

**NOTICE FOR THE OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR HIRING A PH.D. HOLDER, UNDER THE PROJECT REF 30958 FUNDED BY FCT AND THE REGIONAL OPERATIONAL PROGRAM LISBOA 2020 UNDER THE DECREE-LAW 57/2016 OF AUGUST 29<sup>TH</sup>, AMENDED BY LAW 57/2017 OF JULY 19<sup>TH</sup> AND COMPLEMENTARY LEGISLATION**

**Notice n.º18190/2018**

1. Following the approval from the Scientific Council of the Faculdade de Psicologia da Universidade de Lisboa (FPUL), at the meeting of 4 October 2018, and by dispatch of FPUL'S Dean of 15 November 2018, rendered in the use of powers delegated by the Dispatch Dispatch 10594/2018 of November 15<sup>th</sup>, it was decided the opening of an international selection competition for one Ph.D. holder, to be hired under the Research Project "*LOSTME: In Search of Lost Memory: Experimental Evidences and Computational Models of Visual Memory in Healthy and Neuro-Degenerate Ageing*", funded by the Regional Operational Program Lisboa 2020 and FEDER and national funds, with reference 30958, on the scientific domain of Psychological Processes and Research Methodologies, under a public service work contract for a fixed term of three years, for activities of scientific research, in the context of the mentioned project, namely:

- Design, implement, and conduce experiments on the interplay between attention and visual memory using eye-tracking and neuroimaging (i.e., electrophysiology) on healthy and pathological groups;
- Supervise research assistants and master students on their dissertation;
- Analyse the behavioral and electrophysiological data using modern statistical methods (e.g., linear-mixed effect modeling, linear deconvolution and Bayesian Hypothesis Testing) and interpret the experimental results obtained;
- Develop computational models using modern machine learning techniques (e.g., deep neural network) able to discriminate between healthy and pathological individuals;
- Travel between the institutions hosting the labs of the Principal Investigator and the Co-Principal Investigator of the project.
- Write up manuscripts for international journals publishing high-impact research in the research fields of the call. The project has an expected output of seven journal articles and one software patent by its completion date.
- Dissemination activities in international and national conferences, as well as workshop pertinent with the topic of the project.
- Help with the organization of workshop for the scientific community and outreach activities for a wider audience. The project expects two workshops to be run by its completion date.

2. Applicable legislation:

a) Decree-Law 57/2016, of August 29<sup>th</sup>, establishing a system for Ph.D. holders designed to encourage employment in the fields of science and technology in all areas of knowledge (RJEC), in the wording granted to it by Law 57/2017, of July 19<sup>th</sup>, considering also the provisions of Regulatory Decree 11-A/2017, of December 29<sup>th</sup>;

b) The general Law on Employment in Public Service (Lei Geral do Trabalho em Funções Públicas - LTFP), approved in annex to Law 35/2014 of June 20<sup>th</sup>, and its amendments.

3. In accordance with article 13 of the RJEC, the members of the examining board, are the following:

Chairman: Moreno Ignazio Coco, Associate Professor (Senior Lecturer) at the School of Psychology, University of East London, Researcher at Faculdade de Psicologia da Universidade de Lisboa and Principal Investigator of this Project.

#### *Members*

i) José Santos-Victor, Full Professor at Instituto Superior Técnico da Universidade de Lisboa;

ii) Ana Luísa Nunes Raposo, Assistant Professor at Faculdade de Psicologia da Universidade de Lisboa;

iii) Tânia Patrícia Gregório Fernandes, Assistant Professor at Faculdade de Psicologia da Universidade de Lisboa;

iv) Susana Manuela Silva Araújo, Assistant Researcher at Faculdade de Psicologia da Universidade de Lisboa.

4. The workplace is at Faculdade de Psicologia, Alameda da Universidade, 1649-013 Lisboa.

5. The monthly remuneration to be awarded is the corresponding to the 1<sup>st</sup> position of the initial level, established in clause 1 of article 2 of Regulatory Decree 11-A/2017 of December 29<sup>th</sup>, corresponding to level 33 of the consolidated table of remuneration, as approved by Government Order 1553-C/2008 of December 31<sup>st</sup>, in the amount of 2,128.34 Euros.

6. Under the terms of Decree-Law 29/2001, of February 3<sup>rd</sup>, disabled candidates take preference where scores are equal, which prevails over any other legal right of preference. Candidates should state on the application form, under declaration on honor, the degree and type of disability and the means of communication to be used on the selection procedure, in accordance with the terms of the above-mentioned legislation.

7. The contract is concluded for a period of three years and is automatically renewable for periods of one year periods, up to a maximum of six years, unless:

a) The Faculty's Scientific Board proposes its termination, based on an unfavorable assessment of the work undertaken by the Ph.D. holder, in accordance with the rules in force in the Faculty, which should be communicated to the interested party up to 90 days before the term of the initial contract or of the ongoing renewal;

b) When applied any of the causes for termination in accordance with article 289 of the LTFP, approved by Law 35/2014, of June 20<sup>th</sup>;

c) The public employer, or the employee, communicates in writing, up to 30 days before the term of the contract or of an ongoing renewal, their will to not renewing it, with the ensuing expiration of the fixed-term work contract concluded as result of this Notice.

8. Portuguese, foreign and stateless persons who hold a doctoral degree in a branch of knowledge or specialism in the scientific domain of Psychological Processes and Research Methodologies, or an associated field, may submit applications through this selection procedure, as may those who, in accordance with Decree-Law 341/2007 of October 12<sup>th</sup>, as regulated by Government Order 227/2017 of July 25<sup>th</sup>, are acknowledged to have the rights inherent in the title of the degree of Doctor, and those who have been granted equivalence to, or recognition of the degree of Doctor, under the terms of Decree-Law 283/83 of June 21<sup>st</sup>, and have an academic and professional *curriculum* that demonstrates an adequate profile to the research activities to be undertaken.

Equivalence, recognition or registration of the degree of Doctor by a Portuguese Institution of higher education must be obtained before the contract agreement is signed, if the candidate ranked in the eligible position and obtained her/his Doctoral degree in a non-Portuguese institution.

9. Formal procedure for the application:

9.1 Applications shall be submitted using the application form available on the website of the Faculdade de Psicologia da Universidade de Lisboa (<http://www.psicologia.ulisboa.pt>), addressed to the Dean of Faculdade de Psicologia, mentioning the notice reference, full name, number and date of expiry of identification document, citizen's card or civil identification number, tax number, or in the case of foreign or stateless persons, passport number, date and place of birth, occupation, residential address, telephone number and e-mail address.

On the application form, the candidate must indicate his/her consent to have the communications and notifications regarding this procedure sent to the e-mail address provided.

9.2 The application is to be accompanied by the documentation proving compliance with the conditions set out in point 8 for eligibility for this selection procedure, namely:

- a) Copy of certificate or diploma;
- b) Doctoral thesis or equivalent document(s) that lead to the award of this academic degree;
- c) Detailed *curriculum vitae*, which should clearly provide information on the essential criteria of this call outlined in point 13 and 15;
- d) Other documents that the candidate substantiates being relevant to the assessment of his/her application, such as a motivation letter.

9.3 Candidates are required to submit the documentation mentioned in 9.1 and 9.2, in PDF format by e-mail, to the e-mail address [recursoshumanosFP@psicologia.ulisboa.pt](mailto:recursoshumanosFP@psicologia.ulisboa.pt), until the last day of the time limit for the start of the selection procedure, which is set at 30 working days after publication of this Notice on *Diário da República* (Portuguese Government Gazette), on Bolsa de Emprego Público (Public Employment Exchange) and on the websites of Faculdade de Psicologia and FCT, I.P., in Portuguese or in English. A candidate may, due to technical difficulty or impossibility of sending by e-mail any of the documents mentioned in 9.1 and 9.2, deliver them in physical form, within the time-limit mentioned above, by registered postal mail with notice of receipt, to the postal address Faculdade de Psicologia da Universidade de Lisboa, Alameda da Universidade, 1649-013 Lisboa, or by hand during business hours (10h00 to 12h30 and 14h00 to 16h30) at the Human Resources Management Department. If the candidate's reasons for submitting documents in physical form are not accepted, the Chairman of the Selection Board shall grant the candidate an additional 5 working days to submit them in digital form as well.

9.4 The application and documents may be submitted in Portuguese or English, although the President of the Jury, if a member who does not speak the Portuguese language, may request that, within a reasonable time, the candidate translates into English from a document previously presented in Portuguese.

10. By decision of the Dean of Faculdade de Psicologia, candidates that do not comply with the stated in point 9 will not be admitted to the selection procedure. Candidates will be automatically excluded when not submitting the application form or the documents mentioned in paragraphs a) to d) of point 9.2, or when the documents are illegible, incorrectly filled in or invalid. The selection board is also entitled, in case of doubt and in order to confirm eligibility for the selection procedure, to request documentary proof of statements made by any candidate.

11. Approval on absolute merit:

11.1 The selection board will decide to approve or reject applications based on absolute merit, justified by a roll call vote, where no abstentions are admitted.

11.2 Candidates that obtain favorable vote of more than half of the voting members of the board are considered approved on absolute merit.

11.3 Candidates who have an academic and curricular trajectory relevant to the academic field to which this selection procedure refers, will be approved on absolute merit, taking into account compliance with the additional weighting criteria set out in point 15.5.

11.4 The unfavorable vote for approval on absolute merit may also be based on the fact that the scientific profile presented by the candidate is clearly insufficient, out of frame with the scientific area, has major mistakes or is not supported by the candidate's previous work.

12. Under the terms of article 5 of the RJEC, selection will be carried out by evaluation of candidates' scientific and curricular path.

13. The evaluation of candidates' scientific and curricular path is based on the relevance, quality and topicality of:

- a) Scientific and technological production of the last five years, that the candidate considers most relevant under the scientific field of the research project under which the position is opened;
- b) Applied research or practice-based activities, undertaken in the last five years that the candidate considers of greatest impact;
- c) Knowledge extension and dissemination activities undertaken in the last five years, in particular in the promotion of culture and research practice, that the candidate considers most relevant;
- d) Management of science, technology and innovation programs, or experience in observing and monitoring the science and technology at higher education institutions in Portugal or abroad.

14. The board may increase the five-year period set out in the previous point, at the candidate's request, when provided justified and documented proof of the suspension of the research activity for reasons related to social protection, namely parental leave, prolonged serious illness and other situations legally justifying non-attendance for work.

15. The criteria for evaluation are those set out in this clause, with the additional criterion set out in point 15.5, and paying particular attention to the candidate's *curriculum vitae* and contributions the candidate considers of greatest relevance over the last 5 years:

15.1. Quality of scientific and technological, considered most relevant by the candidate, and relevant to the research project to be undertaken, which has been given a weighting factor of 80%, considering:

- i) Scientific articles in indexed journals in Thomson Reuters – Web of Science and/or SCOPUS – Scimago in the scientific field in which the position is opened or related scientific field, considering contributions for the advance of the state-of-the-art in the topics of visual memory, eye-tracking and neuroimaging, pathological ageing, attention, and computational modeling;
- ii) Other scientific publications: conference proceedings, books and book chapters.
- iii) Coordination and participation in research projects under the scientific field in which the position is opened and which are relevant for the topic of attention, visual memory and pathological ageing.
- iv) Supervision and guidance of master and PhD students, interns and research assistants, grant holders and undergraduate students, taking into account the number, quality, scope, and scientific and technological impact of the resulting publications, dissertations, theses, and final coursework, and highlighting award-winning and internationally recognized research work.

15.2. Applied or practice-based research activities, that the candidate considers of greatest relevance, and that is relevant to the research project under which the position is opened; the weighting attributed to this factor is 10%, considering:

- i) The relevance of the works selected by the candidate as representative of their contribution to the development of Cognitive Neurosciences and Computational Cognitive Science;
- ii) Vocational training and lifelong training, specifically in computer programming in at least one recent programming language (e.g., R, MATLAB or Python), analysis of eye-tracking (primary interest) data and neuroimaging data (electrophysiology in particular) and design of effective computational models and knowledge of machine learning (e.g., deep neural network or support vector machines).

15.3. Activities of extension and dissemination of knowledge, in particular in the context of promotion of culture and research practice, which the candidate considers most relevant, and relevant for the proposed research project. This factor has a weighting of 5%, considering:

- i) Publications for the dissemination of scientific and technological research: a parameter that considers articles in journals and national conferences and other publications for the dissemination of science and technology, considering its professional and social impact;
- ii) Services to the academic community and society: a parameter that considers participation and coordination of programs to disseminate scientific and technological research and considering their nature and the results obtained, when carried out with the scientific community, in particular through the organization of conferences and seminars; the media; businesses and the public sector, and society at large.

15.4. Contribution to management activities for science, technology and innovation programs, or to experience in the observation and monitoring of the scientific and technological or higher education

system, in Portugal or abroad, which is relevant to the project to be undertaken. This factor has a weighting of 5%, considering:

- i) Positions in University, School and Research Unit Boards: a parameter that considers the nature and the responsibilities of the position;
- ii) Other positions: a parameter that considers positions held in national and international scientific organizations on the scientific field of the research project under which the position is opened.

15.5. In weighting the evaluation criteria outlined in points 15.1 to 15.4, each examiner may take into consideration the following additional parameters:

15.5.1.a Contribution to the development and evolution of the topics of visual memory, attention, and pathological ageing in the scientific fields of the research project under which the position is opened;

15.5.1.b Contribution to the development and evolution of the topics that are object of study under the research project under which the position is opened, adopting eye-tracking behavioral methods with experimental software (e.g., Matlab; E-Prime), neuroimaging methods (e.g., electrophysiology) and advanced knowledge of statistical techniques of analysis (e.g., mixed-effects models);

15.5.1.c Contribution to the development and evolution of the themes, adopting computational modeling and deep learning networks.

16. The board may decide to select up to three candidates approved on absolute merit who will be summoned to a session for presenting the results of their research, following which the members of the board should stimulate an open debate about its content and innovative nature. These presentations are not a method of selection and will not count towards the marks obtained by each candidate. Their purpose is merely to obtain clarification and explanations of information contained in candidates' *curricula vitae*.

17. Whenever the board considers necessary, they may ask the candidate to provide additional documents that support statements made, relevant to the assessment of the application.

18. Classification of candidates:

18.1. Each examiner shall award a mark to each candidate for each evaluation criterion, on a scale of 0 to 100 points, and will proceed to rank candidates according with the final marks obtained through the sum of all the individual marks obtained for each evaluation criterion, and taking into account the weighting for each parameter.

18.2. Candidates are ranked by applying the method of successive voting outlined in clause 3 and subsequent clauses of article 20 of the University of Lisbon's General Rules for Tenders (Regulamento Geral de Concursos da Universidade de Lisboa), published by Dispatch 2307/2015 of March 5<sup>th</sup>.

18.3. The examining board shall reach its decisions by absolute majority, and no abstentions are allowed.

18.4. The final position of each candidate matches his or her ranking resulting from applying the method mentioned in point 18.2.

19. The meetings of the examining board will result in minutes containing a summary of the events, as well as the number of votes assigned by each examiner and its rationale. These minutes will be available to candidates on request.
20. The final deliberation of the examining board shall be approved by the Rector, and the conclusion of the contract is competency of the Dean of Faculdade de Psicologia.
21. False statements made by any candidate will be punished under the terms of the law.
22. The list of selected and excluded candidates, as well as the final list of results, will be displayed at the premises of Faculdade de Psicologia da Universidade de Lisboa, at Alameda da Universidade, 1649-013 Lisboa, published on the Faculdade de Psicologia's website (<http://www.psicologia.ulisboa.pt>), and the candidate(s) will be notified by e-mail with receipt of delivery, without prejudice to the provision of articles 110 to 114 of the Administrative Procedure Code (Código do Procedimento Administrativo).
23. Preliminary audition and deadline for the final decision: once notified, candidates have 10 working days to make their claim. After 90 days, counting from the deadline for application submission, the examining board will deliver the final decision.
24. This selection procedure is exclusively intended to filling the position mentioned in this Notice, and may be cancelled until the list of final ranking of the candidates is approved. It will cease when the employment position is filled.
25. Policy of non-discrimination and equal access: The Faculdade de Psicologia da Universidade de Lisboa actively promotes a policy of non-discrimination and equal access, so that no candidate may benefit or be harmed, deprived of any right or exempted of any duty, due to origin, age, gender, sexual orientation, marital status, family status, financial status, education, social status, genetic inheritance, reduced ability to work, disability, chronic illness, nationality, ethnic or racial origin, land of origin, language, religion, political or ideological beliefs or union membership.

26 de novembro de 2018 - O Diretor, Prof. Doutor Luís Curral