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04/02/2022

# Associate Professor, in the disciplinary area of Social, Organizational and Work Psychology



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## Where to apply

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Application Deadline: 18/03/2022 23:00 - Europe/London

## Contact Details

**Where to send your application.**

### COMPANY

UNIVERSIDADE DE ÉVORA

### WEBSITE

[https://www.sadm.uevora.pt/documentos/concursos/\(id\)/7854/\(basenode\)/419](https://www.sadm.uevora.pt/documentos/concursos/(id)/7854/(basenode)/419)

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## Hiring/Funding Organisation/Institute

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### ORGANISATION/COMPANY

UNIVERSIDADE DE ÉVORA

### COUNTRY

Portugal

### DEPARTMENT

Divisão de Recursos Humanos

### CITY

Évora

<input type="checkbox"/> <b>ORGANISATION TYPE</b> Higher Education Institute	<b>STATE/PROVINCE</b> Alentejo
<b>WEBSITE</b> http://www.uevora.pt/	<b>POSTAL CODE</b> 7000-803
<b>E-MAIL</b> drhsc@uevora.pt	<b>STREET</b> Largo dos Colegais, n.º. 2

**ORGANISATION/COMPANY**

UNIVERSIDADE DE ÉVORA

**LOCATION**

Portugal › Évora

**RESEARCH FIELD**

Other

**TYPE OF CONTRACT**

Permanent

**RESEARCHER PROFILE**

Recognised Researcher (R2)

**JOB STATUS**

Full-time

**APPLICATION DEADLINE**

18/03/2022 23:00 - Europe/London

**HOURS PER WEEK**

35

## OFFER DESCRIPTION

Diário da República - Edital n.º 114/2022 (2ª série), de 4 de fevereiro

It is hereby made public that for 30 working days counted from the first working day following the publication of this Edital in Diário da República, an international position is open for the recruitment of one Assistant Professor, in the disciplinary sub area of Social, Organizational and Work Psychology at the School of Social Sciences of the University of Évora, to be integrated into the staff map of this University. This position will be announced in the Bolsa de Emprego Público, in the web pages of the Fundação para a Ciência e Tecnologia, I.P., and of UE, in Portuguese and English, as established in articles 62.º-A of the Estatuto da Carreira Docente Universitária (ECDU), republished as attachment to the Decreto-Lei n.º 205/2009, of August 31, altered by the Lei n.º 8/2010, of May 13.

The present call follows the rulings of articles 37.º to 51º, 61º and 62º-A of the ECDU and further applicable laws and regulations, particularly the Regulamento dos Concursos para Recrutamento de Professores das Carreiras Docentes na Universidade de Évora, henceforth called Regulamento, approved by the Despacho n.º 2433/2019, published in the 2nd Series of Diário da República, n.º 49, of March 11.

The joint order n.º 373/2000, of 31<sup>th</sup> March, made compulsory the inclusion of the following reference in all civil service recruitment procedure notices:

As established in item h) of article 9.º of the Portuguese Constitution, Public Administration, when acting as an employer, actively promotes a policy of equal opportunity between men and women in access to employment and in professional progression, scrupulously endeavouring to avoid any form of discrimination”.

In accordance with articles 37º to 51º of the ECDU and other applicable legislation and with article 8º of the Regulamento, the following provisions will apply:

I - Authorization order - the present open position was authorized by order of the Rector of the University of Évora, in January 6<sup>th</sup> 2022.

II - Place of work: School of Social Sciences of the University of Évora.

III - Admission requirements:

III.1. Chapter IV of the Regulamento is applied in regard to verification and compliance of the requirements of admission and exclusion of the candidates.

III.2. Candidates must have a basic training in Psychology (pre-Bologna Degree in Psychology or Degree and Master in Psychology, or Integrated Master in Psychology) and hold a PhD degree in Psychology as well as fluency in portuguese language, both spoken and written.

III.3. The holders of a doctoral degree obtained abroad must have equivalence/recognition/registration of that degree to an identical degree granted by a Portuguese University. The equivalence/recognition/registration of that degree in Portugal is effected after the end of the tender under the terms defined in Decreto-Lei nº 66/2018, of August 16th. That equivalence/recognition/registration is a necessary step for contracting.

III.4. Foreign candidates, except those of an official portuguese expression, are required to provide an officially recognized statement, demonstrating that they master Portuguese language, in both written and spoken forms.

IV — Admission requirements in absolute merit:

IV.1. Article 12º of the Regulamento is applied with regard to admission in absolute merit of candidates.

IV.2. The jury will deliberate on their approval or rejection in absolute merit, through justified nominal voting, where abstentions are not allowed, considering approved in absolute merit the nominee who receives the affirmative vote of more than half of the voting jury members.

IV.3. The approval in absolute merit is considered on the overall curriculum, that the jury considers to have scientific merit and research capacity, compatible with the area or disciplinary areas to which the contest respects, and appropriate to the respective category and the mandatory compliance at least two of the following indicators, set by the Scientific Council of the University of Évora, according to Order nº 124/2020, October 22th:

a) Scientific Book with ISBN/ISSN: equal to or greater than 1;

b) Chapter in scientific book with ISBN/ISSN: equal to or greater than 1;

c) Journal article with peer review a) referenced in the ISI database (1st/2nd quartiles) or Scopus (Q1), or b) classified as CORE A or A\*: equal to or greater than 2;

d) Article in a National/International Journal with peer review (specify impact factor, if any): equal to or greater than 4;

e) Index h: equal to or greater than 3;

f) Coordination of research projects with an external evaluation panel and institutional approval; equal to or greater than 1.

V - Valuation parameters and ranking in relative merit, respective weighting and final valuation system:

V.1. The method of selection is curricular evaluation. This curricular evaluation, takes into account the general functions committed to the teachers by article 4 and according to n° 6 of article 50 of the ECDU, is based on the following items:

a) Research;

b) Teaching;

c) Knowledge transfer;

d) Activities of academic management;

e) Scientific and pedagogical project.

V.2. In the application of the criteria defined in number V.1., the following parameters and weights will be used:

a) Research, with weight of 40%, which comprises:

i) Scientific, cultural, artistic or technological productions and its relevance in the disciplinary area of this recruitment;

ii) Other scientific, cultural, artistic or technological activities;

b) Teaching, with weight of 20%, which comprises:

i) Teaching experience;

ii) Student supervision;

iii) Publication of textbooks with ISBN and of other pedagogical texts;

iv) Pedagogical innovation;

c) Knowledge transfer, with weight of 10%, which comprises:

i) Intellectual and industrial property;

ii) Specialized rendering of services contracts;

iii) Training activities;

iv) Non-academic experience relevant to the disciplinary area of this recruitment;

d) Activities of academic management, with weight of 10%;

e) Scientific and pedagogical project, with weight of 20% with the following mandatory requirements:

i. Have a maximum of 5000 words.

ii. Submit a concise research proposal and a strategy for training in the subject area of the public notice, highlighting the innovative nature of the project, its relationship with the University's strategy, as well as its potential interaction with other research units or organic units from the University, especially from the School of Social Sciences. The scientific aspect must be related to the pedagogical component that the candidate intends to implement.

iii. As in a scientific work, the document must be framed by the State of the Art, Materials and Methods.

iv. Should refer to the strategy for attracting human and financing resources that support the development and consolidation of the proposed research strategy. The candidate should also add previous results of his investigation that can support the submitted proposal.

v. Contain a brief summary of the most recent bibliographic references as well as a summary of the expected results.

V.3. The jury proceeds with the evaluation of the candidates approved in absolute merit, following the procedure laid down in article 22º of the Regulamento.

V.4. The ranking of the candidates will be the result of the weight average of quantitative scores obtained in each of the evaluation parameters, within a range of 0 to 100 points.

VI – Public hearings:

VI.1. The jury will deliberate at the first meeting on the need to hold public hearings of all candidates approved in absolute merit and are intended, in an exclusive way, to clarify what appears in the curriculum vitae submitted by the candidates, under the terms of b), nº 4 of article 50º of ECDU, with all candidates being informed, at least five working days in advance, of the date and place where such hearings will take place.

VI.2. Public hearings referred to in the previous paragraph may be held by videoconference, but the jury must to ensure that these are carried out on equal terms for all candidates.

VI.3. According to paragraph a), nº 4 of article 50º of ECDU the jury may also to request candidates to provide additional documentation related to the submitted curriculum.

VII - Application submission:

VII.1. Applications must be sent within 30 working days from the day immediately following the publication of this Edital in Diário da República.

VII.2. The Requerimento and the remaining documents requested in the application procedure must be presented in person, during office hours (from 9am - 12:30p.m. and 2:00p.m. - 5:30p.m.) at the address below, or sent by registered mail with return receipt, up to the

deadline to University of Évora, Divisão de Recursos Humanos, Serviços Administrativos,  
Largo da Sr<sup>a</sup> da Natividade, Apartado 94, 7002-554 Évora

#### VIII - Application form:

VIII.1. The application must be completed with the filing of a Requerimento, which is available on the website of the Administrative Services of the University of Évora at:

[https://www.sadm.uevora.pt/documentos/concursos/\(id\)/427/\(basenode\)/419](https://www.sadm.uevora.pt/documentos/concursos/(id)/427/(basenode)/419)

VIII.2. The Requerimento shall be accompanied by the following documents:

1. Certificates showing that the candidate holds the degree and the title required to apply as well as the dates they were obtained, in pdf format;

b) Certification of the time of service issued by the service if there is a contract with the public administration, in pdf format;

c) Two copies in paper, duly signed and dated, and one in pdf format of the candidate's curriculum vitae, with indication of the articles and other work done and published, as well as identification of those that she/he considers most representative, for which a brief description of her/his contribution is required. The curriculum vitae must also indicate her/his pedagogical activities developed. In the curriculum vitae the candidate must respect the organization used in V.2 of this Edital;

d) Two copies, in paper format, and one in pdf format, of the works selected by the candidate as most representative in her/his curriculum vitae, up to a maximum of five works;

e) One copy in pdf format of Scientific and pedagogical project in the disciplinary area/sub-disciplinary area of this recruitment;

f) Other diplomas or certificates of studies referred in the curriculum vitae, in paper and in pdf format.

#### IX. Language:

IX.1. The documents supporting the application must be presented in Portuguese.

#### X – Jury:

X.1. The jury has the following composition:

President: Rector of the University of Évora.

#### Vowels:

Doutor Jorge Filipe da Silva Gomes, Professor Catedrático do ISEG;

Doutor José Keating, Professor Associado da Universidade do Minho;

Doutora Maria Manuela Calheiros, Professora Associada da Faculdade de Psicologia da Universidade de Lisboa;

**Doutor Nuno Manuel Gameiro Rebelo dos Santos, Professor Associado da Escola de Ciências Sociais da Universidade de Évora;**

Doutor Diniz Lopes, Professor Associado com agregação do ISCTE-IUL.

X.2. The Rector may delegate the presidency of the jury according to nº 2, article 6º of the Regulamento.

University of Évora, January 17th 2022.

The Rector, Ana Costa Freitas (Phd)

## More Information

An official EU website

# Map Information



Job Work Location



Personal Assistance locations

## WORK LOCATION(S)

1 position(s) available at  
 UNIVERSIDADE DE ÉVORA  
 Portugal  
 Évora  
 7000-803

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Know more about OTM-R

EURAXESS offer ID: 739046

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