

A CALL IS NOW OPEN FOR THE INTERNATIONAL SELECTION OF 1 (ONE) Ph.D. HOLDER EQUIVALENT TO JUNIOR RESEARCHER (CALL REFERENCE: WJCR/008/CT/2022) FOR THE PURSUIT OF RESEARCH ACTIVITIES IN PSYCHOLOGY, UNDER THE MULTIANNUAL FUNDING OF R&D UNITS 2020-2023, UNDER DECREE-LAW No. 57/2016, OF AUGUST 29th, AMENDED BY LAW No. 57/2017, OF JULY 19th

1. The Board of Directors of ISPA CRL, have opened an international call to appoint a Post Doc, Junior Researcher level, to conduct research-related activities in the scientific area of Psychology, for Ispa – Instituto Universitário’s William James Center for Research (WJCR) within the Multiannual Funding of R&D Units 2020-2023 – Programmatic Budget (reference: UIDP/04810/2020), funded by the Portuguese Foundation for Science and Technology (*Fundação para a Ciência e Tecnologia – FCT, I.P./MCTES*) through national funds registered in the FCT budget. The duration of the employment contract will be unfixed term under the Labor Code.

The competition procedure stems from the decision by *Fundação para a Ciência e Tecnologia* (FCT) to provide funding to the R&D Unit William James Center for Research (WJCR), through the Multiannual Funding of R&D Units 2020-2023 – Programmatic Budget (reference: UIDP/04810/2020), which includes the recruitment 1 (one) Ph.D. holder researcher to carry out scientific research-related activities throughout the period of execution of the indicated funding.

2. Applicable Legislation

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

3.

The tender is open according to paragraph b) No. 1, No. 3 of article 6, and article 20 of Decree-Law No. 57/2016, and in the framework of the Addendum to the Programme-Contract of Multiannual Funding of R&D Units 2020-2023 (2nd clause), formalized between FCT, ISPA, CRL, and the William James Center for Research.

4. Work Place

The place of work is at the William James Center for Research, based in Ispa – Instituto Universitário, 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 2.153,94 euros according to the Decree-Law No. 11-A/2017, of December 29, that regulates the pay levels of contracts, and according to level 33 of the Single Remuneration Table approved by Ordinance n.º 1553-C/2008, December 31. The contract is expected to start in July of 2022 and will have an expected duration of 14 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 Junior 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 Isipa internationally. We intend to attract talented researchers who bring novel ideas to the Center. The selected candidate is expected to conduct research autonomously and 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, of August 16, and candidates must prove the respective recognition or equivalence of the degree.

7.2 General requirements: Doctoral degree in Psychology, Neuropsychology/Neurosciences, Cognitive, Social, Developmental, or Health Psychology, completed 5 years or less 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; 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 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: **WJCR/008/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 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, under the terms of the provisions of Decree-Law No. 66/2018, of August 16. If the candidate has already requested but is waiting for the recognition or equivalence of the degree, he/she can alternatively submit proof that the recognition or equivalence was requested. In this case, the application will be conditionally admitted and all formalities established therein must be fulfilled by the starting 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 (14 months) 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 2nd June 2022 to the 24th June 2022, 11h00PM (Lisbon time) to the e-mail address: wjrc@ispa.pt.

The subject of the email should indicate the reference of this call (**WJCR/008/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, of August 29th, amended by Law No. 57/2017, of July 19th.

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 over 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 technologic outputs over 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 funded research projects, participation in national or international networks, experience in the submission of proposals to competitive research funds, supervision of academic theses and dissertations (Master students), supervision of research assistants, 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 over 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 (14 months) 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.

13.3 Candidates who obtain a score equal to or greater than 75 points on the Curricular Evaluation will be invited to the interview. All other candidates will be excluded from the tender process, as the Jury will consider they do not hold a scientific and professional curriculum that reveals an adequate profile for the position.

14. Interview

14.1 The interview consists of a discussion between the candidate and the Jury, which is meant to further clarify aspects related to the results of the candidate's research.

14.2 The evaluation criteria of the interview will focus on the scientific knowledge demonstrated by the candidate, and on the suitability of the candidate's research 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, and expressed on a 0-100 scale, up to the centesimal place.

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.

15.3 The final classification is expressed on a 0 – 100 scale, up to the centesimal place.

15.4 The position can only be filled by a candidate whose final classification is equal to or greater than 75 points.

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 can 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. If none of the candidates has the profile required for the position and respective work plan, then the jury has the right to not appoint anybody.

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 will 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 list and offer the contract to this candidate.

20. The tender is exclusively intended to fill the abovementioned position, and may be cancelled up to the homologation of the list of the final ordering of the applicants and expires with the respective filling of the position.

21. Jury

In conformity with article 13 of Decree-Law No. 57/2016, the Jury is composed of:

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 Sven Waldzus, Full Professor at the Department of Social and Organizational Psychology, Iscte-IUL (Portugal);

Effective member: Doctor Mário Boto Ferreira, Associate Professor at the Faculty of Psychology, University of Lisbon (Portugal);

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

Alternate member: Doctor Madga Saraiva, Integrated Researcher at the William James Center for Research, Ispa – Instituto Universitário (Portugal).

22. 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.

23. 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.