

Public Notice nº 1081/2021

National and international applications are invited by the Faculdade de Psicologia da Universidade de Lisboa (herewith designated as FP-ULisboa), 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 FP-ULisboa, 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 laws, namely the “Regulamento Geral de Concursos para Recrutamento de Professores Catedráticos, Associados e Auxiliares da Universidade de Lisboa”, issued by the Rector’s Order of February 16th 2015, published in the Portuguese Official Gazette 2nd series, nº 45 of March 5th by the Order nº 2307/2015 (herewith designated as ULisboa Regulation).

As part of the functions to be performed at the FP-ULisboa, the Assistant Professor hired will carry out teaching and research activities in the field of Applied Psychology, with a special focus on Integrative Cognitive-Behavioral Clinical Psychology.

The recruited will sign an employment contract in public functions for an indefinite period, in the category for which this Public Tender was opened, with an trial period of five years.

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. In this sense, the terms “candidate”, “recruited”, “teacher” and other similar terms are not used in this Notice to refer to the gender of the people.

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 requirements must be followed:

I – Authorization order

This Public Tender follows the University of Lisbon Rector’s Order, Professor António Cruz Serra, dated August 17th 2021, issued after the cumulative confirmation of the following requisites:

- a) Adequate budget provision;
- b) Confirmation that the position, for which this recruitment procedure is open, is foreseen in FP-ULisboa staff map.

II – Workplace

Faculdade de Psicologia da Universidade de Lisboa, located in Alameda da Universidade, 1649-013 Lisboa, and the selected candidate must perform teaching and research activities, in the latter case, being integrated in the Center for Research in Psychological Science (CICPSI), associated with the FP-ULisboa.

III – Admission requirements

1 – In compliance with article 41-A of the ECDU, only holders of a PhD degree.

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.

1.2 – The recognition of the doctor's degree, in accordance with Decree-Law nº 66/2018 of August 16th, 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.

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

2.1 – Candidates of foreign nationality, except candidates from Portuguese-speaking countries, must demonstrate expertise of 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.

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

3 – The non-delivery of any of the documents that must instruct the application, within the deadline and under the terms indicated in points VIII and IX of this Notice, immediately determines the non-admission on the same, which should be the object of analysis and decision of the Director of the FP-ULisboa prior to the Jury's deliberation on absolute merit.

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 FP-ULisboa, 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 – Admission requirements in absolute merit

1 – Only candidates that cumulatively fulfill the following requirements will be admitted in absolute merit:

a) Hold a Ph.D. degree in Psychology, whose specialty is suitable for the subject area for which the Public Tender was opened and have a global curriculum that the Jury understands to be of scientific merit, research capability, as well as the value of teaching activities developed compatible the development of research and teaching activities within the disciplinary area of Applied Psychology, and suitable for the respective category of Assistant Professor, in compliance with article 10 of chapter III of the ULisboa Regulations.

b) Have published, in the last five years and until the end of the submission of applications, at least 4 (four) publications indexed in the Thompson Reuters Web of Science or SCOPUS, Quartile Q1 or Q2 databases, relevant to the disciplinary area of the Public Tender. The articles are considered as published, when accepted for publication by the editor - for all these articles must be indicated the respective URL address or, in the case of articles accepted for publication, the respective proof.

2 – Candidates approved by absolute majority of the voting members of the Jury, in justified nominal voting, without any abstentions, will be considered of absolute merit.

V – Evaluation and seriation parameters in relative merit, their weighting and final valuation system

1 – Once identified the candidates approved in absolute merit, they will be ranked according to their relative merit.

2 – The selection method will be the curricular evaluation, as established in nº 6 of article 50 of the ECDU, as well as nº 4 of the article 5 and article 11 of the ULisboa Regulation, and based on ranking criteria, respective weighting and final valuation system indicated in this Notice.

3 – The relative merit assessment with the final aim of ranking the candidates will be based on the weighted sum of the scores obtained in each evaluation criteria below-discriminated, in a 0-100 scale (being 0 minimum and 100 maximum).

4 – These criteria take into account: the scientific performance, pedagogical ability and other relevant activities to the mission of the higher education institution that may have been developed by the candidate, as well as the content of the scientific and pedagogic project, compatible with the subject area in which this tender is opened and appropriated to the teaching category of Assistant Professor.

5 – The following weight distribution will be attributed to the scores in each ranking criteria:

- a) Scientific performance — 45%;
- b) Pedagogical ability— 30%;
- c) Other activities relevant to the mission of the University — 5%;
- d) Scientific and pedagogic project — 20%.

6 – The parameters to be taken into account in the curricular evaluation of candidates in each of the aspects listed in point 5 of chapter V and the weighting to be given to each of them in the final classification are as follows, with particular importance being given to relevance, quality and timeliness of the candidate's *curriculum vitae*, and the most relevant and impactful academic contributions selected by the candidate in the last 5 (five) years. Incorrectly presented and/or very incomplete, undated or not objectively located references that hinder or prevent the comparative assessment will be ignored in the assessment.

A. Scientific performance (45%)

A.1. Scientific publications in the subject area in which the public tender is open, and in particular in the area of Integrative Cognitive-Behavioral Clinical Psychology, with particular emphasis on publications in international journals with impact indicators indexed in the Web of Science and SCOPUS of Quartile 1 and 2; publications in international journals with impact indicators indexed in international databases; publications in international journals without impact index, but indexed in international databases; books and book chapters; publications in other scientific journals (25%);

A.2. Specialized theoretical and practical training in Integrative Cognitive-Behavioral Clinical Psychology: this parameter assesses the existence and quality of specific training in Integrative Cognitive-Behavioral Clinical Psychology (10%);

A.3. Participation in funded research projects, national and international, in Psychology and in the subject area in which the tender is open, in particular in the field of Integrative Cognitive-Behavioral Clinical Psychology - as Principal Researcher or Collaborator; reviewer or member of the editorial board of relevant national and international scientific journals in the disciplinary area of the competition; involvement in scientific societies in the specific disciplinary area of the contest, in particular Integrative Cognitive-Behavioral Clinical Psychology; scholarships, scientific performance awards and other distinctions (5%);

A.4. 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; member of professional/scientific associations (5%).

B. Pedagogical ability (30%)

B.1. Teaching experience, nationally or internationally, in Psychology and in the subject area where the public tender is open, in particular in Clinical Cognitive-Behavioral Integrative Psychology. Experience at different levels of education — Degree and Master (the teaching activity will take into account the number and diversity of curricular units taught and the responsibility in each unit, as well as the production of teaching material); have postgraduate training in higher education pedagogy; the guidance of doctoral, masters and undergraduate students; clinical supervision (internships) in undergraduate and graduate education (25%);

B.2. Participation in academic doctoral and master's juries, with special emphasis on participation as an examiner (5%);

C. Other activities relevant to the mission of the University/Faculty (5%)

Exercise of academic positions and functions, including academic management bodies, coordination activities and participation in academic and scientific committees; organization of educational and scientific events; community service activities, within the scope of Higher Education Institutions; scientific dissemination activities and other relevant university extension activities within the scope of the missions of FP-ULisboa or other Higher Education Institutions.

D. Scientific and pedagogic project (20%)

Scientific and pedagogical project that integrates a proposal for a Plan of professional activities, within the scope of Integrative Cognitive-Behavioral Clinical Psychology, related to the lines of research and teaching in the disciplinary area for which the tender is open, prepared in accordance with paragraph b) of nº 3 of chapter IX of this Notice. Candidates' ability to link research and teaching to university extension will be considered, through the involvement of research-based community activities (assessment tools, intervention programs).

7 – In the ranking process of the candidates in this tender, each Jury member produces a list of candidates in descending order of merit.

8 – The Jury vote initially for the first place, then for the second place, and so on, until the final ranking of the candidates admitted to the tender and previously approved in absolute merit. In each vote, the Jury's decisions are taken by absolute majority vote and the methodology for the ranking of the candidates is that stated in nº 5 of article 20 of the ULisboa Regulation, in compliance with the provisions in article 17.

9 – Once completed the application of the selection and ranking criteria, the Jury will draw up a unitary list of final ranking of candidates.

VI – Preferential parameters

The preferred parameter is for the candidate to have a *curriculum vitae* that suits the subject area of the competition, with special emphasis on the candidate's scientific production in the last 5 (five) years, with teaching experience in a university context (minimum 3 years), with specialized clinical training, with clinical experience (minimum 5 years) that intends to enter the base of a university teaching career. The preferred parameter is the contribution to the development and evolution of the disciplinary area in which the competition is open, giving special relevance to candidates who can promote teaching and research activities in the specialization area of Cognitive-Behavioral and Integrative Clinical Psychology at FP-ULisboa.

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

1 – The Jury may decide to promote public hearings, on equal footing, to candidates approved in absolute merit and who are exclusively intended to clarify issues related to the documents presented by the candidates, pursuant to paragraph b), n^o 4 of article 50 of the ECDU. In this case, the hearings will take place between the 15th and the 25th working day, after the end of the admission process on absolute merit.

2 – The Jury, whenever it deems it necessary, is entitled to require any candidate to present documentary evidence of the declarations in the submitted documents, which may be relevant to the analysis and classification of his/her application, in accordance with the paragraph a), n^o 4, article 50 of the ECDU.

3 — The public hearing of each candidate has a maximum duration of one hour. It is incumbent upon the President of the Jury to conduct the audition, without prejudice to the fact that, by his/her decision, the other elements of the Jury may intervene in the interaction with the candidate. The hearing takes place in Portuguese, unless the candidate or any member of the Jury does not master it, in which case the President of the Jury may decide to use the English language.

VIII – Submission of applications

Applications must be delivered personally or sent by registered mail with notice of receipt to the Human Resources Sector of the Faculdade de Psicologia da Universidade de Lisboa, Alameda da Universidade, 1649-013 Lisboa, before the deadline of 30 working days counting from this Public Notice publishing in *Diário da República* (Portuguese Official Gazette). In case the candidates deliver the application personally, the working hours of the Human Resources is from 10:00am to 12:30pm and from 2:00p.m. to 4:30p.m..

IX – Application instructions

1 – Candidates must submit their application with a written application form, available at https://www.psicologia.ulisboa.pt/wp-content/uploads/2021/07/FP_FORMULARIO-DE-CANDIDATURA_Docentes_atualizado-16-07-2021.pdf, addressed to the Director of the Faculdade de Psicologia da Universidade de Lisboa, stating the identification of this Notice, full name, number and date of identity card, citizen card, or identification number, date and place of birth, profession, residence and contact address, including the e-mail address and telephone.

2 – In the application form, candidates must indicate his/her consent so that the communications and notifications in the context of this public tender can occur by electronic mail, to the e-mail address specified in the application.

3 – The application form, which is mandatory, must be dully filled, dated and undersigned and shall be accompanied by the documents mentioned below, in paragraphs a) to c), must be delivered in digital format only (pen drive) and in pdf format, otherwise the application won't be considered:

- a) *Curriculum vitae* (CV) of the candidate in electronic format (pdf), organized in order to respond separately to each of the aspects and criteria explained in chapter V of this Notice: A. Scientific Performance; B. Pedagogical ability; C. Other activities relevant to the mission of the University. In particular, for each publication, the Quartile should be indicated, when available, in the Web of Science or SCOPUS databases. The CV must also indicate the set of 4 (four) publications selected by the candidate as the most representative and that fall within the scope of the contest's disciplinary area, particularly in the field of Integrative Cognitive-Behavioral Clinical Psychology.
- b) Scientific and pedagogical project that integrates a Plan of professional activities, related to the lines of research and teaching in the disciplinary area for which the tender is open at FP-ULisboa, complying with the following guiding requirements: presentation of main domains (problems) to which he intends to dedicate his future research, contextualizing them in the current state of the art; a brief description of the strategies that the candidate proposes to adopt to develop his/her future plan; explanation of the expected contribution to the development of the Psychological Science Research Center of the Faculty of Psychology of the University of Lisbon (CICPSI);
- c) Electronic version in pdf format of the 4 (four) works referred in CV and other works that the candidate considers best represent their most significant contributions to the advancement of knowledge in the area or areas for which the tender is open.

4 – Failure to comply with the deadline set for the submission of the application, as well as the lack of submission or the late submission of the documents required in the previous paragraphs will determine the exclusion of the application.

5 – The candidate ranked in 1st position of the unitary list of final ordering shall deliver to the Human Resources Section, as stated in the declaration on honor on the form, the supporting documents that meets the legally required conditions for establishment of a legal public employment relationship of indefinite duration with the Faculdade de Psicologia da Universidade de Lisboa, within the non-extendable deadline of 10 working days, counting from the date of the notification for delivering the mentioned documents, as is laid down in the Article 26 of the ULisboa Regulations.

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:

Doutora Luísa Maria Soares Faria, Full Professor at the Faculdade de Psicologia e de Ciências da Educação da Universidade do Porto;

Doutora Maria Paula Barbas de Albuquerque Paixão, Associate Professor at the Faculdade de Psicologia e de Ciências da Educação da Universidade de Coimbra;

Doutor Daniel Maria Bugalho Rijo, Associate Professor at the Faculdade de Psicologia e de Ciências da Educação da Universidade de Coimbra;

Doutora Rosa de Jesus Ferreira Novo, Associate Professor at the da Faculdade de Psicologia da Universidade de Lisboa;

Doutora Maria Alexandra Penedo Marques Pinto, Associate Professor at the Faculdade de Psicologia da Universidade de Lisboa.

September 21th 2021 – The Dean, Prof. Doutor Telmo Mourinho Baptista