

Public Notice – This document stands as the public announcement of the opening of the international recruitment competition for a public service employment contract of indefinite duration for one (1) position of Assistant Professor in the subject area of Psychology, at ISCTE-IUL's Department of Social and Organizational Psychology, following the order of the rector of ISCTE-IUL made on May 21st of 2015. The call will remain open for forty-five working days from the day after the publication of the current Public Notice in *Diário da República*.

The competition is open in accordance with articles 37 to 51 and 62-A of the Statute of the University Teaching Career, annex to the Decree-Law No. 205/2009, 31 August and altered by law No. 8/2010, 13 May, henceforth referred to as ECDU, and other applicable legislation, namely from ISCTE-IUL's Regulation for Career Staff Recruitment, Selection and Hiring, published in *Diário da República*, 2nd series, No. 193, of 4 October 2010, and will be concluded with the fulfilment of the employment position.

The evaluation of the trial period will be carried out under the terms of ISCTE-IUL's Teaching Staff Affiliation Scheme, considering ISCTE-IUL's Teaching Staff Service Regulation and Teaching Staff Performance Evaluation Regulation.

I. Qualification requirements

1. A Doctorate Degree in Psychology, or an area of expertise considered suitable by the majority of the members of the jury. In case the Doctorate degree has been awarded by a foreign higher education institution, it must be recognised by a Portuguese higher education institution, as stated in Article 4, Decree-law No. 342/2007, of 12 October.
2. Mastery of Portuguese and/or English, both spoken and written.

II. Submission of Applications

1. Applications shall be submitted to ISCTE-IUL's Human Resources Unit, Avenida das Forças Armadas, 1649 -026, Lisbon, in person, during the normal working hours, or by registered post with acknowledgement of receipt, until the deadline,.
2. Applications sent by e-mail shall not be accepted.

III. Workplace

ISCTE-Instituto Universitário de Lisboa
Av. Das Forças Armadas
1649-026 Lisbon, Portugal

IV. Applications

The application shall include the following documents:

1. Letter addressed to the Rector of ISCTE-IUL, soliciting the approval of the application, including the candidate's complete identification, address, phone number, e-mail address and current employment situation.

2. Documents supporting the fulfilment of the qualification requirements set forth in number I, points 1 and 2.
 - 2.1 Holders of doctorate degrees obtained abroad shall present a document attesting its recognition by a Portuguese higher education institution, under the terms of art. 4 of Decree-Law No. 341/2007, of October 12th;
http://www.dges.mec.pt/en/pages/naric_pages/academic_recognition/recognition_foreign_qualifications.html
 - 2.2 Candidates with foreign nationality, except for those from Portuguese- or English-speaking countries, must submit a sworn statement of their mastery of the Portuguese or English;
- V. Seven printed or photocopied copies, and one in non-editable electronic format (pdf), of the candidate's curriculum vitae, indicating publications and projects carried out by the candidate and published, and pedagogic activity developed by the candidate. The candidate shall highlight four works and/or publications he/she considers most representative of his/her activity in the subject area for which the competition is aimed and indicate 3 articles which he/she considers answer to the criterion Absolute merit evaluation.
 3. . The curriculum vitae presented by the candidates shall conform to the model available at:
http://iscte-iul.pt/en/servicos/other_services/Rectory_Support_Office.aspx
 4. Two copies of each of the works mentioned in the curriculum vitae. These may be submitted on paper or in non-editable electronic format (pdf).
 5. Photocopy of the Identity Card/Citizen Card or equivalent document.
 6. Any other relevant documents illustrating the capability of the candidate to carry out the professional position.
 7. The candidate should declare in the letter to the Rector, or in an additional document, his/her exact current professional situation, regarding the following topics:
 - a. Absence of being bared from holding a public service work contract in general or the specific professional position being applied for.
 - b. Physical capability and psychological profile to carry out the functions of the position being applied for, as well as compliance with the mandatory vaccinations.Such a declaration precludes the requirement that the applicant present documents confirming his/her fulfilment of all general requirements for public servants.
 8. The documents included in the application must be submitted in Portuguese or English. Failure to submit the documents required under the current public notice, their submission after the stipulated deadline or the submission of counterfeit document shall result in the exclusion of the candidate from the procedure.

VI. Absolute merit evaluation criterion

All applications submitted in compliance with the requirements of the current public notice, will be considered for admission according to the absolute merit of candidates depending on the possession of a global curriculum considered by the jury as having scientific and educational merit compatible with

the subject area of Psychology with relevant cv in Socio-cognitive and / or Affective Neuroscience, including the submission of, at least, three articles published or accepted for publication in the domain of Socio-cognitive and / or Affective Neuroscience, in scientific journals indexed in WOS/ISI or SCOPUS, with impact factor and a quartile score of 1 or 2.

VII. Selection method and evaluation criteria

1. Candidates who meet the minimal criteria in terms of absolute merit will be subject to the Curricular Evaluation selection method, in accordance with the evaluation criteria defined in the next point;
2. Evaluation criteria

The ranking of candidates for the competition shall be based on the candidates' pedagogic and scientific merit, according to the following parameters, with all curricular items within the domain of Socio-cognitive and / or Affective Neuroscience given an extra 50% weight when calculating the ranking.

A - Scientific Merit (75%)

In the evaluation of scientific merit, the following items will be considered:

A -1) Scientific production (50 %) – Books, articles published in scientific journals, book chapters, participation in scientific conferences, and organisation of national or international scientific events. The evaluation of this parameter shall include the quality, originality, diversity and the quantity of the output per year, after having concluded the Doctorate Degree; the scientific autonomy shown; the degree of internationalization; recognition by the scientific community (awards and other means of recognition and distinction by the scientific, academic or professional community); and the impact of the scientific production.

A -2) Scientific projects (25 %) - Participation in scientific projects with national, international (public or private) funding, as well as non-funded projects. In the evaluation of this parameter shall be considered the quantity, degree of incorporation of the project (national or international network), the competitive nature of the project regarding funding conditions, contribution in terms of assets and resources for the research structures and the type of involvement of the researcher (coordinator or participant).

B - Pedagogic merit (20%)

The evaluation of pedagogic merit shall include the curricular units taught, the degree of involvement in curricular unit management (lecturer or coordinator), and lecturing in international universities. The evaluation of this criterion shall include the number of curricular units taught along with educational performance evaluation.

C - University extension (5 %)

The evaluation of participation in university extension tasks shall include the registration of patents, the registration and ownership of intellectual property rights,

the elaboration of technical standards and legislation, services provided to the community, and cooperation and consultancy services provided to other institutions.

3. Selection committee methodology

The decisions will be made by absolute majority, that is, by a half plus one vote of the members of the selection committee attending the meeting.

Before the commencement of the voting, each member of the jury will present a written document, which must be included the minutes, proposing the ordering of candidates, duly based on the evaluation criteria laid out in No. 2, in which he/she classified the candidates on the full scale of 0 to 100 on each of the evaluation indicators.

During the various voting rounds, each member of the jury shall respect the ordering he/she presented, and abstentions shall not be allowed. The first round aims to determine the candidate who shall be positioned in the first place. In case a candidate obtains more than half of the votes of the members of the selection committee attending the meeting, that candidate is automatically positioned in the first place. If that does not happen, the voting is repeated after excluding the candidate with the least votes in the first round. In case of a tie between two or more candidates in the lowest position, the jury proceeds to a voting round to break the tie and, if the tie persists, the president of the jury shall decide which candidate shall be withdrawn. The process shall be repeated until one candidate obtains absolute majority. The same process is repeated to obtain the second-placed candidate and so on and so forth until an ordered list of all the candidates is produced.

Whenever there is a tie in number of votes for all the candidates, the president of the jury has the tie-breaking vote, in accordance with article 12 of ISCTE-IUL's Regulation for Career Faculty Staff Recruitment, Selection and Hiring.

4. Public Hearings

The jury deliberates on the necessity to proceed to public hearings of the admitted candidates, which, if carried out, follow the established rules from articles No. 8, 2 and 20 of ISCTE-IUL's Regulation for Career Faculty Staff Recruitment, Selection and Hiring.

VIII. Constitution of the jury

The jury shall be chaired by Professor Carlos Manuel Gutierrez Sá da Costa, Vice-Rector of ISCTE - University Institute of Lisbon, and composed of the following professors, who, in the opinion of the Scientific Commission of the Department of Social and Organizational Psychology, are integrated in the subject area in competition.

Members:

Professor Leonel Garcia-Marques, Full Professor at the University of Lisbon;

Professor Gün Refik Semin, Full Professor at ISPA – University Institute;

Professor Alexandra Isabel Dias Reis, Associate Professor with Habilitation (*Agregação*) at the University of Algarve;

Professor Francisco Gomes Esteves, Full Professor at Mid Sweden University, and Visiting Full Professor at ISCTE – University Institute of Lisbon.

Doctor Sven Waldzus, Associate Professor with Habilitation (*Agregação*) at ISCTE – University Institute of Lisbon;

IX. The interested parties shall be informed of the lists of admitted and excluded candidates, as well as of the final classification and ordering of candidates, by means of posting in the notice board of ISCTE-IUL's Human Resources Unit and through notification sent by registered post with acknowledgement of receipt.

Inquiries about the competition process shall be addressed to the Human Resources Unit, under the terms of the notification referred to in the previous point.

X. Pursuant to subparagraph h) of article 9 of the Constitution, the Public Administration, as the employing entity, promotes a policy of equality of opportunities between men and women in access to employment and professional development, scrupulously assuring the avoidance of any kind of discrimination.

The Rector, Luís Antero Reto