



ISPA

INSTITUTO UNIVERSITÁRIO
CIÊNCIAS PSICOLÓGICAS, SOCIAIS E DA VIDA

RECRUITMENT OF TEACHERS IN THE AREA OF ORGANIZATIONAL PSYCHOLOGY

We hereby announce the call for international applications for recruitment of an Assistant Professor to work in the scientific-pedagogical field of Organizational Psychology. Applications should be sent from July 12 to September 14 of 2012.

I – Applicants must possess:

- 1 – A doctoral degree in the area of Organizational Psychology or in a related field.
- 2 – Proficiency in both spoken and written English.
- 3 – Have relevant research in the area, as demonstrated by scientific publications in international journals indexed in ISI.

II - Submission of applications

- Applications must include:

1. A *Curriculum Vitae* of the candidate, mentioning four of the most representative scientific papers on the research activities conducted in the subject area.
2. A certificate of the doctorate degree.
3. Letter of motivation
4. Brief description of research interests
5. Indication of two reference names that may be contacted to attest the candidate's merits in case of a pre-selection for interview.

- Applications must be sent by email to the following address: reitor@ispa.pt. Upon receipt of the application, applicants will receive a confirmation notice via email.

III - selection process

The selection process is divided in two phases:

Phase 1: The applications will be graded according to the curricula evaluation, and a group of candidates will be admitted into the following stage;

Phase 2: An Oral Examination which comprises a conference presentation on the research work developed by the candidate, followed by an interview with the Evaluation Committee

At the end of the selection process, the Evaluation Committee issues a written report on the suitability of each candidate, and will explicitly recommend the appointment of the candidate with the best profile to fill the position.

IVII - Assessment Criteria

A - Scientific Merit

The evaluation of scientific merit will be based on the following criteria:

- a) The candidate will firstly be appraised on the basis of his scientific production in national and international journals, indexed in ISI. Presentation of papers and participation in the organization of scientific events, both national and international will also be taken into account. In addition, the participation in assignments and projects, as well as the publication of books, chapters in books and proceedings of scientific meetings (such as conferences, congresses, seminars, workshops, forums, etc..) will be assessed.

In the evaluation of this parameter, the committee will consider the quantity, the originality and the scientific autonomy demonstrated, the degree of internationalization, and the recognition of work by the scientific community (awards



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or other forms of recognition and distinction by the scientific community, academic or professional) and the impact of the scientific production (in particular the number of citations of their work).

b) Scientific projects - participation in scientific projects, with national and international funding, public or private, as well as not funded projects.

In assessing this parameter a consideration will be made of the quantity, the degree of the project integration (national or international network), the competitive nature of the project in terms of funding, the contribution in terms of assets and resources for research structures and the type of involvement of the researcher (coordinator or participant).

c) Coordination and scientific leadership - creating and leading research teams, scientific management of organic research units, and coordination of management bodies of scientific or academic institutes, schools, departments and research units. In assessing this parameter the committee will consider the activities duration and the extent of the function.

d) Scientific assessment - participation in national and international academic examinations committees and participation in national and international scientific panels of review and assessment of grants, projects, researchers or research units, participation in committees of scientific meetings, active collaboration in the editing, evaluating and review of national and international scientific publications. To assess this parameter, the committee will consider the number, the role and diversity of activities.

B – Academic merit

In order to ascertain the academic merit, the referees will take into account the supervision of dissertations, theses and post-doctoral projects, and in particular the scientific excellence of the work supervised.

Additionally, the committee will evaluate the number and diversity of the supervisions undertaken - completed and in progress.

VII - Selection Committee

The Selection Committee is chaired by the Dean and the following elements:

- Professor Emanuel Gonçalves, representing the Board of Directors of the legal entity;
- Professor Teresa D'Oliveira, coordinator of the Pedagogical Scientific field of Organizational Psychology;
- Professor Teresa Garcia Marques, Director of the Research Center;
- Professor Miguel Pina e Cunha, Full Professor, Universidade Nova de Lisboa
- Professor Maria José Chambel, Associate Professor, School of Psychology, University of Lisbon

The Dean