

**INTERNATIONAL RECRUITMENT COMPETITION FOR ONE PHD HOLDER FOR THE PROJECT SCIREARLY  
AT THE CENTRE FOR RESEARCH AND INTERVENTION IN EDUCATION (CIIE) OF FPCEUP (UNCERTAIN-  
TERM WORK CONTRACT)**

**Ref. 2023/38, N.º 89**

The Dean of the Faculty of Psychology and Education Sciences of the University of Porto (FPCEUP) approved on 25 October, 2023, the opening of an international recruitment competition for one (1) PhD holder for the project SCIREARLY: Policies and Practices Based on Scientific Research for Reducing Underachievement and Early School Leaving in Europe" (project number 101061288), funded by the European Commission through the Horizon Europe Programme, and developed at the Centre for Research and Intervention in Education (CIIE) of FPCEUP. The successful candidate will carry out research in the scientific area of Educational Sciences, in the form of a full-time, employment contract under an unspecified fixed-term work contract ("contrato individual de termo resolutivo incerto") under the Portuguese Labour Code.

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

SCIREARLY (2022-2025) is locally coordinated by Pedro D. Ferreira, and aims to identify, systematise and replicate successful policies and practices based on scientific research that have been proven to reduce underachievement in the acquisition of basic skills, including digital skills, while promoting psycho-emotional aspects and well-being. SCIREARLY aims to (1) examine the factors, including the influence of quality early childhood education and care (ECEC) on learning outcomes, (2) measure and verify the impact of these determinants on vulnerable groups, identifying successful pathways to overcome it, (3) map and replicate the most successful practices in addressing low achievement in basic skills, (4) develop a diagnostic and quality improvement framework and tool for ECEC to boost quality learning outcomes for primary and secondary school pupils, and (5) analyse and propose transferable and scalable policy measures that have proven to reduce ESL.

**1. Scientific area**

The scientific area of this call for applications is Educational Sciences.

**2. Applicable law**

The call for applications and corresponding recruitment is governed by the provisions set out in Regulation no. 487/2020 – University of Porto Research, Science and Technology Staff Regulation –, hereinafter referred to as the Regulation, published in the *Diário da República*, 2nd series, no. 100, of 22 May, and by other applicable legislation, namely the Labour Code, approved by Law no. 7/2009, 12 February, in its current wording; Decree-Law no. 57/2016, of 29 August, as amended by Law no. 57/2017 of 19 July, which approves the scheme for the recruitment of PhD graduates aimed at stimulating scientific and technological employment in all areas of knowledge (RJEC); Regulatory Decree no. 11-A/2017, of 29 December; and applicable regulatory regulations.

3. Under the terms of Article 18 of RJEC, the present competition is exempt of: i) authorisation from the Government officials in charge of the areas of Finance and Public Administration, as specified in point 3 of Article 7 of the Public Service Labour Law ("Lei de Trabalho em Funções Públicas – LTFP"); ii) prior favourable



opinion from the Government officials in charge of the areas of Finance and Public Administration (as specified in point 5 of Article 30 of the LTFP); and iii) the legal procedure for the recruitment of workers in the process of requalification, as specified in Article 265 of the LTFP.

#### **4. Admission requirements**

##### **4.1. General admission requirements**

This competition is open to national candidates, foreigners and stateless persons holding a doctoral degree in Educational Sciences, 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 recognised 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 paragraph e) of no. 2 of article 4 of Decree-Law no. 60/2018 of 3 August. Any formalities established therein must be fulfilled by the date of the hiring act.*

##### **4.2. Special admission requirements**

Special admission requirements, for which documentary evidence must be provided, are as follows:

- a) PhD degree completed no more than five years ago, counted at the closing date of the application period.
- b) Proven research experience relevant to the themes of the project.
- c) Authorship (as first author) of article/s in scientific journals indexed in Scopus/SCImago Journal Rank and/or Journal Citation Reports (JCR).

#### **5. Preferred requirements**

Preferred requirements, for which documentary evidence must be provided (if not proven when applying, they will not be taken into account in the assessment of the scientific and curricular path), are as follows:

- a) Experience of participation in research and intervention funded projects in education.
- b) Relevant professional experience in the areas of educational success, underachievement in education, and wellbeing in schools.
- c) Strong research skills, using both qualitative and quantitative methods.
- d) Proficient command of Portuguese and English (if the candidate does not have a supporting document, he/she may submit a sworn statement; evidence is only mandatory for non-native speakers of the respective language).

#### **6. Remuneration**

The monthly remuneration to be paid is €2.228,11, corresponding to the 1st position, level 5, of the table attached to the Regulation or level 33 of the Single Remuneration Table, approved by Ministerial Order no. 1553-C/2008, of 31 December, on an exclusive dedication basis.

#### **7. Workplace**



The workplace shall be at CIIE facilities at FPCEUP, Rua Alfredo Allen, 4200-135 Porto, Portugal.

## **8. Contract type**

The successful candidate will be hired under an uncertain-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 RJEC, and will remain only for the period necessary to carry out the tasks defined in the project and identified in the following number. Termination of the project or termination of the financing shall determine the expiration of the contract.

## **9. Duties to be performed**

**9.1.** Performing activities, on a regular basis, related to the career category to which they are contractually equivalent, specifically in the following areas:

- a) Research.
- b) Knowledge transfer and enhancement.
- c) Management and communication of science and technology and other related tasks.
- d) Teaching and training activities, when applicable and according to the terms of article 12 of the U.Porto Regulation.

**9.2.** It is the researcher's duty to conduct research and development activities, as well as other scientific and technical activities framed within the aforementioned project:

- a) Data collection and analysis.
- b) Collaborating in the writing of scientific reports and articles and presenting work at scientific meetings.
- c) Communicating with partner institutions in Portuguese and English.
- d) Organising meetings and dissemination events.
- e) Collaborating in other tasks to assist in the management and development of research and knowledge dissemination activities.

## **10. Selection panel**

In compliance with the Article 22, no. 3 and 4, of the Regulation and the Article 13 of RJEC, the selection panel of this competition is composed as follows:

Chairperson: Pedro Ferreira, Assistant professor, FPCEUP, and local PI of the project.

Members: Isabel Menezes, Full Professor, FPCEUP, and local Co-PI of the project; Eunice Macedo, Assistant Professor, FPCEUP.

Alternate member: Sofia Pais, Assistant Professor, FPCEUP; Henrique Vaz, Assistant Professor, FPCEUP.

## **11. Recruitment procedures**

In accordance with Articles 26 of the Regulation and Article 5 of the RJEC, the recruitment methods are:

- a) Evaluation of scientific and curricular path of the applicants (APCC) (90%); and,
- b) If the selection board deems it necessary, interview (ENT) to be held to a maximum of three high-ranked candidates at the APCC (10%).

Candidates who have obtained a score of less than 50 points in one of the selection methods (APCC and/or ENT) will be excluded from this tender procedure.

## **12. Evaluation of scientific and curricular path of the applicants (APCC) (90%)**



**12.1.** The evaluation of the candidates' scientific and professional career, considering 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 field and theme of the call.

B. Knowledge transfer and outreach, and science and technology management and communication.

**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 based on 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 the evaluation of the dimensions described in 12.1, the following parameters shall be assessed and given the weighting factors indicated as follows:

***A. Criteria for the evaluation of scientific achievements (DC) (90%):***

A1) Evaluation of the candidate's scientific production, with special emphasis on the last 5 years, taking into account the number and quality of the scientific publications, as well as their relevance to the field of Educational Sciences and to the themes of this position, and considering with particular attention the three publications selected by the applicant (50%).

A2) Participation in research projects, with special emphasis on the last 5 years, considering the involvement in national and international research projects teams, the existence of competitive funding, as well as the type of participation, duration and nature of the activities carried out, and the subjects of the projects in which the candidate participated in (30%).

A3) Evaluation of the motivation for applying, the interest in the themes of this post and the main contributions in recent years to those themes, and the adequacy of the applicant's scientific path to the project (20%).

***B. Criteria for the evaluation of extension and knowledge transfer activities, and science and technology management and communication (ETC) (10%):***

B.1. Evaluation of outreach, University extension and knowledge dissemination activities, with special emphasis on the last 5 years, namely: the organisation of national and international scientific events; participation in scientific events (as speaker, as guest speaker, and as symposia organiser within those events); provision of services and consultancy integrated in the institution's mission; participation in international networks; other relevant experience (100%).

**12.5.** The final mark of APCC is obtained by applying the following formula:  $APCC = (0,90 \cdot A) + (0,10 \cdot B)$ .

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

If the panel considers it necessary, an interview (ENT) will be held with the candidates ranked in the first positions in the APCC, up to a maximum of three, and the panel will evaluate aspects related to the research carried out by the candidates. The interview will be partially conducted in English. If it is held, it will have a weight of 10% for the final score. If candidates fail to attend to interview, they will be deemed to have withdrawn from the competition.

**14. Final score**



The final score (CF) will be obtained by applying the formula  $CF = (0,9 \cdot APCC) + (0,1 \cdot ENT)$ . If an interview is not held, the final score will correspond to APCC.

## **15. Valuation of recruitment methods**

**15.1.** Each panel member evaluates the scientific and curricular path of each candidate on a scale of 0 to 100 points, valued to the hundredths; the score is obtained through the weighting defined in the evaluation criteria.

**15.2.** The evaluation of the interview, if carried out, is scored on a scale of 0 to 100 points, with a weighting to the hundredths.

## **16. Evaluation methodology**

**16.1.** After the admission of the applicants, and before starting the voting for their final ranking in the evaluation of their scientific and curricular background, each member of the selection panel presents a written document, to be attached to the meeting minutes, with the list of the applicants in descending order of merit, duly substantiated, considering the criteria and parameters of this tender notice.

**16.2.** The panel deliberates employing reasoned roll-call voting following 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.** If an absolute majority of votes is not reached after the votes provided for in the previous paragraph, or if there is still a tie, the President's casting vote shall be used to decide the final order.

**16.5.** Each member of the panel shall respect, in every voting round, the order he or she presented in the document referred to in paragraph 16.1.

**16.6.** 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.

**16.7.** The panel's discussions will be briefed in minutes taken during its meetings, containing a summary of what occurred, as well as the votes cast by each member and respective reasoning.

**16.8.** After concluding the application of the selection criteria, the panel draw up the ranked list of the applications with the respective score.

**16.9.** The panel's final decision is approved by the head of the institution responsible for opening the tender notice. The final decision on the hiring is the responsibility of the top leader of the hiring institution.

## **17. Applications**

**17.1.** Candidates must submit their applications, addressed to the Chairperson of the selection panel, identifying the competition they are applying to, full name, and expiry date of the civil identification number (identity card or passport), date of birth, full address, email address and telephone contact.

**17.2.** Applications must include all supporting documents that prove that the conditions set out in the requirements (points 4, 5 and 12) are fulfilled, in particular:

- a) Requirement mentioned in point 17.1 above.
- b) Copy of doctoral certificate or diploma and respective recognition of the degree, if granted by a foreign higher education institution (proof of recognition to be provided by the time of hiring, if applicable).
- c) Detailed *curriculum vitae*, structured in accordance with the items indicated in point 12.
- d) Copies of three (3) publications that the candidate considers as most relevant (articles in scientific journals or book chapters).



- e) Evidence of the required and preferred experience and knowledge (in the case of preferred conditions, in order to be taken into consideration).
- f) Motivation letter, with a reflection on the path developed so far and the reason for applying for the present position and the adequacy of the candidate's scientific curriculum to the project (max. 1000 words).
- g) Two recommendation letters.
- h) Copy of formal certificate of language skills in English (and/or Portuguese, if the applicant is not a native speaker of Portuguese) or, alternatively, a sworn statement that he/she has the required language skills.
- i) Other documents that the candidate deems relevant to the analysis of his/her application.

**17.3.** Applications must be submitted on the FPCEUP website, at the following address: [https://sigarra.up.pt/fpceup/pt/cnt\\_cand\\_geral.concursos\\_list](https://sigarra.up.pt/fpceup/pt/cnt_cand_geral.concursos_list) (ref. 2023/38).

**17.4.** Applications must be submitted by 11:59 pm local time of 28 th november 2023.

**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 f) 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 considered 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**

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

## **19. Notification of results**

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. Selection reserve list**

In case of withdrawal of the candidate ranked first, the highest body of FPCEUP 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 18 months from the date of the ratification of the jury decision, with a "selection reserve list" being created for this purpose, which corresponds to the final score 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. Other provisions**

FPCEUP and CIIE actively promote 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. Approval of the notice**

The Faculty Scientific Board approved this notice on 28 th setembro, 2023

The Dean of the Faculty of Psychology and Education Sciences of the University of Porto,  
Professor Pedro Jorge da Silva Coelho

