

**PUBLIC NOTICE OF OPENING OF AN INTERNATIONAL RECRUITMENT
COMPETITION FOR ONE RESEARCH ASSISTANT TO THE PROJECT
“GROWING – WITH WORK EXPERIENCES” AT FPCEUP (FIXED-TERM
CONTRACT)**

1. The Dean of the Faculty of Psychology and Education Sciences of the University of Porto (FPCEUP) approved in July 15, 2020, the opening of an international recruitment competition for a Research Assistant to carry out research in the area of Psychology at FPCEUP, by means of an individual fixed-term employment contract (“contrato individual de termo resolutivo incerto”) under the Portuguese Labour Code and Regulamento do Pessoal de Investigação, de Ciência e de Tecnologia da Universidade do Porto, Regulamento n.º 487/200, publicado no DR, 2ª série n.º 100 de 22 de maio de 2020. The successful candidate will work in the project “groWing – with work experiences” supported by Consulting Service in Work Psychology.

The Research Assistant will develop, implement, and participate in research and development projects, under the guidance of a researcher or professor. 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 of Consulting Service in Work Psychology, as well as with partner entities.

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

- Development of the different activities of the project, such as support the theoretical and methodological options of the project, identify the agents to be involved, conceptually develop the intervention model, define the project's monitoring and impact assessment model, define and apply ethical and data protection principles, implement a pilot version of the project with subsequent integration of the results , and ensure the long-term sustainability of the project.
- Monitoring the involvement activities of partner entities and companies;
- Production and submission of scientific products based on the project's results;
- Active collaboration in the production of the project's dissemination and communication content;
- Public presentation of the project.

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

2. Applicable law

Regulamento do Pessoal de Investigação, de Ciência e de Tecnologia da Universidade do Porto (Regulamento n.º 487/2020); Portuguese Labour Code, approved by Law No. 7/2009, of February 12, in its current wording.

3. In compliance with Article 22 of Regulamento n.º 487/2020, the selection panel of this competition is composed as follows:

Chair:

Professora Doutora Marta Zulmira Carvalho dos Santos, Assistant Professor FPCEUP;

Jury Members:

Professora Doutora Liliana Maria da Silva Cunha, Assistant Professor FPCEUP;

Professora Doutora Isabel Maria Rocha Pinto, Assistant Professor FPCEUP;

Professora Doutora Maria Catarina Leite Rodrigues Grande, Assistant Professor FPCEUP;

Alternate member:

Professora Doutora Alexandra Maria da Silva Oliveira, Assistant Professor FPCEUP.

4. The workplace shall be at FPCEUP, Rua Alfredo Allen, 4200-135 Porto.

5. The monthly remuneration to be paid is of €1.979,78, corresponding to level 4, position 1 - Regulamento n.º 487/2020

6. The competition is open to national candidates, foreigners and stateless persons who hold a Master degree in Psychology and a scientific and professional path that reveals an adequate profile to the activity to be developed.

If the candidate holds a master 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.

7. Are also special requirements for admission:

- a) Experience of participation in consultancy and training projects in the specific domain of work psychology;
- b) Professional experience related with talent management and development;
- c) Professional experience and/or dynamization of activities within the scope of age, training, and work.

8. The preferred requirements are:

- a) Solid experience in the diagnosis, development and implementation of actions related with the (re)building of professional paths;
- b) Experience in the leadership and dynamization of professional groups;
- c) Dissemination and diffusion of research projects in scientific events and professional contexts;
- d) Proven training in Life Design methodologies;
- e) Proficiency in Portuguese and English language;
- f) Ability to establish interpersonal relationship;
- g) Strong motivation and skills for developing teamwork;

h) Ability to work autonomously.

9. Evaluation methods are: curricular evaluation that can be complemented by interview.

The evaluation criteria and weighing factors are as follows:

C1) Scientific production: applied research activities, or based on practice (90%)

- a) Experience of participation in consultancy and training projects in the specific domain of work psychology (the diversity of projects and performance contexts is valued) – 15%;
- b) Professional experience related with talent management and development – 10%;
- c) Professional experience and/or dynamization of activities within the scope of age, training, and work – 10%;
- d) Solid experience in the diagnosis, development and implementation of actions related with the (re)building of professional paths (the diversity of projects and performance contexts is valued) – 20%;
- e) Experience in the leadership and dynamization of professional groups – 5%;
- f) Work plan on “Analysis of work activities in the exploration of professional paths: possible forms of intervention”- 15%;
- g) Proven training in Life Design methodologies - 10%;
- h) Proficiency in Portuguese and English language - 5%;

C2) Knowledge extension and dissemination activities (10%)

- a) Dissemination and diffusion of research projects in scientific events and professional contexts (the diversity of situations and those that occurred by invitation are valued) - 10%;

If the Interview occurs, will be conducted to a maximum of three of the best placed candidates after the curriculum evaluation, and is intended solely to clarify aspects related to their research, weighing 10 % for final rating.

10. The final score to each of the candidates is expressed on a scale of 0 to 100 points.

$CF = 0,80 * C1 + 0,10 * C2 + 0,10 * E$ – with interview

$CF = 0,90 * C1 + 0,10 * C2$ – without interview

11. The selection panel will make decisions based on the selection criteria above using nominal voting (voting by roll call). Abstentions are not allowed.

12. Minutes of the selection panel meetings will be drawn up containing a summary of what has taken place in them, including the votes cast by each of the members and respective justification. Minutes will be available to the applicants if requested.

13. When the selection procedure has been concluded, the selection panel will elaborate a sorted list of successful candidates based on the obtained scores.

14. The final decision of the jury is approved by the maximum leader of the institution that also decides on the hiring.

15. Submission of applications:

15.1. Candidates must submit their applications, addressed to the Chair of the selection panel, identifying the competition they are applying to, full name, affiliation, number and date of issue of identification card, citizen's card, or passport, tax identification number, date and place of birth, home and contact address, including e-mail address and telephone number.

15.2. Applications must include all supporting documents that prove that the conditions set out in the requirements (points 6 to 8) are fulfilled, in particular:

- a) Copy of the MSc certificate or diploma;
- b) Motivation letter, with mandatory indication of immediate availability;
- c) Detailed curriculum vitae structured in accordance with the items in numbers 8 and 9;
- d) Work plan to be developed, considering the project domain "Analysis of work activities in the exploration of professional paths: possible ways of intervention" (maximum 2 pages limit);
- e) Other relevant documents for the assessment of qualifications in related scientific fields.

15.3. Applicants submit their requirements and supporting documents in PDF format to the electronic address candidaturasrh@sp.up.pt, and also to marta@fpce.up.pt. In the subject of the message, please include the reference of the post "FPCEUP | 1 Assistant Researcher | groWing – with work experiences".

15.4. Applications must be submitted by 23:59 local time until the 10th working day following the publication of this notice in the 2nd series of the Diário da República, on the Bolsa de Emprego Público, on the Eracareers portal, on the University of Porto's Recruitment page and FPCEUP website).

16. Candidates whose applications are not properly completed or who fail to fulfil the requirements established in the call are excluded from admission. In case of doubt, the selection panel is entitled to request further documentation to support the applicant's declarations.

17. False statements provided by applicants are punishable by law.

18. The minutes regarding the evaluation phases will be sent by registered mail to the address provided by the candidates on their Curriculum Vitae. In the case of candidates residing in third countries the minutes will be sent via email with delivery notification.

19. Prior hearing and deadline for final decision: in compliance with the provisions of the Article 121 of the Code of Administrative Procedure ("Código do Procedimento Administrativo"), after being notified, candidates have 10 working days to submit a formal rebuttal. p to a maximum of 90 days counted from the deadline for submitting applications, the selection panel will have passed the final decisions.

20. This selection is exclusively intended to fill this available position. It may be closed at any time before the legally binding homologation of the final ranking lists, and will expire when the position is filled.

21. FPCEUP actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, disadvantaged or deprived of any right or exemption from any duty owing, in particular, to ancestry, 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, territory of origin, language, religion, political or ideological beliefs and trade union membership.

26. The selection panel approved this public notice at the meeting held on July,14.

Porto, July 15, 2020

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