

A CALL IS NOW OPEN FOR THE SELECTION OF 1 (ONE) PhD POSITION EQUIVALENT TO JUNIOR RESEARCHER (CALL REFERENCE: CEECINST/010/CT/2025) TO CARRY OUT RESEARCH ACTIVITIES IN PSYCHOLOGY UNDER THE INSTITUTIONAL CALL TO SCIENTIFIC EMPLOYMENT STIMULUS – 2ND EDITION, UNDER DECREE-LAW No. 57/2016, OF AUGUST 29, AMENDED BY LAW No. 57/2017, OF JULY 19

The Board of Directors of ISPA, CRL has decided to open an international selection procedure for the hiring of one Ph.D. holder equivalent to a Junior Researcher, in the scientific area of Psychology, under a fixed-term employment contract, pursuant to the Portuguese Labour Code. The position is for carrying out research activities at the William James Center for Research (WJCR), under the Institutional Call for Scientific Employment Stimulus (CEEC Institutional – 2nd Edition) – Program Contract CEECINST/00089/2021, signed between the Foundation for Science and Technology – FCT, I.P./MCTES and ISPA, CRL.

This call and the respective hiring process are governed by the provisions of the Scientific Employment Regulation, under Article 6(1)(b) and (3) of Decree-Law No. 57/2016, of August 29, as amended by Law No. 57/2017, of July 19, which establishes the regime for hiring Ph.D. holders aimed at stimulating scientific and technological employment across all areas of knowledge (RJEC); by Regulatory Decree No. 11-A/2017, of December 29, which regulates the remuneration levels of hired researchers; and by the Portuguese Labour Code, approved by Law No. 7/2009, of February 12, and by the ISPA Research Career Regulation.

This call is opened under the program contract supporting the development of scientific and pedagogical activities, signed between FCT and ISPA, CRL, in accordance with Article 28(4) of the Scientific Employment Regulation, approved by Regulation No. 607-A/2017, of November 22, and amended by Regulation No. 806-A/2019, of October 14, and Regulation No. 985-B/2019, of December 31.

1. Position and Job Description

1.1. Scientific Area

The scientific area of this call corresponds to the research domains of the William James Center for Research (see <https://williamjamescr.org/>), including the fields of Social Cognition, Social Psychology, Health or Developmental Psychology.

1.2. Workplace

The workplace is located at ISPA – Instituto Universitário, Rua Jardim do Tabaco, 34, 1149-041 Lisbon, Portugal, and potentially at other locations necessary to carry out the work plan.

1.3. Salary

The gross monthly salary is €2,351.53 in accordance with Regulatory Decree No. 11-A/2017, of December 29, and Level 33 of the TRU approved by Decree-Law No. 1/2025 of January 16.

The contract is expected to start in August 2025 and will last until approximately August 2028.

2. Job Description

2.1. The position is for a full-time "Junior Researcher" specialized in the competition area, conducting applied/translational or fundamental psychological research.

2.2. The hired researcher will join a WJCR team, participating in the following tasks:

2.2.1. Conduct independent research in their area of expertise in an innovative manner, contributing to scientific advancement;

2.2.2. Contribute to a dynamic research environment by supporting and participating in the WJCR project and activities;

2.2.3. Produce and disseminate knowledge through peer-reviewed international journals, workshops, conferences, and other scientific events;

2.2.4. Develop and submit applications for competitive research funding with significant impact;

2.2.5. Actively establish meaningful collaborations with academic and non-academic institutions, laying the groundwork for future partnerships and societal engagement.

2.3. WJCR offers laboratory and non-laboratory research facilities, technical and administrative support, and office space.

3. Requirements for admission to the tender

3.1. Applicants may be nationals, foreigners, or stateless persons holding a Ph.D. in Psychology, Social Cognition, Social Psychology, Health Psychology, or Developmental Psychology.

3.2. The Ph.D. must have been obtained within the last 5 years, considering justified career interruptions (e.g., parental leave, long-term illness, or other legally protected circumstances).

3.3. Applicants must demonstrate a scientific and professional curriculum suited to the tasks described:

- a) Experience in the relevant research areas;
- b) Participation in funded research projects;
- c) Scientific publications (approximately one per postdoctoral year);
- d) Experience in dissemination at (inter)national scientific events;
- e) Proficiency in spoken and written English.

4. Application Process

4.1. Applications must be submitted via written request addressed to the Board of Directors of ISPA, CRL, identifying the call reference (CEECINST/010/CT/2025), full name, personal and contact details, tax ID number, marital status, profession, and identification number with expiry date.

4.2. Applications must include the following PDF documents:

- a) Ph.D. certificate or diploma with completion date; If awarded by a foreign institution, proof of recognition by a Portuguese higher education institution is required (under Decree-Law No. 66/2018, of August 16). Proof of the request is acceptable for conditional admission;
- b) Detailed curriculum vitae;
- c) Motivation letter (max. 2 pages): Page 1: Key scientific activities from the past 5 years and alignment with WJCR research strategy; Page 2: Brief research program outlining how the candidate's project complements or advances ongoing WJCR research.

4.3. Applications must be submitted in digital format (PDF) by email to: candidaturas.investigadores@ispa.pt, from **June 24, 2025**, to **July 21, 2025 at 23:00 (Lisbon time)**, indicating the reference in the email subject line: **CEECINST/010/CT/2025**. Applications may be submitted in Portuguese or English.

4.4. False statements will be punished according to the law.

5. Evaluation and Selection Methodology

5.1. Under the terms of Decree-Law No. 57/2016 of August 29, as amended by Law No. 57/2017 of July 19, the selection is based on the evaluation of the candidates' scientific and curricular track record.

5.2. Applicants who do not meet the requirements set out in Article 7 of this notice, or who fail to submit their application in accordance with Article 8, will not be admitted to the competition.

5.3. The evaluation of the scientific and curricular track record focuses on the relevance, quality, and timeliness of the candidates' scientific contributions, in accordance with point 7 of this notice.

6. Selection and Evaluation Methodology

6.1. The selection and evaluation methods consist of comparing the position requirements with the curricular and documentary evaluation.

6.2. The selection jury reserves the right to request, in case of doubt, supporting documents from any candidate to verify the information provided.

7. Curricular Evaluation Process

The curricular evaluation (CE) is expressed on a scale from 0 to 100 and is calculated according to the formula:

$$\text{CE} = 55\% \text{ RP} + 30\% \text{ RA} + 10\% \text{ OE} + 5\% \text{ ML}$$

a) RP (Research Productivity): Refers to the scientific and technological output from the last 5 years, considered most relevant by the candidate within the scientific areas of this call. The evaluation of this subcriterion takes into account scientific publications (high impact, indexed in Web of Knowledge and/or Scopus), invited talks (national and/or international), conference presentations, organization of national and/or international scientific events, recognitions, and awards. Scoring criteria:

- Output in the relevant areas of this call – 60 to 100 points
- Output in related fields – 11 to 59 points
- Output in unrelated fields – up to 10 points

b) RA (Research Activities): Refers to research activities developed in the last 5 years, considered most relevant by the candidate in the scientific areas of this call. Evaluation will consider participation in funded research projects, participation in national or international research networks, experience in submitting competitive funding applications, supervision of master's theses and dissertations, supervision of research assistants, teaching, participation in evaluation panels, and experience in peer review. Scoring criteria:

- Activities in the relevant areas of this call – 60 to 100 points
- Activities in related fields – 11 to 59 points
- Activities in unrelated fields – up to 10 points

c) OE (Outreach and Engagement): Refers to outreach and science dissemination activities carried out in the last 5 years, particularly in the context of promoting scientific practices and culture, considered most relevant by the candidate for the scientific areas of this call. Evaluation will consider dissemination of knowledge and research results to both academic and non-academic audiences, and other science communication initiatives. Scoring criteria:

- Activities in the relevant areas of this call – 60 to 100 points
- Activities in related fields – 11 to 59 points
- Activities in unrelated fields – up to 10 points

d) ML (Motivation Letter): Refers to the letter of motivation, clarifying the candidate's most relevant scientific activities in the last 5 years, how the candidate's skills align with the strategic plan and research groups of WJCR, and the proposed research program for the contract duration, specifying how it adds to, complements, or advances existing research in one of the two research clusters identified. Scoring criteria:

- Candidate's profile aligned with this call – 60 to 100 points
- Candidate's profile in related fields – 11 to 59 points
- Candidate's profile in unrelated fields – up to 10 points

7.1. The Jury evaluates the applications in accordance with the defined criteria, scoring each on a 0–100 scale. The final ranking is based on the average of the scores assigned by each jury

member for each subcriterion.

- 7.2. In the event of a tie, the chair of the F has the casting vote.
- 7.3. The final classification is expressed on a scale of 0 to 100, to the hundredth decimal place.
- 7.4. Minutes of each jury meeting will be recorded, summarizing the proceedings, the votes cast by each jury member, and the respective justifications. These minutes will be made available to candidates upon request. The jury deliberates through justified roll-call voting according to the adopted selection criteria; abstentions are not permitted.
- 7.5. Upon completion of the evaluation process, the jury will draw up a ranked list of approved candidates with the corresponding scores. The approved candidates will be notified by email of the draft final ranking list, with proof of receipt, and given ten working days to comment.
- 7.6. The final decision of the jury is subject to approval by the institution's highest governing body, which is also responsible for deciding on the hiring. If none of the candidates meet the profile required to carry out the work plan, the jury reserves the right not to award the contract.

8. Notification of Results

Once the prior hearing period is finished, the selected candidate has 10 working days to accept the position in written. If the candidate fails to declare he/she accepts the position, this will be regarded as withdrawal or renouncement of the position. If the selected candidate declines, or withdraws from, the position, the jury can approach the next candidate(s) in the list and offer the contract to this candidate. If none of the candidates has the required skills and competences required for the position and respective work plan, then the jury has the right to not appoint anybody.

9. Jury

In accordance with Article 13 of Decree-Law No. 57/2016, the selection jury is composed of:

President: Dr. Teresa Garcia Marques, Full Professor at Ispa – Instituto Universitário;

Permanent Member: Dr. Filipa Pimenta, Assistant Professor at Ispa – Instituto Universitário;

Permanent Member: Dr. Andreia Rodrigues, Assistant Professor at Ispa – Instituto Universitário;

Alternate Member: Dr. Isabel Leal, Full Professor at Ispa – Instituto Universitário (Portugal);

Alternate Member: Dr. Carla Fernandes, Assistant Professor at Ispa – Instituto Universitário.

10. Publication of the Call

This call notice is published:

- a) On the EURAXESS platform in both Portuguese and English;
- b) On the Ispa website, in both Portuguese and English;
- c) On Ispa's social media channels.

11. Non-Discrimination and Equal Access Policy

Ispa actively promotes a policy of gender equality, diversity, and inclusion, taking all due care to prevent any form of discrimination. In this context, terms such as ‘*candidate*’, ‘*researcher*’, ‘*PhD holder*’, and similar are not used in this document to indicate gender.

In accordance with Decree-Law No. 29/2001 of February 3, candidates with disabilities shall have preference in the event of equal ranking, which takes precedence over any other legal preference. Applicants must declare, under oath in the application form, their degree of disability, the type of disability, and the means of communication/expression to be used during the selection process, in accordance with the afore-mentioned legislation.

12. Personal Data Protection

By submitting the application, the candidate provides the necessary information and gives consent for the processing of their personal data at the time of application, strictly for the purpose of collection and integration into the database of the recruitment procedure, and only for the duration of said procedure, in accordance with the General Data Protection Regulation (GDPR).

The documents submitted within the scope of this recruitment procedure are considered administrative documents; therefore, access to them shall be granted in accordance with Law No. 26/2016, of August 22, in its current wording.