

Notice n.º 1/2020

Internal applications are open by Faculdade de Psicologia da Universidade de Lisboa (Ulisboa), for a period of 30 (thirty) working days counted from the working day immediately following the publication of this notice in *Diário da República* for 2 (two) **Associate Professor positions at this Faculty in the disciplinary field of Psychological Processes and Research Methodologies** to be hired through a public administration contract, as foreseen in the teaching staff list of the Faculdade de Psicologia da Universidade de Lisboa, as required by Articles 38 to 51, 61 and 62-A of the University Teaching Career By-laws, amended by Decree-Law 205/2009, of August 31st, subsequently amended by Law 8/2010, of May 13th, hereinafter referred to as ECDU, in conjunction with article 77 of Decree-Law 84/2019, of June 28th, which establishes the necessary provisions for the execution of the State Budget for 2019, approved by Law 71/2018, of December 31st, and other applicable rules, namely, the Regulations for the Recruitment of Assistant, Associate and Full Professors of University of Lisbon, published by Rule 2307/2015, in *Diário da República*, 2nd Series, No. 45, of March 5th, hereinafter referred to as RegULisboa.

The joint Rule No. 373/2000 of 31st March, of the Minister of State Reform and Public Administration and the Minister for Equality, makes it mandatory that:

In compliance with paragraph h) of Article 9 of the Constitution, Public Administration, as an employer, actively promotes a policy of equal opportunities between men and women in what concerns access to work and professional progress, taking particular care to prevent all forms of discrimination.

This means that no candidate may be given special privileges, be benefitted or suffer prejudice, in any way, or be deprived of any right, by reason of ancestry, age, sex, sexual orientation, marital or family status, financial circumstances, educational attainment level, origin or social class, genetic inheritance, reduced ability to work, handicap, chronic illness, nationality, ethnic or racial origin, land of origin, language, religion, political or ideological convictions or union membership.

In accordance with ECDU Articles 38 to 51, in conjunction with article 77 of Decree-Law 84/2019, of June 28th, and other applicable legislation, and as required by the RegULisboa article 8, the following requirements shall apply:

I – Authorization Order

This notice was authorized University of Lisbon Rector's Order, on 9th December, 2019, after confirmation of the established requirements in the article 77 of Decree-Law 84/2019, of June 28th, and after confirmation of the existence of adequate budget provision and that the job is foreseen and not occupied in the Faculdade de Psicologia da Universidade de Lisboa teaching staff list.

II - Workplace

Faculdade de Psicologia da Universidade de Lisboa, sita em Alameda da Universidade, 1649-013 Lisboa.

III - Admission requirements

Eligible candidates:

III.1 — Holders of a five year old PhD degree (or older), in compliance with Article 41 of the ECDU.

III.2 — Holders of a PhD degree obtained abroad must have equivalence or recognition or registration of that degree proving that it is equivalent to the one awarded by Portuguese universities, until the deadline to sign the contract;

III.3 — In accordance with the no. 2 of article 77 of Decree-Law 84/2019, of June 28th, only University of Lisbon Professors, with a permanent public administration contract, counting 10 years (or more) in their category can apply to this position.

III.4 — In case of missing some of the mandatory documents in the application, within the deadline and in the terms indicated in Chapters VII and VIII of this public notice, the applications will not be admitted to the procedure based on the decision of FPUL's Dean, even before the admission on absolute merit.

III.5 — The fulfilment of the requirements for admission and non-admission of candidates are the ones established on the Chapter VI of the RegULisboa.

IV — Admission criteria based on absolute merit

IV.1 — Cumulative admission requirements in absolute merit:

a) All eligible candidates must have a global curriculum that the selection panel considers to be of scientific value, the capacity to carry out research and previous teaching experience compatible with the disciplinary field of Psychological Processes and Research Methodologies and appropriate to the corresponding teaching category of Associate Professor.

b) 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.2 — For each candidate, absolute merit approval is obtained by an absolute majority of votes by the voting members of the selection panel through a roll call vote. Abstentions shall not be allowed.

V - Parameters of evaluation and ranking of relative merit, their weights and final valuation system

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

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) or converted to the scale of 0-20 (0 minimum and 20 maximum)

The curriculum of candidates admitted in absolute merit is evaluated in the following aspects: scientific performance, pedagogical capacity and other activities relevant to the mission of the higher education institution that have been developed by the candidate, compatible with the disciplinary area in which the competition is opened, appropriate to the category of Associate Professor, with particular emphasis on the relevance, quality and timeliness of the applicant's curriculum vitae and the most relevant and high-impact academic contributions selected by the candidate and identified in the curriculum vitae, as provided for in paragraph 1 (a) of Chapter VIII of this notice.

The evaluation components have the following weight:

A. Scientific Performance – 35%;

B. Pedagogical Capacity – 35%;

C. Other activities relevant to the mission of the University – 30%;

In each Group there will be an evaluation of the parameters that are next described:

A. Scientific Performance (35%)

This Group is divided into the following parameters:

- a) Scientific publications (particularly valued: publications in international journals with impact factor indexed in the WoF 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 (20%).
- b) Participation in funded research projects, national and international, in Psychology (as Principal Investigator or as Collaborator); international and national funding obtained for research projects in which it participates; reviewer or member of the editorial staff of relevant national and international scientific journals in the disciplinary area of the contest; involvement in scientific societies in the specific area of the contest; scholarships, awards for scientific performance; involvement in the scientific community (particularly valued experiences in involvement in international multicenter research networks); Academic work orientation: doctoral theses and master dissertations (10%);
- c) Other elements of scientific activity: participation as a guest speaker at international and national congresses, conferences and seminars; oral communications, workshops and posters at international and national congresses, conferences and seminars; organization of congresses, conferences and seminars; participation in evaluation committees member of professional / scientific associations (5%);

B. Pedagogical Capacity (35%)

In this Group, the candidates are evaluated taking into account the following parameters:
National and international teaching experience in Psychology (being particularly valued

experience at various levels of education - undergraduate and postgraduate); participation in the faculty of PhD programs; student orientation activities (particularly the experiences of doctoral and masters orientations); innovation and teaching quality activities, including initiatives to improve teaching and learning processes, evaluate quality of teaching, organize new courses or curricular units and restructure study plans or curricular units; complementary international and national specialized training relevant to the subject area; development of teaching materials .

C. Other activities relevant to the mission of the University (30%)

In this Group, the candidates are evaluated taking into account the following parameters:

- a) Exercise of academic positions and functions, including academic management bodies, coordination activities and participation in academic and scientific commissions (20%);
- b) 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 (10%).

After Curricular Enhancement Factor application, each panel member produces a list of candidates ranked by decreasing order of merit. The panel members vote individually based on their own ranked list of candidates.

In accordance with article 20 of RegULisboa, the panel members vote for the first place, then for the second place, and so on, until the ranking of all the candidates admitted to the tender and previously selected on the basis of absolute merit is completed. In each vote, the panel decisions are made by an absolute majority of votes.

Once the selection criteria have been applied, the selection panel prepares a unitary ranking list of candidates.

VI — Public hearings

VI.1 — 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 based on the provisions of paragraph a) of no 4 of Article 50 of the ECDU.

VI.2 — If public hearings are necessary, they will occur between the 20th and the 50th days after the meeting for admission based on absolute merit, and all candidates shall be informed, at least 5 days before, when and where they will take place.

VI.3 — For public hearings meetings both panel members and candidates can participate by videoconference.

VI.4 — The selection board may also request complementary documents related to the curriculum vitae submitted by the candidates.

VII – Submission of applications

Applications must be delivered in person, until the 30th business day counted from the date of publication of this notice in the Portuguese Official Gazette, from 10:00 to 12:30 and from 14:00 to 16:30, at the Human Resources Department of Faculdade de Psicologia da Universidade de Lisboa, located at Alameda da Universidade, Cidade Universitária, 1649-013 Lisbon, or sent by post, registered and acknowledged, within the same period, to the same address.

VIII – Application instructions

The application must be instructed with the completion of the application form referred to in Article 33 of RegUlisboa, which must include the declaration of honour that the candidate fulfils the requirements for admission to the contest as set forth in this notice and the law, https://www.psicologia.ulisboa.pt/wp-content/uploads/2019/11/FP_FORMULARIO-DE-CANDIDATURA-Docentes_atualizado-27-11-2019.pdf, duly completed and accompanied by the following documents, in digital format (pen drive):

- a) Curriculum vitae (CV) of the candidate (in PDF format), organised 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, when available, the Quartile, the WoF K or SCOPUS impact factor and the number of citations (excluding self-citations) should be indicated. The CV must also indicate the set of 3 (three) publications selected by the candidate as the most representative;
- b) Electronic version (in PDF format) of publications referred to in the CV and other works that the candidates consider relevant for the jury's appreciation.

IX – Language

All documents of the applications must be submitted either in Portuguese or English languages.

X – Members of the Selection Panel

In compliance with Articles 45 and 46 of the ECDU and in article 14 of the RegULisboa, in conjunction with no. 4 of article 77 of Decree-Law 84/2019, of June 28th, the selection panel is composed by the following members:

Chairman: Rector of the University of Lisbon

Members:

Doutor Jorge Manuel Vala Salvador, Coordinator Researcher- Instituto de Ciências Sociais da Universidade de Lisboa;

Doutora Maria Luísa Soares Almeida Pedroso de Lima, Full Professor - ISCTE-IUL - Instituto Superior de Ciências do Trabalho e da Empresa - Instituto Universitário de Lisboa;

Doutora Teresa Maria Freitas Teixeira de Moraes Garcia Marques, Full Professor - ISPA - Instituto Universitário de Ciências Psicológicas, Sociais e da Vida;

Doutora Ana Cristina Monteiro Quelhas, Full Professor - ISPA - Instituto Universitário de Ciências Psicológicas, Sociais e da Vida;

Doutor Óscar Filipe Coelho Neves Gonçalves, Full Professor - Escola de Psicologia da Universidade do Minho.

9th December, 2019 – The Dean, Professor Luís Curral