

**INTERNATIONAL SELECTION COMPETITION FOR THE HIRING OF RESEARCH INTERN
FOR THE PROJECT “RESET - REDESIGNING EQUALITY AND SCIENTIFIC EXCELLENCE
TOGETHER” AT FPCEUP (FIXED-TERM CONTRACT)**

By order of the Dean of the Faculty of Psychology and Education Sciences of the University of Porto (*Faculdade de Psicologia e de Ciências da Educação da Universidade do Porto - FPCEUP*), dated March 15, 2022 it was decided to open an international selection competition to hire 1 Research Intern to carry out the project “The Low-Fear Factor in Psychopathy and Agression: A new virtual-reality task to decompose fear deficits in psychopathy” by means of an individual fixed-term employment contract, under the Portuguese Labour Code. The project is funded by the Fundação para a Ciência e Tecnologia, under the reference EXPL/PSI-GER/1498/2021

1. The scientific area is Psychology.

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^o. 7/2009, of February 12, in its current wording.

3. Pursuant to article 18 of the RJEC, this competition is exempted from the authorization of the members of the Government responsible for the areas of Finance and Public Administration, namely that referred to in paragraph 3 of article 7 of the General Public Service Labour Law (LTFP), obtaining the prior favourable opinion of the members of the Government responsible for the areas of Finance and Public Administration referred to in paragraph 5 of article 30 of the LTFP and the procedure for the recruitment of workers in requalification situations, referred to in article 265 of the LTFP.

4. Admission requirement:

4.1. general requirements

This competition is open to national candidates, foreigners and stateless persons holding a Pre-Bologna degree in Psychology (5 years) or Integrated Master's degree in Psychology and with 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.

4.2. Special admission requirements are as follows:

For determining the appropriate profile for the activity to be developed, special requirements, which shall be documentally proven, are the following:

- a) Experience in laboratory research using the experimental method;
- b) Experience in electrophysiological signal processing (e.g., EMG, ECG, EDA);
- c) Have completed the professional internship for admission to the Ordem dos Psicólogos Portugueses (Portuguese Psychologists Order) or hold the necessary conditions to apply to such internship.

5. Preferential requirements, which shall be proven documentally and/or through motivation letter, are as follows:

- a) Skills in quantitative data processing and analysis methods;
- b) Programming skills in MATLAB and/or Python;
- c) Motivation to pursue a PhD in the field of the project;
- d) Mastery of the Portuguese language;
- e) Advanced English language skills;
- f) Immediate availability.

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

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

8. The candidate will be hired under an indefinite-term employment contract, and will remain only for the period necessary for the execution of the tasks defined in the project and identified in the following number.

9. This contract is intended for the exercise of the following functions:

The research trainee carries out, develops, and participates in research projects under the guidance of the principal investigator, Professor Fernando Barbosa. The selected person will join the research team of the Laboratory of Neuropsychophysiology at the Faculty of Psychology and Education Sciences of the University of Porto. His/her activity will be developed in the facilities of this faculty and in the contexts contractually defined in the funded projects to which s/he will be associated, in close articulation with the research group of the Laboratory and its partners.

The selected person will perform functions associated with the development and implementation of the following research activities:

- a) development of research plans, methodological designs and creation of materials to be implemented in the research;
- b) Material implementation of the studies (participant recruitment, study execution logistics, development and administration of assessment instruments, collection of electrophysiological data - ECG, EMG and EDA)
- c) Creation of databases, data processing, and subsequent production of scientific and technical reports;
- d) Preparation of manuscripts for publication, including systematic literature reviews and empirical studies;
- e) Support in activities of public presentation of the results and products of the project;

- f) Liaising with national and international partners;
- g) Other activities related to the development of the project.

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

President:

Professor Manuel Fernando dos Santos Barbosa, Associate Professor, FPCEUP;

Members:

Professor Fernando Ricardo Ferreira Santos, Assistant Professor, FPCEUP;

Doctor Tiago de Oliveira Paiva, Researcher, FPCEUP;

Substitute member:

Doctor Carina Sofia Teixeira Fernandes, Researcher, FPCEUP.

11. 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%), to the three (3) best placed candidates after evaluation of the scientific and professional career.

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

12.1 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;
- c) management and communication of science and technology.

12.2 In applying the aspects referred to in point 12.1, the following parameters shall be assessed and given the weighting factors indicated as follows:

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

- A.1.1 Experience in the development of research plans, methodological designs and preparation of research materials, relevant to the activity to be developed in the project (40%);
- A.1.2. experience in data preparation, data entry, data analysis, and the respective scientific and technical reports (20%);
- A.1.3. Skills in quantitative methodologies for data processing and analysis (15%);
- A.1.4. Skills in the development and implementation of digital (face-to-face and online) data collection procedures (5%).

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

- A.2.1. Presentation of scientific work in the form of articles in journals with JCR (Clarivate) or SJR (Scimago) indexation (5%);
- A.2.2. Presentation of scientific work in poster format or oral communication (3%);

A.2.3. Organization of or participation in actions and events for scientific dissemination (exhibitions, colloquiums, "open days", interviews for the media and similar events or actions) (2%).

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

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

The three applications with the highest classification in the evaluation of the scientific and curricular achievements will be admitted to the interview phase, in which the panel will evaluate aspects related to the research carried out by the candidates.

14. The Final Classification (CF) of the candidates' Scientific and Professional Achievements (APCC) and Interview (ENT) will be obtained by applying the following formula: $CF = (APCC \times 0,9) + (ENT \times 0,1)$.

15. Evaluation of the selection methods:

15.1 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.

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

16. Evaluation Methodology:

16.1. 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 minutes, with a list of the candidates in descending order of merit, duly justified, considering the criteria and parameters of the Call for Applications.

16.2. 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.

16.3. The ordering 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 point 16.1.

16.5. 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.

16.6. 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.

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

16.8. 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.

17. Submission of applications:

17.1 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.

17.2. The application must be accompanied by documents supporting the conditions set out in points 4 and 5 of this notice, namely:

- a) Copy(s) of the academic certificate(s);
- b) Letter of motivation, in Portuguese and English, with a mandatory declaration of immediate availability;
- c) A detailed curriculum vitae structured in accordance with the items in points 4 and 5, containing all information relevant to the evaluation of the application, as well as proof of compliance with the requirements set out in the aforementioned points;
- d) Other documents that the candidate considers relevant for the assessment of his/her merit.

17.3. The candidates must submit their application and supporting documents in digital format, in PDF format, to the following e-mail addresses: candidaturasrh@sp.up.pt and fbarbosa@fpce.up.pt. In the subject of the message the complete reference of the position must be indicated: FPCEUP | 1 Research Intern | Laboratório de Neuropsicofisiologia.

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

17.5. Non-compliance with the deadline for submission of the application, failure to submit or late submission of the application mentioned in 17.1 and of the documents mentioned in 17.2 (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.

17.6. 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.

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

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

20. 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.

21. 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.

22. The Faculty of Psychology and Education Sciences of the University of Porto 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 or race, origin territory, language, religion, political or ideological convictions and trade union membership.

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

Faculty of Psychology and Education Sciences of the University of Porto, March 15, 2022

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