



NOTICE FOR THE OPENING OF INTERNATIONAL SELECTION PROCEDURE FOR HIRING A PH.D. HOLDER UNDER THE PROJECT REF 30373 (AAC 02/SAICT/2017) BY FTC AND THE REGIONAL OPERATIONAL PROGRAM LISBOA 2020 UNDER DECREE-LAW 57/2016 OF AUGUST 29TH, AMENDED BY LAW 57/2017 OF JULY 19TH AND COMPLEMENTARY LEGISLATION

Notice n.º 23500/2021

1. Following the approval from the Scientific Council of the Faculdade de Psicologia da Universidade de Lisboa (FP-ULisboa), at the meeting of 04/11/2021, and by order of the Dean of the FPUL dated 24/11/2021, 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, it was decided the opening of an international selection competition for one Ph.D. holder, on the scientific domain of Psychological Processes and Research Methodologies, to carry out research activities under the research project “*Social Images, organizational climate and quality of relationships in Residential Care: The design, implementation and evaluation of an intervention program (CIRC)*”, with reference 30373 – AAC 02/SAICT/2017”, funded by FEDER and national funds, under a public service work contract for a fixed term of three years, in the context of the mentioned project, namely:

- To design and implement an intervention package which targets key variables and dimensions as social images, organizational climate and quality of relationships in Residential Care;
- To evaluate the intervention package which targets key variables and dimensions;
- To disseminate project results in the scientific and technical community.

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 members of the examining board, are the following:

Chairman: Maria Manuela de Amorim Calheiros, Associate Professor from the Faculdade de Psicologia da Universidade de Lisboa and Principal Investigator of the project.

Members:

- i) Mário Augusto de Carvalho Boto Ferreira, Associate Professor at Faculdade de Psicologia da Universidade de Lisboa;
- ii) Margarida e Sá de Vaz Garrido, Associate Professor with aggregation, at ISCTE - Instituto Universitário de Lisboa;
- iii) Eunice Vieira Magalhães, Assistant Researcher, at Instituto de Ciências Sociais da Universidade de Lisboa.



4. The workplace is 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, updated by the Decree-Law no. 10-B / 2020, of March 20th) 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 of 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 periods, 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 persons who hold a doctoral degree in a branch of knowledge or specialism in the scientific domain of Psychological Processes and Research Methodologies or an associated field, which includes the domain of Social Cognition, 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.

Equivalence, recognition or registration of the degree of Doctor must be obtained until the application period deadline.

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/2021/11/Formulario-Candidatura-Investigadores-Doutorados-Projeto-30373-Imagens-Sociais-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, 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 to be accompanied by the documentation proving compliance with the conditions set out in point 8 for eligibility for this selection procedure, namely:

- a) Copy of certificate or diploma;
- b) Doctoral thesis or equivalent document(s) that lead to the award of this academic degree;
- c) Detailed *curriculum vitae*, structured in accordance with the items set out in point 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) Other documents that the candidate substantiates being relevant to the assessment 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 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 (10h00 to 12h30 and 14h00 to 16h30) at the Human Resources Management Department. If the candidate's reasons for submitting documents in physical form are not accepted, the Chairman of the Selection Board 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. The selection board is also entitled, in case of doubt and in order to confirm eligibility for the selection procedure, to request documentary proof of the statements made by any candidate.

11. Approval on absolute merit:

11.1 The selection board will decide to approve or reject applications based on absolute merit, justified by a roll call vote, where no abstentions are admitted.

11.2 Candidates that obtain favorable vote of more than half of the voting members of the board are considered approved on absolute merit.

11.3 Candidates who have an academic and curricular trajectory relevant to the academic field to which this selection procedure refers, will be approved on 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, out of frame with the scientific area, has major mistakes or is not supported by the candidate's previous work.



12. Under the terms of article 5 of the RJEC, selection will be carried out by evaluation of candidates' scientific and curricular path.

13. The evaluation of candidates' scientific and curricular path is based on the relevance, quality and topicality of:

- a) Scientific and academic production of the last five years, that the candidate considers most relevant;
- b) Applied research or practice-based activities, undertaken in the last five years that the candidate considers of greatest impact;
- c) Knowledge extension and dissemination activities undertaken in the last five years, in particular in the promotion of culture and research practice, that the candidate considers most relevant;
- d) Management of science, technology and innovation programs, or experience in observing and monitoring the science and technology or higher education systems in Portugal or abroad.

14. The board may increase the five-year period set out in the previous point, at the candidate's request, when provided justified and documented proof of the suspension of the research activity for reasons related to social protection, namely parental leave, prolonged serious illness and other situations legally justifying non-attendance for work.

15. The criteria for evaluation are those set out in this clause, paying particular attention to the candidate's *curriculum vitae* and contributions the candidate considers of greatest relevance over the last 5 years:

15.1. Quality of scientific, technological, cultural or artistic production, considered most relevant by the candidate, and relevant to the research project to be undertaken, which has been given a weighting factor of 65%, considering:

i) Scientific publications: a parameter that includes books, book chapters, articles in academic journals and in proceedings of international conferences authored or co-authored by the candidate, taking into account:

- their nature;
- their impact;
- scientific level and innovation;
- international collaboration;
- the importance of the candidate's contributions for progress of the current state of knowledge;

ii) Recognition by the international research community: a parameter that takes into account:

- awards from scientific societies;
- editorial activities in scientific journals;
- participation in editorial boards of scientific journals;
- coordination and participation in scientific events committees;
- guest lectures at scientific meetings or other institutions;
- membership of scientific societies with competitive membership criteria and similar distinctions.



iii) Coordination and participation in scientific projects: a parameter that considers the candidate's participation in and coordination of scientific projects, subject to competitive calls, considering:

- territorial scope and size;
- the contribution's scientific level and importance;
- innovation and diversity.

15.2. Applied or practice-based research activities that the candidate considers of greatest relevance, and that are relevant to the proposed research project; the weighting attributed to this factor is 30%, considering:

- i) Professional training activities and lifelong training: a parameter that considers participation in and organization of training activities for citizens, and the public sector, noting their nature, intensity and the results obtained;
- ii) Provision of services and consultancy as part of the institutional mission: a parameter that considers participation in activities involving the public sector, noting the type of participation, project size, diversity, intensity and innovation;
- iii) Design, planning and production of scientific events: a parameter that considers the value of relevant professional experiences for the activities of the Institution.

15.3. Activities of extension and dissemination of knowledge, in particular in the context of promotion of culture and research practice, which the candidate considers most relevant, and relevant for the proposed research project. This factor has a weighting of 2,5%, considering:

- i) Publications for the dissemination of scientific research: a parameter that considers articles in journals and national conferences and other publications for the dissemination of science and technology, considering its professional and social impact;
- ii) Services to the academic community and society: a parameter that considers participation and coordination of programs to disseminate scientific and technological research and considering their nature and the results obtained, when carried out with:

- the scientific community, particularly through the organization of conferences and lectures;
- the public sector.

15.4. Contribution to management activities for science, technology and innovation programs, or to experience in the observation and monitoring of the scientific and technological or higher education system, in Portugal or abroad, which is relevant to the project to be undertaken. This factor has a weighting of 2,5%, considering:

- i) Positions that take into account the exercise of functions in national and international scientific organizations.

16. The board may decide to select up to two candidates approved on absolute merit who will be summoned to a session for presenting the results of their research, following which the members of the board should stimulate an open debate about its content and innovative nature. These presentations are not a method of selection and will not count towards the marks obtained by each candidate. Their purpose is merely to obtain clarification and explanations of information contained in candidates' *curricula vitae*.



17. Whenever the board considers necessary, they may ask the candidate to provide additional documents that support statements made, relevant to the assessment of the application.

18. Classification of candidates:

18.1. Each examiner shall award a mark to each candidate for each evaluation criterion, on a scale of 0 to 100 points, and will proceed to rank candidates according with the final marks obtained through the sum of all the individual marks obtained for each evaluation criterion, taking into account the weighting for each parameter.

18.2. Candidates are ranked by applying the method of successive voting outlined 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 Dispatch 2307/2015 of March 5th.

18.3. The examining board shall reach its decisions by absolute majority, and no abstentions are allowed.

18.4. The final position of each candidate matches his or her ranking resulting from applying the method mentioned in point 18.2.

19. The meetings of the selection board will result in minutes containing a summary of the events, as well as the number of votes assigned by each examiner and its rationale. These minutes will be available to candidates on request.

20. The final deliberation of the selection board shall be approved by the Rector, and the conclusion of the contract is competency of the Dean of Faculdade de Psicologia.

21. False statements made by any candidate will be punished under the terms of the law.

22. The list of selected and excluded candidates, as well as the final list of results, will be displayed at the premises of Faculdade de Psicologia da Universidade de Lisboa, 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. Preliminary audition and deadline for the final decision: once notified, candidates have 10 working days to make their claim. After 90 days, counting from the deadline for application submission, the selection board will deliver the final decision.

24. This selection procedure is exclusively intended to filling the position mentioned in this Notice, and may be cancelled until the list of final ranking of the candidates is approved. It will cease when the employment position is filled.

25. Policy of non-discrimination and equal access: The Faculdade de Psicologia da Universidade de Lisboa actively promotes a policy of non-discrimination and equal access, so that no candidate may benefit or be harmed, deprived of any right or exempted of any duty, due to origin, age, gender, sexual orientation, marital status, family status, financial status, education, social status, genetic inheritance, reduced ability to work, disability, chronic illness, nationality, ethnic or racial origin, land of origin, language, religion, political or ideological beliefs or union membership.

November 24th, 2021 - The Dean, Telmo Mourinho Baptista