

Public Notice no. 684/2019

National and international applications are invited by the Faculty of Psychology of the University of Lisbon (herewith designated as FPUL), for a period of 30 (thirty) working days from the day immediately following the publication of the present Public Notice in “Diário da República” (the Portuguese Official Gazette), to make applications to an international documental tender to be hired through the celebration of an employment contract in public functions, for 1 (one) position of Assistant Professor in the disciplinary field of Applied Psychology of FPUL, all in compliance with articles 37 to 51, 61 and 62-A of the University Teaching Career Statutes, published by Decree-Law no. 205/2009 of August 31st, altered by the Law no. 8/2010, of May 13th (herewith designated as ECDU) and other applicable law, namely the “Regulamento Geral de Concursos para Recrutamento de Professores Catedráticos, Associados e Auxiliares da Universidade de Lisboa”, issued by the Rectors’s Order of February 16th 2015, published in the Portuguese Official Gazette 2.º series, no. 45 of March 5th, by the Order n. 2307/2015 (herewith designated as ULisboa Regulation).

In addition to the teaching functions to be performed at the FPUL, the Assistant Professor will also develop research activities at the Center for Research in Psychological Science (CICPSI) associated with the FPUL.

This position is opened under the program-contract to support the development of R&D activities, between FCT, I.P. (Foundation for Science and Technology) and Universidade de Lisboa (herewith designated as ULisboa) and in accordance with the provisions of paragraph no. 4 of article 28 of the Scientific Employment Regulation (REC), published in Portuguese Official Gazette, by Regulation no. 607 -A/2017 of November 22nd.

The recruited person shall enter into a contract of employment in public service for an indefinite period, in the category for which this position was opened, with a trial period of five years. The competition is especially aimed at young doctorates of high potential and research capacity who wish to enter the university teaching career.

In compliance with paragraph h) of article 9 of the Constitution, the Public Administration, as the employing entity, actively promotes a policy of equality of opportunities between men and women in access to employment and professional development, scrupulously providing for the prevention of any type of discrimination, in compliance with the joint Order no. 373/2000, of March 31st of the Minister of State Reform and Public Administration and the Minister for Equality.

Likewise, no candidate may be privileged, benefited, damaged or deprived of any right or exempted from any duty due, in particular to ancestry, age, sexual orientation, marital status, family status, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and trade union membership.

In compliance with articles 37 to 51 of the ECDU and other applicable legislation, and in compliance with article 8 of the ULisboa Regulation, the following provisions must be followed:

I - Authorization order

This position was opened by University of Lisbon Rector's Order, Professor António Cruz Serra, dated May 16th 2019, after confirmation of the following cumulative requisites:

- a) Celebration of the program-contract, on 11/22/2018, of Institutional Support under the REC, between FCT, IP, and the University of Lisbon, within the framework of the 2018 Institutional Scientific Employment Incentive Contest, which includes the modality of contracting and the number of contracts financed for the development of scientific and technological activity;
- b) Adequate budget provision;
- c) Confirmation that the positions, for which this recruitment procedure is open, are foreseen in FPUL staff map.

II - Workplace

Faculty of Psychology of the University of Lisbon, located in Alameda da Universidade, 1649-013 Lisboa, Portugal, and the selected candidate must perform teaching and research activities, in the latter case, being integrated in the Research Center for Psychological Science (CICPSI) associated with the FPUL.

III - Admission requirements

III.1 – In compliance with article 41-A of the ECDU, only holders of a PhD degree will be admitted to this public contest.

III.1.1 – Holders of academic degrees awarded by foreign higher education institutions must hold recognition of the doctoral degree in accordance with Decree-Law no. 66/2018 of August 16th.

III.1.2 – The recognition of the doctor's degree, in accordance with the paragraph above, must be obtained up to the date of the contract agreement is signed, if the candidate ranked in the eligible position has obtained a doctorate abroad.

III.2 – The candidates must hold domain of spoken and written Portuguese.

III.2.1 – Candidates of foreign nationality, except candidates from Portuguese speaking countries, must be proficient at the Portuguese language, both spoken and written, at the common reference level of B1 or higher. This requirement has to be officially recognized through a certificate or diploma of communicative competence in the Portuguese language of the Common European Framework of Reference for Languages of the Council of Europe.

III.2.2 – Candidates included in the paragraph III.2.1 must be in possession of the requirement up to the date of signing the contract, when applicable.

III.3 – Candidates who, by the end of the period and the place and manner set out in point VIII of this Notice, do not deliver all documents required by Section IX of this Notice, will be excluded from this contest.

III.4 – Will also be excluded the candidates, even if approved and ordered in the unitary list of final ranking in place to fill the job, which, in accordance with Chapter VI of the ULisboa Regulation, when required to deliver the documents that meet the legal conditions for the establishment of a legal relationship of indefinite duration with the FPUL, unjustifiably fail to do it within the time assigned for doing it or having them submitted, the documents prove to be inadequate, false or invalid.

IV – Cumulative admission requirements in absolute merit

IV.1 – The provisions of article 10 Chapter III of the ULisboa Regulation regarding the admission to absolute merit of the candidates are applied.

IV.2 – Hold a doctorate whose branch and/or specialty is suitable for the exercise of teaching duties in the disciplinary area for which the competition was opened.

IV.3 – Have published, in the last five (5) years, five (5) or more publications indexed in Thompson Reuters Web of Science database or SCOPUS, Quartile Q1 or Q2, relevant to the disciplinary area of the contest.

IV.4 – It is considered approved in absolute merit the candidate who is approved by an absolute majority of the voting members of the jury, in a justified nominal vote, where no abstentions are admitted.

V – Criteria for evaluation and relative merit ranking, respective weighting and final valuation system

V.1 – The present competition is designed to ascertain the capacity and the performance of the candidates in the different aspects that, in accordance with article 4 of the ECDU, integrate all the functions to be performed, in case to be hired in the sequence of the contest. Under article 4 of the ECDU, it is generally the responsibility of university professors to:

- a) Carry out activities of scientific research, cultural creation or technological development;
- b) Provide the teaching service distributed to them and accompany and supervise the students;
- c) Participate in tasks of university extension, scientific dissemination and economic and social valuation of knowledge;
- d) Participate in the management of their university institutions;
- e) Participate in other tasks distributed by the competent management bodies and included in the scope of university teaching activity.

V.2 – The selection method to be used is the Curriculum Assessment, as provided for in paragraph 6 of article 50 of the ECDU and in article 11 of the ULisboa Regulation and in the ranking criteria, weighting and final valuation system mentioned in this Notice.

V.2.1 – The evaluation of the relative merit of the candidates by each jury member with the purpose of ranking, will be based on the weighted sum of the scores attributed to the following evaluation criteria, on a scale of 0-100 (0 minimum and 100 maximum).

V.3 – The selection criteria, taking into account the general functions assigned to university professors by article 4 of the ECDU and the provisions of paragraph 4 of article 5 of ULisboa Regulation, focus on the following:

- a) Scientific Performance;
- b) Pedagogical Capacity;
- c) Other activities relevant to the mission of the University;
- d) Scientific and pedagogical project

V.4 – The parameters to be taken into account in the curricular evaluation of the candidates in each of the aspects listed in V.3 and the weighting to be assigned to each one of them in the final classification are the following, giving particular importance to the relevance, quality and timeliness of the candidate's *curriculum vitae*, and to the most relevant academic contributions with high impact selected by the candidate in the last 5 (five) years. Incorrectly presented and/or very incomplete, undated, or poorly located references that hinder or prevent comparative evaluation will be ignored in the evaluation.

V.4.1 – Scientific Performance (50%):

- a) Scientific publications in the area in which the contest is open, particularly in the fields of Organizational Psychology, Organizational Behavior and Human Resources, being particularly valued: publications in international journals with impact factor indexed in the Web of Science and SCOPUS in the Quartile 1 and 2; publications in international journals with impact factor indexed in international databases; publications in international journals without impact factor but indexed in international databases; single author(s) or first author(s) of co-authored publications indexed in international databases; co-author with international authors and national experts in the disciplinary area of the contest in publications indexed in international databases; books and book chapters; publications in other scientific journals (40%).
- b) Participation in teams that have submitted scientific projects for competitive national, international, public or private funding. The evaluation of this parameter should take into account the quantity, the degree of insertion of the projects (national or international network), the competitive nature of the projects in terms of funding, contributions in terms of assets and resources for research structures and type of involvement of the researcher (coordinator or participant in the preparation of submitted proposals). Reviewer or member of the editorial board of relevant international scientific journals in the disciplinary area of the competition; involvement in scientific societies in

the specific area of the competition; involvement in the scientific community (experiences of involvement in international multi-centre research networks are particularly valued (10%).

V.4.2 – Pedagogical Capacity (25%):

National and international teaching experience in Psychology and in the area in which the competition is open, in the field of Organizational Psychology, Organizational Behavior and Human Resources, being particularly valued the experience in several levels of teaching - undergraduate and graduate; supervision of doctoral, master and undergraduate students and production of pedagogical material. The teaching activity must take into account the number and diversity of the curricular units taught and the responsibility in each unit, the orientation of advanced training, namely supervision of traineeships and projects, as well as the publication of lessons and other didactic materials. Participation in juries: in the evaluation of this parameter, participation in academic juries is considered, particularly valuing participation as discussant.

V.4.3 – Other activities relevant to the mission of the University (5%):

Exercise of academic positions and functions, including academic management bodies, coordination activities and participation in academic and scientific commissions; organization of educational and scientific events; community service activities, within the institution or in collaboration with other institutions; scientific dissemination activities and other relevant university extension activities within the scope of the missions of the FPUL or other university institutions.

V.4.4 – Scientific and pedagogical project (20%):

Scientific and pedagogical project related to the research and teaching lines in the disciplinary area for which the contest is open, namely in the area of specialization in Human Resources, Work and Organizational Psychology, to which the candidate proposes to dedicate him/herself in FPUL, elaborated in the terms foreseen in point b) of chapter IX.2 of this Notice.

V.5 – Once the candidates have finally been approved in absolute merit, based on the provisions of number IV above, the jury will proceed to the ranking of these candidates following the procedure established in article 20 of the ULisboa Regulation, and in the preparation of the list referred to in number 3 of article 20 of the ULisboa Regulation, the parameters indicated in point VI can be used as qualification criteria in each of the parameters described in V.4, in the event of a tie.

VI – Preferential parameters

It is a preferential parameter that the candidate is a recent doctoral candidate with a high potential and research capacity who intends to join the university teaching career, with a *curriculum vitae* that is appropriate to the contest subject area, with particular emphasis on the scientific production of the candidate in the last 5 (five) years.

It is a preferred parameter to contribute to the development and evolution of the disciplinary area in which the contest is opened, giving special relevance to candidates who may promote teaching and

research activities in the area of specialization in Human Resources, Work and Organizational Psychology of FPUL.

These criteria will only be used in case of a tie in the individual ranking list of each member of the jury, presented for voting.

VII – Public hearings

The jury may decide to promote public hearings, on equal terms for all candidates approved in absolute merit, and are intended exclusively to clarify what appears on the *curriculum vitae* presented by the candidates. The public hearing of each candidate has a maximum duration of one hour. It is the responsibility of the President of the Jury to conduct the hearing, without prejudice to the decision of other elements of the jury engage in interaction with the candidate. The hearing is conducted in Portuguese, unless the candidate or some member of the jury does not dominate the language, in which case the President of the Jury may decide to use the English language.

VIII – Submission of applications

The documents referred to in point IX must be submitted electronically to the address recursoshumanosFP@psicologia.ulisboa.pt, by the 30th business day counted from the date of publication of this Notice in the Portuguese Official Gazette.

IX – Application instructions

IX.1 – The application must be instructed with the completion of the application form referring to this Notice, which is available on the website <http://www.psicologia.ulisboa.pt>, and the candidate should express his/her consent so that the communications and notifications related to this contest can take place by electronic mail indicating the respective address.

IX.2 – In the preparation of the application, the following documents must be submitted:

- a) *Curriculum vitae* (CV) of the candidate, in PDF format, organized in such a way as to respond separately to each of the aspects and criteria stated in point V of this notice. In particular, for each publication, the Quartile in the Web of Science or SCOPUS databases should be indicated, when available;
- b) Scientific and pedagogical project, related to the research and teaching lines in the disciplinary area for which the contest is open, and to which the candidate intends to dedicate him/herself in FPUL, satisfying the following criteria: presentation of the main problems to which the candidate intends to dedicate his/her future research and teaching, contextualizing them in the current state of the art in this area; a brief and systematic description of the research strategies that the candidate proposes to adopt in order to develop his/her research and solve or contribute to the solution of the problems

stated by him/her; short description of curricular units or courses that he/she proposes to create within the educational framework of FPUL; contribution to the development of the Psychological Science Research Center (CICPSI); explanation of the reasons and motivations of his/her choices;

- c) Electronic version, in PDF format, of the 3 to 6 works that the candidate considers to better represent his/her most significant contributions to the advancement of knowledge in the area or areas for which the contest is open;
- d) Declaration on honor that the candidate fulfils the requirements for admission to the contest as set forth in this Notice and the law (attached).

X – Language

Documents instructing application should be presented in Portuguese or English language.

XI – Composition of the Jury

In accordance with articles 45 and 46 of the ECDU, and in article 14 of the ULisboa Regulation, the jury is composed by the following members:

Chairman: Rector of the University of Lisbon

Other members:

Doutor Joaquim Armando Gomes Alves Ferreira, Full Professor from the Faculdade de Psicologia e de Ciências da Educação da Universidade de Coimbra;

Doutora Ana Margarida Soares Lopes Passos, Associate Professor from the ISCTE-Instituto Universitário de Lisboa;

Doutora Filipa Vieira da Silva Castanheira, Associate Professor with Agregation from the Faculdade de Economia da Universidade Nova de Lisboa;

Doutora Maria Eduarda Carlos Castanheira Fagundes Duarte, Full Professor from the Faculdade de Psicologia da Universidade de Lisboa;

Doutora Maria José Chambel Soares, Associate Professor with Agregation from the Faculdade de Psicologia da Universidade de Lisboa.

May 16th 2019 - The Dean, Prof. Doutor Luís Curral

ATTACHMENT

Declaration on honor

... (name), candidate to the contest for a position of Assistant Professor foreseen in the staff map of the Faculty of Psychology of the University of Lisbon, declares, on his honor that he fulfils the requirements set forth in article 17 of the General Law on Labor in Public Functions, approved by Law no. 35/2014, of June 20th, as well as those required in article 41-A of the Statute of the University Teaching Career, republished by Decree-Law no. 205/2009, of August 31st and amended by Law no. 8/2010, of May 13th, that fulfils all the requirements for admission to this contest, which are provided for in the Law, especially in Chapter IV of the Statute of the University Teaching Career, in the regulations, in particular in the "Regulamento Geral de Concursos para Recrutamento de Professores Catedráticos, Associados e Auxiliares da Universidade de Lisboa", and in this public notice. The declarant is fully aware that the provision of false statements implies exclusion from this contest, without prejudice to participation to the competent authority for the purpose of criminal prosecution. The declarant is fully aware that, if he/she is placed in a place eligible for employment in the final approved ranking of this contest, he/she has a non-extendable period of 10 working days, counted from the notification of that final ranking, to present, at the Faculty of Psychology of the University of Lisbon, the documents proving that he/she has the requisites required for admission to this contest. The declarant is also fully aware that the non-presentation of the supporting documents referred to in the previous paragraph, for reasons attributable to him/her, determines his exclusion from this contest.

.... (local), ... (date)

....(signature)