

Notice of Announcement
Research Fellowship for Phd position, 1 (one) position
Ref. UIDB/04521/2020 B12

CSG – Investigação em Ciências Sociais e Gestão (ISEG, Universidade de Lisboa), through Advance Research Center calls for the award of 1 (one) research grant, hereinafter referred to as Research Scholarship, under the project “The potential of artificial intelligence (AI) for the environmentally sustainable performance of service organizations and the resulting behaviors and emotions in their customers” and financed by national funds through FCT - Fundação para a Ciência e a Tecnologia, within the funding project with the reference UIDB/04521/2020_B12, under the FCT Research Grants Regulations (RBI) and the Research Grant Holder Statute (EBI).

This project, to run between March 2022 and February 2023 (estimated), may address but is not limited to the following topics:

- Incorporate more rationality-based and emotional factors in order to determine the role of user acceptance for AI: hedonic motivations have been considered major determinants of AI service usage;
- Understand the applications of AI in the stages of the consumer journey;
- Looking into AI interactive marketing experience in online, multichannel and omnichannel activities;
- How to enable sustainable service via data and AI technologies;
- The acceptance of AI technology through the lens of theories that include the individual or user-level characteristics in line with ethical concerns regarding privacy and safety.

1. SUBMISSION OF APPLICATIONS

The tender is open from 14/2/2022 to 17h00 (Lisbon time) of 25/2/2022.

Applications and supporting documents to the application foreseen in this Notice of Announcement must be submitted by e-mail to geral@advance.iseg.ulisboa.pt.

Each candidate may submit only one application, under penalty of cancellation of all applications submitted.

False statements or plagiarism on the part of the candidates shall be grounds for cancellation of the application without prejudice to the adoption of other sanctionary measures.

2. TYPE AND DURATION OF THE FELLOWSHIPS

The grant to be awarded will be a research grant for a PhD.

The fellowship will start in March 2022 and will be for a renewable period of six months.

3. ADMISSIBILITY

3.1 Candidate Admissibility Requirements

Applicants may apply to the present call:

- National citizens or citizens of other Member States of the European Union;
- Citizens from third States;
- Stateless persons;
- Citizens benefiting from the status of political refugee.

To apply for a research scholarship it is necessary:

- Hold a PhD in the area of management or in areas considered to be related. The affinity between the candidates' area of training and the object of research of the project will be valued;
- To reside permanently and habitually in Portugal if the work plan associated with the grant is partially carried out in foreign institutions (mixed grants), a requirement applicable to both Portuguese and foreign citizens.
- Good knowledge of the English language;
- Knowledge of management research methodologies;
- Interest, motivation, ability to focus on research activity;
- Availability.
- Record of recognition of academic degrees awarded by foreign higher education institutions and record of the conversion of the respective final classification into the Portuguese classification scale, or, alternatively, declaration of honour from the candidate that he/she has obtained the recognition of the foreign degree equivalent to a bachelor or master until the application deadline;
- The recognition of foreign academic degrees and diplomas as well as the conversion of the final classification into the Portuguese classification scale may be requested in any public higher education institution, or in the Directorate General of Higher Education (DGES, only in the case of automatic recognition). Regarding this matter, we suggest consulting the DGES portal at the following address: <http://www.dges.gov.pt>.

3.2 Admissibility requirements for the application

It is essential, under penalty of non-admission to the Competition, to attach the following documents to the application:

- Elements of the identity card/citizen card/passport;
- Curriculum vitae of the candidate;
- A record of recognition of academic degrees awarded by foreign higher education institutions and a record of the conversion of the respective final classification into the Portuguese classification scale, or alternatively, a declaration of honour from the candidate that he/she has obtained the recognition of the foreign degree equivalent to a Doctor by the end of the application deadline;
- Letter of motivation;

- Letters of Recommendation (2);
- To write the application and all its associated documents, including the letters of motivation and recommendation, in the English language.

Regarding the above mentioned admissibility requirements the following should be noted:

- In the case of academic degrees awarded by foreign higher education institutions, and in order to ensure the application of the principle of equal treatment to applicants holding foreign and national academic degrees, the recognition of these degrees and the conversion of the respective final classification into the Portuguese classification scale is mandatory.

The recognition of foreign academic degrees and diplomas as well as the conversion of the final classification into the Portuguese classification scale may be requested in any public higher education institution, or in the Directorate General of Higher Education (DGES, only in the case of automatic recognition). Regarding this matter, we suggest consulting the DGES portal through the following address: <http://www.dges.gov.pt>.

- Applicants will only be admitted if they have completed the cycle of studies leading to a bachelor or master degree by the application deadline. In case candidates do not yet have the certificate of degree completion, a declaration of honour will be accepted that they have completed the necessary qualifications for the competition by the application deadline. The conception of the scholarship is always dependent on the presentation of the proof of academic qualifications required for the awarding of the scholarship.

4. WORK PLANS AND SCIENTIFIC ORIENTATION OF THE FELLOWSHIPS

The work plan comprises the following tasks:

- Construction of theoretical framework;
- Participation in data collection, processing and analysis;
- Sharing, with the other members of the team, the planning, organization and control of the research project, the respective activities of dissemination of the research results and the communication with the participants involved in the study;
- Preparation of scientific papers to be submitted to international conferences;
- Preparation of scientific papers to be submitted to international scientific journals.

5. EVALUATION CRITERIA AND BONUSSES

5.1 Evaluation Criteria

Candidates will be evaluated on the criteria defined in 3.1- Admission requirements, through a scale of 0 to 7. A mark of less than 4 points in any evaluation criterion will result in disqualification of the application:

- Curriculum evaluation. The applicant's CV must demonstrate compliance with the admission

requirements mentioned in item 3.1 - Admission requirements. This element will have a weighting of 60% in the evaluation of the application.

B. Evaluation of the project proposal. Applicants must prepare a research proposal within the scope of the project, written in English and limited to 20 pages (font size 12, double-spaced). This element will have a weighting of 40% in the evaluation of the application.

For the purposes of the decision on the award of the scholarships, the candidates will be ranked according to the weighted average of the score obtained in each of the criteria, translated by the following formula:

$$\text{Final score} = (60\% \times A) + (40\% \times B)$$

For tie-breaking purposes, candidates will be ranked on the basis of the score awarded for each of the evaluation criteria in the following order of precedence: criterion A and criterion B.

The evaluation process may include an interview. In the case of an interview, the applicants will be asked to present and discuss their CV and research proposal mentioned above and show the relevance of them for the research activities of the research center.

Important notice for candidates with diplomas awarded by foreign higher education institutions:

- Applicants with diplomas issued by foreign higher education institutions may apply and will be evaluated with the same criteria as applicants with diplomas issued by Portuguese institutions, provided that they present, in application, proof of the recognition of the academic degrees and the conversion of the final classification to the Portuguese classification scale under the terms of the applicable legislation.

- In any case, the grant contracts with applicants with degrees issued by foreign institutions shall only be signed upon presentation of the proof of recognition of the academic degrees and conversion of the final classification, as indicated above.

5.2 Bonus

Not applicable.

6. EVALUATION

The panel for the evaluation of candidates is composed of the following members:

- Prof. Vitor Gonçalves, Full Professor, ISEG - University of Lisbon, (panel coordinator)
- Prof. Carla Curado, Associate Professor, ISEG - University of Lisbon
- Prof. Pedro Verga Matos, Associate Professor from ISEG - University of Lisbon

Considering potential conflict of interest situations, the Evaluation Panel of the candidates is also composed of the following alternates:

- António Palma dos Reis, Full Professor at the ISEG - University of Lisbon
- Helena Gonçalves, Associate Professor at the ISEG - University of Lisbon
- Paulo Lopes Henriques, Full Professor, ISEG - University of Lisbon

Panel members may not be supervisors or co-supervisors of candidates with applications submitted to the competition at the date of evaluation. All the members of the evaluation panel shall be responsible for the drawing up of the minutes of their meetings, which shall include the provisional list of the ranking and seriation of the candidates, in descending order of the final ranking of all the applications evaluated by the panel;

7. DISSEMINATION OF RESULTS

The evaluation results will be communicated via e-mail to the e-mail address used by the candidate to send the application/indicated in the application.

8. DEADLINES AND PROCEDURES FOR PRIOR HEARING, COMPLAINT AND APPEAL

After notification of the provisional list of evaluation results, the candidates have a period of 10 working days to, if they wish, make their comments in a prior hearing of interested parties, under the terms of articles 121 and following of the Administrative Procedure Code.

The final decision will be issued after the analysis of the statements presented during the prior hearing of interested parties. A complaint may be lodged against the final decision within 15 working days, or alternatively an appeal may be lodged within 30 working days, both counting from the respective notification. Candidates who choose to file a complaint must address their appeal to the member of the FCT Board of Directors with delegated authority. Candidates who choose to file an appeal must address their appeal to the FCT Board of Directors.

9. GRANT REQUIREMENTS

The following documents must be submitted, when the grant is awarded, for contractualization purposes

- a) Copy of the civil, fiscal and, when applicable, social security identification document(s);
- b) Copy of the academic qualifications certificates of the academic degrees held
- c) Presentation of the record of recognition of the foreign academic degrees and conversion of the respective final classifications to the Portuguese classification scale, if applicable.
- d) Document proving acceptance of the applicant by the institution where the research activities will take place, guaranteeing the necessary conditions for its good development, as well as fulfilment of the duties established in article 13 of the Research Grant Holder Statute (draft declaration to be made available by FCT);
- e) Updated document proving compliance with the regime of exclusive dedication (draft statement to be made

available by FCT).

The award of the grant is also subject to

- fulfilment of the requirements set out in this Announcement of the Call
- the result of the scientific evaluation
- the absence of unjustified non-compliance with the duties of the grant recipient under a previous grant contract funded directly or indirectly by FCT;
- FCT budget availability.

Failure to submit any of the documents needed to complete the grant contractualization process within 6 months of the date of communication of the decision to award the grant conditionally will result in the expiration of the grant and the termination of the process.

10. FINANCING

Payment of the scholarships will begin after the candidates return the duly signed scholarship contract, which must occur within a maximum of 15 working days from the date of receipt.

11. COMPONENTS OF THE GRANT

The grant holders shall be granted a monthly maintenance allowance in accordance with the table in Annex I of the RBI.

The grant may also include other components, under the terms set forth in Article 18 of the RBI and by the amounts foreseen in Annex II thereto.

All grant recipients shall be covered by personal accident insurance for research activities, borne by FCT.

All grant recipients who are not covered by any social protection scheme may exercise their right to social security by joining the voluntary social insurance scheme, under the terms of the Social Security Contributions Code.

12. PAYMENTS OF THE SCHOLARSHIP COMPONENTS

All payments due to the grant holder will be made by bank transfer to the account identified by the grant holder. The payment of the monthly maintenance allowance will be made on the first working day of each following month.

13. INFORMATION AND PUBLICITY OF THE FUNDING GRANTED

In all R&D activities directly or indirectly funded by the grant, namely in all communications, publications and scientific creations, as well as theses, carried out with the support provided by the grant, mention should be made of financial support from FCT and the European Social Fund, through, namely, the Regional Operational

Programme of the North (NORTE 2020), the Regional Operational Programme of the Centre (Centro 2020) and the Regional Operational Programme of the Alentejo (Alentejo 2020). To this end, the insignia of the FCT, the MCTES, the ESF and the EU shall be included in the documents relating to these actions, in accordance with the graphic standards of each operational program.

Dissemination of results of research funded under the RBI shall comply with the open access rules for data, publications and other research results in force at the FCT.

In all grants, and in particular in the case of actions supported by EU funding, namely from the ESF, monitoring and control actions may be carried out by national and EU bodies, in accordance with applicable legislation in this area, with the grant recipients being required to cooperate and provide the requested information, which includes surveys and evaluation studies in this area, even if the grant has already ended.

14. POLICY OF NON-DISCRIMINATION AND EQUAL ACCESS

The FCT promotes a policy of non-discrimination and equal access, whereby no candidate shall be privileged, benefited, prejudiced, or deprived of any right or exempt from any duty because of ancestry, age, gender, sexual orientation, marital status, family situation, economic situation, education, origin or social condition, genetic patrimony, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, territory of origin, language, religion, political or ideological convictions, or union membership.

15. APPLICABLE LEGISLATION AND REGULATIONS

The Call is governed by this Notice of Opening, by the FCT Research Grants Regulation, approved by Regulation No. 950/2019, published in the II Series of the DR of 16 December 2019, by the Research Grant Holder Statute approved by Law No. 40/2004, of 18 August, as amended, and by the other applicable national and EU legislation.