

**NOTICE OF THE OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR THE RECRUITMENT OF 1 (ONE) HOLDER OF A DOCTORAL DEGREE FOR THE POSITION OF ASSISTANT PROFESSOR UNDER PRIVATE LAW, IN THE SCIENTIFIC FIELD OF PSYCHOLOGY, SUBFIELD OF ORGANIZATIONAL PSYCHOLOGY (Ref. Docente/012/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 in the category of Assistant Professor, on a full-time and exclusive dedication basis, in the disciplinary field of Psychology, subfield of Organizational Psychology.

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

The appointment shall be made under an open-ended employment contract for the performance of teaching duties at Ispa – Instituto Universitário de Ciências Psicológicas, Sociais e da Vida, pursuant to the Portuguese Labour Code, approved by Law no. 7/2009 of 12 February, as currently amended, together with all other applicable legislation and regulatory provisions.

**1. Competition and position:**

**1.1. Scientific field**

The competition is open in the field of Psychology – Organizational Psychology.

**1.2. Workplace**

The workplace is located at Ispa, CRL, headquartered at Rua Jardim do Tabaco, 34, 1149-041 Lisbon, Portugal, and, where 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 the Academic Career Structure of Ispa.

**1.4. Description of the position:**

The Assistant Professor in the field of Psychology, subfield of Organizational Psychology, shall be responsible for:

- a) Developing their research agenda on topics focused on Organizational Psychology.
- b1) Developing research projects to study emerging and relevant issues in their area of specialization and in the field covered by this competition, capable of attracting external and competitive funding;
- b2) Producing and disseminating research results, including publications in peer-reviewed international journals, and promoting dissemination efforts aimed at non-academic audiences;

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

b4) Undertaking supervision and mentoring activities relating to research work carried out by scholarship holders, assistants, and research trainees, contributing to their scientific training and development;

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

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

## **2. Admission requirements:**

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

a) Hold a doctoral degree (PhD) in Psychology.

### **2.2. Absolute merit requirements**

A bachelor's degree in Psychology or Psychological Sciences and a master's degree in Psychology;

A master's degree in the field of the competition: Psychology;

Evidence of specialization in the field of the competition, namely Psychology, subfield of Organizational Psychology;

A curriculum characterized by publications in the area of specialization, at both national and international levels (e.g., peer-reviewed journals, books, book chapters, etc.), compatible with the year of completion of the doctoral degree;

Proven teaching experience across more than one cycle of studies, as well as supervision experience of master's and/or doctoral students, in the field of the competition;

Proficiency in spoken and written Portuguese and English;

A minimum of 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 shall be submitted by means of a formal request addressed to the Rector of Ispa – Instituto Universitário, requesting acceptance of the application, through the email address **candidaturas.investigadores@ispa.pt**, indicating in the subject line the reference of the competition **Docente/012/CT/2026**, during the period from **28<sup>th</sup> May 2026 to 26<sup>th</sup> June 2026**.

The email must include identification of this notice (Docente/012/CT/2026) and the candidate's full name.

#### **4. Relative merit evaluation criteria:**

4.1. All candidates who meet the admission requirements shall undergo Curriculum Assessment.

4.2. The curriculum assessment shall be carried out on the basis of the weighting and parameters set out below.

4.2.1. Scientific performance of the candidate in the field for which the competition is open, namely Organizational Psychology, with a weighting of 50%, considering the following evaluation parameters:

##### 4.2.1.1. Scientific output (40%)

Quality and quantity of scientific production in the disciplinary area of the competition, with particular relevance to organizational behavior, occupational health, and human factors (editorial activity, books, book chapters, journal publications, conference proceedings, poster and workshop presentations, technical reports, technological prototypes). For this parameter, recognized public reputation indexes (SCImago/Scopus and ISI Web of Science) shall be considered, complemented by a qualitative assessment 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 in the disciplinary area of the competition. Consideration shall be given to the quality and quantity of scientific projects funded on a competitive basis through public funding from national or international agencies. Projects leading to technological developments in the disciplinary area of the competition, commissioned by external entities, shall also be considered relevant. In assessing quality, consideration shall be given to the funding obtained and the degree of rigor and competitiveness of the call.

4.2.2. Teaching capacity of candidates, with a weighting of 20%, considering the following evaluation parameters:

##### 4.2.2.1. Teaching activity (10%)

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

##### 4.2.2.2. Supervision and mentoring activity (10%)

The candidate's supervision activity relating to master's and/or doctoral students shall be evaluated.

##### 4.2.3. Career development plan (10%)

Consideration shall be given to aspects such as the extent to which the candidate's objectives align with the mission of Ispa – Instituto Universitário, particularly in the areas of organizational behavior, occupational health, and human factors. The plan shall be formally assessed, taking into account its clarity, ethical soundness, and feasibility. Additionally, the clear systematization of the proposed research strategies shall also be considered.

#### 4.2.4. Interview (20%)

The interview is intended to obtain clarifications or further explanation regarding elements contained in the application.

#### 4.3. Curriculum assessment procedure

The selection committee shall evaluate applications in accordance with the criteria defined for Curriculum Assessment (CA), on a scale from 0 to 100.

4.3.1. The classification assigned by each member of the selection committee to each candidate, in each selection method, shall correspond to the weighted arithmetic mean of the scores awarded under each criterion.

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

$$\text{CA} = \text{Scientific performance 50\% [Scientific output (40\%) + Coordination and participation in scientific projects (10\%)] + Teaching capacity 20\% [Teaching activity (10\%) + Supervision and mentoring activity (10\%)] + Career development plan 10\% + Interview 20\%}$$

4.4. The interviews shall take place before the second meeting of the selection committee, and candidates shall be notified, at least five days in advance, of the date and place at which the interviews will occur.

4.4.1. Interviews shall take place in person, although in exceptional cases they may be conducted by teleconference, upon request by the candidate and subject to the unanimous approval of the selection committee.

4.4.3. The Chair of the Selection Committee shall be responsible for conducting the hearing. All members of the selection committee may ask questions to the candidates and shall evaluate them independently.

4.4.4. Each candidate's interview shall have a maximum duration of 30 minutes and may, by decision of the Chair of the Selection Committee, be extended by an additional 30 minutes.

4.4.5. The interview shall be conducted in Portuguese, unless the candidate or a member of the selection committee does not have sufficient command of the language, in which case the Chair of the Selection Committee may decide to conduct the interview in English.

4.4.6. Candidates who, without justified reason, fail to attend the interviews shall not be evaluated and shall be excluded from the competition.

4.5. In the event of a tie, the Chair of the Selection Committee shall have the casting vote.

4.6. The competition shall be declared void if the selection committee considers that none of the candidates reaches the standard established in the Notice (all curriculum assessment scores below 50).

## **5. Selection procedure:**

### 5.1. Preparatory meeting

At the first meeting, the selection committee shall decide on:

- a) the eligibility of applications in documentary terms;
- b) the absolute merit requirements of the applications;
- c) candidates who are not eligible, or eligible candidates who do not meet the minimum absolute merit requirements, shall be excluded from the competition.

5.2. Candidates excluded from the procedure and candidates admitted on the basis of absolute merit shall be notified by public notice.

### 5.3. Curriculum Assessment Meeting in the field of the competition

The members of the selection committee shall communicate their independent evaluations, and 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 for any changes that a member may wish to make. Once the evaluations have been finalised, each member of the committee shall record, in a written document to be attached to the minutes, their proposal for the ranking of candidates, duly substantiated according to the criteria of relative merit.

5.3.1.2. Voting shall begin with the determination of the candidate to be ranked first. If a candidate obtains more than half of the votes, that candidate shall be ranked first. If this does not occur, all candidates who received 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 further vote shall be held only among those tied candidates in order to decide which candidate shall be eliminated. In this vote, members of the selection committee shall vote for the candidate placed lowest in their ranking, and the candidate receiving the highest number of votes shall be eliminated. If a tie between two or more candidates persists in this vote, the Chair of the Selection Committee shall decide which candidate is to be eliminated from among them. Following this elimination, the first voting procedure shall resume, considering only the remaining candidates. The process shall be repeated until one candidate obtains more than half of the votes, and that candidate shall be ranked first.

5.3.1.3. Once the candidate ranked first has been removed from the voting process, the entire procedure described in the previous point shall be repeated for second place, and so on successively, until an ordered list is obtained containing the number of candidates approved under the selection methods.

5.3.1.4. Abstentions shall not be permitted in the committee's voting procedures.

## **6. Completion of the procedure:**

6.1. Candidates shall be notified of the final decision throughout the evaluation process under the terms set out in point 5 of this Notice.

6.2. Following notification of the results, candidates shall have 10 working days to submit comments during the prior hearing procedure, pursuant to Articles 121 et seq. of the Code of Administrative Procedure. The final decision shall be issued after consideration of the statements submitted during the prior hearing procedure. 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 accept, in writing, the position awarded, failing which — unless a valid reason is invoked within the aforementioned period — such failure shall be deemed equivalent to 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 contract under the competition to the candidate ranked in the subsequent position, where applicable, in accordance with the final ranking list.

## **7. Selection Committee:**

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

- Professor Teresa Garcia Marques, Full Professor, Ispa – Instituto Universitário;
- Professor Pedro Almeida, Associate Professor at Ispa – Instituto Universitário;
- Professor Jorge Gomes, Full Professor at ISEG – Lisbon School of Economics & Management;
- Professor Isabel Dimas, Associate Professor at University of Coimbra;
- Professor Nuno Rebelo dos Santos, Associate Professor at University of Évora.

## **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.

**27th May 2026, The Rector of Ispa – Instituto Universitário de Ciências Psicológicas, Sociais e da Vida, Full Professor Isabel Leal**