

NOTICE OF OPENING A CALL FOR APPLICATIONS
(REFERENCE: 2Faces_020_CT_2025 FOR THE RECRUITMENT OF 1 Ph.D. RESEARCHER
UNDER THE PROJECT “SHYNESS VERSUS UNSOCIABILITY: OPPOSITE RISK SUBTYPES
OF SOCIAL WITHDRAWAL OR TWO OF A KIND?”, UNDER DECREE-LAW NO. 57/2016,
OF AUGUST 29, AS AMENDED BY LAW NO. 57/2017, OF JULY 19.)

At a meeting of the Board of Directors of ISPA, CRL, it was decided to open a call for applications for one Ph.D. researcher position, at the initial level, to carry out scientific research activities in the scientific area of Psychology, under a fixed-term employment contract of uncertain duration, pursuant to the Labour Code and Decree-Law No. 57/2016, of August 29, as amended by Law No. 57/2017, of July 19, within the scope of the project reference 2023.17826.ICDT, entitled “Shyness versus Unsociability: Opposite Risk Subtypes of Social Withdrawal or Two of a Kind?”, funded by National Funds through FCT – Fundação para a Ciência e a Tecnologia, I.P., under the 2023 Call for R&D Projects in All Scientific Domains.

1. Scientific Area

Psychology

2. Funding

National Funds through FCT – Fundação para a Ciência e a Tecnologia, I.P., under the 2023 Call for R&D Projects in All Scientific Domains.

3. Candidate Profile

3.1. The call is open to national, foreign, and stateless candidates who hold a Ph.D. degree in Psychology and possess a scientific and professional curriculum demonstrating an appropriate profile for the duties to be performed (Point 6).

If the Ph.D. degree was awarded by a foreign higher education institution, proof of its recognition or equivalence by a Portuguese higher education institution must be submitted. All required formalities must be completed by the date of the contract signing, in accordance with Decree-Law No. 66/2018, of August 16.

3.2. General requirements: Ph.D. degree in Psychology (with a focus on Developmental Psychology).

3.3. Specific requirements: The candidate must have research experience in the field of social development. Specifically, the candidate must have proven prior experience in the scientific area of this call, including:

observational skills, particularly the use of observation grids to assess the quality of play; skills in writing and publishing scientific papers in the field of children’s social development; experience in disseminating scientific outputs in both national and international contexts.

Under Decree-Law No. 57/2016, of August 29, as amended by Law No. 57/2017, of July 19, the selection process will be based on the evaluation of the candidates' scientific and curricular background.

The evaluation of the scientific and curricular background focuses on the relevance, quality, and timeliness of the candidates' scientific contributions, considering:

- a) Scientific and technological production over the past five years considered most relevant by the candidate;
- b) Applied or practice-based research activities carried out over the past five years and considered by the candidate to have the greatest impact;
- c) Outreach and knowledge dissemination activities carried out over the past five years, particularly in the context of promoting scientific culture and practices, considered by the candidate to be of greatest relevance.

The five-year period mentioned above may be extended by the jury, upon request of the candidate, when justified by suspension of scientific activity for socially protected reasons, such as parental leave, serious or prolonged illness, or other situations of work unavailability legally protected.

4. Remuneration

The monthly remuneration to be awarded is that provided for in Article 15(1) of Decree-Law No. 57/2016, of August 29, as amended by Law No. 57/2017, of July 19, corresponding to level 33 of the single remuneration table currently in force, approved by Ordinance No. 1553-C/2008, of December 31.

5. Duration of the Contract

The contract is expected to start in January 2026 and will have an expected duration of 12 months, which may be renewed until the conclusion of the project, subject to the availability of funds.

6. Project Framework and Work Plan

The work plan will be developed within the research activities of the project “Shyness versus Unsociability: Opposite Risk Subtypes of Social Withdrawal or Two of a Kind?”.

Peer interaction is essential for the socio-behavioral development of children and adolescents, providing numerous cascading psychological benefits throughout development. The current project aims to address the limitations of previous research by assessing how, and whether, the convergence of social withdrawal motivations, neurophysiological processes, and peer context may influence the manifestation of specific forms of social withdrawal and their associated negative psychological outcomes. Specifically, the researcher will be involved in the collection of qualitative and quantitative data from studies examining behavioral and physiological similarities and differences among different types of behavioral inhibition.

The researcher will conduct observations and interviews with children, administer and collect questionnaires from parents and teachers, create and structure the corresponding databases, and perform data analysis. The researcher will also contribute to the presentation and discussion of results and to activities related to literature review (e.g., systematic reviews).

7. Applicable Legislation and Regulations

Decree-Law No. 57/2016, of August 29, as amended by Law No. 57/2017, of July 19, which approves the regime for hiring Ph.D. holders aimed at stimulating scientific and technological employment in all areas of knowledge.

Regulatory Decree No. 11-A/2017, of December 29, which regulates the remuneration levels of contracted researchers.

Labour Code, approved by Law No. 7/2009, of February 12, in its current wording.

8. Workplace

The workplace is located at ISPA – Instituto Universitário, Rua Jardim do Tabaco, 34, 1149-041 Lisbon, Portugal, and in other locations necessary for the execution of the work plan.

9. Selection and Evaluation Criteria

Criterion A (60%): Scientific and curricular background, as evidenced by the detailed curriculum vitae, assessed according to the following sub-criteria:

A1) Integrated evaluation of scientific production over the past 5 years in the thematic area of the project, as well as outreach and knowledge dissemination activities (60%). This sub-criterion will consider scientific publications (articles in indexed scientific journals, books, book chapters) in the project's scientific area, organization of scientific events, participation as a speaker in scientific meetings, and participation in science dissemination activities.

A2) Evaluation of research and scientific coordination activities over the past 5 years in the thematic area of the project (40%). This sub-criterion will consider participation in research projects (national or international), participation in networks and partnerships (national or international) within the project's scope.

Criterion B (40%): Motivation letter demonstrating that the candidate has an appropriate profile for the position and project theme, as well as experience in data collection with children.

The evaluation process may include an interview, if deemed relevant by the jury. If applicable, the interview will be conducted with the two highest-ranked candidates based on the evaluation of criteria A + B.

The jury evaluates the applications according to the defined criteria using a scale from 0 to 100. The final classification and ranking result from the average of the scores assigned to each application by each jury member.

The final classification will be the weighted average of the criteria, expressed on a scale from 0 to 100. If the interview is waived, the final score will be obtained from the weighted average of criteria A + B using the following formula: $(A1 \times 60\% + A2 \times 40\%) \times 60\% + B \times 40\%$, which will correspond to 100% of the final grade. If an interview takes place, the final score will be obtained using the formula: $\{(A1 \times 60\% + A2 \times 40\%) \times 60\% + B \times 40\% \} \times 90\% + \text{interview} \times 10\%$.

In the event of a tie, candidates will be ranked based on the scores obtained in each evaluation criterion in the following order of precedence if the interview is waived: A) Scientific and curricular background evidenced by the detailed CV; and B) Motivation letter.

If an interview takes place, candidates will be ranked according to the scores obtained in each evaluation criterion in the following order of precedence: A) Scientific and curricular background evidenced by the detailed CV; B) Motivation letter; and C) Interview.

The jury deliberates by means of a justified nominal vote, according to the adopted and published evaluation criteria, and abstentions are not allowed.

If none of the candidates demonstrates the appropriate and/or necessary competences for the position and the execution of the work plan, the jury reserves the right not to award the position.

Minutes of the jury meetings will be drawn up, containing a summary of what occurred, as well as the votes cast by each member and their justification. These minutes will be made available to candidates upon request.

After completing the application of the evaluation criteria, the jury will prepare a ranked list of approved candidates with their respective classifications.

The jury's final decision is ratified by the highest authority of the institution, who is also responsible for the final hiring decision.

In the event of withdrawal by the selected candidate, the jury may decide to hire the candidate with the second-best classification on the list.

10. Application Procedures

10.1. Applications must be submitted through a letter addressed to the Board of Directors of ISPA – Instituto Universitário, identifying this call (2Faces_020_CT_2025), and including the candidate's full name, parentage, Citizen Card number (or equivalent identification document) and its expiry date, tax identification number, date and place of birth, marital status, occupation, residence, and contact details, including e-mail address and telephone number.

10.2. The application must be accompanied by the following supporting documents proving the conditions set out in point 7 for admission to this call:

- a) Copy of the Ph.D. certificate or diploma, indicating the date of completion. If the Ph.D. degree was awarded by a foreign higher education institution, proof of its recognition or equivalence by a Portuguese higher education institution must be submitted, and all formalities must be completed by the date of contract signing;
- b) Ph.D. thesis or link to its publication;
- c) Detailed curriculum vitae;
- d) Motivation letter, describing the most relevant professional and scientific activities over the last five years and their suitability to the project (max. 2 pages), in accordance with

Article 5(2) of Decree-Law No. 57/2016, of August 29, as amended by Law No. 57/2017, of July 19;

- e) Two letters of recommendation;
- f) Other documents relevant for the evaluation of qualifications in a related scientific area.

10.3. Applications and the respective documentation must be submitted in digital format (PDF) by e-mail to **candidaturas.investigadores@ispa.pt**, from **November 20, 2025, to December 19, 2025**, with a copy to **wjcr@ispa.pt**, until 11:00 p.m. (Lisbon time), and the subject line must include the reference **2Faces_020_CT_2025**. Applications may be submitted in Portuguese or English.

Candidates who incorrectly submit their application or fail to provide evidence of the required qualifications under this Notice may be excluded from the call. The jury reserves the right to require any candidate to provide additional supporting documentation if necessary.

False statements made by candidates will be punished according to the law.

All candidates will be notified of the results of the call by e-mail.

11. Deadlines and Procedures for Prior Hearing, Complaint, and Appeal

Prior hearing and deadline for the final decision: After notification of the results, candidates have 10 working days to comment during the prior hearing phase, pursuant to Articles 121 et seq. of the Code of Administrative Procedure. The final decision will be issued after the analysis of the statements submitted in the prior hearing phase.

Within 90 days from the deadline for submission of applications, the jury's final decision will be issued.

Once the prior hearing period has elapsed, the selected candidate has ten working days to formally accept the position in writing. Failure to do so, without justified reason within that period, will be considered as a withdrawal from the position. In the event of withdrawal by the selected candidate, the jury reserves the right to notify and award the contract to the next-ranked candidate, if applicable and in accordance with the final ranking list. If none of the candidates has the appropriate profile for the work plan, the jury reserves the right not to award the contract.

This call is intended exclusively to fill the indicated vacancy and may be terminated up until the approval of the final ranking list of candidates, expiring with the filling of the position offered.

12. Jury Composition

President: Professor António J. Santos, Full Professor, Integrated Member of the William James Center for Research, ISPA – Instituto Universitário;

Effective Member: Professor Maryse Guedes, Assistant Professor, Integrated Member of the William James Center for Research, ISPA – Instituto Universitário; Effective Member: Professor Carla Fernandes, Assistant Professor, Integrated Member of the William James Center for Research, ISPA – Instituto Universitário; Alternate Member: Professor Manuela Veríssimo, Full Professor, Integrated Member of the William James Center for Research, ISPA – Instituto Universitário; Alternate Member: Professor Marília Fernandes, Assistant Professor, Integrated Member of the William James Center for Research, ISPA – Instituto Universitário.

13. Publication of the Call Notice

This call notice will be published:

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

14. Non-Discrimination and Equal Access Policy

ISPA actively promotes a policy of gender equality, diversity, and inclusion, ensuring strict compliance to prevent all forms of discrimination. Accordingly, the terms 'candidate', 'researcher', 'Ph.D. holder', and similar terms used in this document are not intended to refer to gender. Pursuant to Decree-Law No. 29/2001, of February 3, candidates with disabilities are given preference in cases of equal classification, which takes precedence over any other legal preference. Candidates must declare in the application form, under oath of honour, their degree of disability, type of impairment, and communication/expression methods to be used in the selection process, as set out in the aforementioned decree.

15. Personal Data Protection

By submitting an application, the candidate provides the information and necessary consent for the processing of personal data for the purposes of collecting and integrating it into the database of this recruitment procedure, for the duration of the procedure, in accordance with the General Data Protection Regulation (GDPR).

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