

University of Lisbon  
Institute of Social and Political Sciences

**Public Notice of the Opening of an International Selection Procedure for a Principal Researcher, in the scientific areas of: Gender, Feminist and Women's Studies, Sociology, Political Science, Social Policy, or Social Psychology**

Preamble

In light of the favorable opinion of the Scientific Council of the Institute of Social and Political Sciences of the University of Lisbon (ISCSP-ULisbon), at the meeting of April 16<sup>th</sup> of 2021, under the delegated power under paragraph f) of the Rectoral Order No. 8101/2020, of July 8<sup>th</sup>, published on D.R., 2<sup>nd</sup> series, n.º 162, of August 20<sup>th</sup>, ISCSP-ULisbon opens an international selection procedure for a principal researcher in the scientific areas of: Gender, Feminist and Women's Studies, Sociology, Political Science, Social Policy, or Social Psychology, under article 10 and followings of Decree-Law No. 57/2016, of August 29<sup>th</sup>, under a contract of employment in public functions for a fixed term, for the exercise of research activities at the Interdisciplinary Center for Gender Studies of ISCSP-ULisbon (CIEG/ISCSP-ULisbon).

The opening of the present selection procedure follows the signature, on January 10<sup>th</sup> 2020, of the Program Contract FCT/2284/17/03/2020/S, under No. 1 of article 45.º of Decree-Law n.º 63/2019, of 16<sup>th</sup> May, in conjunction with the Regulation of R&D Units Multiannual Funding Program, n.º 503/2017, of September 26<sup>th</sup>, within the Programmatic Funding attributed to CIEG/ISCSP-ULisbon by the Evaluation Process of R&D Units 2017/2018 of the Foundation for Science and Technology, I. P. (FCT), with the reference UIDP/04304/2020.

The position is available within 15 working days from the day of publication on D.R.

Concerning the Work Plan, the principal researcher shall perform scientific activities within CIEG's Research Lines, namely by participating in the conception and development of research programs; by conceiving, coordinating and executing research and development projects; by producing scientific papers, book chapters and national and international books; by promoting submissions to national and international projects; by developing training courses in scientific and research methodology; by monitoring the research developed by fellows, research trainees and research assistants, while contributing to their training; by monitoring and participating in training courses of the institution; by collaborating in teaching activities within ISCSP-ULisbon, under subparagraph e) of article 7.º of Decree-Law 57/2016, of August 29<sup>th</sup>, as currently redacted.

1 Applicable Legislation

- 1.1. Decree-Law no. 57/2016, of August 29<sup>th</sup>, which establishes a system for the hiring of doctoral candidates designed to encourage employment in the fields of science and technology in all areas of knowledge (RJEC), in the wording conferred on it by Law 57/2017, of July 19<sup>th</sup>, taking into account also the provisions of Regulatory Decree 11-A/2017, of December 29<sup>th</sup>;

- 1.2. The general Law on Employment in Public Service (Lei Geral do Trabalho em Funções Públicas - LTFP), approved as an annex to Law 35/2014 of June 20<sup>th</sup>, and subsequent amendments.
- 1.3. Annex I, of Decree-Law n.º 124/99, of April 20<sup>th</sup>.
- 2 Jury: In accordance with article 13 of the RJEC, the jury of the selection procedure is composed as follows:
  - President: Associate Professor with Aggregation Ricardo Ramos Pinto, President of Institute of Social and Political Sciences, University of Lisbon;
  - Vowel: Full Professor Anália Maria Cardoso Torres, Institute of Social and Political Sciences, University of Lisbon;
  - Vowel: Associate Professor Maria Paula Pestana de Freitas da Silva Faria de Campos Pinto, Institute of Social and Political Sciences, University of Lisbon;
- 3 Workplace: The workplace is located at the Institute of Social and Political Sciences, Rua Almerindo Lessa, 1300-663, Lisboa.
- 4 Remuneration: The monthly remuneration of principal researcher category, in regime of exclusive dedication, without habilitation or aggregation, is calculated under Annex 1 of Decree-Law n.º 124/99, of April 20<sup>th</sup>, being, presently, (level 1, index 220 of principal researcher category) 3.611,83 Euros.
- 5 Termination of the Selection Procedure: The procedure ends with the completion of the vacancy object of this public notice; where it cannot be filled due to the lack of admissible candidates or candidates; or in the event of a subsequent change in circumstances, duly substantiated.
- 6 Contract Term
  - 6.1. The contract is made in the form of a contract of employment in public functions for a certain term, under the General Labor Law in Public Functions (LTFP), for a period of three years, renewable for the period of one year, unless, and without prejudice to other causes of termination or extinction legally provided for, the scientific body of the contracting institution proposes to terminate it on the basis of an unfavorable evaluation of the work carried out by the researcher, carried out under the terms of the current regulation in the contracting institution, which must be communicated to the interested party up to 90 days before the end of the contract;
  - 6.2. The maximum duration of the present contract, including its renovation, relies entirely on the validity of the Program Contract FCT/2284/17/03/2020/S, and cannot exceed its duration.
- 7 Admission Requirements: To the position may apply national candidates, foreigners and stateless candidates holding a PhD Degree for at least 5 years, in one of the following scientific areas: Gender, Feminist and Women's Studies, Sociology, Political Science, Social Policy, or Social Psychology, and also holders of a relevant scientific and professional curriculum in the area of Gender, Feminist and Women's Studies.

8 Formal Procedure for Applications:

- 8.1. The applications shall be submitted using the application form, available at the website of the Institute of Social and Political Sciences ([www.iscsp.ulisboa.pt](http://www.iscsp.ulisboa.pt)), duly addressed to the President of the Institute, mentioning the identification of this notice, full name, number and date of identity card, or civil identification number, tax identification number, date and place of birth, profession, residence and contact address, including e-mail address and telephone contact.
- 8.2. In the application form, the candidate must indicate his/her consent so that communications and notifications in the context of this selection procedure can be made by e-mail, to the electronic address indicated in the application.
- 8.3. The application shall be accompanied by documents proving the conditions laid down in point 7 for admission to this selection procedure, in particular:
  - i. Copy of the Certificate or Diploma of PhD conclusion. The equivalence, recognition or registration of the Doctor degree must be obtained by the expiration of the term granted for the conclusion of the contract, if the candidate ordained in an eligible place has obtained a doctorate abroad.
  - ii. Detailed *Curriculum vitae*;
- 8.4. The application shall be instructed with the following documents:
  - i. A work plan proposal, in Portuguese or English (max. 3000 words), following all the items indicated in the guidelines laid down in Annex I;
  - ii. A presentation letter, in Portuguese or English, describing the present research interests and how they contribute to the development of CIEG's mission and objectives (max. 600 words);
- 8.5. The candidates should send the documents referred to in 8.1, 8.3 and 8.4, in PDF format, to the e-mail address issued up to the last day of the selection procedure opening date ([recrutamento@iscsp.ulisboa.pt](mailto:recrutamento@iscsp.ulisboa.pt)), after publication of this Notice in Diário da República, on the Public Employment Exchange (Bolsa de Emprego Público) and the website of the Institute and FCT, IP, in the Portuguese and English languages.
- 8.6. Any candidate may, based on the impossibility or technical difficulty in sending by e-mail any of the documents referred to in 8.1, 8.3 and 8.4, deliver them in physical form, respecting the above mentioned deadline, by registered mail with notice of receipt to the postal address Rua Almerindo Lessa, Campus Universitário do Alto da Ajuda, 1300-663 Lisboa, addressed to the Núcleo de Recursos Humanos, or by hand in the Serviços Gerais e Expediente of ISCSP. If the candidate's reasons for submitting documents in physical form are not accepted, the President of the Jury shall grant the candidate an additional 5 working days to submit them in digital format as well.
- 8.7. The application and documentation can be submitted in Portuguese or English. During the interview, candidates must demonstrate their written and spoken domain of both Portuguese and English languages.

- 9 Exclusion of Candidates: By decision of the President of ISCSP-ULisbon, candidates who do not comply with the provisions of section 8 shall not be admitted to the selection procedure, and candidates who do not submit the application using the form, or do not deliver all documents referred to in points 8.3 and 8.4, or that they present them illegibly, incorrectly completed, or

invalid. It shall also be entitled, if there is any doubt, and for the purposes of admission to the selection procedure, to require any candidate to present supporting documents relating to his/her statements.

10 Selection Process: Under the terms of article 5 of the RJE, selection will be carried out by evaluation of the scientific and curricular path of the candidate(s) and a Selection Interview, according to point 11 of the present public notice. The decision of tie-breaker shall rest with the chairman of the jury.

11 Evaluation Criteria: Evaluation criteria are those set out in this number, with particular relevance to the curriculum vitae, the work plan proposal and scientific contributions to the domain of Gender, Feminist and Women's Studies. Particular importance will be given to the scientific production in the following areas: Social Inequalities; Health; Education; Colonial and Post-Colonial Studies. The evaluation will be made according to the following criteria:

11.1. Scientific quality of the work plan proposal, weighting 20% considering:

- i. Relevance and quality of the work plan proposal to CIEG/ISCSP-ULisbon;
- ii. Contribution to the development and evolution of at least one of the following areas: Social Inequalities, Health, Education, Colonial and Post-Colonial Studies;

11.2. Quality of scientific production, weighting 25% considering:

- i. Scientific publications, namely books, book chapters, papers in scientific journals and proceedings of which the candidate was author or co-author; with particular relevance to scientific publications with peer review or indexed in international databases;
- ii. Invited speaks and invited conferences in scientific meetings;
- iii. Oral presentations in scientific events, especially international;

11.3. Research activities, weighting 25% considering:

- i. Coordination and participation in scientific projects, especially international;
- ii. Supervision and tutoring of students, namely through supervision of Post-doc and PhD projects, master thesis and research fellows; with particular relevance to subjects in the area of Gender, Feminist and Women's Studies;
- iii. Editorial activities in scientific journals and participation in journal editorial boards;
- iv. Recognition by the national and international scientific community, namely, research awards;
- v. Services to the scientific community, in particular by the organization of congresses and conferences;

11.4. Activities of extension and dissemination of knowledge, weighting 10% considering:

- i. Publications of scientific dissemination with social impact;
- ii. Conception, execution and development of professional training activities and lifelong training;
- iii. Services to the society, namely, provision of consultancy and other services;
- iv. Participation in Social Media;

11.5. Contribution in activities of management of science, weighting 10% considering:

- i. Positions in university, school or research units;
- ii. Positions in scientific organizations with national or international recognition;

11.6 Individual Interview, weighting 10% considering:

- i. Adequacy of the profile of the candidate;
- ii. Contributions of the work plan proposed to the strategic program of CIEG/ISCSP-ULisbon.

12 Additional Elements: The jury, whenever it deems necessary, may request the presentation of supporting additional documents of the candidate statements, relevant to the analysis and classification of the application.

13 Classification of Candidates

13.1. Each member of the jury assigns a classification to each of the candidates in each evaluation criterion, on a scale of 0-100, ordering the candidates according to their classification of the partial scores assigned to each evaluation criterion, and taking into account the weighting assigned to each parameter. The final classification it's rounded to one decimal place.

13.2. The candidates are ordered through the application of the successive voting method set forth in section 3 and following of article 20 of the Regulamento Geral de Concursos da ULisboa, published by Order No. 2307/2015, on March 5<sup>th</sup>.

13.3. The jury shall decide by an absolute majority, with no abstention.

13.4. The final classification of each candidate is that corresponding to his or her ordination resulting from the application of the method referred to in point 13.2.

13.5. The jury meetings are recorded in minutes, which contain a summary of what has occurred in them, as well as the number of votes awarded by each member and respective reasoning being provided to the candidates when requested.

14 Homologation: The final deliberation of the jury is approved by the ISCSP President, under the competence delegated by subparagraph f) of the Rectoral Order n.º 8101/2020, of July 8<sup>th</sup>, published in DR, 2<sup>nd</sup> series, n.º 162, of August 20<sup>th</sup>, and it is his responsibility to conclude the respective contract.

15 False Statements: The false statements made by the candidates will be punished according to the law.

16 Disclosure of Final Ranking List: The list of candidates admitted and excluded as well as the final classification list will be posted at Rua Almerindo Lessa, Campus Universitário do Alto da Ajuda, published on the electronic page of ISCSP-ULisbon, being the candidates notified by e-mail with receipt of delivery of the notification, without prejudice to the provisions of articles 110 to 114 of Código do Procedimento Administrativo.

17 Public Hearing: Once notified, candidates will be asked to reply within 10 working days. The final decisions of the jury will be taken within 90 days of the deadline for application submissions.

18 Final Dispositions

18.1. The present selection procedure is aimed solely at filling the position indicated in this Notice, and may be cancelled up to the moment when the list showing the final ranking of the candidates is approved. It will cease when the employment position has been filled.

18.2. Non-discrimination and equal access policy: ISCSP-ULisbon actively promotes a policy of non-discrimination and equal access, so that no candidate can be privileged, benefited, disadvantaged or deprived of any right or exemption from any duty due to, inter alia, ancestry, age, sex, sexual orientation, marital status, family situation, economic situation, education, social origin or condition, genetic heritage, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological beliefs and trade union membership.

18.3. Under Decree-Law no. 29/2001, of February 3<sup>rd</sup>, handicapped candidates take preference in equal classification, which prevails over any other legal preference. Candidates must declare their respective degree of disability, the type of disability and the means of communication / expression to be used in the selection process, in accordance with the above-mentioned diploma.

18.4. The signature of the contract resulting from this selection procedure is subject to acceptance by FCT of the costs associated with it, and to the celebration of the respective addendum to the Program Contract between ISCSP and FCT.

Institute of Social and Political Sciences, April 16<sup>th</sup> of 2021

The President,

Associate Professor with Aggregation

Ricardo Ramos Pinto

ANNEX I

**Guidelines to elaborate the work plan proposal (max. 3000 words)**

The work plan must describe the research development strategy proposed by the candidate, taking into account its contribution to CIEG/ISCSP-ULisbon. It must also explain its relevance for the development of one or more of the scientific domains enunciated in the present notice (Social Inequalities; Health; Education; Colonial and Post-Colonial Studies).

In this sense, the scientific and methodological research proposal must focus on the following aspects:

1. Research subjects to develop and investigate;
2. Publication outputs expected, namely scientific papers, book chapters and/or national and international books;
3. Strategies to reinforce the center's internationalization, namely through international publications, participation in international Programs and Networks, amongst others;
4. Strategies for funding;
5. Contributions to the training of junior researchers, namely through training courses in scientific and research methodology, thematic workshops, amongst others;
6. Dissemination and social impact of the research, for instance through participation in social media, production of informative material and outputs' communication in printed and/or digital form, elaboration of reports and working papers in open access.