

A CALL IS NOW OPEN FOR THE SELECTION OF 1 (ONE) PhD HOLDER EQUIVALENT TO ASSISTANT RESEARCHER (CALL REFERENCE: CEECINST/005/CT/2022) UNDER THE INSTITUTIONAL CALL TO SCIENTIFIC EMPLOYMENT STIMULUS – 2ND EDITION, UNDER DECREE-LAW No. 57/2016, OF AUGUST 29, AMENDED BY LAW No. 57/2017, OF JULY 19

1. The Board of Directors of ISPA, CRL, have opened an international call to appoint a Post Doc, Assistant Researcher level, in Psychology for Isipa's William James Center for Research (WJCR) within the Scientific Employment Stimulus framework of the Institutional Call – 2nd Edition (*CEEC Institucional – 2ª Edição*) – CEECINST/00089/2021, funded by the Portuguese Foundation for Science and Technology (*Fundação para a Ciência e Tecnologia - FCT, I.P./MCTES*). The duration of the employment contract will be unfixed term under the Labour Code.

2. Applicable Legislation

The tender is governed by the provisions of Decree-Law No. 57/2016, August 29, amended by Law No. 57/2017, July 19 that approves a regime for hiring Post Docs to stimulate scientific and technological employment in all areas of knowledge (RJEC); by Regulatory Decree No. 11-A/2017, of December 29, that regulates the pay levels of contracts; and by the Labour Code, approved by Law No. 7/2009, February 12.

This call for applications is governed by the Programme Contract to support the development of scientific and technological activities, between FCT and ISPA, CRL, and in accordance with the provisions of paragraph 4 of Article 28 of the Regulations for Scientific Employment, approved by Regulations no. 607-A/2017 of November 22, as amended by Regulations no. 806-A/2019, of October 14, and Regulations no. 985-B/2019, of December 31.

3.

The tender is open according to paragraph b) No. 1 and No. 3 of article 6 of Decree-Law No. 57/2016, and of point a) No. 1 of article 28 of the Scientific Employment Regulation.

4. Work Place

The place of work is located at ISPA – Instituto Universitário, located at Rua Jardim do Tabaco, 34, 1149-041 Lisboa, Portugal and, eventually, locations necessary for the execution of the planned activities.

5. Remuneration

The gross monthly remuneration to be paid is 3.230,21 euros, correspondent to level I of index 195 – Assistant Researcher category, according to the Scientific Research Career Statute, approved by the Decree-Law No. 124/99, April 20.

The contract is expected to start in April of 2022 and will have an expected duration of 72 months.

6. Job Description

The William James Center for Research (WJCR) is funded by the FCT and is one of the top 5 Portuguese R&D Centers in Psychology ranked as “Excellent” in FCT's last round of the assessment of national R&D units. It brings together outstanding psychological research from the University of Aveiro (UA) and ISPA – Instituto Universitário. One of the goals and

expectations of the WJCR is to become a European Center of excellence for research and training in communication and sociality; cognitive, affective, and developmental processes; and translational Psychology. The research developed by the Center focuses on 4 interrelated clusters: cognition, health, social cognition/body odors, and social development. For more information on the WJCR's research lines, please see <https://williamjamescr.org/>

We wish to recruit one Assistant Researcher specialized in research on either translational/applied Psychology or fundamental Psychology. The candidate is expected to complement expertise to the research cluster he or she applies to, advancing Ispa internationally. We intend to attract talented researchers who bring novel ideas to the Center. The selected candidate is expected to conduct research autonomously and to establish links to the existing lines of research.

Candidates whose profile suits the translational/applied Psychology cluster are expected to develop a research program tackling pressing societal challenges and individual well-being. The resulting research should inform systematic and evidence-based interventions promoting social and behavioral change (including digital), and with a clear impact on population health, well-being, and sustainability. This can also involve expertise in big data analytics that examines large amounts of data to uncover hidden patterns, correlations and other insights.

Candidates with a profile fitting the fundamental Psychology cluster are expected to develop a research program that aims to advance fundamental research and its applications. The research is expected to draw on basic knowledge on cognitive, neuroscientific, developmental and/or social processes, which can be critical for the implementation of efficient and evidence-based programs in different areas of behavioral change (for example, through digital technology approaches like big data analytics, and AI techniques).

Postdoctoral researchers specialized in cognitive, social, developmental, and neuropsychology/neurosciences are welcome to apply.

7. Requirements for admission to the tender

7.1 National, foreign and stateless candidates who hold a doctoral degree in Psychology, Neuropsychology/Neurosciences, Cognitive, Social, Developmental, or Health Psychology, and holders of a scientific and professional curriculum that reveals an appropriate profile for the position and research to be conducted (Point 6) may apply.

If the doctorate degree was awarded by a foreign higher education institution, it must comply with the provisions of Decree-Law No. 66/2018, August 16, and all formalities established therein must be fulfilled by the starting date of the contract.

7.2 General requirements: Doctoral degree in Psychology, Neuropsychology/Neurosciences, Cognitive, Social, Developmental, or Health Psychology, completed over 5 years and up to 12 years ago.

7.3 As specific requirements, the candidate must have 1) research experience in the areas of fundamental Psychology, Neuropsychology/Neurosciences, Cognitive, Social, Developmental, or Health Psychology; 2) research work developed in the mainstream areas of Psychology; 3) experience in submitting applications to competitive funding calls and implementing national and/or international R&D projects; 4) a track record of scientific publications compatible with

the year of PhD completion; 5) experience in the dissemination of scientific outputs in (inter)national events; 6) experience in MSc and PhD supervision, and teaching. Proficiency in written and spoken English is expected.

8. Formal application

8.1 Applications should be formalized through a written request to the Board of Directors of ISPA, CRL, stating the identification of this notice (call reference: **CEECINST/005/CT/2022**), full name, filiation, citizenship/civil identification number, expiry date of ID card, tax identification number, date and place of birth, marital status, profession, residence and contact address, including e-mail address and telephone contact.

8.2 Applications should include the supportive documents (in PDF format) and proof of the conditions specified above to be admitted to this call (Point 7):

a) Copy of PhD certificate and/or diploma, with indication of completion date.

If the doctorate degree was awarded by a foreign higher education institution, a proof of its recognition or equivalence by a Portuguese higher education institution must be presented, and all formalities established therein must be fulfilled by the signing date of the contract.

b) PhD thesis, or link to published PhD thesis;

c) Detailed curriculum vitae;

d) Motivation letter (max 2 pages). On the first page, the candidate should describe the relevant scientific activities from the past five years, and how his/her expertise aligns with the WJCR strategic plan and research clusters. On the second page the candidate should briefly describe a research program for the duration of the position (6 years) specifying how the proposed research program is likely to add to, extend, or complement existing research competencies of one of the two clusters identified in point 6.

e) Two reference letters.

8.3 Applications and documentation should be submitted digitally (in PDF format) from the **16th February 2022 to the 7th March 2022, 11h00PM** (Lisbon time) to the e-mail address: cgi@ispa.pt. The subject of the email should indicate the reference of this call (**CEECINST/005/CT/2022**). Applications can be submitted in Portuguese or in English.

9. All candidates who formalize their application incorrectly or fail to provide the requirements imposed by this tender may be excluded from admission. In case of doubt, the panel is entitled to request further documentation to support the candidates' statements.

10. False statements by candidates shall be punished by law.

11. Selection Criteria

11.1 The selection is to be made based on the candidate's scientific and curricular evaluation, as defined by Decree-Law No. 57/2016, August 29, amended by Law No. 57/2017, July 19.

11.2 The evaluation of the candidate's scientific and curricular achievements will focus on the relevance, quality, and timeliness of the scientific contributions of the candidate taking into account:

a) The scientific and technological outputs of the last 5 years, the candidate regards as being most impactful;

- b) Applied or practice-based research activities developed over the last 5 years, considered by the candidate as having the greatest impact;
- c) Activities of extension and dissemination of knowledge developed in the last 5 years, in particular in the context of the promotion of scientific culture and practices, the candidate regards as being most impactful.

11.3 The 5 years' period mentioned above can be extended by the panel, if requested by the candidate, when justified on the grounds of suspension of scientific activity for socially protected reasons, such as parental leave, prolonged serious illness, and other situations of unavailability for work that is legally protected.

12. Selection Methods

Evaluation and selection methods will be the curricular evaluation and the interview.

13. Curricular Evaluation

13.1 The curricular evaluation (CE) is expressed on a 0 – 100 scale and results from the formula: $CE = 55\% SO + 30\% RA + 10\% DK + 5\% ML$

- a) SO corresponds to the scientific and technological outputs of the last 5 years, which the candidate regards as having the most impact in the scientific areas of this call. This criterion includes scientific publications (high impact, indexed paper publications on Web of Knowledge and/or Scopus), invited talks (national and/or international), communications in scientific events, organization of national and/or international scientific events, recognitions and awards/honors.

SO will be evaluated based on the following parameters:

Production in the areas of this call – 60 to 100 points;

Production in relevant areas – 11 to 59 points;

Production in other areas – up to 10 points.

- b) RA corresponds to research activities developed over the last 5 years, which the candidate regards as having the most impact in the scientific areas of this call. This criterion includes participation in and/or coordination of funded research projects, participation in national or international networks, experience in the submission of proposals and acquisition of competitive research funds, supervision of academic theses and dissertations (PhD and Master students), supervision of research assistants and postdoc fellows, teaching, participation in evaluation panels, and experience in revising scientific publications.

RA will be evaluated based on the following parameters:

Activities in the areas of this call – 60 to 100 points;

Activities in relevant areas – 11 to 59 points;

Activities in other areas – up to 10 points.

- c) DK corresponds to activities of extension and dissemination of knowledge developed in the last 5 years, in particular in the context of the promotion of scientific culture and practices, which the candidate regards as having the most impact in the scientific areas of this call. This criterion includes scientific outreach and dissemination of knowledge

and results to the society, to academic and nonacademic audiences, and other activities of science communication.

DK will be evaluated based on the following parameters:

Activities in the areas of this call – 60 to 100 points;

Activities in relevant areas – 11 to 59 points;

Activities in other areas – up to 10 points.

- d) ML corresponds to the motivation letter clarifying the relevant scientific activities from the past five years, how the candidate's expertise aligns with the WJCR strategic plan and research clusters, and a research program for the duration of the position (6 years) specifying how the proposed research program is likely to add to, extend, or complement existing research competencies of one of the two clusters identified in point 6.

ML will be evaluated based on the following parameters:

Candidate's profile in the areas of this call – 60 to 100 points;

Candidate's profile in relevant areas – 11 to 59 points;

Candidate's profile in other areas – up to 10 points.

13.2 Each Jury member evaluates the applications based on the defined evaluation criteria for the Curricular Evaluation (CE) in a 0-100 scale. Final classifications of each criterion will be obtained by averaging the classifications indicated by each Jury member.

14. Interview

14.1 The top 3 eligible candidates with the highest score in CE will be invited to an interview, which is meant to further clarify aspects related to the results of the candidate's research. Candidates tied in the top 3 positions in CE will be admitted to the interview.

14.2 The evaluation criteria of the interview will focus on the scientific knowledge demonstrated by the candidate, on the candidate's motivation, and suitability to the position of this call.

14.3 The evaluation of the interview is expressed on a 0 – 100 scale.

14.4 The final classification of the interview will be obtained by averaging the classifications indicated by each Jury member.

15. Final Classification and Ranking

15.1 The final classification (FC) of each candidate admitted to the Interview corresponds to the weighted average of the evaluation and selection methods, by assigning a weighting factor of 90% to the curricular evaluation and 10% to the interview:

$$FC = \text{Curricular Evaluation (CE)} \times 90\% + \text{Interview} \times 10\%$$

15.2 In the event of a tie, the president of the jury will have a casting vote.

16. Minutes of the Jury meeting should be drawn up to include a summary of the meeting, as well as all votes cast by the members with the respective justifications. These minutes should be made available to candidates upon request.

17. The Jury also draws up an ordered list of approved candidates with their respective classification.

18 The final decision of the Jury should be validated by the institutional leader who also decides on the recruitment, namely the President of the Board of Directors of ISPA, CRL.

19. Hearing of interested parties

19.1 The final decisions of the Jury will be announced within 90 days from the deadline for submission of the applications. After notification, candidates have 10 working days to respond (Pursuant to article 121 of the Code of Administrative Procedure). All candidates will be notified by e-mail.

19.2 Once the prior hearing period is finished, the selected candidate has 10 working days to accept the position in written. If the candidate fails to declare he/she accepts the position, this will be regarded as withdrawal or renouncement of the position. If the selected candidate declines, or withdraws from, the position, the jury can approach the next candidate(s) in the ranking list and offer the contract to this candidate. If none of the candidates has the required skills and competences required for the position and respective work plan, then the jury has the right to not appoint anybody.

20. Jury

President: Doctor Gün Semin, Full Professor at Ispa – Instituto Universitário, Researcher and Scientific Coordinator of the William James Center for Research (Portugal);

Effective member: Doctor Ralf Schwarzer, Full Professor Emeritus at the Freie Universität Berlin (Germany);

Effective member: Doctor César Lima, Assistant Professor at Iscte-IUL (Portugal);

Alternate member: Doctor Rui Oliveira, Full Professor at Ispa – Instituto Universitário (Portugal);

Alternate member: Doctor Isabel Leal, Full Professor at Ispa – Instituto Universitário (Portugal).

21. Policy of non-discrimination and equal access

ISPA, CRL actively promotes a policy of non-discrimination and equal access policy, that is, no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties, based on ancestry, age, sex, sexual preference, marital status, family and economic conditions, education, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

22. Pursuant to Decree-Law No. 29/2001, of February 3, disabled candidates are given preference in case of equal classification, which supersedes any legal preference. Candidates must declare, on their honor, on the application form, the respective disability degree, the type of disability and the means of communication/expression to be used during the selection process, according to the regulations above.