



**Public notice CI-CTTI-93-ARH/2018** — Doctor Paulo Jorge dos Santos Gonçalves Ferreira, Full Professor and Rector of the University of Aveiro, hereby announces that for a period of **thirty** business days starting on the first business day immediately after the publication of the present notice, an international public call is opened for recruitment in an employment contract for an indefinite period under the Portuguese Labour Code, for 1 (one) position as Auxiliary Researcher in the scientific area of Psychology and subarea of Basic Psychology (remunerative position: 1st).

The present call was opened on 31 of July of 2018 by order of the Rector of the University of Aveiro, following the proposal of the Scientific Council.

The call is ruled by the provisions of the Regulation on the Private Researcher Career Personnel Regime in Private Rule of Law at the University of Aveiro and respective contract, hereinafter referred to as Regulation, published in the Diário da República, 2nd series, No. 174, on 7<sup>th</sup> of September of 2015, and other applicable laws and regulations.

This notice has been approved by the competition jury at its meeting on 3 of September of 2018, according to minutes of the meeting then approved.

#### 1 — Scientific area

1.1 — The scientific area of this call is Psychology, and subarea of Basic Psychology.

1.2 — The Scientific Council has not identified any related scientific areas.

#### 2 — Admission requirements:

2.1 — A requisite for admission to the competition is to hold a PhD degree in the scientific area of the competition or those who, though in a different area, PhDs have scientific curriculum relevant in this area;

2.2 — Will also be accepted for this competition auxiliary researchers from another institution, the scientific area of the competition or those who, though in a different area, have relevant scientific curriculum in this area.

#### 3 — Formalisation of the applications:

The applications are addressed to the Rector of the University of Aveiro as follows:

3.1 — The application should include, among others, the following elements:

a) Call identification;

b) Applicant's identification: full name, birth date, nationality, mailing address and email;

c) Identification of the institution where the applicant is presently working and his/her position there, when applicable;

d) Identification of degrees held by the applicant;



e) Statement by the applicant declaring that the elements or facts contained in the application are correct and accurate.

3.2 — The application should include the following documents:

- a) Applicant's *curriculum vitae*;
- b) Copies of papers, no more than five, selected by the applicant as the most representative of his/her *curriculum vitae*. This selection must be accompanied by a brief summary of the work and justification of the choice;
- c) Scientific project: Document that supports a future Charter of mission and that should include the research activities the candidate proposes to develop during the first five years of activity as Auxiliary Researcher, explaining its contribution to the progress and development of the scientific area and subarea of the call, both scientifically and regarding cooperation with society.
- d) Document that objectively highlights the number of citations of publications listed in the curriculum and describing the method used to count the citations with enough detail for the jury to be able to reproduce the procedure. The applicant should provide the bibliometrics search key used;
- e) Any other elements that the applicant deems relevant.

3.3 — The *curriculum vitae* should contain:

- a) Full identification;
- b) Contacts: address, telephone number and email;
- c) Copy of the certificate with the respective mark or grade or other document that is legally recognised for the same purpose;
- d) All pertinent information for assessing the application considering the selection and ranking criteria of the present call, organized according to the sub-items of the assessment set forth in Section 6 below;
- e) A report of the developed scientific activities developed in the area and subarea of the candidate's intervention.

3.4 — The applicants from the University of Aveiro are not required to present proof of their individual process.

3.5 — Submission of the application:

3.5.1 — The application may be submitted in Portuguese or in English, via email, to the Human Resources Department of the University of Aveiro ([sgrhf-concursos@ua.pt](mailto:sgrhf-concursos@ua.pt)) until the deadline stipulated in this Notice.

3.5.2 — The applicants are required to present a "message sent" confirmation as proof of the application submission.

3.5.3 — Instructions for the submission of applications, in digital format, are available in the area of Recruitment and Job area Human Resources at <https://www.ua.pt/sgrhf/PageText.aspx?id=15052>.



3.6 — Failure to comply with the deadline set will result in the exclusion of the application.

The exclusion decision is communicated to candidates by e-mail for the purpose of their hearing.

4 — Call Jury:

4.1 — The Call jury has the following composition:

President: Doctor Paulo Jorge dos Santos Gonçalves Ferreira, Rector of the University of Aveiro.

- Doctor Maria de São Luís Vasconcelos Fonseca e Castro Schoner, Full Professor of the Faculty of Psychology and Sciences of Education of the University of Oporto;

- Doctor Leonel Garcia-Marques, Full Professor of the Faculty of Psychology of the University of Lisbon;

- Doctor Ana Paula Soares de Matos, Associate Professor of the Faculty of Psychology and Sciences of Education of the University of Coimbra;

- Doctor Luís Miguel Madeira Faísca, Associate Professor of the Faculty of Human and Social Sciences of the University of Algarve;

- Doctor Carlos Fernandes da Silva, Full Professor of the University of Aveiro.

5 — Jury operation rules

5.1 — The deliberations are held by roll-call vote requiring the absolute majority of the votes of the members of the jury present at the meeting, abstentions are not allowed.

5.2 — The jury, in its 1st meeting in 3 of September of 2018, approved both the criteria for accepting the candidates on the grounds of their absolute merit and their ranking, as well as the rules for the justified nominal voting.

5.3 — The jury accepts the candidates on absolute merit on the basis of the merit of their overall curriculum in the subject area of the call, taking also into account the following requisite:

5.3.1 — The applicant is the author or co-author of at least twenty articles in the subject area and subarea that the Competition is open indexed in the ISI Science Citation Index Expanded and/or in the Social Sciences Citation Index, both from the Web of Science, where document type = article or document type = review, or in the SCI Verse SCOPUS with the same characteristics, with a total of at least 600 citations (excluding self-citations). The candidates must prove that they have satisfied the above requisite by indicating the key to be used in the search of ISI Web of Science, or in the SCI Verse Scopus, or by including in their *curriculum vitae* a list of the citations confirmed by the above mentioned databases.

5.4 — The decision of the exclusion, in absolute merit, of a candidate is communicated to the candidates by email, for the purpose of their hearing.

5.5 — Ending the phase of approval in absolute merit, the jury will assess the applications, considering the criteria and parameters of assessment and the ranking factors in this call.



## 6 – Evaluation and selection

6.1 — The selection methods are the curricular evaluation and the professional interview.

6.2 — For the curricular evaluation, the following criteria are considered and weighted, according to the requirements of the functions corresponding to the category that the present call.

- a) The scientific performance of the applicant in the subject area and subarea of the call;
- b) Knowledge transfer;
- c) Participation in management entities.

6.3 — Once the Curriculum Evaluation is completed, the jury will draw up a list of candidates' interim grading and apply the following selection method to the candidates ranked in the first 3 places.

6.4 — In the evaluation of the professional interview method, the scientific and technical quality, up-to-date, feasibility and integration of the scientific project referred to in point c) of number 3.2 of this notice are considered and weighted.

## 7 – Curricular evaluation.

In applying the criteria referred to in point 6.2. the following parameters are evaluated, to which the indicated weighting factors are attributed:

### 7.1 — Criteria for the assessment of the Scientific Performance

- a) — Scientific production. Quality and quantity of scientific production in the area and subarea of the call (books, book chapters, articles in scientific journals, papers presented at conferences), preferentially in the domain of human memory, expressed by the number and type of publications, and the recognition given by the scientific community (as per the quality of the location where it has been published and the references made by other authors).
- b) — Participation in and/or coordination of scientific projects. Quality and quantity of scientific projects in which the applicant participated within the subject area and subarea of the call, preferentially in the domain of human memory; whether they are financed through public funds of national or international agencies or by companies. The assessment of the quality will take into account the level of funding obtained, the role played in the project (e.g., Principal Investigator, invited consultant), the degree of difficulty of the funding programme, the expert evaluation of the completed projects.
- c) — Intervention in the scientific community. It will assess the candidate's capacity to intervene in scientific community, particularly by organising events, being (co-)editor of journals, evaluation of projects and papers, invitation to deliver lectures, participation in academic juries and advisory activities as well as being recognised through awards or other distinctions and respective impact, within the subject area and subarea of the call, preferentially in the domain of human memory.

d) — Constitution of research teams. Supervision of academic work of post-doctoral, doctoral and master students, within the subject area and subarea of the call, preferentially in the domain of human memory.

#### 7.2 — Criteria for the assessment of Knowledge Transfer

a) — Patents, registration and ownership of rights, elaboration of technical regulation and legislation. Patent authorship and co-authorship, records of ownership of intellectual property rights regarding software, mathematical methods and rules of mental activity. Participation in standardization committees and in the drafting of legislative projects and technical regulation. The evaluation of this criterion should also take into account the resulting economic added-value of patents and intellectual property rights.

b) — Consulting services, tests and measurements. Participation in consulting activities, tests and measurements involving private and/or public sector. Teaching vocational training courses or technological expertise directed at companies or the public sector. The evaluation of this criterion will also take into account the economic added-value of research results achieved, measured by the contracts of technology transfer and development that have resulted and contribution to the creation of spin-off companies.

c) — Dissemination of science and technology. Participation in initiatives to disseminate scientific and technological knowledge in the scientific community (for example organisation of congresses and conferences) and addressed to varied audiences. Publications to disseminate science and technology. Presentation of lectures and seminars for the general public. Impact that the work developed by the candidate in the area and subarea of the call, preferentially in the domain of human memory, has on the larger scientific community (e.g., references in science-related forums).

#### 7.3 — Criteria for evaluation of Institutional management

a) — Applicant's participation in scientific, pedagogical or institutional management activities and participation in academic juries outside his own institution.

7.4 — The weighing for the above-mentioned criteria are presented in the following table:

**Table – Weights for the assessment criteria**

Items	Weights	Criteria	Weights
Scientific Performance	P1=0,80	Scientific production (C11)	P11=0,50
		Participation in and/or coordination scientific projects (C12)	P12=0,30
		Intervention in scientific community (C13)	P13=0,10
		Constitution of research teams (C14)	P14=0,10
Knowledge Transfer	P2=0,10	Patents, registration and ownership of rights, elaboration of technical regulation and legislation	P21=0,10

		Consulting services, tests and measurements (C22)	P22=0,10
		Dissemination of science and technology (C23)	P23=0,80
Institutional Management	P3=0,10	Activities of Institutional Management (C31)	P31=1,00

## 8 — Voting Methodology - Curriculum Evaluation:

8.1 — Each member of the jury applies a value, on a scale of 0-100, for each criteria or aspects regarding each applicant admitted in absolute merit.

8.2 — The result of applying the "curriculum evaluation" method is expressed in the numerical scale from 0 to 100 and is calculated by weighing each criterion with the corresponding weight which leads to the score of the item which in turn will be used with its assigned weight for the calculation of the final score.

Expressed as a formula, the Result of the Curricular Evaluation (R-CE) is calculated as follows: Expressed as a formula, the Result of Curricular Evaluation (R-AC) is calculated as follows:

$$R-CE = P1*(C11*P11+C12*P12+C13*P13+C14*P14)+P2*(C21*P21+C22*P22+C23*P23)+P3*(C31*P31)$$

8.3 — The ranking of candidates should be grounded in the evaluation based on the criteria and parameters of assessment and corresponding weighing factors listed in this Notice.

8.4 — Before the voting begins, each member of the jury shall present a written document, which shall be attached to the minutes, with the interim ordering of the candidates, duly substantiated, considering for that purpose the aforementioned paragraph.

8.5 — On the various votes, each jury member should respect his/her presented ordering; no abstentions are allowed.

8.6 — The jury will use the following voting method to obtain an absolute majority in the interim ranking of candidates:

The first vote is intended to determine the applicant to be put in first place. If an applicant receives more than half the votes of the members of the jury present at the meeting, he/she will be placed in first place. If the applicant in first place is not determined, the voting will be repeated, but only among the candidates who received enough votes to be considered for first place, once the applicant least voted in the first round is removed. If there is more than one applicant in the position of least voted, with at least one vote, there will be another vote with only these applicants in order to determine who is to be eliminated. For this vote, the jurors vote for the applicant who has the lowest ranking in his/her ordering; the applicant with the most votes is eliminated. If at this point there continues to be a tie among two or more applicants, the president of the jury will decide which of them is to be eliminated. Once this elimination is made, the jury returns their attention to the first vote, but only with the remaining candidates. The process is repeated until one applicant receives



more than half of the votes for first place. The process is repeated for second place and so on until an ordered list of all candidates is complete.

8.7 – Following the Curricular Evaluation, the candidates in the first 3 places are approved for the application of the next evaluation method, as in section 6.3.

8.8 – Candidates who were not ranked in the top 3 places are considered excluded from the competition.

#### 9 – Professional Interview

9.1 - In the professional interview the candidate must present the project that he/she intends to develop during the next 5 years at the University of Aveiro and in the scientific area of the call (30 minutes); the jury then asks questions about the project.

9.2 - The evaluation of the professional interview is expressed on a numerical scale from 0 to 100, and the criteria identified in point 6.4 are evaluated.

9.3 - The jury shall deliberate by means of a reasoned roll call; no abstentions will be allowed.

9.4 – The classification of each member of the jury to each candidate will result from the arithmetic mean of the scores assigned to each of the criteria.

9.5 – Before the voting begins, each member of the jury shall present a written document, which shall be attached to the minutes, with the ordering of the candidates resulting from the interview, duly substantiated, considering for that purpose the aforementioned paragraph.

#### 10 - Ordering of the candidates

10.1 – The final score of each candidate is obtained through a weighted average, with a weighting factor of 70% being assigned to the curriculum evaluation score and a weighting factor of 30% to the interview score.

10.2 – The classification of each candidate is obtained by the average of the scores of each element of the jury, calculated in the terms of the previous number.

10.3 – In the event of a tie, the president will assume the tie-breaker decision.

#### 11 – Participation of candidates and decision:

11.1 – The final ordering is notified to the candidates by e-mail for the purpose of their hearing.

11.2 – At the hearing of the interested parties, the jury appreciates the presented allegations and approves the final ordering list of the candidates.

#### 12 – Publication of Competition notice

a) The website of the Foundation for Science and Technology, I.P., in Portuguese and English;



b) The website of the University of Aveiro, in Portuguese and English;

c) In a national newspaper.

13 — In compliance with paragraph h) of Article 9 of the Constitution of the Portuguese Republic, the Government, as the employing entity, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, scrupulously taking measures to avoid any form of discrimination.

3 of september of 2018 — The Rector, *Professor Doutor Paulo Jorge dos Santos Gonçalves Ferreira*.