



**NOTICE FOR THE OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR HIRING A PH.D. HOLDER, UNDER THE PROJECT REF 28184 (REF PTDC/PSI-GER/28184/2017) FUNDED BY FTC AND THE REGIONAL OPERATIONAL PROGRAM LISBOA 2020 UNDER THE DECREE-LAW 57/2016 OF AUGUST 29<sup>TH</sup>, AMENDED BY LAW 57/2017 OF JULY 19<sup>TH</sup> AND COMPLEMENTARY LEGISLATION**

**NOTICE n.º 10584/2022**

1. Following the approval from the Scientific Council of the Faculdade de Psicologia da Universidade de Lisboa (FPUL), at the meeting of April 27<sup>th</sup> 2022, and by the order of FPUL'S Dean of April 21<sup>st</sup> 2022, given in the use of the powers delegated by Order 11991/2021, published in the *Diário da República*, 2<sup>nd</sup> series, issue 235 of December 6<sup>th</sup>, it was decided the opening of an international recruitment procedure for one Ph.D. holder on the scientific domain of Psychological Processes and Research Methodologies, to be hired under the research project "*VortEx, Visual word recognition and Orthographic processing: Experiments and contributions from cognitive psychology, neurosciences, and computational modeling*", funded by the Regional Operational Program Lisboa 2020 and FEDER and national funds, with reference 28184 (REF PTDC/PSI-GER/28184/2017), under a public service work contract for a fixed term of three years, regularly carrying out research and development activities and all other scientific and technical activities within the mission of the institution as well as the project, namely:

- Design, implement, and conduct behavioral and electrophysiological experiments;
- Collection and statistical analyses of behavioral and electrophysiological (ERPs and time-frequency analyses) data and interpretation of the experimental results obtained;
- Preparation and presentation of scientific reports and writing of manuscripts for international journals publishing high-impact research in the research of the project;
- Preparation and implementation of dissemination activities on the research results for scientific peers, in scientific courses, and for the population at large;
- Participation in the design, development and execution of research and development projects and in related scientific and technical activities;
- Collaboration in the development of training actions, including coordination and planning of curricular units, within the scope of the research and development methodology;
- Monitoring of research work, including guidance and supervision of students;
- Participation in the institution's training programs.

2. Applicable legislation:

a) Decree-Law 57/2016, of August 29<sup>th</sup>, 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 19<sup>th</sup>, considering also the provisions of Regulatory Decree 11-A/2017, of December 29<sup>th</sup>;



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 20<sup>th</sup>, and its amendments.

3. In accordance with article 13 of the RJEC, the members of the selection board, are the following:

Chairman: Tânia Patrícia Gregório Fernandes, Assistant Professor at Faculdade de Psicologia da Universidade de Lisboa and Principal Investigator of this project.

#### *Members*

i) Paulo Ventura Fernandes da Rocha, Assistant Professor with Aggregation at Faculdade de Psicologia da Universidade de Lisboa;

ii) Ana Luísa Nunes Raposo, Assistant Professor at Faculdade de Psicologia da Universidade de Lisboa;

iii) Susana Manuela Silva Araújo, Assistant Researcher at Faculdade de Psicologia da Universidade de Lisboa.

4. The workplace is at Faculdade de Psicologia, Alameda da Universidade, 1649-013 Lisboa.

5. The monthly remuneration to be awarded is the corresponding to the 1<sup>st</sup> position of the initial level, which is established in clause 1 of article 2 of Regulatory Decree 11-A/2017 of December 29<sup>th</sup> (corresponding to level 33 of the consolidated table of remuneration, as approved by Government Order 1553-C/2008 of December 31<sup>st</sup>, updated by the Decree-Law no. 10-B / 2020, of March 20<sup>th</sup>) in the amount of 2.153,94 Euros.

6. Under the terms of Decree-Law 29/2001, of February 3<sup>rd</sup>, 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 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 20<sup>th</sup>;

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, which includes the domain of Cognitive Psychology and/or Cognitive Neuroscience, 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 16<sup>th</sup>, regulated by Law no. 33/2019 of January 25<sup>th</sup>.

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/2020/12/Formulario-de-candidatura-Investigadores-Doutorados-dez2020.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 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 of doctoral degree;
- b) Letter of motivation, written in Portuguese or in English, which includes a brief description of the most relevant scientific activities of the last five years;
- c) Detailed *curriculum vitae*, structured according 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 Points 13 and 15;
- d) Other documents that the candidate considers relevant for the assessment of the merit.

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](mailto:recursoshumanosfp@psicologia.ulisboa.pt), until the last day of the time limit for the start of the selection procedure, which is set at 10 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.

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 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, considering compliance with the additional weighting criteria set out in point 15.5.

11.4 A vote against approval on absolute merit may further be based on non-compliance with the following conditions: the research profile presented by the candidate is clearly insufficient and not appropriately positioned in the academic field(s) in question, suffers from serious inaccuracies 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 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 extend 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, with the additional criterion set out in point 15.5, and 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 and technological production, considered most relevant by the candidate, and relevant to the research project to be undertaken, which has been given a weighting factor of 80%, considering:

- i) Scientific articles in indexed journals in Thomson Reuters – Web of Science and/or SCOPUS – Scimago, in the scientific field or related scientific field in which the position is opened under this scientific project;
- ii) Other scientific publications: conference proceedings, books and book chapters;



iii) Coordination and participation in research projects under the scientific field in which the position is opened;

iv) Supervision and mentoring of master and PhD students, interns and research assistants, and highlighting award-winning and internationally recognized research work.

15.2. Activities of applied or practice-based research, considered to be of greatest impact by the applicant, and relevant to the project to be developed, with a weighting factor of 10%, considering:

- i) The significance of the work which has been selected by the candidate as most representative;
- ii) Vocational training and lifelong training actions, specifically in techniques for the use and analysis electrophysiology and other neuroimaging techniques.

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 for the proposed research project, with a weighting of 5%, considering:

- i) Publications for the dissemination of scientific and technological research;
- ii) Services to the academic community and society.

15.4. Contribution to management activities in science, technology, and innovation programs, or experience in the observation and monitoring of the higher education or scientific and technological systems in Portugal or abroad, with a weighting of 5%, considering:

- i) Positions in University, Faculty, and Research Unit Boards;
- ii) Other positions: a parameter that considers positions held in national and international scientific organizations.

15.5. In weighting the evaluation criteria outlined in points 15.1 to 15.4, each member of the jury may take into consideration the following additional parameters:

15.5.1.a Contribution to the development and evolution of the topics of reading, visual word recognition and orthographic processing, in the scientific field of the research project under which the position is opened;

15.5.1.b Contribution to the development and evolution of the topics that are object of study in the research project under which the position is opened, adopting behavioral methods with experimental software (e.g., Matlab; E-Prime) and electrophysiology, and advanced knowledge of statistical techniques of analysis (e.g., mixed-effects models).

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 or explanations of elements contained in the candidates' *curricula*.

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, and 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 5<sup>th</sup>.

18.3. The selection 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.

May 2<sup>nd</sup>, 2021 – The Dean, Telmo Mourinho Baptista