

CALL FOR A POSTDOCTORAL RESEARCHER HIRING UNDER THE RESEARCH ACTIVITIES DEVELOPED IN THE RESEARCH CENTER APPSYCI – APPLIED PSYCHOLOGY RESEARCH CENTER CAPABILITIES & INCLUSION, UNDER ARTICLE 19 FROM DECREE-LAW NR 57/2016, OF 29TH AUGUST, ALTERED BY LAW NR 57/2017, OF 19TH JULY.

Ref. APPSyCI/016/CT/2023.

At a meeting of the Board of Directors of ISPA, CRL, it was decided to open a call for the hiring of one Post Doctoral researcher to develop research in the scientific field of Psychology, **under an unfixed-term contract**, in line with the current Applicable Regulation, under the center for research APPSyCI – Applied Psychology Research Center Capabilities & Inclusion, with the reference **UIDP/05299/2020** funded by National Funds through FCT.

1. SCIENTIFIC FIELD

Psychology.

2. ADMISSION TO THE COMPETITION

2.1. Candidates must have as general requirements:

a) Doctoral Degree in the scientific area of Psychology or other Social Science within the last 5 years or less.

2.2. Candidates must have specific requirements:

- a) Experience in research in Psychology or other Social Sciences.
- b) Experience in research and intervention in national and international projects.
- c) Experience in the preparation, development, and submission of competitive funding applications.
- d) Scientific publications compatible with the year of completion of the Doctoral Degree.
- e) Experience in the dissemination of research and intervention results in national and international events.
- f) Experience in supervision of master's students and Higher Education teaching.
- g) Experience in conducting systematic literature reviews.
- h) Proficiency in advanced data analysis.
- i) Proficiency in spoken and written English.

The five years are mentioned in 2.1. is pondered by the date of Ph.D. conclusion and can be extended by the jury, if requested by the candidate, when justified on the grounds of suspension of scientific activity for socially protected reasons, such as parental leave, prolonged serious illness, and other situations of unavailability for work that are legally protected.

Applicants to this call can be national, foreign, and stateless candidates with a doctoral degree in Psychology or other Social Science. Furthermore, they must be holders of a scientific and professional curriculum that reveals a profile appropriate to the activities to be developed. If the doctorate was awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law nº 341/2007, of October 12th, and all formalities established therein must be complied with at the stage of signing the contract.

3. JOB DESCRIPTION

- a) Promote and carry out research activities within at least one of the following research areas developed at APPSyCI: i) Capabilities & Mental Health; ii) Migrations & Social Inclusion; iii) Organizational Development & Health; iv) Psychological Well-being & Intervention Effectiveness; v) Educational, Artistic, Cultural Development & Civic Participation; vi) Gender Studies & Prevention of Interpersonal Violence.
- b) Promote the dissemination of research activities through the publication of results in peer-reviewed international scientific journals.
- c) Promote the internationalization of research activities and their results through international partnerships and networks of researchers.
- d) Promote the attraction of external funds through the submission of applications to national, European, and international competitive calls.

4. APPLICABLE LEGISLATION

- Decree Law n.º 57/2016, of August 29, amended by Decree-Law Nº 57/2017, of July 19 to stimulate the creation of jobs in science and technology, promote the rejuvenation of institutions and enhance scientific research activities, technological development, science management and communication (RJEC).
- Labor Code, approved Law n.º 7/2009, of February 12, on its current wording.
- The call is open under paragraph b) of No. 1, No. 3 of Article 6, and Article 20 of Decree-Law No.57/2016, and within the scope of the contract program of the Pluriannual Funding of R&D Units 2020-2023, concluded between FCT, ISPA, CRL, and the Center for Research in Education.

5. SCIENTIFIC ORIENTATION AND WORK LOCATION

The activities will be developed at the research center called APPSyCI – Applied Psychology Research Center Capabilities & Inclusion at ISPA - Instituto Universitário, located at Rua Jardim do Tabaco, 34, 1149-041 Lisboa, Portugal and/or other locations necessary for the execution of the work plan.

6. DURATION AND REGIME OF ACTIVITY

The contract is expected to start in September 2023 and has an expected duration of 10 months, possibly renewable up to the maximum duration of the project, and subject to the project budget.

7. MONTHLY REMUNERATION

The monthly remuneration to be attributed is that provided in paragraph 1 of article 15 from LAW 57/2016, of August 29, altered by Law 57/2017, of July 19, correspondent to level 33 of Single Remuneration Table (TRU) approved by Portaria nº 1553-C/2008, December 31, to the value of 2228,11 Euros/month.

8. EVALUATION CRITERIA

Under article 5 from Law 57/2016, of August 29th, altered by Law 57/2017, of July 19th, the selection is to be made based on the candidate's scientific and curricular evaluation.

The evaluation of the scientific and curricular achievements focuses on the relevance, quality, and timeliness of the scientific, technological, and/or applied or practice-based research activities developed over the last five years and considered by the candidate as having the greatest impact, including those of extension and dissemination of knowledge in the context of the promotion of scientific culture and practices.

The selection method will be by the following selection criteria and their respective values:

- **Scientific Production (SP)** - Corresponds to the scientific and technological production of the last 5 years, considered most relevant by the candidate, in the scientific areas of this competition. In the assessment of this sub-criterion, will be considered scientific publications (high impact, publications indexed in Web of Knowledge and/or Scopus), communications in scientific events (national and/or international), organization of national and/or international scientific events, recognitions, and awards. The SP will be evaluated according to the following parameters:

Production in the areas of this call - 60 to 100 points.

Production in areas other than this call, but relevant - 11 to 59 points.

Production in other areas - up to 10 points.

- **Research Activities (RA)** - Corresponds to research activities developed in the last 5 years, considered most relevant by the candidate, in the scientific areas of this call. In the assessment of this sub-criterion, it will be taken into consideration participation in funded research projects, participation in national or international networks, experience in the submission of applications for competitive research funding, supervision of academic theses and dissertations (master's students), supervision of research assistants, teaching, participation in evaluation panels, and experience in the review of scientific publications. The RA will be evaluated according to the following parameters:

Activities in the areas of this call - 60 to 100 points.

Activities in areas other than this call, but relevant - 11 to 59 points.

Activities in other areas - up to 10 points.

- **Outreach Activities (OA)** - Corresponds to outreach and knowledge dissemination activities developed in the last 5 years, particularly in the context of promoting scientific practices and culture, considered most relevant by the applicant to the scientific areas of this call. In the evaluation of this sub-criterion, it will be considered the dissemination of knowledge and scientific research results to society, to academic and non-academic audiences, and to other science communication activities. The OA will be evaluated according to the following parameters:

Activities in the areas of this call - 60 to 100 points.

Activities in relevant areas - 11 to 59 points.

Activities in other areas - up to 10 points.

- **Motivation Letter (ML)** - It corresponds to the motivation letter clarifying the scientific activities of the last 5 years, considered most relevant by the candidate, how the candidate's competencies align with the strategic plan and research groups of CIE-Ispas, and the research program for the duration of the position (6 months), specifying how the proposed research program adds to, complements or advances existing research in one of the two research axes identified in Point 3 of this Notice. The ML will be evaluated according to the following parameters:

Profile of the candidate within the areas of this call - 60 to 100 points.

Profile of the applicant in relevant areas - 11 to 59 points.

Profile of the applicant in other areas - up to 10 points.

The ranking of the candidates results from the curriculum evaluation (CA) obtained in each of the four criteria, expressed on a scale of 0 to 100, and results from the formula:

$$CA = (SP \times 0.55) + (RA \times 0.30) + (OA \times 0.05) + (ML \times 0.10).$$

Candidates who obtain a score of 75 points or more in the CA will be invited to an interview to obtain clarifications and explanations of the curricular elements presented and additional information as well as to evaluate the candidate's attitude and profile. The remaining candidates will be excluded from the competition process, as the jury considers that they do not possess a scientific and professional curriculum vitae revealing a profile appropriate to the position.

9. INTERVIEW

9.1. The interview consists of a conversation between the candidate and the Jury, aimed at clarifying aspects related to the candidates' research results.

9.2. The evaluation criteria for the interview focus on the candidate's demonstrated scientific knowledge, and the suitability of the candidate's research to the position of the present call.

9.3. The evaluation of the interview is expressed on a scale of 0 - 100.

9.4. The final classification of the interview is obtained by the average of the scores given by each of the members of the jury, and expressed on a scale of 0-100, to one decimal place.

10. CLASSIFICATION AND FINAL RANKING

10.1. The final classification (FC) of each candidate admitted for an interview is obtained from the weighted average of the evaluation and selection criteria, with a weighting factor of 90% for Curriculum Evaluation and 10% for the Interview:

$$FC = \text{Curriculum Evaluation (CA)} \times 90\% + \text{Interview} \times 10\%$$

10.2. In case of a tied score, the jury president has a deciding vote.

10.3. The final classification is expressed on a scale of 0 - 100, to one decimal place.

Minutes of the jury meetings shall be drawn up containing a summary of what took place, as well as the votes cast by jury members and respective reasoning, and shall be made available to candidates whenever requested. The jury deliberates using a reasoned nominal vote according to the selection criteria adopted; abstentions are not allowed.

The final decision of the jury should be approved by the President of the Board of Directors of ISPA, CRL.

In the eventuality that none of the candidates possess the profile indicated for carrying out the work plan, the jury reserves the right not to award the contracts for the call.

11. JURY COMPOSITION

The jury will be composed by:

President – Professor Doctor José Ornelas

Member – Professor Doctor Cristina Quelhas who substitutes the president in case of absence.

Member – Prof. Doctor Maria Emília Marques.

Alternate member – Prof. Doctor Maria João Gouveia.

Alternate member – Prof. Doctor António Pires.

12. FINAL DECISIONS ANNOUNCEMENT

12.1 After notification of the results, the candidates have 10 working days to comment in a prior hearing, under the terms of Article 121 and following the Administrative Procedure Code. The final decision will be issued after the analysis of the statements presented during the prior hearing. Within 90 days, counting from the deadline for submitting applications, the jury's final decision is rendered. All applicants will be notified, by email of the evaluation process and results.

12.2 After the period for hearing interested parties, the selected candidate has ten working days in which to accept, in writing, the position assigned, under penalty of, if no reasonable reason is invoked within the said period, this being considered as a resignation or withdrawal from the position. In case of resignation or withdrawal of the selected candidate, the jury reserves the right to notify and award the contract to the candidate ranked in the subsequent position, if applicable, and according to the final seriation list.

13. DEADLINE AND SUBMISSION OF APPLICATIONS

Applications should be submitted by sending the application and supporting documents, digitally in PDF format, to the e-mail address candidaturas.investigadores@ispa.pt (cc to appsyci@ispa.pt) from 31 July to 29th August of 2023, until 12. p.m (Lisbon time) with reference to this call **Ref.ª APPsyCI/016/CT/2023** in the email's subject.

Applications should include support documents (PDF format) and proof of the conditions laid down in the points above for admission to this call, mainly in points 2 and 8:

- a) Copy of Ph.D. certificate or diploma, with the date of its conclusion, or declaration of honor that the candidate will obtain the degree at the end of the application date, indicating the date of the Doctoral Thesis defense, committing to present the certificate or diploma until the beginning of the activity date.
- b) PhD thesis, or link to published PhD thesis.
- c) Detailed curriculum vitae, structured by points 2 and 8.
- d) Other documents relevant to the evaluation of the qualification in a related scientific area.
- e) Letter of motivation, with a maximum of two pages, in which the first page should reflect the scientific activities in the last 5 years, and how the candidate's skills align with the strategic plan and research groups of APPsyCI. The second page, on the other hand, should contain a brief research program for the duration of the position (10 months), specifying how the proposed research program adds to, complements, or advances existing research in one of the two research groups identified in line a) of Point 3 of this Announcement.
- f) Two letters of recommendation, concerning the notice, **Ref.^a APPsyCI/016/CT/2023**

Candidates who formalize their application incorrectly or who do not meet the specific requirements will be excluded from admission to the competition. In case of doubt, the jury is entitled to request further documentation to support the candidate's statements.

False statements by candidates will be punished by the law.

14. Non-discrimination and equal access policy: ISPA, CRL actively promotes a policy of non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on ancestry, age, sex, sexual preference, marital status, family and economic conditions, education, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions, and union membership.

15. Disabled candidates: Under DL nº. 29/2001 of February 3rd, disabled candidates have a preference in an equal classification situation, which supersedes any legal preference. Candidates must declare, on their honor, on their application form during the selection period under the regulations above, their respective disability degree, the type of disability, and the communication/expression means to be used.