



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

NOTICE 11096/2021

1. Following the approval from the Scientific Council of the Faculdade de Psicologia da Universidade de Lisboa (FPUL), at the meeting of 06/05/2021, and by order of the Dean of the FPUL dated 31/05/2021, given in the use of the powers delegated by Order 2962/2021, published in the Diário da República, 2nd series, issue 54 of March 18th, the international selection contest for a Ph.D. holder for the exercise of activities is opened for scientific research in the scientific area of Psychological Processes and Research Methodologies, 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 context cognition, CO2, of CICPSI of the FPUL research group, in particular:

- Planning, implementation and conducting experimental studies;
- Coordination of research fellows and supervision of graduate students in their dissertations;
- Statistical collection and analysis of data and interpretation of the results obtained;
- Preparation and preparation of scientific reports and writing of articles for publication in international journals of high impact on the topics of the scientific fields of the CO2 research group.
- Planning and implementation of actions to disseminate scientific CO2 research results, both in the scientific community and in 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 Jury of the competition has the following composition:

President: **Leonel Garcia Marques**, Full Professor at Faculdade de Psicologia da Universidade de Lisboa and Coordinator of CICPSI

Jury Members:

i) **Maria de São Luís de Vasconcelos Fonseca e Castro Schoner**, Full Professor at Faculdade de Psicologia e de Ciências da Educação da Universidade de Porto;

ii) **Emanuel Pedro Viana Barbas de Albuquerque**, Associate Professor with Aggregation at Escola de Psicologia da Universidade do Minho;

iii) **Margarida e Sá de Vaz Garrido**, Associate Professor with Aggregation at ISCTE – Instituto Universitário 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 Psychological Processes and Research Methodologies or an associated field, and that includes the domain of Experimental Psychology and/or Cognitive Psychology and/or Social Psychology and/or Social Cognition and/or Cognitive, and who are also the holders of a scientific and professional curriculum that reveals a profile appropriate to the lines of investigation of the CICPSI CO2 research group. Holders of academic degrees awarded by foreign higher education institutions must hold recognition of the doctoral degree in accordance with Decree-Law 66/2018 of August 16th, regulated by Law 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/2021/05/Formulario-Candidatura-Investigadores-Doutorados-CICPSI-2021.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) Work Plan: The Work Plan will be developed according to the scientific research project proposal submitted by the selected candidate, written in the format of the model available at (<https://www.psicologia.ulisboa.pt/wp-content/uploads/2021/06/Work-plan-1-INV-CICPSI-CO2-EN.pdf>), being carried out in conjunction with one of the research lines of the CO2 group;

e) 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;

f) 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 e) 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 pathway focuses on relevance, quality and timeliness:

- a) The scientific production of the last five years, considered more relevant by the candidate.
- b) The research activities carried out in the last five years and considered to have the greatest impact by the applicant.
- c) The activities of extension and dissemination of knowledge carried out in the last five years, in particular in the context of the promotion of culture and scientific practices, considered of greater relevance by the candidate.
- d) The management activities of science, technology and innovation programmes, or the 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 preceding paragraph may be increased by the Jury, at the request of the applicant, 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, and giving relevance to *the curriculum vitae* and contributions considered of greater relevance by the candidate in the last five years:

15.1. Quality of scientific and/or technological production, considered more relevant by the applicant, to which a weighting factor of 70 % has been attributed, including:

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 Cognitive Psychology, Social Psychology and Social Cognition, having in this parameter to have at least three scientific articles published as first author in journals indexed with impact factor, of which at least one in Quartile 1 journals in Thomson Reuters - WoS or Scopus and in scientific areas corresponding to the group's fields of action CO2 research project.

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

iii) Research Project presented by the candidate, who takes into account:

a) The reasoned relevance of the object of study: the clear definition of research objectives and questions, the potential contribution of the research project to the knowledge and advancement of science in the field of Cognitive Psychology, or Social Psychology, or Social Cognition should be valued;

b) The scientific quality of the state of the art and the methodology of the research project: the relevance of the state of the art presented and the proposed research methodology should be considered, taking into account its clarity, consistency and coherence, in accordance with internationally accepted standards;

c) The feasibility of the research project: the adequacy of the methodologies to the tasks, the resources available in the CICPSI and the objectives provided for in the work plan should be valued according to the number of months indicated for carrying out them, as well as the total time foreseen for the implementation of the project. Where applicable, the analysis of the risks inherent in the various phases constituting it will also be assessed, possibly with the preliminary identification of the most critical points and the corresponding contingency measures to be adopted.

15.2. Research activities considered to have the greatest impact by the candidate and relevant to the project to be developed, which was attributed a weighting factor of 20%, considering:

i) The importance of the works that were selected by the candidate as more representative, in particular with regard to their contribution to the development and evolution of the field of Psychological Processes and Research Methodologies, especially in the area of Cognitive Psychology, or Social Psychology, or Social Cognition and, in particular, with application in one or more CICPSI CO2 research areas.

ii) Coordination and participation in scientific projects: parameter that takes into account the participation and coordination of scientific projects by the candidate, within the disciplinary area in which the competition is opened and which are relevant to one or more areas of research of CICPSI CO2.

15.3. Of the activities of extension and dissemination of knowledge, in the context of the promotion of culture and scientific practices, considered of greater relevance 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 journals 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: a 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, in particular by the organization of congresses and conferences; media; companies and the public sector and citizens.

15.4. Contribution to management activities of science, technology and innovation programs, or experience in observing and monitoring the scientific and technological system or higher education, in Portugal or abroad, and relevant to one or more areas of research of CICPSI CO2, which was given a weighting factor of 5%, considering:

i) Positions in organs of the University, the School, or the Research Unit: a parameter that takes into account the nature and responsibility of the position.

ii) Others positions: parameter that considers the exercise of positions in national and international scientific organizations with relevance to the disciplinary area of the scientific project, in which the competition is opened.

16. The Jury may decide to select up to three approved candidates on absolute merit, who will be called upon to hold a presentation session of the results of their investigation, following which the members of the Jury must stimulate an open debate on its content and innovative character. This presentation session is not a method of selection and is not classified, aiming, merely, to obtain clarifications or explanations of elements contained in the curricula of the candidates.

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 to the ordering 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 paragraph 3 and following 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 abstentions are not allowed.

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

June 1st, 2021 - The Dean, Telmo Mourinho Baptista