

**NOTICE OF OPENING AN INTERNATIONAL SELECTION PROCEDURE FOR THE
RECRUITMENT OF 1 (ONE) PHD HOLDER FOR THE POSITION OF ASSISTANT
PROFESSOR UNDER A PRIVATE LAW EMPLOYMENT CONTRACT, IN THE SCIENTIFIC
AREA OF PSYCHOLOGY, SUB-AREA CLINICAL PSYCHOLOGY (Ref.:
Docente/013/CT/2026)**

The Rector of Ispa – Instituto Universitário de Ciências Psicológicas, Sociais e da Vida, has decided to open an international selection procedure for the recruitment of 1 (one) position of Assistant Professor under a full-time employment contract with exclusive dedication, in the disciplinary area of Psychology, sub-Clinical Psychology.

This selection procedure shall be governed by the Ispa Academic Staff Career Regulations, other applicable regulations, and the relevant labour legislation.

The recruitment shall be made under an open-ended employment contract for the exercise of teaching duties at Ispa, under the Portuguese Labour Code approved by Law no. 7/2009 of 12 February, in its current wording, as well as by all other applicable legislation and regulatory provisions.

1. Job Position:

1.1. Scientific Area

The position is open in the scientific area of Psychology – Clinical Psychology.

1.2. Workplace

The workplace is located at Ispa, CRL, Rua Jardim do Tabaco, 34, 1149-041 Lisbon, Portugal, and, whenever necessary, at other locations required for the execution of scientific and research activities.

1.3. Remuneration

The gross monthly base salary corresponds to the 1st salary level of the category of Assistant Professor with Exclusive Dedication, within Ispa's Academic Career Structure.

1.4. Position Description

The Assistant Professor in the field of Psychology, sub-area Clinical Psychology, shall be responsible for:

- a) Developing their own research agenda focused on topics within Clinical Psychology;
- b1) Developing research projects aimed at studying emerging and relevant issues within their field of expertise and the area of interest of this call, capable of attracting external and competitive funding;
- b2) Producing and disseminating research results, including publications in international peer-reviewed journals, and promoting dissemination activities aimed at non-academic audiences;

b3) Developing collaborative work with academic and non-academic institutions, with a view to future partnerships and community engagement, and participating in university outreach, scientific dissemination, and the economic and social valorisation of knowledge;

b4) Supervising and mentoring research work carried out by scholarship holders, assistants, and research interns, contributing to their scientific training and development;

c) Supervising master's projects and dissertations, as well as doctoral theses;

d) Developing and teaching curricular units and courses, including within the area of specialization, actively contributing to the renewal and improvement of curricula and educational practices.

2. Admission Requirements

2.1. The position is open to national, foreign, and stateless candidates who:

a) Hold a PhD degree in Psychology, Clinical Psychology, or related areas.

2.2. Absolute Merit Requirements:

- Bachelor's degree in Psychology or Psychological Sciences and a Master's degree in Psychology;
- Master's degree in the area of the position: Psychology;
- Evidence of specialization in the area of the position, namely Psychology, sub-area Clinical Psychology;
- Curriculum vitae characterized by publications in the field of specialization, at national and international level (e.g., peer-reviewed journals, books, book chapters, etc.) compatible with the year of completion of the PhD;
- Proven teaching experience in more than one study cycle and supervision of master's and/or doctoral students within the area of the position;
- Proficiency in written and spoken Portuguese and English;
- At least 3 articles published in indexed journals (SCImago/Scopus and ISI Web of Science) within the last 5 years.

3. Submission of Applications

3.1. Applications must be submitted by means of a formal request addressed to the Rector of Ispa, requesting acceptance of the application, sent by email to candidaturas.investigadores@ispa.pt, indicating in the subject field the reference of the position **Docente/013/CT/2026, between 28th May, 2026 and 26th June 2026**.

The email must include the identification of this notice (**Docente/013/CT/2026**) and the full name of the applicant.

3.2. Documentation

Applications must include the following supporting documents (in PDF format), proving compliance with the admission and evaluation requirements:

3.2.1. Detailed Curriculum Vitae (in Portuguese or English), including:

- a) A preamble (50–100 words) indicating, if applicable, the history of the candidate's contractual relationships up to the date of application, identifying research and/or higher education institutions and corresponding periods, the academic category held, the nature of the employment relationship, disciplinary area(s), and clearly highlighting the employment relationship held at the date of application;
- b) A reasoned synopsis (50–150 words) demonstrating that the candidate possesses an appropriate specialization for the disciplinary area(s) of the position;
- c) Organization according to the relative merit evaluation criteria (see section 4), under penalty of exclusion;
- d) A reasoned identification of 3 articles considered by the candidate to best represent their most significant contributions to advancing knowledge in the area(s) of the position (15–25 words per article).

3.2.2. Career Development Plan (maximum 800 words), for the duration of the position (3 years), explicitly indicating:

- a) The lines of research within the disciplinary area and sub-area of the position;
- b) The main issues to which the candidate intends to devote future research, contextualizing them within the current state of the art in those fields;
- c) A concise and systematic description of the research strategies the candidate proposes to adopt in order to develop their research and solve or contribute to solving the identified problems.

3.2.3. Academic Certificates

- a) Copies of academic qualification certificates (Bachelor's, Master's, and PhD degrees) in Portuguese or English, accompanied by a certified translation whenever the original is in another language (except Latin);
- b) Degrees obtained abroad must, by the deadline for submission of applications, under penalty of exclusion, be accompanied by official recognition or proof that recognition has been requested, under the terms of Decree-Law no. 66/2018 of 16 August.

3.2.4. Separate copy (one PDF file per work) or link to:

- a) The 3 works highlighted in section 3.2.1;
- b) Other works or elements considered relevant by the candidate.

3.2.5. Motivation Letter in English or Portuguese (maximum 1 page) for submission to the position, reflecting how the candidate's scientific activities (especially the most relevant activities of the last 5 years) and competencies align with Ispa's strategic objectives.

3.3. Exclusion of Applications

Applications shall not be admitted if they:

- a) Are not properly documented;
- b) Include documentation submitted after the deadline;
- c) Do not comply with the language requirements defined in this Notice or fail to adequately justify the situation.

3.4. Additional Documentation

The Selection Committee reserves the right to request any candidate, in case of doubt, to present supporting documents regarding the information declared.

3.5. False Statements

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

3.6. Deadlines

Applications and respective documentation must be submitted digitally, in PDF format, in accordance with section 3.

4. Relative Merit Evaluation Criteria

4.1. All candidates meeting the admission requirements shall undergo Curriculum Evaluation.

4.2. The curriculum evaluation shall be carried out based on the weighting and parameters described below.

4.2.1. Scientific performance of the candidate in the disciplinary area of the position, Clinical Psychology, with a weighting of 60%, considering the following evaluation parameters:

4.2.1.1. Scientific Production (50%)

Quality and quantity of scientific production in the disciplinary area of the position (editorial activity, books, book chapters, journal publications, conference proceedings, poster and workshop communications, technical reports, technological prototypes).

Publicly recognized reputation indexes (SCImago/Scopus and ISI Web of Science) shall be considered, complemented by a qualitative evaluation of the works highlighted by the candidate.

4.2.1.2. Coordination and Participation in Scientific Projects (10%)

Coordination and participation in scientific or technological development projects within the disciplinary area of the position.

The quality and quantity of competitively funded scientific projects through national or international public agencies shall be considered. Projects leading to technological developments contracted by external entities shall also be relevant.

Quality assessment shall consider the funding obtained and the level of demand and competitiveness of the call.

4.2.2. Pedagogical Capacity of the Candidates, with a weighting of 20%, considering the following evaluation parameters:

4.2.2.1. Teaching Activity (10%)

The candidate's teaching activity within the disciplinary area of the position shall be evaluated. Several factors shall be considered, including the number and diversity of curricular units taught, the level of responsibility in each course, development and supervision of curricular projects, available pedagogical evaluation mechanisms, and other indicators of relevance such as awards or distinctions.

4.2.2.2. Supervision and Mentoring Activity (10%)

The supervision activity of master's and/or doctoral students carried out by the candidate shall be evaluated.

4.2.3. Career Development Plan (20%)

Dimensions considered shall include the extent to which the candidate's objectives align with Ispa's mission, especially regarding the area of Clinical Psychology.

The plan shall be formally assessed considering its clarity, ethics, and feasibility. Additionally, the clear systematization of the proposed research strategies shall be taken into account.

4.3. Curriculum Evaluation Process

The Selection Committee shall evaluate applications according to the criteria defined for Curriculum Evaluation (CE) on a scale from 0 to 100.

4.3.1. The score assigned by each member of the Selection Committee to each candidate in each selection method shall correspond to the weighted arithmetic average of the scores assigned under each criterion.

4.3.2. Curriculum Evaluation (CE) shall be expressed on a scale from 0 to 100 and shall result from the following formula:

$$\text{CE} = \text{Scientific Performance } 60\% [\text{Scientific Production (50\%)} + \text{Coordination and Participation in Scientific Projects (10\%)}] + \text{Pedagogical Capacity } 20\% [\text{Teaching Activity (10\%)} + \text{Supervision and Mentoring Activity (10\%)}] + \text{Career Development Plan } 20\%$$

5. Selection Procedure

5.1. Preparatory Meeting

At the first meeting, the Selection Committee shall decide on:

- a) The eligibility of applications in terms of documentation;
- b) The fulfilment of the absolute merit requirements by the candidates;
- c) Candidates deemed ineligible or who do not meet the minimum absolute merit requirements shall be excluded from the procedure.

5.2. Notification of excluded candidates and candidates admitted on the basis of absolute merit shall be made by official notice.

5.3. Curriculum Evaluation Meeting in the Area of the Position

The members of the Selection Committee shall communicate their independent evaluations, after which the final evaluation and subsequent ranking of candidates shall be carried out.

5.3.1. Ranking and Voting Methodology

5.3.1.1. The individual evaluations of the members of the Selection Committee shall be presented and discussed, allowing room for any amendments that members may wish to make. Once the evaluations are stabilized, each member of the Committee shall prepare a written proposal for the ranking of candidates, duly justified according to the relative merit criteria, which shall be attached to the minutes.

5.3.1.2. Voting shall begin with the determination of the candidate to be ranked in first place. If one candidate obtains more than half of the votes, that candidate shall be placed first.

If no candidate obtains more than half of the votes, all candidates with zero votes shall be removed, and the least-voted candidate in the first round who obtained at least one vote shall also be eliminated.

If more than one candidate is tied as the least-voted candidate with at least one vote, a separate vote shall take place only among those tied candidates in order to determine which candidate shall be eliminated. For this vote, members of the Committee shall vote

for the candidate ranked lowest in their individual ranking, and the candidate receiving the highest number of votes shall be eliminated.

If a tie persists between two or more candidates, the Chair of the Selection Committee shall decide which candidate shall be eliminated.

Following the elimination, the first voting round shall be repeated with the remaining candidates only. This process shall continue until one candidate obtains more than half of the votes and is consequently ranked in first place.

5.3.1.3. Once the candidate ranked first has been removed from the voting process, the entire procedure described above shall be repeated to determine the second place ranking, and so on, until an ordered list of candidates approved in the selection methods is obtained.

5.3.1.4. Abstentions shall not be permitted in the voting procedures of the Selection Committee.

5.3.1.5. In the event of a tie, the chair of the selection committee shall have the casting vote.

5.3.1.6. The competition shall be declared void if the selection committee considers that none of the candidates meets the standard established in the Notice (all curriculum evaluations below 50).

6. Completion of the Procedure

6.1. Notification of the draft final decision to candidates throughout the evaluation process shall be carried out in accordance with the provisions set out in section 5 of this Notice.

6.2. Following notification of the results, candidates shall have 10 working days to submit comments within the scope of the prior hearing procedure, under the terms of articles 121 and following of the Portuguese Code of Administrative Procedure. The final decision shall be issued after analysis of the statements submitted during the prior hearing phase. Within 90 days from the deadline for the submission of applications, the Selection Committee shall issue its final decision.

6.3. Once the interested parties' hearing period has elapsed, the Selection Committee shall submit the procedure for approval by the Rector.

6.4. The selected candidate shall have ten working days to formally accept the position in writing. Failure to do so, without presenting a justified reason within the aforementioned period, shall be considered as renunciation or withdrawal from the position. In the event of renunciation or withdrawal by the selected candidate, the Selection Committee reserves the right to notify and award the position to the candidate ranked immediately thereafter, where applicable and in accordance with the final ranking list.

7. Selection Committee

The Selection Committee shall be chaired by Professor Manuela Veríssimo, Full Professor and Vice-Rector of Ispa – Instituto Universitário, and composed of the following members:

- Professor Isabel Leal, Full Professor, Ispa – Instituto Universitário;
- Professor Henrique Pereira, Full Professor, University of Beira Interior;
- Professor Rui Campos, Full Professor, University of Évora;
- Professor João Manuel Castro Faria Salgado, Associate Professor, University of Maia;
- Professor Maria Gouveia Pereira, Associate Professor with Habilitation, Ispa – Instituto Universitário.

8. Publication of the Call

This Notice shall be published:

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

9. Non-Discrimination and Equal Access Policy

Ispa actively promotes a policy of gender equality, diversity, and inclusion, strictly ensuring the prevention of any form of discrimination. Accordingly, the terms “candidate”, “researcher”, “PhD holder”, and similar expressions used in this document are not intended to indicate gender.

Under the terms of Decree-Law no. 29/2001 of 3 February, candidates with disabilities shall be given preference in the event of equal ranking, prevailing over any other legal preference. Candidates must declare in the application form, under oath, their degree of disability, type of disability, and the communication/expression methods to be used during the selection process, in accordance with the aforementioned legislation.

10. Personal Data Protection

By submitting an application, candidates provide the necessary information and consent for the processing of personal data strictly for the purpose of collection and integration into the database of the recruitment procedure and for the duration of the same, in accordance with the General Data Protection Regulation (GDPR).

Documents submitted within the scope of this recruitment procedure shall be considered administrative documents, and access to them shall comply with Law no. 26/2016 of 22 August, in its current wording.

26th May 2026, The Rector of Ispa – Instituto Universitário de Ciências Psicológicas, Sociais e da Vida, Full Professor Isabel Leal