

ISCTE-Instituto Universitário de Lisboa

Public Notice Opening of international selection tender procedure for the hiring of a person with a doctoral degree for Research project LISBOA-01-0145-FEDER-029348, pursuant to Decree-Law number 57/2016, of 29 August, amended by Law number 57/2017, of 19 July. Maria de Lurdes Reis Rodrigues, Rector of ISCTE-IUL, hereby makes public that, by virtue of her order issued on 28 November 2018, an international selection tender for recruitment is opened, for the time limit of 15 business days counted from the day immediately after that of the publication of the present public notice. This recruitment is for one (1) doctoral position, initial level, to conduct research activities in the scientific area of Psychology, at the Centre for Research and Social Intervention of ISCTE-IUL, in the context of Project number 029348, entitled "Sustainable School Meals – The potential of public canteens in the large scale transition to vegetarian meals in schools" [Refeições Escolares Sustentáveis – O potencial das cantinas públicas na transição em larga escala para refeições de origem vegetal nas escolas], whose Principal Investigator is João Daniel de Sousa Graça. The funding of this project was approved by the Steering Committee of the Regional Operational Programme of Lisbon on 2018-09-13, in its ERDF component, by Fundação para a Ciência e Tecnologia, I.P. (FCT) and homologated by the line ministry, in its national component.

The opening of the present tender procedure stems from the FCT's decision to fund the project entitled "Sustainable School Meals [SUSTAINMEALS]– The potential of public canteens in the large scale transition to vegetarian meals in schools" (ref. LISBOA-01-0145-FEDER-029348), submitted by Instituto Universitário de Lisboa (ISCTE-IUL) and by the Social Science Institute of Universidade de Lisboa (ICS-ULisboa), which foresees the hiring of one person holding a doctoral degree to carry out scientific research duties.

Pursuant to article 6 of Decree-Law number 57/2016, the hiring is made in the form of a resolutive employment contract of indeterminate duration in conformity with the Labour Code. The tender is aimed exclusively at filling the indicated position, and can be cancelled up to the homologation of the list of the final ordering of the applicants and expires upon the filling of the vacancy under offer.

I. Applicable legislation

1 — The tender is ruled by the provisions in Decree-Law number 57/2016, of 29 August, as amended by Law number 57/2017, of 19 July, which approves an arrangement for hiring persons with doctoral degrees aimed at stimulating scientific and technological employment in all areas of knowledge (RJEC), by Regulatory Decree number 11-A/2017, of 29 December, which regulates contract remuneration levels, as well as by the Labour Code, approved by Law number 7/2009, of 12 February, in its current wording.

2 — The tender is open pursuant to article 20 of the RJE, in observance of the Term of Acceptance concluded between FCT and ISCTE-IUL which rules the attribution of the funding.

II. Workplace

The workplace is located at ISCTE-Instituto Universitário de Lisboa, Av. das Forças Armadas, 1649-026 Lisboa.

III. Remuneration

The monthly remuneration to be attributed corresponds to level 33 of the single remuneration table, approved by Implementing Order number 1553-C/2008, of 31 December, at the gross value of 2,128.34 euros.

IV. Description of the position

This position seeks to foster the development of scientific research activities in the thematic area of transitions to sustainability, focusing on healthy and sustainable eating habits, by promoting vegetarian meals in the school meal system in Portugal. Its particular objective is the performance of the following duties: i) systematic review of interventions in contexts of shared meals; ii) preparation and conduct of interviews of stakeholders in the areas of nutrition, health, environment and school meal system; iii) thematic analysis of quantitative data; iv) design and adaptation of quantitative data collection instruments; v) data collection and monitoring with schools, students and other intervenors in the school meal system; vi) descriptive and inferential analyses of quantitative data; vii) design, implementation and appraisal of intervention in a school context, based on behavioural change models; viii) collaboration in the preparation of scientific publications.

V. Recruitment requirements for the tender

1 — Applicants can be nationals, foreigners and stateless persons holding a doctoral degree in Psychology, with a scientific and professional curriculum that reveals a profile suited to the duties to be performed (point IV).

2 — Specific requirements consist of research experience in at least one of the relevant areas for the tender, and authorship of at least two publications in international scientific journals (ISI or SCOPUS) in relevant areas for the tender. Relevant areas for the tender are considered Psychology applied to the resolution of challenges of Sustainability, Health, Nutrition and/or Implementation/ Appraisal of Large-Scale Interventions in School/ Educational Contexts.

VI. Formalisation of the application

1 — The applications are formalised by a request addressed to the Rector of ISCTE-IUL, asking for the acceptance of the application, which should indicate the tender being applied

for, clearly naming the Centre for Research and Social Intervention-IUL and the position for which the applicant is applying, identification of the applicant with full name, number and date of the identity card or citizen card, or civil identification number, date of birth, residence and contact address, including electronic address and telephone number. In this request, the applicant should express consent for the communications and notifications related to the tender procedure to take place via electronic mail, indicating the respective address (as per the template available at <https://www.iscte-iul.pt/conteudos/iscte-iul/quem-somos/trabalhar-no-iscte-iul/990/concursos>).

2 — The application should be accompanied by the following documentation:

a) Document confirming the title of doctoral degree. Holders of a doctoral degree obtained abroad must submit documentation confirming its recognition by a Portuguese higher education institution, pursuant to Decree-Law number 341/2007, of 12 October, where any formalities stipulated therein should be complied with by the date of signing the contract.

b) Letter of motivation of a maximum length of 1000 words, containing a reflection on the activities pertinent to the present tender developed over the last five years, considering the project area and duties of the position, and outlook on work to be developed under the project.

c) A copy in electronic format (pdf) of the applicant's detailed curriculum vitae, structured in accordance with the assessment criteria presented in the public notice.

d) A copy in electronic format (pdf) of each of the articles constituting specific requirements of admission to tender.

e) Two letters of recommendation.

3 — The applications can be presented in Portuguese or English and should be submitted in person, during normal business hours, or sent via electronic means to the address recrutamento@iscte-iul.pt with the following reference in the Subject – "Concurso_Doutorado_SUSTAINMEALS", by the deadline established in this public notice.

4 — Applicants who formalise their application incorrectly or who do not provide evidence of meeting the requirements will be excluded. The selection panel is entitled to request any applicant, in the case of doubt, to submit documents confirming her/his statements.

5 — False statements provided by the applicants will be punished pursuant to the law.

VII — Absolute merit

When the applications are duly substantiated in conformity with the requirements in the present public notice, the selection panel will decide on approval due to absolute merit of the applicants based on the merit of their scientific and professional curriculum. Applicants obtaining a grade of 70 points or higher in the Assessment of Scientific and Curricular Path (APCC) are considered approved in terms of absolute merit, with all the rest excluded from the tender procedure due to the selection panel considering that they do not possess a

scientific and professional curriculum revealing a profile suited to the position in question.

VIII. Selection methods

1 — Applicants admitted to the tender will be assessed according to two components: a) Assessment of Scientific and Curricular Path (APCC), and b) Professional Selection Interview (EPS).

2 — The Assessment of Scientific and Curricular Path (APCC) is incident on the relevance, quality and up-to-dateness of the scientific contributions of the applicants, considering:

a) The scientific, technological, cultural or artistic production of the last five years deemed to be most relevant by the applicant, in view of the areas and duties associated to the tender (points IV and V);

b) The research activities developed in the last five years deemed to be of most impact by the applicant, in view of the areas and duties associated to the tender (points IV and V);

c) The activities related to outreach and dissemination of knowledge developed in the last five years, namely concerning promotion of scientific culture and practices, deemed to be of most relevance by the applicant in view of the areas and duties associated to the tender (points IV and V);

d) Suitability of the applicant's profile to the research activities foreseen for the project, in light of the relevant activities developed during the last five years and outlook on work to be developed.

3 — The period of five years referred to in the previous number can be increased by the selection panel, at the applicant's request, when substantiated by suspension of scientific activity for socially protected reasons, namely due to motives of parental leave, prolonged serious illness, and other situations of non-availability for legally supervised work.

IX — Assessment of Scientific and Curricular Path (APCC)

1 — The Assessment of Scientific and Curricular Path (APCC) is expressed on a scale of integers from 0 to 100, obtained by the following formula:

$$APCC = 45\% PC + 40\% AI + 10\% AE + 5\% CM$$

Where

a) PC is the Scientific, technological, cultural or artistic production of the last five years deemed to be most relevant by the applicant, in view of the areas and duties associated to the tender (points IV and V).

The following parameters are criteria for assessment of PC:

Publications in relevant areas — 61 to 100 points.

Publications in related areas — 11 to 60 points.

Publications in other areas — up to 10 points.

b) AI are Research activities developed in the last five years deemed to be of most impact by the applicant, in view of the areas and duties associated to the tender (points IV and V).

The following parameters are criteria for assessment of AI:

Activities in relevant areas or duties — 61 to 100 points.

Activities in related areas or duties — 11 to 60 points.

Activities in other areas or duties — up to 10 points.

c) AE are Activities related to outreach and dissemination of knowledge developed in the last five years, namely concerning promotion of scientific culture and practices, deemed to be of most relevance by the applicant in view of the areas and duties associated to the tender (points IV and V).

The following parameters are criteria for assessment of AE:

Activities in relevant areas or duties — 61 to 100 points.

Activities in related areas or duties — 11 to 60 points.

Activities in other areas or duties — up to 10 points.

d) CM is the Letter of motivation containing a reflection on the applicant's suitability to the research activities foreseen for the project, in light of the relevant activities developed during the last five years, and outlook on work to be developed.

The following parameters are criteria for assessment of CM:

Profile suited to relevant areas or duties — 61 to 100 points.

Profile suited to related areas or duties — 11 to 60 points.

Profile suited to other areas or duties — up to 10 points.

2 — The selection panel will conduct the Assessment of Scientific and Curricular Path (APCC) of the applicants in accordance with the adopted criteria, using a scale of integers from 0 to 100, with the final classification and order being obtained by the average of the scores attributed by each applicant by each member of the selection panel. In the case of a tie, the chairperson has the casting vote.

X. Professional Selection Interview (EPS)

1 — After the curricular assessment, the applicants ranked in the top 3 places will follow on to a Professional Selection Interview (EPS), with all the other applicants considered excluded from the tender.

2 — The interview aims to clarify aspects related to the applicant's methodological skills and research results, and will take an estimated 20 minutes.

3 — The interview assessment criteria include the level of scientific knowledge shown by the applicant, as well as the responses to the questions posed by the selection panel and their prospects of development in the position being applied for.

4 — The assessment of the interview is expressed on a numeric scale of 0 to 100.

5 — The classification of each applicant in the interview is obtained by the average of the scores given by each member of the selection panel.

XI. Final ordering

1 — The final order of the applicants admitted to the Professional Selection Interview will rank the final classification CF), which in turn is derived from the weighted average of the assessments obtained in the different selection methods, with a weighting factor of 90% given to the Assessment of Scientific and Curricular Path (APCC) and 10% to the Professional Selection Interview (EPS), according to the following formula:

$$CF = 90\% \text{ APCC} + 10\% \text{ EPS}$$

2 — In the case of a tie, the chairperson of the selection panel has the casting vote.

XII. Hearing of interested parties

1 — The interested parties are entitled to a hearing on the lists of recruited and excluded applicants in terms of general requirements and absolute merit, as well as the list of final classification and ordering of the applicants, pursuant to articles 121 and 122 of the Code of Administrative Procedure, with notification of the interested parties by electronic mail message and publicising on the ISCTE-IUL website.

2 — The tender process can be consulted by the applicants at the Human Resources Unit, under the terms indicated in the notification referred to in the previous point.

XIII. Constitution of the selection panel

In conformity with article 13 of Decree-Law number 57/2016, the selection panel is composed of Dr Carla Marina Madureira de Matos Moleiro, Director of CIS-IUL, who chairs, by Dr João Daniel de Sousa Graça, Postdoctoral Researcher at the Social Science Institute of Universidade de Lisboa and Coordinator of the SUSTAINMEALS Project and by Dr Cristina Isabel Albuquerque Godinho, Visiting Assistant Professor at ISCTE-IUL. Dr Marília Ester Prada Fernandes, Researcher at ISCTE-IUL, is alternate member.

XIII. Non-discrimination and equal opportunity policy

ISCTE-IUL actively promotes a policy of non-discrimination and equal access; therefore, no applicant can be privileged to, benefited from or deprived of any right or exempt from any duty, in particular due to ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic assets, reduced work capacity, disability, chronic disease, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions and union membership.

XIV. Pursuant to Decree-Law number 29/2001, of 3 February, a disabled applicant has preference in the event of the same classification as another applicant, which prevails over any other legal preference. Applicants must submit a sworn statement in the application form on their level of disability, type of disability and means of communication/expression to be used in the selection process, under the terms of the aforesaid diploma.

28 November 2018. — The Rector, *Maria de Lurdes Rodrigues*.