

NOTICE OF OPENING OF AN INTERNATIONAL SELECTION PROCEDURE FOR HIRING ONE DOCTORATE RESEARCHER EQUIVALENT TO AUXILIARY RESEARCHER IN PROGRESS AT THE CENTER FOR PSYCHOLOGY AT UNIVERSITY OF PORTO (CPUP, UID 50) (Ref. CEECINST/00134/2021) FPCEUP (CT AT UNCERTAIN TERM)

By order of the Director of the Faculty of Psychology and Education Sciences of the University of Porto (FPCEUP), of 02nd July 2024, it was decided to open an international competitive selection procedure for the hiring of one Doctorate Researcher Equivalent to Auxiliary Researcher to carry out research activities in the scientific area of Psychology, for the project CEECINST/00134/2021 at FPCEUP, funded by Fundação para a Ciência e a Tecnologia, I. P. (FCT), to be hired under an individual employment contract for an uncertain term, under the terms of the Labour Code.

This contract aims to develop research activities in strategic areas of the Center for Psychology at University of Porto, aiming to develop studies relevant to the fulfillment of the mission and scientific challenges and the implementation of the activities contained in the strategic plan of the CPUP.

1. The **scientific area** of this competition is Psychology.

2. Applicable law

The call for applications and corresponding recruitment is governed by the provisions set out in Regulation no. 487/2020 – University of Porto Research, Science and Technology Staff Regulation – hereinafter referred to as the Regulation, published in the *Diário da República*, 2nd series, no. 100, of 22 May, and by other applicable legislation, namely the Labour Code, approved by Law no. 7/2009, 12 February, in its current wording; Decree-Law no. 57/2016, of 29 August, as amended by Law no. 57/2017 of 19 July, which approves the scheme for the recruitment of PhD graduates aimed at stimulating scientific and technological employment in all areas of knowledge (RJEC); Regulatory Decree no. 11-A/2017, of 29 December; and applicable regulatory regulations.

This call for applications is open under the program contract for support for the development of scientific and technological activity, signed between the FCT and the Faculty of Psychology and Education Sciences of the University of Porto and in accordance with the provisions of article 28(4) of the Scientific Employment Regulation, approved by Regulation no. 607-A/2017, of November 22, published in the 2nd series of the *Diário da República* of November 22, 2017, in the wording currently in force.

3. Under the terms of Article 16 of RJEC, the present competition is exempt of: i) authorisation from the Government officials in charge of the areas of Finance and Public Administration, as specified in point 3 of Article 7 of the Public Service Labour Law (“Lei de Trabalho em Funções Públicas – LTFP”); ii) prior favourable opinion from the Government officials in charge of the areas of Finance and Public Administration (as specified

in point 5 of Article 30 of the LTFP); and iii) the legal procedure for the recruitment of workers in the process of requalification, as specified in Article 265 of the LTFP.

4. Admission Requirements

4.1 General admission requirements

Who may apply? National, foreigner and stateless candidates who hold a Doctoral degree in Psychology or adjacent areas, and who have a scientific and professional curriculum vitae that reveals a profile appropriate to the duties described in paragraph 9 of this Notice. *

**If the PhD has been conferred 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 August 16, which approves the legal regime for recognition of higher education degrees and diplomas awarded by foreign higher education institutions and paragraph e) of no. 2 of article 4 of Decree-Law no. 60/2018 of August 3, and any formalities established therein must be fulfilled by the date of the hiring act.*

4.2 Special admission requirements:

For the purposes of determining the appropriate profile for the activity to be developed, the following are special requirements, to be documented:

- a) Experience of participating in competitively funded research projects in the field of Psychology or related areas and whose field falls within one or more of the CPUP's research groups;
- b) Authorship of at least 10 international scientific articles published in the field of Psychology or related sciences (on topics related to CPUP's research areas) in journals indexed in Scimago Journal & Country Rank (SJR) and Journal Citation Reports (JCR) (of which at least 5 in quartile 1 journals); or alternatively, 5 articles in journals in the first decile (> 90 percentile);
- c) A minimum of 50 citations or an h-index equal to or greater than 5 in accordance to Scopus and/or JCR;
- d) Solid research skills in Psychology, in quantitative and/or qualitative methods, proven by authorship and co-authorship of international publications of recognised merit.

4.3 The absence of proof of one or more of the requirements mentioned in points 4.1 and 4.2 will result in the exclusion of the application.

5. Preferred, documented requirements are:

- a) Professional path of proven internationalisation, in particular at the level of co-authorship of publications, formal participation in research networks and other relevant activities;
- b) Proven experience of submission and participation in R&D projects in national and/or international competitive funding programmes.

6. Remuneration

The monthly remuneration to be paid is €3427.59, corresponding to level 33 of the Single Salary Table, approved by Order no. 1553-C/2008 of December 31, and level 9, position 1, from Regulation no. 487/2020.

7. Work place

The workplace is at CPUP's facilities at the Faculty of Psychology and Education Sciences of the University of Porto, Rua Alfredo Allen, 4200-135 Porto, Portugal.

8. Hiring Regime

The candidate will be hired under an employment contract for an unspecified term by legal imperative, under the terms of paragraph b) of no. 1 of article 6 of RJEC, ex vi, no. 2 of article 18 of RJEC, and will remain only for the period necessary for the execution of the tasks defined in the project and identified in the following number.

Termination of the project or termination of the financing shall determine the expiration of the contract.

9. Duties to be performed

9.1. Performing activities, on a regular basis, in the following areas: Research; Knowledge transfer and enhancement; Management and communication of science and technology; and Teaching and training activities, when applicable and according to the terms of article 12 of the Regulation.

9.2. The Auxiliary Researcher is responsible for carrying out research and development activities, as well as other scientific and technical activities within the scope of FPCEUP's mission, namely:

a) develop advanced and international level research within one, or several of the research groups in which the CPUP is structured, namely: Culture, Normativity and Diversity; Development and Education; Relationships, Change Processes and Well-being; Mind, Body and Brain; and Sexuality and Gender;

b) contribute to promoting the internationalisation of the CPUP, with an emphasis on Europe;

c) actively support the preparation of applications for competitive national and international funding.

10. Composition of the jury:

In accordance with Article 13 of RJEC and Article 22 of Regulation No. 487/2020, the jury of the competition has the following composition:

President of the jury:

Professor Paula Mena Matos, Associate Professor, FPCEUP

Members of the jury:

Professor São Luís Castro, Full Professor, FPCEUP

Professor Isabel Rocha Pinto, Associate Professor with “Agregação”, FPCEUP

Professor Célia Sales, Associate Professor, FPCEUP

Professor Orlanda Cruz, Associate Professor, FPCEUP

Professor Ana Quinta Gomes, Assistant Professor, FPCEUP

Substitute member:

Professor Joana Cadima, Assistant Professor, FPCEUP

11. Selection methods:

In accordance with the provisions of Article 26 of the Regulations, the selection methods are:

- a) Assessment of the candidates' scientific and curricular background (APCC) (90%);
- b) Interview (ENT) to be conducted, partially, in English to a maximum of four candidates best placed in the APCC (10%), if the jury considers it necessary.

12. Evaluation of the candidates' scientific and curricular background (APCC) (90%):

12.1 The evaluation of the scientific and curricular career, taking into account the profile appropriate to the requirements of the functions corresponding to the category to which this competition refers, focuses on the relevance, quality and timeliness of the following aspects:

- a) The scientific, technological, cultural or artistic production in the last five years considered most relevant by the candidate;
- b) The applied research activities, or activities based on practice, developed in the last five years and considered to have the greatest impact by the candidate;
- c) The extension and knowledge dissemination activities developed in the last five years, namely in the context of the promotion of culture and scientific practices, considered as most relevant by the candidate.

12.2 In applying the aspects referred to in point 12.1, the following parameters are assessed, to which the respective weighting factors are attributed:

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

A1.1) Evaluation of the quality of scientific production, considered most relevant by the candidate, with special emphasis on the last 5 years (particularly articles published in scientific journals indexed Scimago Journal & Country Rank (SJR) and Journal Citation Reports (JCR) quartile 1 as first or corresponding author, as well as their scientific impact), taking into account their relevance to one or more of CPUP's research groups - 35%;

A1.2) Assessment of participation in competitively funded research projects (valuing responsibility as PI or Co-PI, or proven experience of submitting projects as PI or Co-PI), with special emphasis on the last five years, taking into account their relevance to one or more of CPUP's research groups - 20%;

A1.3) Evaluation of editorial activity and formal participation in scientific networks at national and international level, with special emphasis on the last five years, taking into account their relevance to one or more of CPUP's research groups - 7.5%;

A1.4) Evaluation of scientific activity as an external consultant and/or as an effective member of evaluation panels, namely panels for awarding grants and/or project funding, with special emphasis on the last five years - 7.5%;

A1.5) Evaluation of a document demonstrating the adequacy of the candidate's scientific curriculum and its potential contribution to the objectives and development of the CPUP. The document must demonstrate how the candidate's scientific curriculum, with a special focus on their scientific production and participation in

research projects, is in line with the strategic plan of the CPUP (available on the CPUP website) and must fit into one or more of CPUP research groups - 20%.

A2) Criteria for evaluation of Knowledge Transfer and Science and Technology Management and Communication (10%):

A2.1) Evaluation of outreach and scientific dissemination activities, with special emphasis on the last five years, namely: organisation of national and international scientific events; participation in conferences (with emphasis on peer-reviewed conferences); experience in activities to enhance and transfer R&D results; experience in citizen science; supervision and guidance of students and research fellows; participation in scientific dissemination initiatives - 10%.

12.3 The final APCC classification is obtained by the following formula **APCC= (90% x A1) +(10% x A2)**.

13. Evaluation of the Interview (ENT) (10%):

13.1 If the jury deems it necessary, an interview will be held with the candidates ranked first in the Evaluation of the Scientific and Curricular Background, up to a maximum of four, in which the jury will assess aspects related to the research carried out by the candidates.

13.2 If this is carried out, it will have a weighting of 10% in the final classification.

13.3 If candidates fail to attend any interview stage of the selection process, they will be deemed to have withdrawn from the competition and will be excluded from the procedure.

14. Final Classification:

The Final Classification (FC) of the evaluation of the Scientific and Curricular Pathway (APCC) and Interview (ENT) will be obtained by applying the following formula: $CF = (90\% * APCC) + (10\% * ENT)$. If the interview is not realized, Final Classification (FC) will be obtained by applying the following formula: $CF = APCC$.

15. Evaluation of the selection methods:

15.1. Each member of the jury evaluates the scientific and curricular background of the application on a scale from 0 to 100 points, with a valuation up to hundredths, and the classification is obtained through the weighting defined in the criteria to be evaluated.

15.2. The interview evaluation is expressed on a scale of 0 to 100 points, counting to the hundredths.

16. Evaluation Methodology

16.1. After the applications have been admitted, and before voting begins for their final ranking in the evaluation of the scientific and professional background, each member of the Jury will present a written document, to be attached to the minutes, with a list of the applications in descending order of merit, duly substantiated, considering the criteria and parameters of the competition Notice.

16.2. The jury deliberates by means of a reasoned roll-call vote in accordance with the selection criteria adopted and disclosed; abstentions are not allowed.

16.3 The seriation methodology to be followed is that indicated in article 29 of the Regulation.

16.4 Each member of the Jury shall respect, in the various votes, the order he or she presented in the document referred to in paragraph 16.1.

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

16.6 Minutes will be taken of the jury meetings, containing a summary of what occurred, as well as the votes cast by each member and respective reasoning.

16.7 After concluding the application of the selection criteria, the jury will proceed to draw up the ordered list of the applications with the respective classification.

16.8 The jury's final decision is ratified by the head of the institution responsible for opening the tender procedure. The final decision on hiring is the responsibility of the head of the hiring entity.

17. Formalization of applications:

17.1. Applications are due by 11:59 pm local time on **23th august of 2024**.

17.2. Applications must be submitted exclusively on the FPCEUP website, at the following address: https://sigarra.up.pt/fpceup/pt/CNT_CAND_GERAL.CONCURSOS_LIST (**Ref.ª 2024/21, n.º 113**), until the deadline.

17.3. Applications must be formalised by means of a request addressed to the Chair of the selection board, including the identification of this notice, full name, parentage, number and date of identity card/Citizen's Card or civil identification number, tax identification number, date and place of birth, marital status, profession, residence and contact address, including email address and telephone number.

17.4 The application must be accompanied by documents proving the conditions set out in points 4, 5 and 12 of this competition, namely:

- a) Copy of the doctoral certificate or diploma;
- b) A detailed curriculum vitae structured in accordance with the items in points 12.2;
- c) Five publications considered most relevant by the candidate;
- d) Motivation letter in English (up to 1000 words);
- e) Two letters of recommendation;
- f) A document demonstrating the suitability of the scientific curriculum and its potential contribution to the objectives and development of the CPUP (max. 2000 words) in accordance with evaluation criterion A1.5) of point 12 of the application;
- g) Other documents that the candidate considers relevant to the assessment of his/her merit.

17.5. Non-compliance with the deadline for submission of applications, failure to submit or late submission of the application mentioned in a) to f) of point 17.4 will lead to rejection of the application. Applicants will be notified of the exclusion decision by e-mail for the purposes of the hearing of interested parties.

17.6. The jury may, whenever it deems necessary, ask the candidates to provide complementary documents for the facts mentioned in the curriculum presented, setting a deadline for the purpose.

18. False statements

Any false statements made by candidates will be punished in accordance with the law.

19. Notification of results

The minutes concerning the evaluation phase(s) of the applications will be sent via email with a receipt of delivery.

20. Prior hearing and deadline for the final decision: in accordance with article 121 of the Administrative Procedure Code, after being notified, the candidates have 10 working days to comment.

21. The present tender is exclusively intended to fill the indicated vacancy and may be terminated until the final ranking list of candidates is ratified, expiring with the respective occupation of the jobs on offer. In the event that none of the candidates demonstrates the profile indicated for the performance of the functions described above within the scope of this project, the jury reserves the right not to award the position.

22. Other dispositions

The FPCEUP actively promotes a policy of non-discrimination and equal access, so that no candidate may be privileged, benefited, prejudiced or deprived of any right or exempt from any duty due to, namely, ascendance, age, gender, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic patrimony, reduced work capacity, disability, chronic disease, nationality, ethnic, territory of origin, language, religion, political or ideological convictions and union membership.

22. The Director of the Scientific Council approved this notice on 29th may, 2024.

Porto, 02nd july, 2024

The Director of the Faculty of Psychology and Education Sciences of the University of Porto, Professor Pedro Nobre