Opening Notice

Research Initiation Fellowship (BII)

Reference: CUBE_2BII_DEBIASIFY_5_2025

CUBE - Católica Lisbon Research Unit in Business and Economics at Católica Lisbon School of Business & Economics, Universidade Católica Portuguesa, is awarding a 2 (two) Research Initiation Fellowship (BII) in the scientific field of Psychology for the development of research in the frame of the reference project - 2024.07497.IACDC/2024, supported by the measure "RE-C05-i08.M04 - Support a program of R&D projects for development and implementation of advanced cybersecurity, artificial intelligence and data science systems in public administration, to reinforce the process of digital transformation and digitization of science and support services of the National Science and Technology System (NSTS), of the Recovery and Resilience Plan – PRR, within the scope of the financing contract signed between the Recover Portugal Mission Structure (EMRP) and the Foundation for Science and Technology I.P. (FCT), as an intermediate beneficiary.

ABOUT THE PROJECT

This research project aims to improve hiring decisions and combat workplace discrimination through artificial intelligence (AI)-based advisory systems. The focus is on promoting fairer decisions by reducing the influence of stereotypes and human biases. Although AI has the potential to enhance decision quality, there is often an aversion to its use. The project explores ways to increase trust in AI systems, such as introducing certification labels, without fostering blind trust.

To this end, several experimental studies will be conducted, and their results will form the basis for developing an AI application.

ADMISSION REQUIREMENTS

At the time of application, candidates must be enrolled or accepted to be enrolled in an undergraduate program in the scientific area of Psychology.

Candidates with a bachelor's degree are also encouraged to participate**.**

Other requirements are the following:

- Good data collection and analysis skills.
- Strong quantitative skills.
- Excellent command of the English language.
- Ability to work in an organized and autonomous manner.

Preferential requirements:

- Preference will be given to candidates who can work with statistical software such as SPSS, R, or JASP.

• Interest and experience in Psychology research will be valued.

• Programming skills for experimental studies in software such as Qualtrics or e-prime will also be valued.

• Preference will be given to candidates who demonstrate programming ability.

• Experience in academic writing will be valued.

WORK PLAN AND GOALS

The research fellow will conduct academic research in the field of Psychology. The main duties of the researcher are:

• Literature review.

• Study schedule.

• Data collection and analysis.

• Writing outputs.

APPLICABLE REGULATIONS

Research Fellow Statute, approved by Law No. 40/2004, of August 18, in the current wording conferred by Decree-Law No. 123/2019, of August 28; current Regulation of Fellowships of Fundação para a Ciência e Tecnologia, I.P. (Regulation No. 950/2019 of December 16th); Regulation of Fellowships of Universidade Católica Portuguesa.

WORKPLACE AND SCIENTIFIC GUIDANCE

The workplace is the Católica Lisbon School of Business & Economics, Universidade Católica Portuguesa, in Lisbon, and the work will be developed under the scientific guidance of Professor Filipa de Almeida.

FELLOWSHIP'S DURATION AND START DATE

The fellowship will be awarded for 7 months, with exclusive commitment. The fellowship may be renewed up to the fullest extent permitted by applicable regulations. The renewal of the fellowship contract depends on the research fellow's evaluation concerning the accomplishment of the work plan, the fulfillment of personal requirements for the fellowship renewal, and the availability of funding for the project.

The fellowship is expected to start in June 2025.

MONTHLY MAINTENANCE ALLOWANCE

The fellowship's maintenance allowance is 651,12€ per month, according to the table of values of the grants awarded directly by FCT, I.P. in the Country. Further information at https://www.fct.pt/wp-content/uploads/2025/02/Tabela_valores_SMM_2025.pdf.

The fellowship will be paid monthly by bank transfer.

The fellowship holder will be covered by personal accident insurance.

If not covered by any social protection scheme, the fellowship holder can ensure the right to Social Security through adherence to the Voluntary Social Security scheme, under "Código dos Regimes Contributivos do Sistema Previdencial de Segurança Social". Provided that the awarded fellowship has a minimum duration of 6 months, the fellowship holder will be entitled to assume, by UCP, the charges resulting from the contributions that apply to the first bracket referred to in article 36 of Decree-Law no. 40/89, of 1 February, with the increase in charges arising from the option for a higher incidence base on its own.

SELECTION METHOD

The candidates' final classification shall be presented on a scale of 0 to 20.

The evaluation will be carried out in 2 phases:

1. Firstly, candidates are evaluated based on 3 criteria, based on the scientific and academic curriculum (PC):

A. Academic curriculum: 50%.

B. Demonstrated knowledge of the work area, including previous research experience: 30%.

C. Data collection and analysis skills: 20%

$$PC = (0.50 \times A) + (0.30 \times B) + (0.20 \times C)$$

2. A minimum of 15 points is required for a candidate to be considered eligible for the position and to proceed to the second phase, which involves an interview (E). The interview can be in person or done online. The final classification will be obtained as follows:

$$CF = (PC \times 0.6) + (E \times 0.4)$$

The selection panel reserves the right not to select any candidate if it considers that none of the candidates has the required profile.

COMPOSITION OF THE SELECTION PANEL

President of the Jury: Professor Filipa de Almeida (fellow supervisor)

Effective Member: Professor Cristina Mendonça (fellow supervisor; Instituto Superior Técnico - Universidade de Lisboa)

Effective Member: Professor Ian Scott (fellow supervisor; Nova IMS - Universidade Nova de Lisboa)

Substitute member(s): Professor João Santos (research fellow; ISPA)

REQUIRED DOCUMENTS FOR APPLICATION

Applications are to be submitted in English and PDF format.

Applications shall include the following documents:

1. A letter elaborating on the motivations and objectives for applying to the BII fellowship.

2. Curriculum Vitae including all the elements to access the admission requirements, namely all the research fellowships previously awarded, if applicable;

3. Proof of enrollment in the required Bachelor's degree program or proof of meeting the requirements for enrollment in the required program.

DEADLINES AND SUBMISSION OF APPLICATIONS

Required documents should be sent by e-mail to catolica-lisbon-research@ucp.pt from **07th May to 20th May 2025** (until 5 pm Lisbon time) with the reference Subject: **CUBE_2BII_DEBIASIFY_5_2025** - #Candidate's name#.

No document that should have been submitted at the application stage may be presented after the deadline set for this purpose in the opening notice. Failure to comply with the deadline set for the submission of the application, as well as the lack of submission or late submission of the documents referred to in this point, will result in exclusion from the competition. False statements provided by the candidates are punishable by law.

DELIBERATION AND RELEASE OF THE RESULTS

The selection panel deliberates by adopting and disclosing selection criteria. Minutes of panel meetings shall include a summary of the meeting content. After application of the selection criteria, the panel shall prepare a ranked list of approved candidates and their respective classifications.

The ranked list of candidates will be published within 90 working days after the deadline of the applications on the CATÓLICA-LISBON website https://www.clsbe.lisboa.ucp.pt/research/research-positions. Candidates will be notified by e-mail once this list is made available.

In the 10 working days after the communication of the final decision, the selected candidate must confirm in writing his/her availability to initiate the fellowship in the proposed date. In case of unavailability, the offer will be made to the next candidate in the ranked list.

PRIOR HEARING, COMPLAINTS, AND APPEALS

In case of unfavorable decision, candidates will have 10 working days after notification to appeal in a prior hearing, should they wish it, under the terms of the Code of Administrative Procedures. The final decision may be subject to a complaint within 15 working days or an appeal within 30 working days, with both durations beginning on the date of the initial notification. The complaint or appeal should be addressed to the Rector's Office (Reitoria) of Universidade Católica Portuguesa. After this notification, and in case there are no allegations, the results will become definitive. Ineligible candidates will be notified by email, with details of the missing eligibility elements.

PRIVACY POLICY

Universidade Católica Portuguesa is the controller responsible for the processing of Personal Data in accordance with Regulation (EU) 2016/679 – General Regulation on Data Protection.

The personal data submitted within the scope of this tender procedure is processed within the framework of said tender procedure only, and will be treated by Universidade Católica Portuguesa with the purpose of verifying the fulfillment, by the candidates, of the assumptions established in the applicable legislation for their contracting. Opposition to the processing of data by the candidates will make it impossible to accept the application and, therefore, to analyze and evaluate it.

The personal data of the Data Subject, if it be indispensable for the fulfillment of the obligations of Universidade Católica Portuguesa, may be conveyed to third parties, namely to the Financing Entities identified in this announcement.

The data retention period shall correspond to the legally defined period of five years.

The Data Subject is entitled to oppose to the collection and processing of data, has the right to verification, the right to rectification, the right to deletion, and the right to restriction of processing of the data collected. However, the exercise of such rights may be excluded when the personal data is used to protect public interest, namely in the detection and prevention of crimes or when subject to professional rules of confidentiality.

The Data Subject has the right of access and portability of the data.

Rights of Personal Data Subjects: https://www.ucp.pt/rights-data-subjects.

For purposes of exercising the respective rights, contact the University through the e-mail address compliance.rgpd@ucp.pt or by using the address found at the end of this announcement, through the means set out in "Contacts for clarification".

The Data Subject is always entitled to contact and file a complaint with the Comissão Nacional de Proteção de Dados (Portuguese Supervisory Authority for Personal Data).

NON-DISCRIMINATION AND EQUAL ACCESS POLICY

Universidade Católica Portuguesa actively promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, gender, sexual orientation, marital status, family status, family and economic conditions, instruction, social origin or condition, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions, and union membership.

CONTACTS FOR CLARIFICATION

Universidade Católica Portuguesa

CATÓLICA-LISBON
CUBE
Palma de Cima, 1649-023 Lisboa
Tel. 217214122

E-mail: catolica-lisbon-research@ucp.pt

Human Resources Department
E-mail: drh.sede@ucp.pt