

## Call for 1 Research Fellowship - Psychology

### Ad summary

A call is now open for 1 (one) Research Fellowship (call reference: **APPsyCI/009/BI/2023**) in the scope of the research-related activities in Psychology of the R&D Unit Applied Psychology Research Center Capabilities & Inclusion – APPsyCi (UIDB/05299/2020) at Ispa – Instituto Universitário, funded by the Portuguese Foundation for Science and Technology (*Fundação para a Ciência e Tecnologia*) – FCT, I.P./MCTES, through national funds (PIDDAC).

### 1. Scientific Field: Psychology

**2. Funding Source:** Portuguese Foundation for Science and Technology (*Fundação para a Ciência e Tecnologia*) – FCT, I.P./MCTES, through national funds (PIDDAC), via the Multiannual Funding of R&D Units 2020-2023 –core funding (reference: UIDB/05299/2020).

### 3. Applicant's Profile

Mandatory requirements:

- Master's degree in psychology, preferably in Social and Organizational Psychology.
- Excellent communication skills in Portuguese and English.

#### Preferred factors:

Previous experience in teamwork and scientific research.

Knowledge in programs such as Excel, SPSS and AMOS.

Previous publications related to the project theme will be valued.

Previous research experience in sustainability, specifically the influence of green human resources management on individual and organizational outcomes is valued.

### 4. Requirements for admission to the competition

#### **The following documents must be submitted:**

- a) master's degree certificate with the final classification.
- b) Detailed Curriculum Vitae.
- c) Motivation Letter.

Only applicants who supply proof to have completed the study cycle leading to a master's degree by the end of the application deadline will be admitted. If applicants do not yet have the certificate of completion, a declaration of honor will be accepted stating that they have completed the qualifications required for the call and that the master's diploma/certificate will be dated within the application period. The fellowship award is always contingent upon the presentation of the mandatory proof of academic qualifications.

If the academic degree has been conferred by a foreign higher education institution, it must be recognized by a Portuguese higher education institution, and the final classification must be converted into the Portuguese evaluation scale, under the terms of the provisions of Decree-Law no. 66/2018, of August 16th, which approves the legal regime of recognition of academic degrees and diplomas of Higher Education, attributed by foreign higher education institutions, and of paragraph e) of no. 2 of article 4 of Decree-Law no. 60/2018, of August 3rd.

If the candidate has already requested but is waiting on the recognition of the academic degree conferred by a foreign higher education institution to be issued, he/she can submit a declaration of honor clarifying that the recognition was requested and will be dated within the application period.

The recognition of foreign academic degrees and diplomas and the conversion of the final classification to the Portuguese classification scale may be requested in any Portuguese public higher education institution or at the Directorate-General for Higher Education (DGES, for automatic recognition only). Please consult the DGES portal for details: <http://www.dges.gov.pt>.

#### **5. Requirements for signing the fellowship agreement.**

The candidate must be enrolled in a PhD degree, or enrolled in a course that does not award an academic degree, in a Portuguese higher education institution. This registration must be completed until the time of contracting the research fellowship.

In the case of diplomas issued by foreign higher education institutions, the recognition of these academic degrees must be presented until the time of contracting the research fellowships and the date of recognition must fall within the application period (as indicated in 4.).

For the purposes of signing the contract, a form with personal information, Ciência ID, a copy of the identification document, and a declaration on exclusive functions exercise might also be requested.

False declarations are reason to cancel the candidacy without prejudice to the application of other sanction measures.

#### **6. Work plan**

The work plan will be developed within the project "*Understanding the Triple Bottom Line through the lens of Green Human Resources Management and Greenwashing*". This project, in its initial component aims to map the main indicators of the three dimensions of the three-dimensional model of sustainability (environmental, economic, and social) to then analyze the role of green human resources management practices and greenwashing in this model.

As such, the fellow will perform the following tasks:

- Support to project management, with administrative and execution tasks.
- support in literature review.
- support to data collection (quantitative).
- data analysis support (quantitative).
- support in writing scientific papers and conference communications.

- support in the dissemination of the project in the media.

### **Applicable legislation**

Law No. 40/2004, of August 18th, as amended by the Decree-Law No. 123/2019, of August 28th, in its current wording (Research Fellowship Holder Statute/Estatuto do Bolseiro de Investigação - EBI);

Regulation No. 950/2019, of November 29th, published in Diário da República, No. 241, Series II, of December 16th (FCT's Regulation for Research Studentships and Fellowships/Regulamento de Bolsas de Investigação da FCT - RBI);

Decree-Law No. 66/2018, of August 16th (Legal regime of recognition of academic degrees and diplomas of higher education awarded by foreign higher education institutions);

Regulation for Scientific Research Fellowships of Ispa – Instituto Universitário; and other applicable legislation.

### **8. Workplace and scientific supervision**

The research fellowship contract will be signed with ISPA, CRL (contracting entity). The place of work is located at APPSyCI (host institution), located at Ispa – Instituto Universitário, Rua Jardim do Tabaco, 34, 1149-041 Lisboa, Portugal and/or other locations necessary for the implementation of the planned activities, under the scientific supervision of Professor Doctor Ana Sabino.

### **9. Duration of fellowship**

The fellowship will have a duration about 8 months, eventually renewable for periods not exceeding the eligible period of the project, conditioned by the project's budget, and in accordance with the maximum period for research fellowships as indicated in points 4 and 5 of Article 6 of FCT's Regulation for Research Studentships and Fellowships.

The fellowship is expected to start in May 2023.

### **10. Remuneration and other components**

The monthly stipend is **€ 1199.64**, in accordance to the table of monthly maintenance stipend in Portugal set by FCT for activities in exclusive dedication regime ([https://www.fct.pt/apoios/bolsas/docs/Tabela\\_de\\_Valores\\_SMM\\_2023.pdf](https://www.fct.pt/apoios/bolsas/docs/Tabela_de_Valores_SMM_2023.pdf)), subject to any updates that may apply, to be paid monthly through bank transfer. The fellow is also entitled to the applicable voluntary social security system (Seguro Social Voluntário, Decree-Law No. 40/89, of February 1st; EBI – art. 10<sup>o</sup>), and a personal accidents insurance.

### **11. Submission of applications**

The call is open from **04 April to April 19, 2023, by 17:00 (Lisbon time)**.

Only applications received within the specified application period will be considered.

Applications must be formalized by sending the following mandatory documents:

- a) master's degree certificate with the final classification.
- b) Detailed Curriculum Vitae; and

c) Motivation Letter.

Applications should clearly state the call reference APPsyCI/009/BI/2023, in the subject field and be sent via e-mail to [candidaturas.investigadores@ispa.pt](mailto:candidaturas.investigadores@ispa.pt) and cc to [appsyci@ispa.pt](mailto:appsyci@ispa.pt) or via post mail directed to Ispa – Instituto Universitário – Departamento de Recursos Humanos – Rua Jardim do Tabaco 34, 1149-041 Lisboa.

All documents must be submitted in PDF format.

The non-compliance with these requirements may determine the rejection of the application.

## 12. Evaluation and selection criteria

### Curriculum Evaluation

Candidates will be evaluated and ranked by their curriculum, according to the following criteria, and each having the indicated weight:

- a) Final classification of master's degree (20%)
- b) Previous experience in the scientific area of the project (organizational psychology and sustainability), according to the CV (20%)
- c) Previous experience in research activities in the project area, according to the CV (30%)
- d) Other relevant activities, according to the CV (10%)
- e) Motivation and interest in the area, according to the motivation letter (20%)

Applications will be evaluated, and candidates ranked, on a 0,00 – 20,00 scale. The final classification will result from the formula:

$$\text{Final classification} = (\text{Criterion A} \times 20\%) + (\text{Criterion B} \times 20\%) + (\text{Criterion C} \times 30\%) + (\text{Criterion D} \times 10\%) + (\text{Criterion E} \times 20\%)$$

For tie-breaking purposes, or if the jury deems necessary, the three candidates with the highest score in the curriculum evaluation above will be interviewed. In this case, the final classification of applications admitted will result from the formula:

$$\text{Final Classification} = (\text{Curriculum Evaluation} \times 80\%) + (\text{Interview} \times 20\%)$$

For tie-breaking purposes, the ranking of the candidates will be based on the classifications assigned to each of the evaluation criteria in the following order of precedence:

Curriculum Evaluation - C) Previous experience in research activities in the project area, according to the CV; B) Previous experience in the project's scientific area (organizational psychology and sustainability), according to the CV; A) Final mark of the master's degree; E) Letter of motivation; D) Other relevant activities;

## Phase 2 – Interview

If none of the candidates presents the appropriate and/or necessary skills and competences required for the position and respective work plan, despite fulfilling all the requirements for admission, the Evaluation Panel has the right to not attribute the fellowship.

Note for the evaluation of Criterion a):

1 – The final average of Bachelor's+Master's in a pre- or post-Bologna course results from the simple arithmetic average of the final classification obtained in the 1st cycle (bachelor's degree) and the final classification obtained in the 2nd cycle (master's degree).

2 – In the case of Integrated master's degrees awarded by institutions that do not issue certificates with discrimination of the final classifications of 1st and 2nd cycles, the final classification indicated in the Integrated master's degree certificate after the completion of the cycle of studies will be considered.

3 – In the case of submission of an integrated master's certificate and a pre-Bologna or 2nd cycle master's degree, the final classification of the Integrated master's will be considered;

4 – When candidates submit more than one equivalent Master's, or Integrated Master's, degree (equivalent number of ECTS), the Evaluation Panel will decide which academic degree is best suited for the pursuit of the research plan and which should, therefore, be considered for Criterion A. Other course(s) presented by the candidate can eventually be considered for Criterion B.

5 – The Evaluation Panel will award the minimum score (10 points on a 0 – 20 scale) required for obtaining a degree in Portugal when the submitted Portuguese certificates do not mention the final classification.

6 – The Evaluation Panel will award the minimum score (10 points on a 0 – 20 scale) required for obtaining a degree in Portugal when candidates submit a declaration of honor indicating they have completed the cycle of studies leading to a master's degree by the application deadline but do not present the concomitant certificate (as indicated in point 4 of the call for applications);

7 – The Evaluation Panel will award the minimum score (10 points on a 0 – 20 scale) required for obtaining a degree in Portugal when degree certificates/diplomas issued by foreign institutions are not recognized in Portugal and/or do not have the respective final classifications converted to the Portuguese evaluation scale (as indicated in point 4 of the call for applications).

## 13. Evaluation Panel

The evaluation panel will consist of:

- President, Professor Doctor Ana Sabino (Assistant Professor at ISPA-Instituto Universitário and Integrated Member at APPSyCI)
- Member, Professor Doctor Francisco Cesário (Assistant Professor at ISPA-Instituto Universitário)
- Member, Professor Doctor Ana Moreira (Lecture at ISPA-Instituto Universitário e Collaborator at APPSyCI)

- Alternate Members: Professor Doctor Rui Bártolo-Ribeiro (Assistant Professor at ISPA-Instituto Universitário and Integrated Member at APPsyCI) and Professor Doctor António Caetano (Full Professor at ISPA-Instituto Universitário Integrated Member at APPsyCI)

#### **14. Communication of results**

The results will be notified no later than 90 working days after the closing date for submission of applications to the e-mail address provided by the applicants.

#### **15. Deadlines and procedures for preliminary hearing, complaint, and appeal**

After communicating the provisional list of the results, applicants who want to dispute the results have a period of 10 working days to request a preliminary hearing, in accordance with Articles 121 and following of the Administrative Procedure Code (CPA). The final decision will be communicated after the examination of the arguments presented at the preliminary hearing. After this communication, the selected candidate has 10 working days to accept, in written, the awarded fellowship. Otherwise, withdrawal or renouncement of the fellowship will be considered, unless a proper justification is presented.

After the final decision, a complaint may be placed within 15 working days or, alternatively, an appeal within 30 working days, both counting from the notification date. Applicants who wish to submit a complaint or an appeal should address their complaint to the Board of the funding agency.

In case the selected candidate renounces or withdraws from the fellowship, the Evaluation Panel can notify and attribute the fellowship to the candidate(s) in the subsequent position(s), if applicable, and according to the final ranking list.

#### **16. Templates for the research fellowship contract and for the final reports by the fellow and by the supervisor**

The template for the research fellowship contract as well as the template and timings for the final reports to be created by the fellow and by the supervisor, and concomitant evaluation criteria, can be found in the Ispa – Instituto Universitário’s Regulation for Scientific Research Fellowships (Appendices 2, 3, and 4) at:

[https://intranet.ispa.pt/sites/default/files/users/10008/rg102\\_bols\\_invest\\_cient\\_2023.pdf](https://intranet.ispa.pt/sites/default/files/users/10008/rg102_bols_invest_cient_2023.pdf)