Selection Committee members shall vote for the applicant ranked highest in their sequencing, and the applicant with the least votes is eliminated. If, even so, the tie still persists, the Selection Panel's chairperson shall break the tie, by requesting each selection panel member to vote on them using an ordering based only on the "scientific merit" criterion.

8 – Informing of the persons concerned and decision

The persons concerned shall be informed by electronic notification of the lists of successful and excluded applicants, the list of those approved based on absolute merit, and the list of final classification and ordering of the applicants. The competition procedure can be consulted by the applicants at the Human Resources Unit, under the terms indicated in the notification referred to in the previous point.

9 – Selection Committee

The Selection Committee shall be chaired by Dr Maria Luísa Lima, Full Professor at Iscte – Instituto Universitário de Lisboa, by delegation of the Rector, and composed of the following professors:

Dr Carla Moleiro, Associate Professor at Iscte

Dr Sónia Bernardes, Associate Professor with aggregation at Iscte

Dr Marco Pereira, Associate Professor, Universidade de Coimbra

10 – Submission and processing of the applications

10.1 Applications are submitted on <https://recrutamento.iscte-iul.pt/>.

10.2 Applications are formalised by application addressed to the Rector of Iscte, requesting acceptance of the application, with mandatory completion of the form, available on the application platform.

10.3 The application must be accompanied by the following documents:

- a) A copy in electronic format (pdf) of the detailed curriculum vitae. The applicants' curriculum vitae must necessarily be organised in accordance with the assessment criteria presented in point 6 of this public notice.
- b) Document confirming the title of doctoral degree. Holders of doctoral degrees obtained abroad must submit, in addition to documents confirming the award of the degree, documentation confirming its recognition or equivalence by a Portuguese institution.
- c) Copy of the work selected by the applicant as most representative of her/his curriculum vitae, up to a maximum of five. This selection should be accompanied by a brief explanatory description detailing the applicant's contribution to the competition's scientific area.
- d) Scientific project: Document drafted in the Portuguese or English language, in accordance with the template available on the application platform, to enable substantiating a future mission statement, which should include a proposal of the activities that the applicant intends to develop during the first five years of her/his activity, detailing how this may contribute to the progress and development of the scientific area and speciality for which the competition is opened in scientific terms and concerning cooperation with society.
- e) Document providing objective evidence on the number of citations of the publications indicated in the curriculum and explanation of the method used for counting, with sufficient detail for the jury to be able to reproduce the procedure. The applicant should provide the manner of identification of the name for search.
- f) Other documents that the applicant considers relevant for merit appraisal.

10.4 Failure to submit the required documents under the terms of this public notice, their submission beyond the stipulated deadline or the submission of false documents shall result in exclusion from the recruitment process.

10.5 False statements made by the applicants shall be punished pursuant to the law.

11 – Publication of the public notice of the call for applications

- a) In *Diário da República* [Official Gazette].
- b) On the Bolsa de Emprego Público [Public Employment Pool].
- c) On the website and posted at the appropriate places of Iscte.
- d) In a means of communication of national scope.
- e) On Euraxess.

12 – Non-discrimination and equal opportunity policy

In compliance with Article 9(h) of the Constitution, the Public Administration, as an employer entity, promotes a policy of equal opportunities in access to employment and career progression, scrupulously taking measures to prevent all and any form of discrimination, and also endorses inclusive language.

Accordingly, the terms 'applicant', 'recruited', 'professor' and other similar terms used in this public notice do not refer to the gender of persons. Likewise, no applicant can be privileged to, benefited from or deprived of any right or exempt from any duty, in particular due to ancestry, age, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic assets, reduced work capacity, disability, chronic disease, nationality, ethnic origin, territory of origin, language, religion, political or ideological beliefs and union membership.

12 February 2024– The Rector, Maria de Lurdes Rodrigues