

**INTERNATIONAL SELECTION COMPETITION FOR THE HIRING OF A RESEARCH INTERN FOR THE PROJECT “RESET - REDESIGNING EQUALITY AND SCIENTIFIC EXCELLENCE TOGETHER” AT THE FACULTY OF PSYCHOLOGY AND EDUCATION SCIENCES OF THE UNIVERSITY OF PORTO (FIXED-TERM CONTRACT)**

By order of the Dean of the Faculty of Psychology and Educational Sciences of the University of Porto (Faculdade de Psicologia e de Ciências da Educação da Universidade do Porto) (FPCEUP), dated October 19, 2022 it was decided to open an international selection competition to hire 1 Research Intern to carry out the project the project “RESET - Redesigning Equality and Scientific Excellence Together” (Grant Agreement numero 101006560) by means of an individual fixed-term employment contract, under the Portuguese Labour Code. The project is funded by the call H2020-SwafS-2018-2020, topic SwafS-09-2018-2019-2020 - Supporting research organisations to implement gender equality plans, under the European Union's Horizon 2020 programme

1. The scientific area is Psychology and Sociology

2. Applicable Legislation:

Regulation No. 487/2020 of May 22 (Regulation for Research, Science and Technology Staff of the University of Porto) and Portuguese Labour Code, approved by Law n<sup>o</sup>. 7/2009, of February 12, in its current wording.

3. Admission requirement:

3.1. This competition is open to national candidates, foreigners and stateless persons who holds, at minimum, a Pre-Bologna Bachelor's Degree or an Integrated Master's Degree in Psychology and/or Sociology and holders of a scientific and professional curriculum that shows an appropriate profile for the activity to be developed.

*If the candidate holds a degree awarded by a foreign higher education institution, it must be recognized by a Portuguese higher education institution, in accordance with the provisions of article 25 of Decree-Law no. 66/2018 of 16 August, which approves the legal regime for the recognition of academic degrees and higher education diplomas awarded by foreign higher education institutions and Article 4 (2) (e) of Decree-Law no. 60/2018 of 3 August, and any formalities established therein be fulfilled up to the date of the contracting act.*

3.2. Special admission requirements, to be documented:

a) Professional experience in areas of Research, Intervention and/or Training in Gender, Gender Equality and Diversity;

4. Preferential requirements to be documented and and/or by motivation letter:

- a) Professional experience in research, intervention and/or promotion of activities within the scope of the Gender, Gender Equality and Diversity;
- b) Experience in the diagnosis, development and/or implementation of Gender Equality and Non-Discrimination Plans;
- c) Certificate of Training Skills (CPC), preferably in Gender Equality.
- d) Experience in writing scientific texts and/or articles, preferably within the scope of the project topic;
- e) Skills in quantitative and qualitative data analysis and mastery of specific support software (e.g. SPSS and NVIVO);
- f) Divulcation and dissemination of results of intervention and/or research projects in scientific events (the diversity of situations is valued);
- g) Academic or professional experience in international collaboration contexts (diversity of situations is valued);
- h) Experience in articulating with different stakeholders;
- i) Experience in the organisation of scientific events (the international nature of the event is valued);
- j) Proficiency of Portuguese and English languages;
- k) Ease in establishing interpersonal relationships;
- l) Strong motivation and skills for teamwork;
- m) Spirit of initiative;
- n) Immediate availability.

5. The monthly remuneration to be paid is of €1.424,38, corresponding to level 2, position 2 - Regulamento n.º 487/2020.

6. The workplace is located at Faculty of Psychology and Education Sciences of the University of Porto, Porto, Portugal.

7. The candidate will be hired under an indefinite-term employment contract, for no longer than 4 years, and will remain only for the period necessary for the execution of the tasks defined in the project and identified in the following number.

8. Functions:

The post-holder will develop, implement, and participate in research and development projects, under the supervision of the project PI, Professor Marisa Matias. The selected person will integrate the project team and work at the Faculty of Psychology and Educational Sciences of the University of Porto, in close articulation with the research group and scientific committee promoting the project, as well as with project partners.

The selected person will have the responsibility of supporting the project team in all activities foreseen in the project, namely:

- a) To support the design, implementation, dissemination and evaluation of gender equality plans at the University of Porto;

- b) Promote the recruitment of participants for the different activities of the project;
- c) To monitor and carry out awareness-raising and training actions in the context of the project;
- d) Supporting the organisation of the project's closing conference and other international meetings;
- e) Write reports and documents circulating within and outside the project;
- f) Analyse qualitative and quantitative data collected during the project and prepare corresponding scientific and technical reports;
- g) Participate in project results dissemination activities (e.g. conferences, scientific articles, press releases);
- h) Participate in national and international team meetings and liaise with project partners.

#### 9. Selection panel

In accordance with Articles 22, no. 3 and 4 of the Regulations, the selection panel is composed as follows:

Chair:

Professora Doutora Marisa Matias Carvalho Silva, Professora Auxiliar da Faculdade de Psicologia e de Ciências da Educação da Universidade do Porto;

Members:

Professora Doutora Susana Maria Gonçalves Coimbra, Professora Auxiliar da FPCEUP;

Doutora Sara Isabel Almeida Magalhães, Investigadora da FPCEUP;

Substitute member:

Mestre Armando Jorge Alves Silva Peixoto Freitas, Assistente de Investigação da Reitoria da Universidade do Porto.

10. Pursuant to Articles 26 of the Regulation, selection methods are as follows:

- a) Evaluation of the candidate's scientific and professional career (APCC) (90%);
- b) Interview (ENT) (10%), if the selection panel considers necessary.

11. Evaluation of the candidates' scientific and professional career (APCC) (90%)

11.1 The evaluation of the candidates' scientific and professional career, taking into consideration the profile required to fulfil the demands of the position corresponding to the category for which the present call for applications is open, focuses on the following aspects:

- a) scientific achievements of the candidate in the area or subareas of the call;
- b) knowledge transfer and management and communication of science and technology.

11.2 In applying the aspects referred to in point 11.1, the following parameters shall be assessed and given the weighting factors indicated as follows:

A1) Criteria for evaluation of Scientific Performance (DC) (90%):

A1.1.) Professional experience in research, intervention and/or promotion of activities within the scope of the Gender, Gender Equality and Diversity – 20%;

A1.2) Experience in the diagnosis, development and/or implementation of Gender Equality and Non-Discrimination Plans – 15%;

A1.3.) Certificate of Training Skills (CPC), preferably in Gender Equality – 15%.

A1.4.) Experience in writing scientific texts and/or articles, preferably within the scope of the project topic -10%;

A1.5.) Skills in quantitative and qualitative data analysis and mastery of specific support software (e.g. SPSS and NVIVO) – 10%;

A1.6.) Proficiency of Portuguese and English languages – 10%;

A1.7.) Documented experience in articulating with different stakeholders – 5%;

A1.8.) Academic or professional experience in international collaboration contexts (diversity of situations is valued) – 5%

A2) Criteria for knowledge transfer (TC) assessment and Science and Technology Management and Communication (GCCT) (10%):

A2.1) Divulcation and dissemination of results of intervention and/or research projects in scientific events (the diversity of situations is valued) – 5%;

A2.2.) Experience in the organisation of scientific events (the international nature of the event is valued) – 5%

11.3. The final classification of the (APCC) is obtained by the following formula:  $APCC = (0,90 \times A1) + (0,10 \times A2)$

12. In the event of an interview, the three best-ranked applications in the evaluation of the scientific and curricular path will be admitted, and the jury will assess aspects related to the research carried out by the candidates.

13. The Final Classification (CF) of the candidates' Scientific and Professional Achievements (APCC) and Interview (ENT) will be obtained by applying the following formula:  $CF = (APCC \times 0,9) + (ENT \times 0,1)$ . If there is no interview, the Final Classification will be the one obtained in APCC.

14. Evaluation of the selection methods:

14.1 Each member of the selection panel will evaluate the scientific and professional achievements of the candidates on a scale of 0 to 100 points, valued to the hundredths, the classification being obtained through the weighting defined in the criteria under evaluation.

14.2 The evaluation of the second selection method is expressed on a scale from 0 to 100 points, with a value to the hundredths.

15. Evaluation Methodology:

15.1. After the admission of the candidates, and before the voting begins for the final ranking of the candidates in the evaluation of their scientific and professional achievements, each member of the selection panel presents a written document, to be annexed to the proceedings, with a list of the candidates in descending order of merit, duly justified, considering the criteria and parameters of the Call for Applications.

15.2. The selection panel deliberates by means of a reasoned nominal vote in accordance with the selection

criteria adopted and published, from which abstentions are not permitted.

15.3. The ordering methodology is indicated in article 29º of the Regulation.

15.4. Each member of the jury shall respect, in the various votes, the order he or she presented in the document referred to in point 15.1.

15.5. The interview has a maximum duration of one hour and is exclusively aimed at clarifying aspects related to the research carried out by the candidates.

15.6. Minutes shall be taken of the jury meetings, containing a summary of what took place therein, as well as the votes cast by each of the members and respective reasoning.

15.7. After concluding the application of the selection criteria, the jury will draw up the ordered list of the candidates approved with the respective classification.

15.8. The jury's final deliberation is homologated by the head of the institution responsible for opening the call for applications. The final decision on hiring is the responsibility of the head of the contracting institution.

16. Submission of applications:

16.1 Applications shall be formalised by means of a request addressed to the President of the Jury, containing the identification of this notice, full name, number and date of the identity card or citizen card, or civil identification number, tax identification number, date of birth, residence and contact address, including e-mail and telephone contact.

16.2. The application must be accompanied by documents supporting the conditions set out in points 3 and 4 of this notice, namely:

- a) Copy of the qualification certificate(s);
- b) Letter of motivation in English, with indication of availability;
- c) Detailed curriculum vitae structured in accordance with items 3 and 4;
- d) Other relevant documents for the assessment of qualifications in related scientific fields.

16.3. Applications must be submitted exclusively on the FPCEUP website, at the following address:

[https://sigarra.up.pt/fpceup/pt/CNT\\_CAND\\_GERAL.CONCURSOS\\_LIST](https://sigarra.up.pt/fpceup/pt/CNT_CAND_GERAL.CONCURSOS_LIST) (Refª 2022/40).

16.4. Applications must be submitted by 11:59 pm local time until November 14, 2022.

16.5. Non-compliance with the deadline for submission of the application, failure to submit or late submission of the application mentioned in 16.1 and of the documents mentioned in 16.2 a) to d) will lead to exclusion of the application. Applicants will be notified of the exclusion decision by e-mail for the purposes of the hearing of interested parties.

16.6. The Selection Panel may, whenever it considers necessary, ask the candidates to provide complementary documents to verify the facts mentioned in the curriculum vitae submitted, setting a deadline for that purpose.

17. False statements provided by the candidates shall be punished by law.

18. The minutes regarding the evaluation phases will be sent via email with a delivery notification.

19. Preliminary Hearing and Final Decision Deadline:

Pursuant to article 121 of the Administrative Procedure Code, after notified, all candidates have 10 working days to respond. The panel's final decisions will be announced within a maximum period of 90 days, counted from the deadline for submitting applications.

20. This call for applications is exclusively intended to fill the position announced and can be terminated at any time until approval of the final candidate list, expiring with the respective occupation of the said position. In the case that none of the candidates is considered to have the profile required for the performance of the position described above within the scope of this project, the jury reserves the right to not award the position announced in this call.

21. In case of withdrawal of the candidate ranked first, the highest body of the Faculty reserves the right to call the next candidate and so on until the vacancy is filled, by convenience and opportunity, based on the selection reserve list that can be used up to 6 months from the date of this public notice, with a "selection reserve list" being created for this purpose, which corresponds to the final classification list.

22. FPCEUP actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, harmed or deprived of any right or exempt from any duty on account of age, sex, sexual orientation, marital status, family status, economic situation, education, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin, origin territory, language, religion, political or ideological convictions and trade union membership.

23. The Faculty Scientific Board approved this notice on September 28, 2022.

Faculty of Psychology and Educational Sciences of the University of Porto, October 19, 2022

The Dean of the Faculty of Psychology and Educational Sciences of the University of Porto, Professor Luísa Maria Soares Faria