RECRUITMENT AND SELECTION PROCESS OF AN ASSISTANT PROFESSOR FOR THE SUBJECT AREA OF PSYCHOLOGY AT THE FACULTY OF PSYCHOLOGY AND EDUCATION SCIENCES OF THE UNIVERSITY OF PORTO

Luísa Maria Soares Faria, Associate Professor with Habilitation and Dean of the Faculty of Psychology and Education Sciences of the University of Porto (FPCEUP), hereby announces that for a period of 30 workings days, starting on the first working day immediately after the publication of the present notice, in Jornal de Notícias, Bolsa de Emprego Público, Eracareers and on the Faculty of Psychology and Education Sciences Website, a public notice is opened for recruitment in the form of a permanent employment contract, under the Portuguese Labour Code, a position as Assistant Professor in the disciplinary area of Psychology of the Department of Psychology, Faculty of Psychology and Education Sciences of the University of Porto.

This Notice complies with the provisions of the Program Agreement CEECINST / 00159/2018, underway at FPCEUP, funded by the Foundation for Science and Technology, I.P. (FCT).

1. Eligible applicants:
Eligibles must have a PhD degree.

If the applicant’s doctoral degree is awarded by a foreign institution of higher education, 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 regimen 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.

2. Selection Criteria

2.1. Criteria for approval on absolute merit

2.1.1. Approval of the applicants on absolute merit depends on the cumulative fulfilment of the following prerequisites:

a) The applicant must have a doctoral degree in Psychology or Education Sciences (or in a related area that is relevant for the subject areas of the present recruitment);

b) The curriculum of the applicant must be judged by the members of the jury to be of adequate scientific and pedagogical levels, and to testify proficiency in conducting research in the subject area and according to the position (assistant professor) of the present recruitment. Specifically:

- The applicant must have a strong record of publications as a first author in scientific journals indexed in Web of Science JCR or in Scopus SJR, preferably in the first quartile.
- The applicant must be knowledgeable and have experience in the subject areas of Research Methodology, with particular emphasis given to quantitative, qualitative and mixed research designs, and in the command of advanced statistical methods.
- The applicant must be knowledgeable in the subject areas of Human Sexuality and/or Deviant Behavior and/or Educational Assessment.
- The applicant must have participated in teams of funded research projects, preferably international projects.

2.1.2. Applicants who have an absolute majority of the voting members of the jury are considered to be approved on absolute merit. Members of the jury cannot abstain.

2.2. Curriculum Evaluation (CE): Aspects and criteria of the evaluation (85%)

a) Scientific merit (SM) – 70%
This aspect concerns the scientific activity of the applicant in relation to the prospects of the contracting party, which aims to achieve internationalization especially in conceptualizing, producing and disseminating research and in performing related expert functions of which the social dimension is specially valued. The evaluation of this parameter will consider the scientific activity in the areas of Research Methodology, Human Sexuality and/or Deviant Behavior and/or Educational Assessment. Emphasis will be given to the following parameters:

1. Scientific research. Research will be evaluated taking into account the subject areas indicated above. The coordination and participation in research projects, preferably funded research projects and/or of a multidisciplinary nature, will be considered, and the intersection between Psychology and Education will be especially valued. The type of involvement of the researcher, as well as the quality, quantity and relevance of the scientific work in the subject areas of this call, as well as the degree of internationalization of the research activity, will be taken into consideration.

2. Scientific publication. In descending order of appreciation, the following products of scientific activity will be evaluated: publication of scientific articles in indexed international journals with a wide dissemination; edition of Special Issues in international indexed journals; publication of books and book chapters in prestigious publishers. In the evaluation of this parameter the following will be taken into consideration: researcher's role and evidence of scientific autonomy; quality and impact factor (JCR and/or SJR) of the publications/journals; publication record taking into account years after PhD completion; degree of internationalization; expertise in research designs, including complex statistical methods; and relevance of the publications. The number of citations of each publication should be indicated.

3. Dynamization of scientific activity. The following aspects will be considered: Supervision of completed master dissertations; supervision or co-supervision of PhD theses, completed or ongoing; participation in national and international juries of academic exams; participation in the organization of national and international scientific events; membership in scientific societies; membership in editorial boards of international journals; refereeing activity in internationally recognized scientific journals. In the evaluation of this parameter, the quality and quantity of activities as well as their degree of internationalization and relevance will be taken into account.

4. Other elements of scientific activity. The following aspects will be taken into account: Participation in national and international congresses, conferences and seminars, with oral
communications and posters; special emphasis will be given to international presentations by invitation; awards received for own or supervised work, as well as scholarships and support obtained in competitive funding. In the evaluation of this parameter, the quality, quantity and diversity of the activities and their relevance will be taken into consideration.

b) Pedagogical Merit (PM) – 15%
This aspect concerns the pedagogical activity of the applicant and its suitability to the needs of the contracting party, namely in the areas of Research Methodologies, Human Sexuality, and / or Deviant Behavior and / or Educational Assessment, as well as its application in the domains of Psychology and Education. Experience in undergraduate or graduate education (grade-granting or not), aimed at diverse audiences and in relation to the mission of the contracting party (science, teaching, dissemination) will be assessed. Emphasis will be given to the following parameters:

1. Teaching and participation in pedagogical projects. Involvement in pedagogical projects, teaching experience and pedagogical updating will be evaluated; evidence of state-of-the-art literature and involvement in activities aimed at improving teaching and learning processes will be valued. The evaluation of this parameter will take into account the diversity of teaching experience in terms of both educational level (undergraduate, master and doctorate, as well as duly accredited continuing education actions) and target audience (students, teachers, researchers), as well as the relevance of the activity within the subject areas of this call.

2. Design of specific courses (“curricular units” in Portuguese) and involvement in the creation of study plans (“cursos” in Portuguese). The following aspects will be evaluated: Participation in the (re)structuring of study plans, creation of “curricular units” and training actions, as well as the development of published teaching materials. In the evaluation of this parameter, type, number, and diversity of projects and “curricular units” as well as their articulation with scientific activity and relevance to the subject areas of this call will be taken into consideration.

c) Third mission and management (TMM) – 5%
The applicant’s involvement in third mission and community services within the subject areas of this call, and also experience in institutional management will be evaluated. Emphasis will be given to the following parameters:

1. Service rendering and participation in community intervention projects. The impact of university extension work, preferably in the local community, such as consulting services, participation in monitoring and evaluation teams of educational and psychological intervention projects, activities scientific dissemination to the general public, and the management of knowledge transfer platforms will be considered. In the evaluation of this parameter, diversity and the quantity of activities, as well as the relevance for Psychology and Education, will be taken into account.

2. Institutional management. Participation in management bodies of institutions, courses, research or relevant networks will be evaluated. Type, duration, number and diversity of the activities will be taken into account. Participation in working groups, committees and other forms of involvement or collaboration in the management of higher education institutions and courses will also be taken into account.
d) Career Development Plan (DP) - 10%
Robustness, relevance, overall quality and feasibility of the career development plan will be assessed; special consideration will be given to evidence of the ability to achieve internationally relevant scientific work namely emphasizing the link between Psychology and Educational Sciences.

2.3. Interview (I): Evaluation criteria (15%)

An interview will be held with the applicants in the first positions in the Curriculum Evaluation, up to a maximum of four.

The following aspects will be considered: Comprehensive training and scientific knowledge in the area of this call, oral expression and communication skills, and motivation of the application.

I1 - Comprehensive training and scientific knowledge in the subject areas of this call. Depth and extent of knowledge in these areas and related fields, as well as the career development plan, will be assessed.
I2 - Oral expression and communication skills. Skills related to teaching performance and likely good integration in research teams, clarity of expression, likely ability to establish individual or small group relationships, and likely ability to work in teams, will be assessed.
I3 - Motivation of the application. The motivation of the applicant as well as their intentions for future progress and development in the subject areas of this call, and in general for R&D, teaching, university’s third mission and the economic and social valorization of knowledge, will be considered.

2.4. Scorings for the evaluation components and criteria described above will be graded on a 0 - 100 scale, rounded to one decimal.

2.5. Organization of the jury
Each member of the jury makes his or her own evaluation by scoring each applicant on each of the criteria for each component using the scale indicated in section 2.4 (0 - 100). The results of the evaluation of each applicant by each member of the jury are calculated by the sum of the scores in each component and criteria, according their weightings.
This quantitative assessment is accompanied by a reasoned qualitative assessment of each applicant in relation to each evaluation component and criteria.
According to their individual scoring, each member of the jury prepares an ordered list of the applicants, with which they participate in the votes leading to the final ranking of applicants.

The weighting factors (weights) of each of the components and criteria mentioned in the preceding paragraphs are the ones indicated in the table presented in Annex I of this call.

3. Group of Tasks
3.1. The group of tasks to be performed is described in Annex 1 of the Regulation of Celebration of Labor Contracts of Teaching Personnel of the University of Porto under the Labour Code (Order no. 1567/2013 of January 25, 2013, published in the Diário da República, 2. series, no. 18, January 25), which includes the general requirements to be fulfilled by the applicants: "The assistant professor is responsible for teaching practical and theoretical-practical courses and work in laboratory or field work, in curricular units of the various study cycles and non-degree programmes or courses, as well as the regency of curricular units of these study cycles and programmes or courses. It is also responsible
for guiding and carrying out research, according to the general guidelines previously established at the level of the organic unit in which it is integrated. It is also responsible for university extension, scientific dissemination and economic and social knowledge value tasks, as well as participation in university management and other tasks assigned by the lead management bodies and included in the scope of university teaching activity. The assistant professor may be assigned to the same teaching duties as that of the associate professors, if they have five years of effective work as a professor or university researcher”.

3.2. The Assistant Professor to be hired must will have to become a member of a R&D unit evaluated by FCT whose host institution is FPCEUP.

4. Application

4.1. An application letter in writing must be accompanied by the following documents in digital format and in duplicate (2 CDs or 2 DVDs):

a) Curriculum Vitae containing all the information relevant to the evaluation of the application considering the criteria listed in section 2 of this call.

b) Copy of PhD Certificate or diploma;

c) Career Development Plan, concerning lines of research in the subject areas for which the position is opened, specifically addressing the fields of Psychology and Educational Sciences, and addressing the following points: main problems the applicant will address in future research, contextualizing them in the current state-of-the-art in these areas; succinct and systematic description of strategies to develop research and / or to solve or contribute to the clarification of the problems identified; explaining reasons and motivations for given choices; how the applicant envisions to contribute to fulfill the institution goals regarding teaching and research, both including an international dimension.

d) Scientific publications up to a maximum of 4, which the applicant considers to be the most significant for the present call, and which will be subject to specific evaluation by the jury;

e) Other documents that the applicant may find relevant to the application evaluation.

A recommendation is made to the applicant that the CV should be structured in accordance with the points of this call.

4.2. Instructions for submitting the application are available in the U Porto webpage http://sigarra.up.pt/up/web_base.gera_pagina?p_pagina=1004282

4.3. Applications are submitted by hand at Room 114 of the Historic Building of the University of Porto Rectorate, located at Praça Gomes Teixeira, 4099-002 Porto (from Monday to Friday 10-12 pm and 14.30-16.30 pm) or by regular mail addressed to “Unidade de Planeamento, Contratação e Desenvolvimento do Serviço de Recursos Humanos do Centro de Recursos e Serviços Comuns da Universidade do Porto”.

5. Failure to comply with the deadline for submission of the application, as well as the incorrect formalization of the application, result in the exclusion of the application.
6. The jury has the following composition:

Chairman:
Professor Dr. Luísa Maria Soares Faria, Associate Professor with Habilitation, Faculty of Psychology and Education Sciences of the University of Porto

Members of the jury
Professor Dr. Manuela Veríssimo, Associate Professor, Instituto Superior de Psicologia Aplicada
Professor Dr. Carla Moleiro, Associate Professor, Instituto Universitário de Lisboa
Professor Dr. Rui Abrunhosa, Associate Professor with Habilitation of the University of Minho
Professor Dr. Anabela Pereira, Associate Professor with Habilitation of the University of Aveiro
Professor Dr. Maria de São Luís Castro, Full Professor, Faculty of Psychology and Education Sciences of the University of Porto
Professor Dr. Isabel Menezes, Full Professor, Faculty of Psychology and Education Sciences of the University of Porto
Professor Dr. Pedro Nobre, Associate Professor with Habilitation of the University of Porto

7. The assistant professor will be hired for a permanent term position with a five-year experimental period.

8. In compliance with paragraph h) of Article 9 of the Constitution, the Public Administration, as an employer, actively promotes a policy of equal opportunities for men and women in employment and professional development, taking strict measures to avoid any type of discrimination.

Faculty of Psychology and Education Sciences of the University of Porto, 16 of December of 2019

Professor Dr. Luísa Faria, Dean of the Faculty of Psychology and Education Sciences of the University of Porto
Annex I

Weightings for the Curriculum Evaluation (CE) component, relative merit

CE = 85%

Scientific Merit [SM] (0,70):
- Scientific Research (0,30)
- Scientific Publication (0,40);
- Dynamization of scientific activity (0,20)
- Other elements of scientific activity (0,10)

Pedagogical Merit [PM] (0,15):
- Teaching and participation in pedagogical projects (0,90)
- Design of specific courses (“curricular units” in Portuguese) and involvement in the creation of study plans (“cursos” in Portuguese) (0,10)

Third Mission and Management [TMM] (0,05):
- Service rendering and participation in community intervention projects (0,70)
- Institutional Management (0,30)

Career Development Plan (DP) (0,10)

CE = 0.70 x SM + 0.15 x PM + 0.05 x TMM + 0.10 x DP

Weighting for the Interview (I)

I = 15%
I = (I1 + I2 + I3) / 3

The final result (FR) will be calculated according to the following formula:

FR = CE x 0,85 + I x 0,15