

OPENING OF A RECRUITMENT PROCEDURE FOR THE HIRING OF 1 (ONE) MASTER'S DEGREE HOLDER WITHIN THE SCOPE OF RESEARCH ACTIVITIES IN PSYCHOLOGY OF THE PROJECT "Contradictory but Fluent: Exploring the Limits of the Illusion of Falsehood", OF THE I&D UNIT WILLIAM JAMES CENTER FOR RESEARCH, ISPA – Instituto Universitário

Ref. CONTRAVERSE/07/CT/2026

At a meeting of the Board of Directors of ISPA, CRL, it was resolved to open a call for one position for a Master's degree holder to carry out scientific research activities in the scientific area of Psychology, under a fixed-term employment contract of uncertain duration, in accordance with the Portuguese Labour Code, approved by Law no. 7/2009, of 12 February, in its current version, within the scope of research activities in psychology of the project "CONTRAVERSE: Contradictory but Fluent: Exploring the Limits of the Illusion of Falsehood" (project reference: 2024.13423.PEX), of the William James Center for Research, ISPA – Instituto Universitário, funded under the 2024 Call for Exploratory Research Projects in All Scientific Domains, promoted by the Foundation for Science and Technology.

1. Scientific Area: Psychology

2. Funding: Foundation for Science and Technology (project reference: 2024.13423.PEX)

3. Candidate Profile

Mandatory requirements:

- a) Master's degree in Psychology, preferably in the subfields of Experimental Psychology, Cognitive Psychology or Social Psychology, or other related areas considered relevant by the Jury for the position and implementation of the research plan, with a final grade equal to or higher than 16 (Portuguese grading scale);
- b) Previous experience in experimental research;
- c) Experience in quantitative data collection and analysis;
- d) Proficiency (spoken and written) in Portuguese and English.

Preferred factors:

Preference will be given to candidates who demonstrate:

- a) Experience in programming and data collection using experimental software (e.g., E-Prime, Qualtrics, Gorilla, or similar software);
- b) Experience in participant recruitment and management;
- c) Experience in quantitative data analysis (e.g., SPSS, JASP, R, or similar software);
- d) Interest in pursuing doctoral studies, at the end of the project, in scientific areas related to it.

4. Mandatory Requirements for Admission to the Competition

- a) The Master's degree must have been completed by the date of application submission;
- b) Submission of the following documentation as an integral part of the application:

Copy of the Master's or Integrated Master's diploma or certificate, indicating the final grade and the date on which the degree was obtained (or equivalent);

Detailed curriculum vitae (CV);

Motivation Letter (in English) explaining the reasons for applying as well as future career plans (maximum two pages);

One letter of recommendation.

Only candidates who have completed the study cycle leading to the Master's degree by the end of the application deadline will be admitted. If the certificate/diploma of completion of the Master's degree is not yet available, a sworn declaration stating that the required qualifications have been completed for the purposes of this competition by the application deadline will be accepted. The conclusion of the contract is conditional upon the presentation, at the contracting stage, of proof of academic qualifications.

In the case of a Master's degree awarded by a foreign higher education institution, it is mandatory to submit proof of recognition of the academic degree by a Portuguese higher education institution and registration of the conversion of the respective final classification to the Portuguese grading scale, under the terms of Decree-Law no. 66/2018, of 16 August, which approves the legal framework for the recognition of higher education degrees and diplomas awarded by foreign higher education institutions, and paragraph e) of no. 2 of article 4 of Decree-Law no. 60/2018, of 3 August.

If the candidate has already requested recognition of a degree awarded by a foreign higher education institution but is still awaiting its issuance, they may alternatively submit a sworn declaration stating that recognition of the academic degree has been requested and that it will be completed by the application deadline. The conclusion of the contract will be conditional upon the presentation, at the contracting stage, of proof of recognition of academic qualifications.

Recognition of foreign academic degrees and diplomas, as well as conversion of the final classification to the Portuguese grading scale, may be requested at any public higher education institution or at the Directorate-General for Higher Education (DGES, only in the case of automatic recognition). In this regard, consultation of the DGES website is recommended: <http://www.dges.gov.pt>.

5. Work Plan

The work plan associated with the employment contract includes support tasks at all stages of the research and tasks proposed in the project application, as well as other activities that fall within the general objectives of the project. Specifically, the tasks will

include: review of relevant literature; programming of experimental studies; identification and recruitment of participants; data collection; processing and analysis of quantitative data; supervision of research assistants; support in the administrative management of the project; support in the dissemination of project results at scientific meetings and general science outreach and communication events.

6. Applicable Legislation and Regulations

Portuguese Labour Code, approved by Law no. 7/2009, of 12 February, in its current wording, and the Regulation on the Career Regime of Research Personnel of ISPA.

7. Scientific Supervision and Workplace

The work will be carried out at the William James Center for Research (host institution) of ISPA – Instituto Universitário (Rua Jardim do Tabaco 34, 1149-041 Lisbon, Portugal) and, where necessary, at other locations required for the execution of the work plan, under the scientific supervision of Dr. Magda Saraiva.

8. Duration and Work Regime

The full-time contract with exclusive dedication is expected to begin in April 2026 and will have an expected duration of 12 months, possibly renewable for periods up to the maximum duration of the project, subject to the project's budget.

9. Monthly Remuneration

The gross monthly remuneration to be awarded is €1,393.88/month, corresponding to level 14 of the single salary scale, updated by Decree-Law no. 1/2025, of 16 January.

10. Selection Criteria and Methodologies

The evaluation of applications and selection will be carried out through curriculum evaluation, motivation letter, and interview.

10.1. Curriculum Evaluation

The curriculum evaluation (AC) is expressed on a scale of 0–100.

Criteria weighting:

Final average grade of the Master's or Integrated Master's in Psychology, preferably in the subfields of Experimental Psychology, Cognitive Psychology or Social Psychology, or other related areas considered relevant by the Jury for the position and execution of the research plan:

16 = 5 points

17 = 10 points

≥18 = 15 points

Previous experience in experimental research:

Experience in 1 project = 5 points

Experience in 2 projects = 10 points

Experience in 3 or more projects = 15 points

Experience in programming experimental studies (E-Prime, Qualtrics, Gorilla or similar software):

Programming experience within academic work (e.g., dissertation) = 10 points

Programming experience within research project team(s) = 20 points

Experience in quantitative data collection:

Training and experience within academic work (e.g., dissertation) = 10 points

Training and experience within research project team(s) = 20 points

Advanced statistical knowledge (e.g., SPSS; JASP; R):

Training and experience within academic work (e.g., dissertation) = 10 points

Training and experience within research project team(s) = 20 points

Experience in scientific dissemination/communication (e.g., publication of articles, participation in scientific meetings or general science outreach events):

No experience = 0 points

With experience = 10 points

If more than one equivalent Master's or Integrated Master's certificate (equivalent number of ECTS) is submitted, it is up to the Jury to decide which academic degree(s) are most appropriate for the work plan to be developed and should therefore be scored for the purposes of the final Master's/Integrated Master's average.

10.2. Motivation Letter

The evaluation of the motivation letter (CM) is expressed on a scale of 0–100.

Criteria weighting:

Motivation and interest in the area (0–40 points):

Clarity in identifying alignment with the project

Knowledge of the scientific field

Justification of interest

Adequacy of background and skills to the work plan (0–30 points):

Articulation between previous experience and the work plan

Evidence of autonomy and ability to work in a team

Academic and professional development plan (0–30 points):

Clarity of future objectives

Expected contribution of the project to the candidate's career path

The Jury evaluates applications in accordance with the criteria defined for Curriculum Evaluation (AC) and Motivation Letter (CM) on a scale of 0–100, to two decimal places, and classification and ranking are obtained by averaging the scores assigned to each sub-criterion by each member of the Jury.

Only candidates who obtain, cumulatively, a score equal to or higher than 75 points in each of the criteria (AC and CM) may be invited for interview. The remaining candidates will be excluded from the competition process, as the Jury will consider that they do not hold a scientific and professional curriculum revealing an adequate profile for the position.

10.3. Interview

The interview consists of a discussion between the candidate and the Jury, intended to clarify aspects related to the application.

The evaluation criteria for the interview focus on the research competencies demonstrated by the candidate and the adequacy of the candidate's experience to the position in this competition.

The interview evaluation is expressed on a scale of 0–100.

The final interview classification is obtained by averaging the scores assigned by each member of the Jury and expressed on a scale of 0–100, to two decimal places.

11. Final Classification and Ranking

The final classification (FC) of each candidate admitted to the interview is obtained from the weighted average of the evaluation and selection criteria, assigning a weighting factor of 70% to Curriculum Evaluation, 15% to the Motivation Letter, and 15% to the Interview:

$$\text{FC} = \text{Curriculum Evaluation (AC)} \times 70\% + \text{Motivation Letter (CM)} \times 15\% + \text{Interview} \times 15\%$$

In case of a tie, the President of the Jury has the casting vote.

The final classification is expressed on a scale of 0–100, to two decimal places.

If none of the candidates presents the appropriate and/or necessary skills and competencies for the position and respective work plan, despite fulfilling all admission requirements, the Jury reserves the right not to fill the vacancy.

12. Composition of the Jury

President of the Jury – Magda Saraiva, Assistant Researcher, William James Center for Research, ISPA – Instituto Universitário

Full Member – Margarida Vaz Garrido, Associate Professor with Habilitation, Iscte – Instituto Universitário de Lisboa (who will replace the President in case of absence or impediment)

Full Member – Sara Félix, Collaborator, William James Center for Research, University of Aveiro

Substitute Member – Teresa Garcia-Marques, Full Professor, ISPA – Instituto Universitário

Substitute Member – Rita Silva, Invited Professor, ISPA – Instituto Universitário

13. Publication / Notification of Results

After notification of the results, candidates have 10 working days to present comments within the prior hearing stage, under articles 121 and following of the Administrative Procedure Code. The final decision will be issued after analysis of the statements presented during the prior hearing stage. Within 90 days from the application deadline, the final decision of the Jury will be issued. All candidates will be notified of the competition results by email.

Once the prior hearing period has elapsed, the selected candidate has ten working days to accept the assigned position in writing; failure to invoke a justified reason within this period will be considered a waiver or withdrawal from the position. In case of waiver or withdrawal by the selected candidate, the Jury reserves the right to notify and award the contract to the candidate ranked in the subsequent position, if applicable, according to the final ranking list.

The competition is exclusively intended to fill the indicated position and may be terminated until approval of the respective final ranking list of candidates and expires upon occupation of the position offered.

14. Deadline and Method of Application Submission

Candidates must submit their applications and supporting documents in digital format (PDF) to candidaturas.investigadores@ispa.pt, with msaraiva@ispa.pt in CC, **from 25th February 2026 until 24th March 2026, until 23:00 (Lisbon time)**, indicating in the subject field the reference **CONTRAVERSE/07/CT/2026**.

The application must be accompanied by the following documents (as indicated in point 4):

- a) Copy of the Master's or Integrated Master's certificate, indicating the final grade and the date on which the degree was obtained (or equivalent);
- b) Detailed curriculum vitae (CV);
- c) Motivation letter (in English) explaining the reasons for applying as well as future career plans (maximum two pages);
- d) One letter of recommendation.

Candidates who incorrectly formalize their application or fail to prove the requirements set out in this notice will be excluded from admission to the competition.

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

15. Publication of the Call

This notice is published:

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

16. Non-Discrimination and Equal Access Policy

ISPA actively promotes a policy of gender equality, diversity and inclusion, strictly ensuring the avoidance of any form of discrimination. In this sense, the terms “candidate”, “researcher”, “PhD holder” and similar terms used in this document do not refer to the gender of individuals.

Under Decree-Law no. 29/2001, of 3 February, a candidate with a disability has preference in case of equal classification, prevailing over any other legal preference. Candidates must declare in the application form, under oath, the respective degree of disability, type of disability and the means of communication/expression to be used in the selection process, under the terms of the aforementioned diploma.

17. Personal Data Protection

In the application, the candidate provides the information and necessary consent for the processing of personal data at the time of application, strictly for the purpose of collection and integration into the database of the recruitment procedure and for its duration, under the General Data Protection Regulation.

The documents submitted within the scope of this recruitment procedure constitute administrative documents, and access to them will be granted in compliance with Law no. 26/2016, of 22 August, in its current wording.