

NOTICE FOR THE ATTRIBUTION OF ONE RESEARCH FELLOWSHIP (BI) TO STUDENT ENROLLED IN A PHD STUDY CYCLE WITHIN COLLABORATION CONTRACT BETWEEN FACULDADE DE PSICOLOGIA DA UNIVERSIDADE DE LISBOA (FPUL) AND DIREÇÃO GERAL DE RECURSOS DA DEFESA NACIONAL (DGRDN).

Ref. FPUL/DGRDN/BI/2023/04

One Research Fellowship (BI) for student enrolled in a PhD study cycle is available at Faculdade de Psicologia da Universidade de Lisboa (Faculty of Psychology, University of Lisbon), within collaboration contract between Faculdade de Psicologia da Universidade de Lisboa (FPUL) and Direção Geral de Recursos da Defesa Nacional (DGRDN), with the following conditions:

A. Scientific Domain: Psychology

Mandatory admission criteria:

1. Master's degree in Psychology of Human Resources, Work and Organizations or related areas;
2. Registration and enrolment in a PhD study cycle in Psychology of Human Resources, Work and Organizations;
3. Immediate availability.

Warning: the candidates that do not fulfil the above criteria will be excluded. The condition determined in point 2 of the admission criteria will be verified until the date of signature of the contract.

B. Preferential admission criteria:

1. Proven experience in research;
2. Proven experience in quantitative data analysis;
3. Proven experience in writing scientific documents (i.e. reports, articles and book chapters);
4. Good knowledge of English, both written and spoken;
5. Motivation to develop research in a military context.

C. Plan of activities:

The successful candidate will be involved in activities to support the execution of project tasks, namely:

- a) Organize the literature review foreseen in the project;
- b) Monitoring the realisation of field studies (i.e. qualitative and quantitative studies);
- c) Coordination of data collection and database construction;
- d) Participate in all team meetings and in the drafting of reports;
- e) Participation in scientific dissemination actions of the project results in the scientific community and general population;



D. Legislation and regulation:

Research Fellowship Holder Statute, approved by Law No. 40/2004, of August 18, altered by Decree-Law No. 202/2012, of August 27, by Decree-Law No. 233/2012, of October 29, by Law No. 12/2013, of January 29, by Decree-Law No. 89/2013, of July 9, and by Decree-Law No. 123/2019, of August 28; FCT Regulation for Research Studentships and Fellowships, published by the Regulation No. 950/2019, of December 16, and altered by the Regulation No. 643/2021, of July 14; Regulation of Research Fellowships of the University of Lisbon, published by Order No. 6238/2020, of June 12, and altered by Order No. 8061/2022, of July 1.

E. Place of research activities:

The research activities will take place at the Research Center for Psychological Science of the Faculdade de Psicologia da Universidade de Lisboa, as host institution. The fellowship holder will work under the supervision of Prof. Maria José Chambel.

F. Studentship duration:

The fellowship has a duration of 12 months, renewable up to 30 months. The expected starting period will be November 2023.

G. Monthly grant value:

The successful candidate will receive 1.199,64€ (one thousand one hundred and ninety-nine euros and sixty-four cents) gross per month, according to the FCT pay scale <https://www.fct.pt/financiamento/programas-de-financiamento/bolsas/>, which are paid monthly by bank transfer. To this amount must be added the Voluntary Social Insurance, corresponding to the 1st step, if the candidate chooses to be allocated it, as well as the Personal Accident Insurance.

The activities will be developed under exclusive dedication, in accordance to the Article 5 of the Research Fellowship Holder Statute.



H. Selection methods:

The selection method to apply will be the following: **Curricular Evaluation (AC)**

The **Curricular Evaluation (AC)** corresponds to the **Final Evaluation (AF)** and will graduate from 0 to 20 values, valued to the hundredths, according to the following formula: $AF = 0,5 HA + 0,3 EP + 0,2 FP$

- a) **Academic Qualifications (HA)** will graduate from 10 to 20 values, according to the academic degrees that the candidates prove to hold, in the following terms:
- Final grade of the Master's Degree in Psychology of Human Resources, Work and Organizations, or related area, which will correspond to the candidate's final course grade.
- b) Under **work experience (EP)**, will be weighted the nature of activities performed and previous experience in the area of insertion of activity for which the present notice was opened, as follows:
1. Proven experience in research = **up to 5 points**. The verification of this criterion will be carried out through the analysis of the CV or the presentation of certificates.
 2. Proven experience in quantitative data analysis = **up to 5 points**. The verification of this criterion will be carried out through the analysis of the CV or the presentation of certificates.
 3. Proven experience in writing scientific reports, articles and chapters = **up to 5 points**. The verification of this criterion will be carried out through the analysis of the CV or the presentation of certificates.
- c) **Preferential factors (FP)** will be graded considering the following scoring:
1. Participation and presentation in national and international scientific conferences in Psychology of Human Resources, Work and Organizations, or related areas = **up to 5 points**. The verification of this criterion will be carried out through the analysis of the CV or the presentation of certificates.
 2. Proficiency in English = **up to 5 points**. The verification of this criterion will be carried out through the analysis of the CV or the presentation of certificates.
 3. Motivation to research in military context = **up to 5 points**. The verification of this criterion will be made through the appreciation of the motivation letter.

I. Selection panel:

The selection panel is composed by Prof. Maria José Chambel, Associate Professor with *Agregação* of the Faculdade de Psicologia da Universidade de Lisboa, as president of the selection panel; Prof. Luís Curral, Associate Professor with *Agregação* of the Faculdade de Psicologia da Universidade de Lisboa, and Prof. Vânia Sofia Carvalho, Assistant Professor of the Faculdade de Psicologia da Universidade de Lisboa, as effective members of the selection panel; and Prof. Manuel Rafael, Associate Professor of the Faculdade de Psicologia da Universidade de Lisboa, and Dr. Rosário Lima, Assistant Researcher of Faculdade de Psicologia da Universidade da Lisboa as alternate member.



J. Communication of results:

All candidates will be ranked on the basis of their final score, and the order list will be published at the website of the Faculdade de Psicologia da Universidade de Lisboa, in <https://www.psicologia.ulisboa.pt/sobre/rh/bolsas/>, as well as, physically posted in their premises, at a visible and public place. Counting from the publication of the list, the candidates have 10 working days to make their claim regarding the results. The selected candidate will be notified via e-mail.

K. Application deadline and process:

The application period occurs from October 6th to October 19th 2023.

The candidate should send the following documents:

1. Application form, provided at <https://www.psicologia.ulisboa.pt/sobre/rh/bolsas/>, dully filled;
2. Motivation letter;
3. Curriculum vitae;
4. Copy of certificate of the degree required for the current application, with the final grade;

Holders of academic degrees awarded by foreign higher education institutions must hold recognition of the academic degree required in this Notice in accordance with Decree-Law No. 66/2018, of August 16. The recognition of the degree, in accordance with the paragraph above, must be obtained until the date of the contract agreement signature, if the candidate ranked in the eligible position obtained the academic degree required in this Notice abroad;
5. Copy of the proof of registration and enrollment in the study program required in this Notice. The proof of registration and enrollment in the study program required in this Notice must be obtained until the date of the contract agreement signature;
6. Certificates or equivalent documents of professional experience;
7. Other documents which the applicant considers relevant for the appreciation of their application.

Warning: the candidates that do not send all of the above documents will be excluded.

The applications are to be sent exclusively via email to bolsasfp@psicologia.ulisboa.pt to the attention of Prof. Maria José Chambel and mentioning the reference of the fellowship (Ref. FPUL/DGRDN/BI/2023/04).



In attachment to this Notice are presented the templates of: the fellowship agreement (Appendix I); the final report of the fellowship holder, to be provided in the end of the fellowship (Appendix II); and the report of the scientific supervisor of the fellowship, to be provided in the end of the fellowship (Appendix III). It is also included the evaluation criteria of the final report of the fellowship holder (Appendix IV).

Faculdade de Psicologia da Universidade de Lisboa, October 4th 2023

The Dean

(Prof. Telmo Mourinho Baptista)