



Notice n.º 14453/2020

NOTICE OF THE OPENING OF INTERNATIONAL SELECTION PROCEDURE FOR HIRING A PH.D HOLDER UNDER DECREE-LAW 57/2016 OF AUGUST 29TH, AMENDED BY LAW 57/2017 OF JULY 19TH AND COMPLEMENTARY LEGISLATION

1. Following the approval from the Scientific Council of the Faculdade de Psicologia da Universidade de Lisboa (FPUL), at the meeting of 09 July 2020, and by order of the Dean of the FPUL dated 1 August 2020, given in the use of the powers delegated by Order 5018/2020, published in the *Diário da República*, 2nd series, issue 82 of April 27th, the international selection contest for a Ph.D. holder for the exercise of activities is opened for scientific research in the scientific area of Applied Psychology, within the scope of CICPSI, the R&D unit of the Faculdade de Psicologia, through FCT funding (programmatic funding - Ref.ª UIDP/04527/2020), under a public service work contract for a fixed term of three years, with a view to carrying out scientific research activities, within the scope of the ProAdapt research group, namely:
 - Planning, implementing and conducting field and/or experimental studies;
 - Coordination of research fellows and supervision of graduate students in their dissertations;
 - Collection and statistical analysis of data and interpretation of the results obtained;
 - Preparation and elaboration of scientific reports and writing of articles for publication in international high-impact magazines on the themes of ProAdapt and its lines of research;
 - Planning and implementing actions for the scientific dissemination of ProAdapt results in the scientific community and the general population.
2. Applicable legislation:
 - a) Decree-Law 57/2016, of August 29th, 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 19th, considering also the provisions of Regulatory Decree 11-A/2017, of December 29th;
 - 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 20th, and its amendments.
3. In accordance with article 13 of the RJEC, the selection jury has the following composition:

President: Maria José Chambel Soares, Associate Professor with Aggregation at Faculdade de Psicologia da Universidade de Lisboa and Principal Investigator of the research group of CICPSI ProAdapt

Jury Members:

 - i) **Ana Margarida Vieira da Veiga Simão**, Full Professor at the Faculdade de Psicologia da Universidade de Lisboa;
 - ii) **Maria Luísa Torres Queiroz de Barros**, Full Professor at the Faculdade de Psicologia da Universidade de Lisboa;
 - iii) **Isabel Maria de Santa Bárbara Teixeira Nunes Narciso Davide**, Associate Professor with Aggregation at the Faculdade de Psicologia da Universidade de Lisboa;
4. The workplace is located at *Faculdade de Psicologia da Universidade de Lisboa, Alameda da Universidade, 1649-013 Lisboa*.
5. The monthly remuneration to be awarded is the corresponding to the 1st position of the initial level, which is established in clause 1 of article 2 of Regulatory Decree 11-A/2017 of December 29th,



corresponding to level 33 of the consolidated table of remuneration, as approved by Government Order 1553-C/2008 of December 31st, in the amount of 2,134.73 Euros.

6. Under the terms of Decree-Law 29/2001, of February 3rd, 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 3 years and is automatically renewable for periods of one year, up to a maximum of 6 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 20th;

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 candidates who hold a Ph.D. in a branch of knowledge or specialism in the scientific domain of Applied Psychology or an associated field, may submit applications through this selection procedure, and also have an academic and professional *curriculum* that demonstrates an adequate profile to the research activities to be undertaken. 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, regulated by Law no. 33/2019 of January 25th.

The equivalence, recognition or registration of the Doctor's degree must be obtained before the contract agreement is signed, if the candidate ranked in the eligible position has obtained their Doctor degree by a non-Portuguese institution.

9. Formal procedure for applications:

9.1. Applications shall be submitted using the application form available on the website of the Faculdade de Psicologia da Universidade de Lisboa (<https://www.psicologia.ulisboa.pt/wp-content/uploads/2020/08/Formulario-candidatura-Investigadores-Doutorados-CICPSI-2020.pdf>), 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 accompanied by documents proving the conditions set out in point 8 for admission to this competition, namely:

a) Copy of certificate or diploma;

b) Doctoral thesis or equivalent document(s) that determined the award of this academic degree;



- c) Detailed *curriculum vitae*, structured according to the items set out in points 13 and 15, highlighting, in the form of attached copies, the research work that the candidate considers to be most relevant for each of the items of point 13 and 15;
- d) Motivation letter, in which the candidate clarifies the reasons for his/her application, presenting his/her scientific/professional path and how it fits into the work plan that he/she intends to return, when applicable;
- e) Other documents that the candidate justifies being relevant to the analysis of his/her application.

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, 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 da Universidade de Lisboa and FCT, I.P., in Portuguese and 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 (10:00am to 12:30pm and 2:00pm to 4:30pm) at the Human Resources Management Department. If the candidate's reasons for submitting documents in physical form are not accepted, the President of the Jury shall grant the candidate an additional 5 working days to submit them in digital form as well.

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. He 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 Jury will decide to approve or reject applications based on absolute merit, by justified nominal vote, where abstentions are not allowed.

11.2. The candidate who obtains a favorable vote from more than half of the voting members of the Jury is considered approved on absolute merit.

11.3. Candidates who have a scientific and curricular background relevant to the scientific area of the selection procedure will be approved in absolute merit.

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 and out of place in the scientific area, suffering from serious inaccuracies or not being supported by the previous work of the candidate.

12. Under the terms of article 5 of the RJEC, the selection procedure is made through the evaluation of the scientific and curricular path of the candidates.

13. The evaluation of the scientific and curricular path focuses on relevance, quality and timeliness:

- a) The scientific production of the last five years, considered most relevant by the candidate;
- b) The applied research activities, or based on practice, developed in the last five years, and considered to have the greatest impact by the candidate;
- c) The activities of extension and dissemination of knowledge developed in the last five years, namely in the context of the promotion of culture and scientific practices, considered most relevant by the candidate;



d) Science, technology and innovation program management activities, or experience in observing and monitoring the scientific and technological system or higher education in Portugal or abroad.

14. The five-year period referred to in the previous article (13) may be extended by the Jury, at the request of the candidate, when substantiated and documented in suspension of scientific activity for socially protected reasons, namely for reasons of parenting, prolonged serious illness, and other legally protected situations of unavailability for work.

15. The evaluation criteria are those contained in this paragraph, giving particular relevance to the *curriculum vitae* and the contributions considered most relevant by the candidate in the last five years:

15.1. Quality of scientific, technological, cultural or artistic production, considered more relevant by the candidate, which was given a weighting factor of 70% considering:

i) Articles in journals indexed in the Thomson Reuters - Web of Science or SCOPUS database, especially considering their scientific and methodological level and the importance of contributions to the advancement of the current state of knowledge, in the field of Applied Psychology;

ii) Other scientific publications, books, book chapters, and published minutes;

iii) Coordination and participation in scientific projects: parameter that takes into account the participation and coordination of scientific projects by the candidate, within the scope of the subject area in which the competition is open and relevant to one or more research areas of the ProAdapt Group of the CICPSI ;

iv) Monitoring and guidance of students, interns and research fellows: parameter that takes into account the guidance of doctoral students, master students and undergraduate students, interns and research fellows taking into account the number, the quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final course work, especially distinguishing the awarded works and international recognition and which are relevant to one or more research areas of the CICPSI ProAdapt Group.

15.2. Applied research activities, or based on practice, considered to have the greatest impact by the candidate, and relevant to the project to be developed, which was given a weighting factor of 20%, considering:

i) The importance of the works that were selected by the candidate as the most representative, namely with regard to their contribution to the development and evolution of Applied Psychology and, in particular, with application in one or more research areas of the Group *ProAdapt* from *CICPSI*;

ii) Vocational training and lifelong training actions, specifically in data usage and analysis techniques.

15.3. The activities of extension and dissemination of knowledge, namely in the context of promoting culture and scientific practices, considered most relevant by the candidate, and relevant to the project to be developed, to which a weighting factor of 5% was given considering:

i) Publications of scientific and technological dissemination: parameter that takes into account articles in national magazines and conferences and other publications of scientific and technological dissemination, taking into account their professional and social impact;

ii) Services to the scientific community and society: parameter that takes into account the participation and coordination of training and scientific and technological dissemination initiatives and taking into account the nature and results achieved by them, when carried out with the scientific community, namely organizing congresses and conferences, social communication companies and the public sector and citizens.

16. The selection board may decide to select up to three candidates with absolute merit who will be required to hold a session to present the results of their research, following which the board members should stimulate an open debate on their content and innovative character. This presentation session



does not constitute a selection method and is not classified, aiming merely to obtain explanations of elements contained in the candidates' *curricula*.

17. The Jury, whenever deemed necessary, may request the candidate to present additional documents proving the candidate's statements, which are relevant to the analysis and classification of his application.

18. Classification of candidates:

18.1. Each member of the Jury assigns a classification to each of the candidates in each evaluation criterion, on a scale from 0 to 100, proceeding with the ranking of the candidates, according to the respective final classification, constituted by the sum of the partial classifications attributed in each evaluation criterion, and taking into account the weighting attributed to each parameter.

18.2. Candidates are ordered by applying the successive voting method, set out 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 Order 2307/2015, of March 5th.

18.3. The jury deliberates by an absolute majority, and no abstentions are allowed.

18.4. The final classification of each candidate corresponds to their ranking resulting from the application of the method referred to in point 18.2.

19. From the Jury meetings, a meeting minute is produced, which contains a summary of what happened at them, as well as the votes cast by each of the members and the respective grounds, and are provided to the candidates whenever requested.

20. The final deliberation of the Jury is ratified by the Rector, and the Director of the Faculdade de Psicologia, is responsible for concluding the respective contract.

21. False statements made by candidates will be punished under the law.

22. The list of admitted and excluded candidates, as well as the final classification list, will be posted on the premises of the Faculdade de Psicologia da Universidade de Lisboa, located 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. Prior hearing and deadline for the final decision: After being notified, the candidates have 10 working days to pronounce. Within 90 days, counting from the deadline for the submission of applications, the Jury's final decisions are rendered.

24. This selection procedure is exclusively intended to filling the position mentioned in this Notice, and may be terminated until the final ranking list of candidates is approved, and expires with the respective occupation of the job position on offer.

25. Policy of non-discrimination and equal access: A Faculdade de Psicologia da Universidade de Lisboa actively promotes a policy of non-discrimination and equal access, so that no candidate may be privileged, benefited or be harmed, deprived of any right or exempt from any duty due, in particular, to ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs and union membership.



Faculdade de Psicologia
UNIVERSIDADE DE LISBOA

August 17th, 2020 – The Dean, Luís Curral