

**INTERNATIONAL SELECTION COMPETITION FOR THE HIRING OF 1 PhD RESEARCHER
FOR THE PROJECT “PROW - ERASMUS+ PROMOTING TEACHERS WELL-BEING THROUGH
POSITIVE BEHAVIOUR SUPPORT IN EARLY CHILDHOOD EDUCATION” AT FPCEUP
(FIXED-TERM CONTRACT)**

By order of the Dean of the Faculty of Psychology and Educational Sciences of the University of Porto (*Faculdade de Psicologia e de Ciências da Educação da Universidade do Porto*) (FPCEUP), dated June 30, 2022 it was decided to open an international selection competition to hire **1 PhD Researcher** to carry out research activities within the project “ProW -Promoting Teachers Well-being through Positive Behaviour Supportin Early Childhood Education” (626146-EPP-1-2020-2-EL-EPPKA3-PI-POLICY), financed by the European Commission, by means of an individual fixed-term employment contract, under the Portuguese Labour Code.

1. The scientific area is Social Sciences.

2. Applicable Legislation:

Decree-Law n.º 57/2016, of August 29, amended by Law No. 57/2017 of July 19 (Legal Regime of Scientific Employment - RJEC); Regulatory Decree n.º. 11-A/2017, of December 29; 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 16 of the RJEC, this competition is exempted from the authorization of themembers 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:

This competition is open to national candidates, foreigners and stateless persons holding a doctoral degree in Social Sciences for 5 years or less, and with a scientific and professional curriculum that shows an appropriate profile for the activity to be developed.

If the candidate holds a doctoral 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 are the following:

- a) Experience of participation in national and/or international funded research projects, explaining the research tasks in which the candidate was involved;
- b) Solid research skills, using quantitative and qualitative methods;
- c) Authorship (as first author) of scientific articles indexed in the SCImago Journal Rank/Scopus (SJR) and/or in the Journal Citation Reports™ (JCR);
- d) Driver's license and availability for frequent travelling around the country (to be declared in the application).

5. Preferential requirements are as follows:

- a) Research experience relevant to the project themes;
- b) Fluency (oral and written) in English.

6. The monthly remuneration to be paid is €2.153,94, corresponding to level 33 of the Single Salary Table, approved by Order no. 1553-C/2008 of December 31 and level 5, position 1 from “Regulamento n.º 487/2020”.

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

8. The doctoral candidate will be hired under an indefinite-term employment contract by legal imperative, under the terms of paragraph b) of no. 1 of Article 6 of the RJEC, ex vi, no. 2 of Article 18 of the 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.

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

ProW (Promoting Teachers Wellbeing through Positive Behavior Support in Early Childhood Education) is a research project that includes the participation of four European countries (Cyprus, Greece, Romania and Portugal) with the objective of developing adequate resources to increase the motivation and support of kindergarten teachers, promoting their well-being through the development of their socio-emotional skills. Adopting models of positive psychology and promoting well-being and positive behavior, ProW seeks to equip kindergartens and schools with resources that promote the well-being and personal and professional development of all educational agents. In each of the countries participating in ProW, an intervention is being implemented with educators and teachers and the results of this intervention are being monitored. The selected researcher will closely monitor the pursuit of intervention and research activities. The work includes data collection, analysis and processing; writing scientific articles and other documents for publication (in Portuguese and English); implementation of the intervention, monitoring and support to the kindergartens and participating educators; intervention monitoring and evaluation; preparation and presentation of works in scientific and scientific dissemination meetings, developing the necessary activities to fulfill the proposed objectives. The selected researcher must be available to travel around the country on a regular basis.

10. In accordance with Articles 22, no. 3 and 4 of the Regulations and 13 of the RJEC, the selection panel is composed as follows:

Chair:

Professor Joana Cadima, Assistant Professor, FPCEUP;

Jury Members:

Professor Catarina Grande, Assistant Professor, FPCEUP;

Professor Diana Alves, Assistant Professor, FPCEUP;

Alternate Member:

Professo Teresa Leal, Associate Professor, FPCEUP.

11. Pursuant to Articles 26 of the Regulations and Article 5 of the RJEC, selection methods are as follows:

- a) Evaluation of the candidate's scientific and professional career (APCC) (90%)
- b) Interview (ENT) (10%) to three applications with the highest classification in the evaluation of the scientific and curricular achievements.

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 assessing the aspects referred to in sub-paragraphs a) and b) of the preceding point, the relevance of the activity carried out in the last five (5) years shall be taken into consideration.

12.3 The five-year period referred to in point 12.2 may be extended by the Selection Panel, at the candidate's request, when justified on the basis of the suspension of scientific activity for socially protected reasons, such as for reasons of parental leave, serious prolonged illness, and other situations of unavailability for work that are legally protected.

12.4 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%):

A1.1) Experience of participating in national and international funded research projects, linked to the project theme – 30%;

A1.2) Research experience in areas relevant to the project and adequacy of the training path to the project – 30%;

A1.3) Research skills using quantitative and qualitative methods – 20%;

A1.4) Publication experience in international journals, particularly if indexed in the SCImago Journal Rank/Scopus (SJR) and/or in the Journal Citation Reports™ (JCR), linked to the theme of the project, in particular three publications selected by the candidate as representative of their best work – 10%;

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

A.2.1.) Experience in disseminating knowledge among project participants and stakeholders – 10%.

12.5 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%):

If the jury deems it necessary, up to three applications with the highest classification in the evaluation of the scientific and curricular achievements will be admitted to the interview, 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: $CF = (APCC \times 0,9) + (ENT \times 0,1)$. If the interview is not carried out, the final classification will correspond to the classification obtained in the APCC.

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 second selection method, if carried out, 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 proceedings, 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.

Applications must include all supporting documents that prove that the conditions set out in the requirements (points 4 and 5) are fulfilled, in particular:

- a) Copy of the doctoral certificate or diploma and other supporting documents considered relevant for the assessment of the eligibility of the application;
- b) Detailed and structured curriculum vitae in accordance with items 4 and 5;
- c) Brief description of the most relevant scientific activities, in accordance with point 12 of this public notice;
- d) Copy of the published scientific article(s), indicating the three most representative publications in the curriculum (theses or dissertations not included here);
- e) Letter of motivation;
- f) Letter(s) of recommendation (max. 2).

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 2022/25)

17.4. Applications must be submitted by 11:59 pm local time until July 25, 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. 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. 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.

23. The Faculty of Psychology and Educational 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, origin territory, language, religion, political or ideological convictions and trade union membership.

24. The Faculty Scientific Board approved this notice on June 3, 2022.

Faculty of Psychology and Educational Sciences of the University of Porto, June 30, 2022

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

