

NOTICE OF OPENING OF A CALL FOR APPLICATIONS

(REFERENCE: ADDICTRESPONSE/03/CT/2026)

FOR THE RECRUITMENT OF ONE PHD RESEARCHER EQUIVALENT TO A JUNIOR RESEARCHER WITHIN THE PROJECT “GETTING AWAY FROM YOUR ADDICTION: ON THE ROLE OF ATTENTIONAL DISENGAGEMENT” UNDER DECREE-LAW NO. 57/2016, OF 29 AUGUST, AS AMENDED BY LAW NO. 57/2017, OF 19 JULY

At a meeting of the Board of Directors of ISPA, CRL, it was resolved to open a call for applications for one PhD researcher position equivalent to Junior Researcher, entry level, for the performance of scientific research activities in the scientific field of Psychology, under an open-ended fixed-term employment contract, pursuant to the Labour Code and Decree-Law No. 57/2016 of 29 August, as amended by Law No. 57/2017 of 19 July.

The position is funded within the scope of the project reference 2023.17370.ICDT, entitled “Getting Away from Your Addiction: On the Role of Attentional Disengagement”, financed by National Funds through FCT – Fundação para a Ciência e a Tecnologia, I.P., under the 2023 Call for R&D Projects in All Scientific Domains.

1. Scientific Area(s)

Psychology

2. Funding

National Funds through FCT – Fundação para a Ciência e a Tecnologia, I.P., under the 2023 Call for R&D (IC&DT) Projects in All Scientific Domains.

3. Applicable Legislation

Decree-Law No. 57/2016 of 29 August, as amended by Law No. 57/2017 of 19 July, establishing the framework for the recruitment of PhD holders aimed at promoting scientific and technological employment across all fields of knowledge;

Regulatory Decree No. 11-A/2017 of 29 December, regulating the remuneration levels of contracted researchers;

Labour Code, approved by Law No. 7/2009 of 12 February, in its current version.

4. Composition of the Evaluation Committee

The evaluation committee shall be composed of:

- **President:** Dr. Jorge Martins, Researcher at the William James Center for Research, ISPA – Instituto Universitário;
- **Permanent Member:** Dr. Inês Mares, Researcher at the William James Center for Research, ISPA – Instituto Universitário;
- **Permanent Member:** Professor Lénia Amaral, Assistant Professor and Researcher at the William James Center for Research, ISPA – Instituto Universitário;

- **Alternate Member:** Professor Nuno Gomes, Assistant Professor and Researcher at the William James Center for Research, ISPA – Instituto Universitário;
- **Alternate Member:** Dr. Magda Saraiva, Collaborator at the William James Center for Research, ISPA – Instituto Universitário.

5. Place of Work

The place of work shall be ISPA – Instituto Universitário, located at Rua Jardim do Tabaco, 34, 1149-041 Lisbon, Portugal, as well as any other locations required for the proper implementation of the work plan.

6. Remuneration

The monthly remuneration to be awarded corresponds to that established in Article 15(1) of Decree-Law No. 57/2016 of 29 August, as amended by Law No. 57/2017 of 19 July, and is equivalent to level 33 of the current single remuneration table, approved by Ordinance No. 1553-C/2008 of 31 December.

The contract is expected to commence in April 2026 and will have an expected duration of 12 months, with the possibility of renewal until the completion of the project, subject to available funding.

7. Project Framework and Work Plan

The work plan will be carried out within the scope of the research activities of the project “Getting Away from Alcohol Addiction: The Role of Attentional Disengagement.”

The duties associated with this position involve transversal support across all phases of the research project, from study design and implementation to data management and administrative support, as well as contributions to other activities aligned with the project’s overarching scientific objectives. In particular, the selected applicant will be responsible for:

Conducting participant screening and recruitment procedures throughout the project, including initial contact, verification of eligibility criteria, and participant follow-up during the study;

Administering questionnaires, assessment instruments, and semi-structured interviews, as well as programming experimental tasks within the scope of ongoing studies;

Conducting baseline assessments and leading laboratory-based experimental sessions in accordance with established protocols;

Performing psychological assessments and collecting behavioural and psychophysiological data, including EEG data, where applicable;

Processing and cleaning data collected within the framework of the project;

Ensuring appropriate data management, including the organisation, monitoring, and tracking of participant information, in full compliance with ethical standards and confidentiality requirements;

Supporting the training, supervision, and coordination of research assistants, contributing to the consistent and standardized implementation of project procedures.

In addition, the selected applicant will be expected to engage in complementary activities, including participation in weekly lab meetings, relevant literature reviews, contribution to and support in the statistical analysis of quantitative data collected during the project, preparation of scientific communications, participation in the dissemination of project results at scientific meetings, science communication events and on social media platforms, as well as the preparation of manuscripts for submission to peer-reviewed scientific journals.

8. Eligibility Requirements

The call is open to national, foreign, and stateless applicants who hold a PhD degree in Psychology and whose scientific and professional curriculum demonstrates a profile appropriate to the duties to be performed (see Section 7).

Where the PhD degree has been awarded by a foreign higher education institution, applicants must provide proof of formal recognition or equivalence by a Portuguese higher education institution, with all required formalities completed by the date of contract formalization, in accordance with Decree-Law No. 66/2018 of 16 August.

8.2 General Requirements

- a) A PhD degree in Psychology;
- b) Proven experience in clinical psychological practice, including psychological assessment and intervention with adult populations, and current full membership of the Portuguese Psychologists Association (Ordem dos Psicólogos Portugueses).

8.3 Specific Requirements

- a) Demonstrated experience in international academic contexts, acquired during the PhD and/or through periods as a Visiting Scholar at foreign institutions;
- b) Active participation in scientific research projects and international research networks, evidencing sustained international scientific collaboration;
- c) Academic training and research experience in the areas of cognition, memory, and neuropsychology;

d) A minimum scientific output of five (5) publications (indexed journal articles, book chapters, or equivalent), with first authorship;

e) Experience and complementary training in the design, implementation, and execution of online studies within the field of cognitive sciences or related disciplines;

f) Proven experience in the programming and management of online questionnaires using platforms such as Qualtrics, LimeSurvey, and/or Google Forms, as well as experience with participant recruitment platforms (e.g., Prolific);

g) Knowledge and hands-on experience in the use of statistical analysis software, in particular IBM SPSS and JASP.

9. Evaluation

In accordance with Decree-Law No. 57/2016 of 29 August, as amended by Law No. 57/2017 of 19 July, the selection process shall be conducted through an assessment of the applicants' scientific and curricular record.

The evaluation of the scientific and curricular record shall focus on the relevance, quality, and timeliness of the applicants' scientific contributions, taking into account:

a) The scientific and technological output produced over the last five (5) years and considered most relevant;

b) Applied or practice-based research activities carried out over the last five (5) years and considered by the applicant to be of greatest impact;

c) Outreach and knowledge dissemination activities developed over the last five (5) years, particularly those aimed at promoting scientific culture and practices, and considered most relevant by the applicant.

The five-year period referred to above may be extended by the evaluation committee at the applicant's request, where duly justified by socially protected interruptions of scientific activity, including parental leave, serious or prolonged illness, or other legally recognised situations of unavailability for work.

9.1. Evaluation Criteria:

Criterion A (60%): Scientific and Academic Track Record, evidenced by the curriculum vitae, detailed in the subcriteria:

A1) Integrated evaluation of scientific production, extension activities, and knowledge dissemination conducted in the last five (5) years (60%). This subcriterion will consider, in an integrated and weighted manner, the following elements: the candidate's scientific production, including publications in indexed scientific journals, books, and book chapters; the organization, coordination, or co-organization of scientific meetings, workshops, seminars, or other events of a scientific nature; active participation in

knowledge dissemination activities, particularly through presentations at national and international conferences, invited talks, and teaching experience in courses on statistics,

research methods, and other courses in the fields of cognitive sciences and psychophysiology; and finally, the receipt of awards, competitive grants, and/or other recognitions granted by scientific societies or funding agencies (e.g., doctoral scholarships and travel grants).

A2) Evaluation of research and scientific coordination activities conducted in the last five (5) years (40%). This subcriterion will consider, in an integrated manner, the following aspects: active participation in research projects, funded and/or non-funded, at national and international levels, including roles of coordination, co-coordination, or responsibility for specific tasks; integration and participation in research networks, consortia, and scientific partnerships, both nationally and internationally; and proven experience in supervising, advising, or co-advising undergraduate and master's students, including co-advising master's theses.

Criterion B (40%): Motivation Letter, in which the candidate is expected to explain the reasons for applying as well as future career plans (max. 2 pages).

The evaluation jury will assess applications according to the defined criteria using a 0–100 scale, with the ranking determined by the average scores assigned to each application by each jury member.

The final score will be the weighted average of the criteria, expressed on a 0–100 scale: if the interview is waived, the final score will be calculated as the weighted average of Criteria A + B using the formula:

$(A1 \times 60\% + A2 \times 40\%) \times 60\% + B \times 40\%$, which will correspond to 100% of the final score;

if an interview is conducted, the final score will be calculated using the formula:

$$\{(A1 \times 60\% + A2 \times 40\%) \times 60\% + B \times 40\% \} \times 90\% + \text{Interview} \times 10\%.$$

In the event of a tie, candidates will be ranked based on their scores in each evaluation criterion, with the following precedence if the interview is waived:

- A) Scientific and academic track record evidenced by the detailed CV;
- B) Motivation letter.

If an interview is conducted, candidates will be ranked based on their scores in each evaluation criterion, with the following precedence:

- A) Scientific and academic track record evidenced by the detailed CV;
- B) Motivation letter;
- C) Interview.

The jury deliberates by nominal vote, providing justification in accordance with the adopted evaluation criteria; abstentions are not permitted. If none of the candidates demonstrate

the appropriate and/or necessary competencies for the position and the implementation of the work plan, the jury reserves the right not to award the position.

Minutes of the jury meetings are drafted, summarizing the discussions and including the votes and reasoning of each member; these minutes are made available to candidates upon request.

After completing the application of the evaluation criteria, the jury will prepare the ranked list of approved candidates with their respective scores.

The jury's final decision is ratified by the institution's highest authority, who also has the power to make the hiring decision.

In the event of the selected candidate's withdrawal, the jury may decide to offer the position to the candidate ranked second on the list.

10. Submission of Applications

Applications must be accompanied by documents proving that the conditions outlined in Section 8 for admission to this call are met, namely:

- a) A copy of the doctoral degree certificate or diploma, indicating the date of completion. If the doctoral degree was awarded by a foreign higher education institution, a document certifying its recognition or equivalence by a Portuguese higher education institution must be provided, and all formalities must be completed by the date of contract formalization;
- b) Doctoral thesis or a link to its publication;
- c) Detailed curriculum vitae;
- d) Motivation letter, reflecting the most relevant professional and scientific activities of the last five years (max. 2 pages), in accordance with Article 5(2) of Decree-Law No. 57/2016 of 29 August, as amended by Law No. 57/2017 of 19 July;
- e) Two letters of recommendation;
- f) Other documents relevant for the evaluation of qualifications in a related scientific field.

Applications and the respective documentation must be submitted in digital format (PDF) by email to candidaturas.investigadores@ispa.pt, with a copy to wjrc@ispa.pt, between **13rd February 2026 and 16th March 2026, until 23:00 (Lisbon time)**, indicating the reference **ADDICTRESPONSE/03/CT/2026** in the "Subject" field. Applications may be submitted in either Portuguese or English.

Candidates who submit their applications incorrectly or fail to provide evidence of the requirements specified in this Call for Applications may be excluded from admission. The jury reserves the right to request, in case of doubt, any documents necessary to verify the statements made by a candidate.

False statements made by candidates will be penalized in accordance with the law.

11. Notification of Results

All candidates will be notified of the minutes related to the application evaluation process via email, sent to the address provided by the candidate for this purpose, with delivery receipt confirmation. Notifications will be made by email, in accordance with Articles 112(1)(c) and 113(5) of the Administrative Procedure Code (CPA).

12. Deadlines and Procedures for Prior Hearing, Complaint, and Appeal

After the provisional list of results is communicated, candidates have a period of 10 working days to submit their statements within the scope of a prior hearing, in accordance with Articles 121 et seq. of the Administrative Procedure Code. The final decision will be issued after reviewing the statements submitted during the prior hearing. Once this decision is communicated, the selected candidate has ten working days to accept, in writing, the awarded fellowship; failure to provide a valid justification within this period will be considered a renunciation or withdrawal of the fellowship.

A complaint may be filed against the final decision within 15 working days, or an appeal may be submitted to the highest executive body of the funding institution within 30 working days, both counted from the date of notification.

If the selected candidate renounces the fellowship or withdraws their intention, the jury may notify and award the fellowship to the candidate(s) in the subsequent position(s) on the final ranked list, if applicable.

This call for applications is intended solely to fill the indicated vacancy and may be closed at any time until the final ranking list of candidates is ratified, expiring upon the respective occupation of the offered position.

13. Non-Discrimination and Equal Access Policy

ISPA actively promotes a policy of gender equality, diversity, and inclusion and is firmly committed to preventing any form of discrimination. Accordingly, the terms “applicant”, “researcher”, “PhD holder”, and other similar designations used throughout this document are intended to be gender-neutral and do not refer to the gender of individuals. Pursuant to Decree-Law No. 29/2001 of 3 February, applicants with disabilities shall be given preference in the event of equal ranking, which shall prevail over any other legally established preference. Applicants are required to declare, in the application form and under a declaration of honour, their degree of disability, the type of disability, and the means of communication and/or expression to be used during the selection process, in accordance with the provisions of the aforementioned legislation.

14. Personal Data Protection

By submitting an application, the applicant provides the necessary information and gives consent for the processing of personal data at the time of application, strictly for the

purposes of collection and integration into the database of the selection process and for the duration thereof, in accordance with the General Data Protection Regulation (GDPR). The documents submitted within the scope of this selection process constitute administrative documents; therefore, access to such documents shall be governed by Law No. 26/2016 of 22 August, as currently in force.