

INTERNATIONAL CALL FOR APPLICATIONS FOR THE RECRUITMENT OF 1 (ONE) PhD HOLDER FOR THE POSITION OF ASSISTANT PROFESSOR UNDER PRIVATE LAW, IN THE SCIENTIFIC AREA OF EDUCATION, SUBAREA PRIMARY EDUCATION (1st CYCLE OF BASIC EDUCATION)

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, under a Full-Time, Full-Dedication regime, in the disciplinary area of Education, subarea Primary Education (1st Cycle of Basic Education).

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

The hiring will be carried out 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, and other applicable legislation and regulatory norms.

1. Competition and Position

1.1. Scientific Area

The competition is open in the area of Education, subarea Primary Education (1st Cycle of Basic Education).

1.2. Workplace

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

1.3. Remuneration

The gross monthly base remuneration corresponds to the 1st pay step of the category of Assistant Professor with Full Dedication, according to the Ispa Academic Staff Career.

1.4. Position Description:

The Assistant Professor in the area of Education, subarea Primary Education (1st Cycle of Basic Education), shall:

- a) Develop their research agenda on topics focused on Education.
- b1) Develop research projects to study emerging and relevant issues in their area of expertise and within the scope of this call, capable of attracting external and competitive funding.
- b2) Produce and disseminate research results, including publications in international peer-reviewed journals, and engage in outreach efforts aimed at non-academic audiences.

b3) Develop collaborative work with academic and non-academic institutions, aiming at future partnerships and community engagement, and participate in university extension activities, scientific dissemination, and the economic and social valorisation of knowledge.

b4) Undertake supervision and mentoring activities for research fellows, assistants, and research interns, contributing to their scientific training and development.

c) Supervise master's projects and dissertations, as well as doctoral theses.

d) Develop and teach curricular units and courses, including in their area of specialization, actively engaging in 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 PhD degree in Education, Educational Sciences, or related areas.

2.2. Absolute Merit Requirements:

- A bachelor's and/or master's degree qualifying them to teach in the 1st Cycle of Basic Education or in Educational Sciences and related areas.
- A master's degree in the area of the competition: Education, subarea Primary Education (1st Cycle of Basic Education).
- Evidence of specialization in the area of the competition: Education, subarea Primary Education (1st Cycle of Basic Education).
- A curriculum with publications in the area of specialization, at national and international levels (e.g., peer-reviewed journals, books, book chapters), considering 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 in Education, Educational Sciences, or related areas.
- Proficiency in Portuguese and English, spoken and written.
- At least two articles published in indexed journals (SCImago/Scopus or ISI Web of Science) in the last five years.

3. Submission of Applications:

3.1. Applications must be formalised through a request addressed to the Rector of Ispa, asking for acceptance of the application, and submitted via email to **candidaturas.investigadores@ispa.pt**, indicating in the *Subject* field the reference **Docente/016/CT/2026**, between **26th June 2026** and **23:00 (Lisbon time) on 23rd July 2026**. The email must include the identification of this notice (**Docente/016/CT/2026**) and the full name of the candidate.

3.2. Documentation:

The application must be accompanied by documents (in PDF format) proving compliance with the admission and evaluation requirements, namely:

3.2.1. Detailed Curriculum Vitae of the candidate (in Portuguese or English), which must include:

- a) A preamble (50–100 words) describing, where applicable, the candidate's contractual history up to the date of application, identifying the research and/or higher-education institutions and respective periods, the category held, the nature of the employment relationship, the disciplinary area(s), and clearly indicating the employment status held at the time of application.
- b) A substantiated synopsis (50–150 words) demonstrating that the candidate has appropriate expertise for the disciplinary area(s) for which the competition is open.
- c) An organization aligned with the relative-merit evaluation criteria (see section 4), under penalty of exclusion.
- d) A substantiated identification of two articles considered by the candidate to best represent their most significant contributions to advancing knowledge in the area(s) of the competition (15–25 words per article).

3.2.2. Career development plan (maximum 800 words) for the duration of the position (3 years), which must specify:

- a) The research lines in the disciplinary area and subarea of the competition.
- b) The main problems the candidate intends to address in future research, contextualized within the current state of the art in those areas.
- c) A concise and systematic description of the research strategies the candidate proposes to adopt to develop their research and address, or contribute to addressing, the identified problems.

3.2.3. Academic certificates:

- a) Copies of degree certificates (bachelor's, master's, PhD) in Portuguese or English, accompanied by a certified translation when the original is in another language (except Latin).
- b) Degrees obtained abroad must be accompanied, by the application deadline and under penalty of exclusion, by the corresponding recognition or proof that recognition has been requested, in accordance with Decree-Law no. 66/2018, of 16 August.

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

- a) The two works highlighted in section 3.2.1.
- b) Other works or materials the candidate considers relevant.

3.2.5. **Motivation letter in Portuguese** (maximum 1 page) for submission to the competition, explaining how the candidate's scientific activities (the most relevant from the last five years) and competencies align with Ispa's strategic objectives.

3.3. Exclusion of applications

Applications will not be accepted if they:

- a) Are not properly documented.
- b) Are submitted after the stipulated deadline.
- c) Do not meet the language requirements defined in this Notice or fail to properly justify non-compliance.

3.4. **Additional documentation:** The jury reserves the right to require any candidate, in case of doubt, to present documents proving the statements made.

3.5. **False statements:** False statements made by candidates will be punished under the law.

3.6. **Deadlines:** Applications and the respective documentation must be submitted in digital format, in PDF, as indicated in section 3.

4. Criteria for the evaluation of relative merit:

4.1. All candidates who meet the admission requirements are subject to Curriculum Evaluation.

4.2. The curriculum evaluation will be carried out based on the weighting and parameters listed below.

4.2.1. Scientific performance of the candidate in the area for which the competition is open, Education, subarea Primary Education (1st Cycle of Basic Education), with a weighting of 35%, considering the following evaluation parameters:

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4.2.1.1. Scientific output (20%)

Quality and quantity of scientific production in the disciplinary area of the competition, with particular relevance to Education, Educational Sciences, and related areas (editorial activity, books, book chapters, journal publications, conference proceedings, poster and workshop presentations, technical reports, pedagogical-didactic resources). Publicly recognised reputation indexes (SCImago/Scopus and ISI Web of Science) will be considered, complemented by a qualitative assessment of the works highlighted by the candidate.

4.2.1.2. Coordination and participation in scientific projects (15%)

Coordination and participation in scientific projects or educational development and intervention projects in the disciplinary area of the competition. The quality and quantity of scientific projects funded competitively by public funds through national or international agencies will be considered. Projects in the disciplinary area of the competition contracted by external entities are also relevant.

In assessing quality, the funding obtained and the level of competitiveness of the call will be taken into account.

4.2.2. Pedagogical capacity of the candidates, with a weighting of 55%, considering the following evaluation parameters:

4.2.2.1. Teaching activity (35%)

The candidate's teaching activity in the disciplinary area of the competition will be assessed. Various factors will be considered, such as teaching experience in the 1st Cycle of Basic Education; supervision of internships in the 1st Cycle; development of intervention projects in the field of education; and teaching experience in higher education.

4.2.2.2. Supervision and mentoring activity (20%)

The candidate's supervision and mentoring of final course projects—particularly those qualifying for teaching—master's dissertations and/or doctoral theses will be assessed.

4.2.3. Career development plan (10%)

Dimensions such as the alignment of the candidate's objectives with Ispa's mission—particularly regarding the mission, vision, and core areas of the School of Education—will be considered. The plan will be evaluated based on its clarity, ethics, and feasibility. Additionally, the clear systematisation of research strategies will be taken into account.

4.3. Curriculum evaluation process

The jury evaluates the applications in accordance with the criteria defined for Curriculum Evaluation (CE) on a scale of 0–100.

4.3.1. The score assigned by each jury member to each candidate, in each selection method, corresponds to the weighted arithmetic average of the scores attributed to each criterion.

4.3.2. The curriculum evaluation (CE) is expressed on a scale of 0–100 and results from the formula:

$$\text{CE} = \text{Scientific performance } 35\% [\text{Scientific output (20\%)} + \text{Coordination and participation in scientific projects (15\%)}] + \text{Pedagogical capacity } 55\% [\text{Teaching activity (35\%)} + \text{Supervision and mentoring activity (20\%)}] + \text{Career development plan } 10\%$$

4.4. In the event of a tie, the chair of the jury has the casting vote.

4.5. The competition will be declared void when none of the candidates meets the eligibility conditions or when the jury determines that none of the candidates reaches the minimum level established in the Notice (all curriculum evaluations below 50).

5. Selection process

5.1. Preparatory meeting

In the first meeting, the jury decides on:

- a) The eligibility of applications in terms of documentation.
- b) The absolute merit requirements of the applications.
- c) Candidates who are not eligible or who do not meet the minimum absolute merit requirements must be excluded from the competition.

5.2. Notification of excluded candidates and candidates admitted on absolute merit is made by public notice.

5.3. Curriculum Evaluation meeting in the area of the competition

The jury members communicate their independent evaluations, and the final evaluation and subsequent ranking of candidates are carried out.

5.3.1. Ranking and voting methodology

5.3.1.1. The individual evaluations of the jury members are presented and discussed, allowing for any adjustments a member may wish to make. After the evaluations are stabilised, each jury member records in a written document, to be attached to the minutes, their proposed ranking of candidates, duly substantiated according to the relative merit criteria.

5.3.1.2. Voting begins with the determination of the candidate to be placed first. If a candidate obtains more than half of the votes, they are placed first. If not, all candidates with zero votes are removed, and the least-voted candidate with at least one vote is also eliminated. If more than one candidate is tied as the least-voted with at least one vote, a vote is held only among those tied to decide who is eliminated. In this vote, jury members vote for the candidate ranked lowest on their list, and the candidate with the most votes is eliminated. If a tie persists, the Chair of the Jury decides which candidate is eliminated. After this elimination, the first vote is repeated with the remaining candidates. The process continues until one candidate obtains more than half of the votes and is placed first.

5.3.1.3. Once the first-ranked candidate is removed from the voting, the entire process described above is repeated for second place, and so on, until a ranked list is obtained with the number of candidates approved in the selection methods.

5.3.1.4. Abstentions are not permitted in jury votes.

5.4. Notification of excluded candidates is made by public notice.

5.5. Meeting of the jury for the final evaluation and ranking of candidates.

5.6. Notification of the final ranking of candidates is made by public notice.

6. Finalisation of the Process

6.1. The notification of the final decision to candidates throughout the evaluation process is carried out in accordance with the provisions set out in section 5 of this Notice.

6.2. After notification of the results, candidates have ten working days to present their statements within the prior-hearing phase, under Articles 121 and following of the Administrative Procedure Code. The final decision will be issued after analysis of the statements submitted during the prior-hearing phase. The final decision of the jury will be issued within a maximum period of ninety days from the application deadline.

6.3. Once the prior-hearing period has elapsed, the jury will submit the process for Rectoral approval.

6.4. The selected candidate has ten working days to accept the position in writing; failure to do so within this period, without a duly justified reason, will be considered a renunciation or withdrawal from the position. In the event of renunciation or 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.

7. Selection Jury

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

- **Professor Maria Margarida Alves Martins**, Full Professor at Ispa — Instituto Universitário;
- **Professor Francisco Peixoto**, Full Professor at Ispa — Instituto Universitário;
- **Professor Assunção Flores**, Full Professor at the University of Minho;
- **Professor Helena Araújo e Sá**, Full Professor at the University of Aveiro;
- **Professor Rui Trindade**, Associate Professor at the Faculty of Psychology and Education Sciences of the University of Porto.

8. Publication of the Notice

This notice is published:

- On the **EURAXESS platform**, in Portuguese and English
- On the **Ispa website**, in Portuguese and English
- On **Ispa's social media channels**

9. Non-Discrimination and Equal Access Policy

Ispa actively promotes a policy of gender equality, diversity, and inclusion, ensuring every effort is made to prevent any form of discrimination. In this context, the terms *candidate*, *researcher*, *PhD holder* and similar expressions 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 is granted preference in the event of equal classification, and this preference prevails over any other legal preference. Candidates must declare, in the application form and under a statement of honour, their degree of disability, the type of disability, and the means of communication or expression to be used during the selection process, in accordance with the aforementioned decree.

10. Personal Data Protection

In the application process, the candidate provides the necessary information and consent for the processing of personal data at the moment of submission, strictly for the purpose of collecting and integrating such data into the database of the selection procedure and for the duration of that procedure, in accordance with the General Data Protection Regulation. The documents submitted within the scope of this selection procedure constitute administrative documents, and access to them shall be granted in compliance with Law no. 26/2016, of 22 August, in its current wording.

24 de junho, a Reitora do Ispa - Instituto Universitário de Ciências Psicológicas, Sociais e da Vida, Professora Doutora Isabel Leal.