

**Lisbon Polytechnic Institute**  
**PUBLIC NOTICE**

In accordance with the provisions of Articles 3, 5, 10-B, 15, 15-A, 17 and 29-B of the Career Statute for Teaching Staff in Higher Polytechnic Education (ECPDESP), approved by Decree-Law No. 185/81, of 1 July, as amended by Decree-Law No. 207/2009, of 31 August (which republished it), and by Law No. 7/2010, of 13 May, in conjunction with Order No. 1979/2010, published in the *Diário da República* (Official Gazette), Series II, No. 19, of 28 January, amended by Amendment Declaration No. 244/2010, published in the *Diário da República*, Series II No. 26, of 8 February, which approved the Regulations for the Recruitment of Teaching Staff at the Lisbon Polytechnic Institute (IPL), it is hereby made public that, by order of the President of the Lisbon Polytechnic Institute, dated 1 August, 2025, issued in the exercise of the powers provided for in Article 92(1)(d) of Law No. 62/2007, of 10 September, and in Article 30(1)(d) of Normative Order No. 5/2025, of 10 April, published in the *Diário da República*, Series II, No. 71, of 10 April, that for a period of 30 working days from the date of publication of this notice in the *Diário da República*, applications are invited to fill a vacancy in the teaching staff for 2026 at the School of Social Communication of the Lisbon Polytechnic Institute.

- 1.** Type of Selection Process — Document-based Application.
- 2.** Category — Adjunct Professor.
- 3.** Subject Area — Social and Organisational Psychology.
- 4.** Time period — The selection process ends when the vacancies listed in the notice are filled, as stipulated in Article 38 of Order No. 1979/2010, of 28 January.
- 5.** Functional content — As described in Article 3(4) of the ECPDESP.
- 6.** Applicable form of legal relationship — Public service employment contract for an indefinite period, in accordance with Article 10-B of the ECPDESP.
- 7.** Admission requirements — Applicants for the above-mentioned post should meet the conditions set out in Article 17 of the ECPDESP (Statute of Professional and Technological Development for Higher Education Staff), and hold a PhD or specialisation in the area of Social and Organisational Psychology.

- 8.** Applications — Formal applications should be submitted to the President of the IPL and sent to the following email address: [recrutamento.adjunto.ch@escs.ipl.pt](mailto:recrutamento.adjunto.ch@escs.ipl.pt).
- 9.** Application requirements — Submission of the following information is mandatory: full name; parents' names; date and place of birth; identity card/citizen card number and date and issuing service; home address and telephone number; marital status; academic qualifications and final grade(s); professional category and current position; identification of the position for which the applicant is applying and the *Diário da República* in which this notice was published; and any other information deemed necessary to assess the applicant's suitability.
- 10.** Documents to be submitted with the application:
  - a) Identity card or citizen card (with no exclusion for failure to present the identification document, provided that an alternative document proving the requirements necessary to perform public duties is presented);
  - b) Criminal record certificate;
  - c) Medical certificate, confirming the applicant's physical condition and psychological profile to perform public service, issued by a practising doctor;
  - d) Compulsory vaccination record, duly updated;
  - e) Documents proving that the applicant meets the legal requirements referred to in point 7 of this notice;
  - f) A detailed *curriculum vitae*, dated and signed by the applicant;
  - g) Proof of all documentation mentioned in the *curriculum vitae*;
  - h) Complete list of submitted documentation.
- 10.1.** Whenever deemed necessary, the jury may request further documentation related to the *curriculum vitae* submitted.
- 11.** Exemption from submitting documents – Candidates who declare in their applications, in separate paragraphs and under oath, their precise situation regarding the content of each of the documents referred to in points b), c) and d) of the previous paragraph, are exempt from submitting the documents referred to in points b), c) and d) of the previous paragraph.
- 12.** *Curriculum vitae* components — The *curriculum vitae* should include:

- a) Academic qualifications (academic degrees, classifications, dates and institutions where they were obtained);
- b) Other formal undergraduate and postgraduate courses, indicating grades, dates and institutions where they were obtained;
- c) Education and professional experience;
- d) Participation in innovative projects, congresses, seminars and other meetings of a similar nature (the information provided should make it possible to assess the candidate's level of involvement and responsibility, as well as the final results of their actions);
- e) Research, technical or teaching papers (the information provided should make it possible to assess their skills by analysing the quality of the work produced) — up to 10 of the most representative papers should be selected and submitted;
- f) Work of a professional nature (the information provided make it possible to assess skills by analysing the quality of the work produced);
- g) Other experiences considered relevant to the application;

**13. Selection and ranking criteria for candidates**

13.1 In accordance with the provisions of Articles 15-A and 23 of the ECPDESP, and Article 26 of Order No. 1979/2010, published in the *Diário da República*, Series II, No. 19, of 28 January, amended by Amendment Declaration No. 244/2010, published in the *Diário da República*, Series II, No. 26, of 8 February, the Jury, in a preliminary meeting on 21 November, 2025, approved the parameters, criteria and weightings for the evaluation and ranking of applicants, and their respective curriculum vitae should be organised according to the following parameters:

<b><i>Evaluation Criteria for Documentary Evidence for Adjunct Professor in the Humanities section/department, in the subject area of Social and Organisational Psychology at the School of Social Communication</i></b>	%
<b>a) <u>Technical-Scientific and/or Professional Performance in the area (45%)</u></b>	
a.1. Participation in scientific research projects in the area in question;	15
a.2. Publication of books, book chapters, and articles; presentation of papers at scientific events in the area in question;	20
a.3 Guidance, examination and participation in juries for theses, dissertations, project work, and internship reports in the area in question.	7

a.4. Editorial activities in scientific journals, reviewing/arbitrating scientific articles, coordinating/participating in committees of scientific events.	3
<b>b) <u>Teaching ability in the area (40%)</u></b>	
b1. Effective experience in teaching curricular units in the area in question.	
b2. Supervision of pedagogical activities (responsibility for and development of curricular unit programmes) in the area in question.	15
b3. Participation in educational and/or scientific bodies, groups and/or committees.	10
b4. Coordination of pedagogical and/or scientific areas in the field in question.	
b5. Participation in competition juries, evaluation panels, and other relevant educational activities.	5
	5
<b>c) <u>Other Activities Relevant to the Higher Education Institution (15%)</u></b>	5
c1. Performance of duties and participation in the institution's management bodies and activities.	
c2. Participation in institutional working groups/committees, and activities to promote the institution.	
c3. Coordination, execution and development of applied activities relevant to the subject area for which the call is open.	7
	3
<b>TOTAL</b>	5
	<b>100</b>
<b>Note: Under the terms set out in point 16 of the notice</b>	

13.2 The evaluation and ranking will focus on the applicant's last 5 years of activity.

**14.**Jury – By order of the President of the Polytechnic Institute of Lisbon, dated 1 August, 2025, published by Order No. 9367/2025 in the *Official Gazette*, Series II, No. 151, of 7 August, 2025, amended by Amendment Declaration No. 800/2025/2, of 25 August in the Official Gazette, Series II, No. 162, the jury shall have the following composition:

President:

President — Dr Isabel Maria do Nascimento Simões Ferreira, Principal Coordinating Professor at the School of Social Communication of the Polytechnic Institute of Lisbon, by delegation of powers from the President of the Polytechnic Institute of Lisbon.

Permanent Members:

Dr Ana Luísa Cardoso Marques Teixeira Loureiro, Associate Professor at Lusófona University of Lisbon;

Dr Nelson Jorge Campos Ramalho, Associate Professor at the Lisbon University Institute of Labour and Business Sciences;

Dr Daniel Jorge Roque Martins Gomes, Coordinating Professor at the Coimbra Higher School of Education, Polytechnic Institute of Coimbra;

Dr Sandra Marisa Lopes Miranda, Coordinating Professor at the School of Social Communication of Lisbon Polytechnic Institute.

Alternate Members:

Dr Margarida e Sá de Vaz Garrido, Associate Professor with Aggregation at the Lisbon University Institute of Labour and Business Sciences;

Dr Maria Inácia Rezola y Palácios Clemente, Coordinating Professor at the School of Media Studies, Lisbon Polytechnic Institute.

- 15.** Admission, evaluation and ranking of candidates – Once the application period has ended, the jury meets to deliberate on the admission and proceed with the evaluation and ranking of candidates in the light of the criteria mentioned in point 13 of this Notice.
- 15.1 The recruitment process may be terminated by a duly justified decision of the President of the IPL, respecting the general principles of administrative activity as well as the legal and regulatory limits on recruitment.
- 16.** The following is required cumulatively for an evaluation on absolute merit:
  - 16.1 A final score of 50% or higher in the jury's evaluation;
  - 16.2 The proper preparation of the application in accordance with point 13 of the Notice;
  - 16.3 Publication within the last five years of at least 3 articles indexed in Scopus or the Web of Science in the subject area in question, counted up to the application deadline.
- 17.** Prior hearing – In the event that any applicant is excluded for failing to meet the legal requirements, or for lack of absolute merit, and at the end of the assessment a prior hearing shall be held in accordance with the provisions of Article 121 et seq. of the Code of Administrative Procedure (CPA), published by Law No. 4/2015, of 7 January.

- 18.** Public hearings – In accordance with Article 23(4)(b) of the ECPDESP, the jury may hold public hearings, on an equal basis for all applicants.
- 19.** Consultation of the process – Candidates who wish to do so can consult the selection process at the facilities of the Higher School of Social Communication located on the Benfica Campus of the IPL, 1549-014 Lisbon, from 10:00 a.m to 12:00 p.m and from 2:00 p.m to 4:00 p.m.
- 20.** Recruitment conditions - Applicants who are eligible for recruitment in the final approved ranking will be hired under the terms and conditions laid down in Article 26 of Law No. 73-A/2025, published in the *Diário da República* No. 250/2025, Supplement, Series I of 2025-12-30 (State Budget Law for 2026).
- 21.** Pursuant to Article 9(h) of the Constitution, as an employer the IPL actively promotes a policy of equal opportunities between men and women in access to employment and career advancement, scrupulously guarding against any and all forms of discrimination.

Lisbon, 19 February, 2025. The President of IPL - Dr António da Cruz Belo.