

INTERNATIONAL TENDER TO FILL A VACANCY IN THE FACULTY OF SOCIAL AND HUMAN SCIENCES OF THE UNIVERSITY OF ALGARVE AS AN ASSISTANT PROFESSOR, IN PSYCHOLOGY, SUB-AREA OF SOCIAL AND ORGANIZATIONAL PSYCHOLOGY

By ordinance dated May 12, 2022, issued by the Rector of the University of the Algarve, an international tender is now open for the period of 30 working days starting from the working day immediately following the publication of this public notice in the Diário da República, to fill one vacancy under the modality of employment contract in public functions for an indefinite period, in the position of Assistant Professor, in the field area of Psychology, sub-area of Social and Organizational Psychology, at the Faculty of Social and Human Sciences of the University of Algarve

This tender is open under the scope of the programme contract signed between the Foundation for Science and Technology and the University of Algarve within the scope of the tender for scientific institutional employment 2021 and is governed by the provisions of Articles 37 to 51, 61 and 62-A of the Estatuto da Carreira Docente Universitária (University Lecturers' Career Statute - ECDU), in its current version, and accordance with the regulation governing tenders for the contracting of career teaching personnel for the University of Algarve, regulation no. 520/2010, published in the Diário da República, 2nd series, no 111, dated 9 June 2010, and the tender shall terminate when the vacancy has been filled.

The tender shall be advertised at the Public Employment Exchange (BEP) no later than two working days after publication in the Diário da República, under the terms of Decree-Law 78/2003 of 23 April, and on the website of Euraxess Portugal portal at <https://www.euraxess.pt> and the University's website, in Portuguese and English, under Article 62-A, paragraph 1, of the Estatuto da Carreira Docente Universitária (University Lecturers' Career Statute - ECDU), in its current wording.

Within the scope of the authority granted under Article 92, paragraphs d), e) and q) of Law 62/2007 of 10 September, the Rector may cancel the tender in the event of there being pressing reasons to do so.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, the Public Administration, as an employer, actively promotes a policy of equal employment and career progression opportunity between men and women, scrupulously taking every possible measure to avoid any kind of discrimination.

I - Admission requirements

1 - Admission requirements

a) Applicants must hold a doctoral degree in Psychology, according to the Article 41-A of the ECDU,

i) Holders of a doctoral degree obtained outside Portugal must show that the degree has been recognized, according to the Decree-Law no. 66/2018, of 16 August and other applicable legislation.

ii) Applicants to whom the previous paragraph applies and who do not demonstrate by the end of the application period that the degree has been recognized will be excluded from the tender.

b) Applicants must be fluent in Portuguese language both spoken and written.

i) Applicants who are not Portuguese native speakers should prove that they hold a diploma officially recognized of the language domain or certificate or diploma of communicative competence in Portuguese of the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) until the end of the period granted for signing the contract.

c) Meet the general requirements for employment as an employee of the state, provided for in article 17, under Law no. 35/2014 of 20 June, from which they are not exempted by the ECDU.

2 - Applicants will be excluded from the tender procedure if they:

i) Do not hold a Ph.D. degree in psychology, according to article 41-A of the ECDU.

(ii) Do not hold a recognized Ph.D. degree, until the deadline of the application, if their qualification is foreign;

iii) Applicants who fail to present the documents or works required under the terms defined by the Public Notice, or who present them after the deadline stipulated for this purpose.

3 - The Jury will notify the applicants of the admission or exclusion of the applications submitted, by e-mail with a receipt of delivery, for the purpose of the prior hearing.

II – Admission requirements in absolute merit and respective assessment:

1 - Acceptance of applicants based on absolute merit shall depend upon:

a) Possession of an overall curriculum that the jury reasonably considers having pedagogical and scientific merit and research capacity already developed within the scope of Social and Organizational Psychology;

b) The applicant must be the author or co-author of at least five (5) books, articles, or chapters in peer-reviewed publications relevant to the disciplinary sub-area in which the tender has been open, in the last five (5) years.

2 – A vote against admission in absolute merit shall be based on the following grounds:

a) The applicant's overall curriculum does not reveal scientific merit, research capacity, and value of the pedagogic activity, under the terms described in subparagraph a) of paragraph 1 of point II;

b) The applicant is not the author or co-author of at least five (5) scientific texts, in the form of articles, scientific books, or book chapters, under the terms described in subparagraph b) of paragraph 1 of point II.

3 - To assess the absolute merit, each member of the jury shall submit a list of the applicants they consider not to meet the requirements referred to in paragraph 1 of point II, through reasoned written proposals, and then vote on each of those proposals, following the provisions of Article 50, paragraph 1, subparagraph b) of the ECDU, with no abstentions being allowed.

4 - An application will be rejected on absolute merit if at least one proposal to that effect obtains a majority of favorable votes among the members of the jury present at the meeting, and the proposals, votes obtained by each, and the respective substantiations, shall be an integral part of the minutes.

5 - The jury will notify applicants as to whether their applications have been accepted for consideration or rejected, for the purpose of a prior hearing.

### III — Submission of the application

1 – The application must be formalized by means of a request addressed to the Rector of the University of Algarve, available on the website of the University of Algarve at <https://www.ualg.pt/procedimentos-concursais> , accessing Documentos – Pessoal Docente – Formulário de Candidatura, and can be submitted:

a) Delivered in person to the Human Resources Services on level 0 of the Penha Library building at the Penha Campus, University of the Algarve, Faro; or

b) By registered mail, posted no later than the deadline for submitting applications, addressed to: Serviços de Recursos Humanos da Universidade do Algarve, Campus da Penha 8005-139 Faro, Portugal.

2- The application for admission to the tender, dated and signed, must include the following documents, in Portuguese:

a) Photocopy of identification document valid on the date of application;

b) Certificate showing that the applicant holds the degree, Certificate proving the possession of a Ph.D. degree, in a specialty appropriate to the tender, both as a photocopy and in a PDF format;

c) One (1) copy in paper and one (1) copy in pdf format of the applicant's curriculum vitae, duly signed and dated, organized following the evaluation parameters, in which the scientific, pedagogical, and other activities relevant to the mission of higher education institutions, carried out by the applicant, considering the selection and ranking criteria set out in point V of this notice and the list of works to be presented under the following paragraph;

d) One (1) printed or photocopied copy and one (1) copy in PDF format, of each of the works selected by the applicant, a maximum of five, as being the most representative, namely concerning their contribution to the development and evolution of the field area and sub-area in which the tender is open, under the terms and for the purposes of Article 50, paragraph 6, subparagraph a), of the ECDU and, optionally, a framework document explaining the relevance of the publications selected;

e) Document framing the applicant's pedagogical activity, if any, for the purposes of Article 50, paragraph 6, subparagraph b) of the ECDU, printed and in PDF format;

f) Indication of the results of the pedagogical surveys, carried out concerning the curricular units for which the applicant has been responsible, when existing and if applicable, also for the purposes of Article 50, paragraph 6, subparagraph b) of the ECDU, printed or photocopied and in PDF format;

g) Document with a career development plan, containing objectives, a scientific and pedagogical development plan and a synopsis of the line of research to be implemented,

printed and in PDF format (4000 words maximum);

h) Other documents which the applicant may feel to be of interest for the jury to be able to fully appreciate his or her scientific performance, pedagogical skills, and other relevant activities that

he or she may have undertaken and which would constitute a legally-founded reason for preference, although the jury shall only consider such activities as being duly proven if it should deem appropriate, in PDF format;

i) A criminal clearance certificate attesting to the fact that the applicant is not banned from working in government service or from exercising the professional functions for which he/she is applying;

j) A medical certificate confirming that he/she is suitably physically and mentally sound for the functions in question;

k) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs i) to k), may be waived when applying, provided that the applicants declare in the application under oath, the situation in which they find themselves concerning these requirements, the failure to make a declaration constitutes grounds for exclusion. The delivery of these documents will be required, in case of filling the vacancy.

4 - The PDF documents required in paragraphs b) to g), are to be delivered in a pen-drive, which should allow the search and contain the entries of publications associated with clickable links (links), to the document that contains the publication, which may be recorded on the same digital media or exist in a repository for free access on the Internet. There should also be clickable links to the web pages of the entities or events referred to in the curriculum vitae, whenever reasonable and relevant, as well as, if possible, to the web pages of the curricular units for which the applicant has been responsible.

#### IV – Public Hearings

1 – According to the Article 7, paragraph 2, of the regulation governing tenders for the contracting of career teaching personnel for the University of Algarve, the jury may request additional documentation related to the curriculum vitae submitted and decide to hold public hearings, on an equal footing for all applicants and according to the terms of Article 50, paragraph 4, subparagraph b) of the ECDU;

2 - If the tender jury decides to hold the hearings referred to in the previous paragraph, the conditions and scheduling of it shall be announced to the applicants at least 8 days in advance.

#### V - Evaluation parameters and seriation in relative merit, respective weighting and final valuation system

The assessment and seriation in relative merit is based on the seriation criteria and their weighting identified below, resulting in the ordering of the weighted average of the quantitative scores obtained in each of the assessment parameters, within a scale of 0-100 points:

1 - Curriculum evaluation (100%) - The Curricular Evaluation focuses on the activities developed by the applicants in the disciplinary area of the tender, and its adequacy to the category of Assistant Professor, considering the following parameters:

A) Scientific performance (50%) - In the assessment of scientific performance in the disciplinary area of the tender, the following factors will be considered:

a) Scientific production - Quality and quantity of scientific production (books, book chapters, articles in indexed international journals, communications at conferences) expressed, namely, by the number and type of publications in indexed international journals and by the recognition given to it by the scientific community (translated in the quality of the places of publication and the references made to it by other authors) (50%);

b) Research experience — assessed by proven experience in the ability to develop scientific research projects, considering the project's dimension, scientific-technological level, degree of innovation, and project results, including final evaluation when applicable (20%);

c) Career development plan - the potential contribution of the plan to the scientific and pedagogical development of the disciplinary area of this competition will be evaluated, as well as the global coherence of the research line to be implemented within the disciplinary area and the demonstration of the capacity to convert research results into teaching and lecturing activities (30%).

B) Pedagogical Capacity (40%) - The following factors will be considered when assessing pedagogical capacity:

a) Lecturing activity - Quality and diversity of the lecturing activity developed by the applicant, taking into account, among other relevant factors, the results of wide opinion polls (e. g., pedagogical surveys), which should be mentioned in the curriculum, whenever available (50%);

b) Coordination and promotion of pedagogical projects —

Capacity to coordinate and promote pedagogical projects, the reform and updating of existing projects, as well as the implementation of projects with an impact on the teaching/learning process (10%);

c) Supervision and guidance of bachelor, master, and doctoral students - Capacity to generate supervision of bachelor, master, and Ph.D. students in the disciplinary area of the tender, taking into account the quality, quantity, and impact of supervision activities (30%);

d) Other pedagogical activities - Quality and quantity of pedagogical material and publications of a pedagogical nature produced by the applicant, other activities with an impact on the teaching-learning process carried out by the applicant, including training internships for young graduates or masters (10%).

C) Other activities relevant to the University's mission (10%) - In assessing other relevant activities, the following factors will be considered:

a) Participation in management activities in higher education/business or research institutions in the field of Psychology or in other entities of a scientific, technological or cultural nature that carry out relevant activities within the scope of the mission of the previous ones (10%);

b) Participation in actions and publications of scientific, cultural, or technological dissemination (10%);

b) Participation in the development of extension projects including scientific dissemination and the provision of services to the scientific/educational community, the economic-productive fabric, and/or society in general (10%);

d) Organization of scientific or educational events in the field of the application (30%).

e) Participation in assessing activities of academic nature — Participation in juries in the scientific area in which the tender takes place (e.g. doctoral theses, master's dissertations, and specialist titles). The assessment of this parameter should value the participation as an opponent and those taking place outside the institution itself (40%).

#### VI - Selection process in relative merit

1 - The methodology of selection in relative merit is the following:

a) During the meeting, each member of the jury submits a written document, which will be attached to the minute, stating their own ordering of the applicants, of the applicants' scientific performance, pedagogical skills, and other relevant activities, and showing their respective weights. At each ballot, each member of the jury will always respect the order he presented, and abstentions are not allowed;

b) The first ballot is intended to determine which applicant shall be placed at the top of the ordered list;

c) If an applicant obtains more than half of the votes, he or she shall be placed first on the ordered list;

d) If two applicants obtain exactly half of the votes each, the president of the jury shall have the casting vote, deciding which shall be placed at the top of the ordered list. The president of the jury will use as tie-breaking criteria the date of the Ph.D. degree, the most recent prevailing, and, if the tie still remains, the date of birth, the most recent prevailing;

e) If neither of those two cases c) and d) occurs, a new ballot will take place after applicants who obtained no votes in the previous ballot have been eliminated as well as the applicant who obtained the fewest votes but who obtained at least one vote;

(f) If there is a draw between two or more applicants for the position of least-voted, another ballot shall be held to determine which of the least-voted applicants shall be eliminated. At this ballot, jury members vote obligatorily for the applicant who is lowest-placed on their own seriation;

g) If there is still a draw between two or more applicants, the president of the jury shall decide which of the drawing applicants shall be eliminated. The president of the jury will use as tie-breaking criteria the date of the Ph.D. degree, the most recent prevailing, and, if the tie still remains, the date of birth, the most recent prevailing;

h) After this applicant has been eliminated along with the applicants who received no votes on the first ballot, another ballot will be held to decide which applicant shall be placed at the top of the ordered list, continuing to use the same procedure until one applicant obtains more than half the votes for first place;

i) Once an applicant has been placed first on the ordered list, his or her name shall be removed from the voting and the process will be repeated to find the second-placed applicant, and so on until all the applicants have been placed on the ordered list.

#### VII - Composition of the Jury

President, by delegation of powers from the Rector of the University of Algarve, Doctor Nuno Gonçalo Viana Pereira Ferreira Bicho, Vice-rector for Research and Culture of the University of Algarve.

Vogels:

Doctor Jorge Filipe Silva Gomes, Full Professor at the Higher Institute of Economics and Management of the University of Lisbon;

Doctor Teresa Garcia Marques, Full Professor at the University Institute of Psychological, Social and Life Sciences;

Doctor Luís Miguel Pereira Lopes, Associate Professor with Aggregation at the Higher Institute of Social and Political Sciences of the University of Lisbon;

Doctor Saúl Neves de Jesus, Full Professor at the Faculty of Human and Social Sciences at the University of Algarve;

Doctor Maria Cristina de Oliveira Salgado Nunes, Associate Professor with Aggregation, Faculty of Human and Social Sciences, University of Algarve.

VIII – Access to the tender procedure

The tender process may be consulted at the University of Algarve's Human Resources Department, on level 0 of the Penha Library Building at the Penha Campus of the University of Algarve in Faro, from 9.30 am to noon and from 2.30 pm to 5 pm, through a previously scheduled appointment.

May 19, 2022. — The Vice-Rector, Prof. Doctor Nuno Gonçalo Viana Pereira Ferreira Bicho.