

NOTICE OF OPENING OF INTERNATIONAL SELECTION PROCEDURE FOR HIRING FOR ONE DOCTORATE EQUIVALENT TO THE ASSISTANT RESEARCHER IN PROGRESS AT CPUP/FPCEUP (CPUP, UID 50), FOR THE PROJECT CEECINST/000134/2021 (CT AT UNCERTAIN TERM)

By order of the Director of the Faculty of Psychology and Educational Sciences of the University of Porto (FPCEUP), of June 13, 2022, it was decided to open an international competitive selection procedure for the hiring of an entry-level PhD Doctorate Equivalent to Assistant Researcher to carry out research activities in the scientific area of Psychology, for the project **CEECINST/000134/2021 at FPCEUP, financed 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 Labor Code.

This contract aims to develop research activities in strategic areas of the CPUP/FPCEUP, aiming at the development of 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. Legislation:

The competition is governed by the provisions of Regulation No. 487/2020 - Regulation of Research, Science and Technology Personnel of the University of Porto and respective hiring, hereinafter referred to as Regulation, published in the Official Gazette, 2nd Series, No. 100, of May 22, and by other applicable legislation, namely the Labour Code, approved by Law No. 7/2009, of February 12, 2009, in its current wording, and applicable regulatory standards.

3. Under the terms of article 16 of RJEC, the present tender procedure is exempt from the authorization of the members of the Government responsible for the areas of finance and Public Administration, namely that referred to in no. 3 of article 7 of LTFP, from obtaining the prior favorable opinion of the members of the Government responsible for the areas of finance and Public Administration, referred to in no. 5 of article 30 of LTFP, and from the procedure for recruiting workers in a situation of requalification, referred to in article 265 of LTFP.

4. Admission Requirements

4.1. General Admission Requirements

Who may apply? National, foreigner and stateless candidates who hold a PhD degree in Psychology or other area relevant to the contents of the project and who have a scientific and professional curriculum vitae that reveals a profile that is adequate to the activity to be developed in CPUP.*

**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 participation in research projects with competitive funding in the area of Psychology or similar and whose domain is framed in one or more of the CPUP research groups;
- b) Authored at least 10 international scientific articles published in psychology or related sciences (on topics related to the research areas of the CPUP) in journals indexed in the 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 of the first decile (> 90 percentile);
- c) A minimum of 50 citations or an h index equal to or greater than 5 in accordance with 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 recognized merit.

5. Preferred, documented requirements are:

- a) Professional path of proven internationalization, in particular at the level of co-authorship in publications, 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 funded programs.

6. Remuneration

The basic monthly remuneration is 3.230,21 Euros, corresponding to level 33 of the Single Remuneration Table, approved by Ministerial Order no. 1553-C/2008, of December 31, and level 9, position 1 of the table annexed to 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 doctoral 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.

The contract shall be in force during the execution time of the above-the-call programme contract and for as long as there is budgetary availability, up to a 6-year limit, under the terms of article 5 of RJEC.

9. Duties to be performed

The selected researcher shall perform the following functions:

- a) develop advanced and international level research within one, or several of the research groups in which the CPUP is structured, i.e.: 1) Culture, Diversity Normativity; 2) Development and Education; 3) Relational Dynamics, Processes of Change and Well-Being; 4) Neurocognition and Language; and 4) Human Sexuality;
- b) contribute to the promotion of the internationalization of the CPUP, with an emphasis on the European area;
- c) actively support the preparation of applications for competitive 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 Pedro Jorge da Silva Coelho Nobre, Full Professor CPUP/ FPCEUP;

Members of the jury:

Professor São Luis Castro, Full Professor FPCEUP;

Professor Isabel Rocha Pinto, Associate Professor with aggregation FPCEUP;

Professor Orlanda Cruz, Associate Professor FCEUP;

Professor Paula Mena Matos, Associate Professor FPCEUP;

Professor Joana Cadima, Assistant Professor FPCEUP;

Substitute member:

Professor Joana Carvalho, Assistant Professor FCEUP.

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 up 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) Scientific production, considered more relevant by the candidate, with special emphasis on the last five years;
- b) The activity of participation in projects with competitive funding, considered more relevant by the candidate, with special emphasis in the last five years;
- c) extension and scientific dissemination activities considered more relevant by the candidate, with special emphasis in the last five years;
- d) editorial activity, exchange in scientific networks at national and international levels, considered more relevant by the candidate, with special emphasis in the last five years;

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%):

A.1.1) Evaluation of the quality of scientific production, considered more relevant by the candidate, with special emphasis in the last 5 years (particularly articles published in indexed scientific journals Scimago Journal & Country Rank (SJR) and Journal Citation Reports (JCR) of quartile 1 as the first author or corresponding author, as well as its scientific impact), taking into account its relevance to one or more of the CPUP research groups - 40%;

A.1.2) Evaluation of participation in research projects with competitive funding (valuing responsibility as PI or co-PI, or proven experience of submission of projects to competitive funding as PI), with special emphasis in the last five years, taking into account its relevance to one or more of the CPUP research groups - 20%;

A.1.3) Evaluation of editorial activity, exchange in scientific networks at national and international levels, with special emphasis in the last five years taking into account its relevance to one or more of the CPUP research groups - 10%;

A.1.4) Evaluation of a document demonstrating the adequacy of the candidate's scientific curriculum and its potential contribution to the CPUP's mission and strategic plan. The document should demonstrate how the scientific curriculum of the candidate, with special focus on his scientific production and participation in research projects is appropriate to the strategic plan of the Center for Psychology of the University of Porto (consultable on the CPUP website) and should be framed in one or more of its research groups - 20%

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

A.2.1) Evaluation of extension and scientific dissemination activities with special emphasis in the last five years, namely: organization of national and international scientific events; participation in conferences (with emphasis on peer-reviewed conferences); experience in R&D scientific knowledge transference activities; monitoring 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 $APCC = (0.90 \times A1) + (0.10 \times A2)$.

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

The best ranked applications in the evaluation of the scientific and curricular background will be admitted to the Interview phase, up to a maximum of four candidates, and the jury will evaluate aspects related to the research carried out by the candidates.

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: $CF = (0.9 \cdot APCC) + (0.1 \cdot ENT)$. 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 formalized by means of a request addressed to the President of the Jury containing the identification of this notice, full name, filiation, number and date of identity card/Citizen Card or civil

identification number, tax identification number, date and place of birth, marital status, profession, residence and contact address, including e-mail address and telephone contact.

17.2. The application must be accompanied by the documents proving the conditions laid down in points 4 and 5 of this competition, namely:

- a) Copy of the doctoral certificate or diploma;
- b) Detailed and structured curriculum vitae in accordance with the items of points 4 and 5;
- c) Five publications considered more relevant by the candidate;
- d) Motivation letter (until 1000 words);
- e) Two letters of recommendation;
- f) Document in English (max. 2000 words) explaining how the scientific curricula of the candidate is aligned with the CPUP's strategic plan (available on the CPUP website) in accordance with the provisions of evaluation criterion A1.4) of paragraph 12 of the notice
- g) Other documents that the candidate considers relevant for the assessment of his/her merit.

17.3. Applications must be submitted exclusively on the FPCEUP website, at the following address: https://sigarra.up.pt/fpceup/pt/CNT_CAND_GERAL.CONCURSOS_LIST (Ref^a 2022/18).

17.4. Applications are due by 11:59 pm local time on July 8, 2022.

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

23. 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 origin or race, territory of origin, language, religion, political or ideological convictions and union membership.

24. The Director of the Scientific Council approved this notice on June 3, 2022.

Faculdade de Psicologia e Ciências da Educação da Universidade do Porto, 13 de junho 2022.

The Director of the Faculty of Psychology and Education Sciences of the University of Porto, Professora Doutora Luísa Maria Soares Faria