

ANNOUNCEMENT

INTERNATIONAL TENDER FOR THE RECRUITMENT OF A POST-DOCTORAL ASSOCIATE RESEARCHER

1. Pursuant to the Doctoral Hiring regime to stimulate Scientific and Technological Employment in all knowledge areas approved by the Decree-Law 57/2016 of 29 August, with the wording given by Law 57/2017 of 19 July, and by order of the Rector of the Universidade do Algarve dated to January 02, 2022, authorisation has been given for the opening of an international tender to recruit one (1) post-doctoral senior level researcher (equivalent to Principal Researcher) to perform duties in the scientific areas of Economics and Management, Economic and Social Geography, Psychology or Sociology, for the Research Centre for Tourism, Sustainability and Well-Being (CinTurs) of the Universidade do Algarve (UIDP/04020/2020) in the form of a fixed-term public service contract.
2. The employment contract has a duration of three (3) years, automatically renewable for further periods of one (1) year, up to a total duration of six (6) years, unless, without prejudice for other grounds for termination or extinction covered by the law, the institution's scientific body proposes to terminate the contract, which must be notified to the interested party within 90 days before the expiry date of the initial contract or of the renewal, based on an unfavourable evaluation of the work developed by the post-doctoral researcher, being decisive, in addition to other tasks, the promotion and obtaining of sources of external funds to guarantee future research in the area for which he or she was hired.
3. The tender is open for a period of 20 business days. The tender notice has been published on the BEP (Public Employment Exchange) under the URL www.bep.gov.pt, on the website of the FCT, IP (Foundation for Science and Technology), at www.eracareers.pt, and on the website of the Universidade do Algarve, at www.ualg.pt.
4. Applicable legislation: Decree-Law 57/2016 of 29 August, amended by Law 57/2017 of 19 July, which approves the Doctoral Hiring regime to stimulate Scientific and Technological Employment in all knowledge areas ("RJEC"); the General Law for Public Service Employment approved in the appendice to Law 35/2014 of 20 June ("LTFP"), in its current wording, Regulatory Decree n.º 11-A/2017 of 29th December and the Code of Administrative Procedure ("CPA").
5. Pursuant to article 16 of Decree-Law 57/2016 of 29 August, amended by Law 57/2017 of 19 July, this tender does not require:
 - a) authorisation from the members of the Government responsible for the areas of taxation and Public Administration, specifically those made reference to in article 7, paragraph 3, of the General Law for Public Service Employment;
 - b) a favourable preliminary opinion from the members of the Government responsible for the areas of taxation and Public Administration, as made reference to in article 30, paragraph 5, of the General Law for Public Service Employment;

- c) the recruitment procedure for workers undergoing retraining, as made reference to in article 265 of the General Law for Public Service Employment.
6. Pursuant to article 13 of the RJEC, the tender jury panel shall comprise the following members:
- President: Doctor Patrícia Susana Lopes Guerrilha dos Santos Pinto, Associate Professor with Agregation of the University of Algarve.
- Effective members:
Doctor Luís Miguel Soares Nobre de Noronha e Pereira, Adjunct Professor with Agregation of the University of Algarve;
Doctor Pedro Pintassilgo, Associate Professor with Agregation of the University of Algarve.
- Substitute members:
Doctor João Albino Silva, Full Professor of the University of Algarve;
Doctor Saúl Neves de Jesus, Full Professor of the University of Algarve;
7. The recruited postdoctoral researcher will perform his/her duties at the Universidade do Algarve Gambelas campus in Faro, notwithstanding occasional situations in which he/she will be asked to perform the duties for which he/she was recruited at a different location.
8. Job responsibilities and duties: a) theoretical or applied research in at least one of the following research areas of CinTurs: Sustainable Tourism and Territories; Tourism and Hospitality Competitiveness and Governance; Tourism and stakeholders' well-being; b) coordination and guidance for the development of research projects within the scope of the Center; c) actively contribute to the scientific work inherent to the projects under development at CinTurs; d) dissemination of results to the general public.
9. The postdoctoral researcher may be asked to teach 4 hours per week of curricular units within his/her area of expertise.
10. The monthly remuneration to be awarded has as reference the 1st remuneration position of the category of Principal researcher (index 220), under exclusive dedication, approved by Ordinance No. 1553-C/2008, December 31, which corresponds in 2020 to the gross monthly remuneration of 3,611.83€.
11. This tender is open to Portuguese citizens, nationals of other countries and stateless persons who hold a doctoral degree in Tourism or Economics or Management or Geography or Psychology or Sociology or related areas and holders of a scientific and professional curriculum with a profile appropriate for the call.
- When the PhD has been awarded by a foreign higher education institution, it must comply with the rules established in the Portuguese legal regime for the recognition of foreign higher academic degrees, and the candidate must comply with the formalities required by law until the expiry date of the period allowed for the contract signature, under penalty of exclusion from the tender proceedings.
12. The requirements listed in article 17 of the LTFP are general requirements for applications.

13. The requirements set out in point 11 are special requirements, more specifically the successful candidate must have:
 - a. Have completed a PhD 5 years or more ago;
 - b. Have post-doctoral experience in at least one of CinTurs' three research areas: Sustainable Tourism and Territories; Tourism and Hospitality Competitiveness and Governance; Tourism and stakeholders' well-being;
 - c. Have experience of publishing scientific articles indexed in Scopus in quartiles 1 or 2 in at least one of the scientific areas of the tender;
 - d. Have experience in the coordination and execution of research projects with national and international funding, obtained in competitive tenders, in at least one of the scientific areas of the international tender for recruitment, or experience in supervising at least one PhD student (with defended thesis), or experience in publishing at least two articles, in the last 3 years, in a journal indexed in Scopus, positioned in quartile Q1 and with an SJR greater than or equal to one, and in the Tourism, Leisure and Hospitality Management category (<https://www.scimagojr.com>);
 - e. Have excellent knowledge of English (oral and written).
14. Pursuant to article 5 of the RJEC, selection will be based on the assessment of the scientific and curricular background of each applicant.
15. The evaluation of the scientific and curricular background of each applicant will focus on relevance, quality and topicality of:
 - a) scientific, technological, cultural or artistic production in the last five years considered as most relevant by the applicant;
 - b) research activities, applied or based in practice, conducted in the last five years and considered as being most impactful by the applicant;
 - c) activities to expand and disseminate knowledge carried out in the last five years, specifically in the context of the promotion of culture and scientific practices, considered as most relevant by the applicant;
 - d) management activities related to science, technology and innovation programmes, or experience in observing and monitoring the scientific and technological or higher education system in Portugal or abroad.
16. The five-year period mentioned in the previous point may be increased by the panel, at the applicant's request, if the said applicant has suspended his/her scientific activity for reasons such as maternity/paternity leave, prolonged serious illness and other situations of legally-provided-for unavailability to work.
17. The assessment criteria defined by the panel in the minutes of the meeting held on December 7th, 2021, pursuant to point 15, are:
 - a) The scientific, technological and cultural production in the last 5 years considered most relevant by the applicant (10 points) and it should be considered the work relevant for the specific research areas mentioned above and in the specific research areas of CinTurs, and illustrated by the number and type of publications (books,

papers in international peer-reviewed journals, other types of publications, and presentations in congresses), as well as elements showing the recognition of the candidate by his/her peers, as based on the quality of the journals and publishers and on citation indexes;

- b) The applied research or practice based activities developed in the last five years and considered of highest impact by the applicant (5 points), and research projects should specifically be considered, including national, as well as international submissions, both funded or not, as well as the number and quality of scientific projects financed, on a competitive basis, in which he/she participated in the areas in which the competition is open, namely in the research areas of CinTurs;
- c) The extension and knowledge dissemination activities in the last five years, specifically in the context of promotion of scientific culture and practice considered more relevant by the applicant (4 points), and it should be considered for evaluation, among others, the supervision of students at different academic levels; participation in actions dealing with the scientific and technological outreach within the scientific community (e.g., organization of scientific meetings and symposia) and to the general public; publications of popular science, talks, presentations and seminars for the greater public;
- d) Science, technology and innovation management activities, or experience in the observation and monitoring of the scientific and technological system, or the higher education system in Portugal or abroad (1 point).

18. Candidates who have scored below 9.5 points are excluded from the tender procedure.

19. In a second evaluation phase, the jury may interview the 3 (three) best-ranked candidates with the objective of clarifying aspects related to the results of its investigation in order to better assess the suitability for the job.

20. The final scoring for each applicant will be presented on a scale of 0-20, calculated in tenths of a point.

Final scoring (if there are interviews): the final scoring and consequent rank order of the applicants will be calculated using the formula below and will be expressed on a scale of 0-20 :

$$FS = ASCP (90) + I (10)$$

Where:

FS = Final Score;

ASCP = Assessment of Scientific and Curricular Background;

I = Interview.

In case of a tie, the tiebreaker will be the vote of the President of the jury panel.

21. The panel decides by means of a substantiated roll-call vote based on the selection criteria adopted and advertised; abstentions are not permitted.

22. Minutes will be drawn up of each meeting of the panel, with a summary of each meeting's proceedings and the vote cast by each member along with their justification. The applicants will be given access to the minutes whenever they request them.

23. After the evaluation, the panel will order the candidates based on the respective classification.
24. The panel's final decision will be ratified by the Rector of the Universidade do Algarve, who also has the final say on the recruitment.
25. Applications must be formalised by means of a request form provided for the purpose at the Universidade do Algarve's website (<https://www.ualg.pt/pt/srh/concurso-pessoal-investigador>), addressed to the Rector of the Universidade do Algarve and delivered:
 - a) by email to the address srhconcurso@ualg.pt until 11.59 pm of the last day of the tender application period;
 - b) in person to the University's General Office ("Expediente Geral") on the lower floor of the Administration Building at the Penha Campus in Faro from 9.00 am-12.30 pm or from 2.00 pm - 5.30 pm until the last day of the tender application period.
26. Applications must contain the following: the identification of this job announcement; the applicant's full name, his/her parents' names, the number of their identity document (citizen's card, identity card or equivalent document for non-Portuguese applicants, or passport; the expiry date of the document must be stated); taxpayer number; date and place of birth; marital status; occupation; subject field of their doctoral degree and the date of conclusion; address; telephone number; and e-mail address. Applicants must also give their consent to any communication or notifications within the scope of this tender sent by e-mail.
27. Applications must be accompanied by documentary evidence of the conditions provided for in points 11 and 13 for admission to the tender, i.e.
 - a) A copy of the applicant's doctoral certificate or diploma (one printed copy and one copy in electronic format, if delivery by registered post or in person);
 - b) A cover letter highlighting the most significant scientific activities and contributions over the last five years (maximum of 3,000 characters including spaces) pursuant to article 5(2) of the RJEC; a list and copies of three to five published articles considered by the applicant to be representative or most impactful in the subject field (in English) (one printed copy and one copy in electronic format, if delivery by registered post or in person);
 - c) A detailed curriculum vitae containing information about the applicant's scientific and curricular background, organised according to the established assessment criteria (in English) (one printed copy and one copy in electronic format, if delivery by registered post or in person);
 - d) A work plan for the next 3 years, according to the strategic objectives of the CinTurs, containing State of the Art, Methods, Research Plan and Expected Results and its dissemination (maximum 10,000 characters including spaces) (one paper copy and a copy in digital format, in case of delivery by registered mail or in person);
 - e) Documents proving that the applicant has already coordinated research projects with national and international funding, obtained in competitive tenders, in at least one of the scientific areas of the international tender for recruitment, or that the applicant has experience in supervising at least one student PhD with

the thesis already defended (one paper copy and a copy in digital format, in case of delivery by registered mail or in person);

- f) Other documents which the applicant considers relevant for the appreciation of their application (if applicable, a copy in electronic format);
28. Applications submitted after the closing date stipulated in point 3, as well as those which fail to adhere to all of the formalities or do not contain the required evidence of eligibility, will be rejected.
 29. False statements made by the applicant will be punished pursuant to the applicable legislation. Should there be any doubts about the veracity of any statement, the panel may require the applicant to submit further documentary evidence should it deems necessary.
 30. Details of meeting/interview dates and times for the purposes of selection will be sent by e-mail with acknowledgement of receipt.
 31. The list of admitted and rejected applicants, as well as the final ranking, will be affixed at the Universidade do Algarve's Human Resources Department and published on the University's website, applicants will also be sent this information by e-mail with acknowledgement of receipt.
 32. Pursuant to article 121 of the CPA, applicants will be notified of the exclusion decision and of the final classification list draft and will be granted a period of 10 working days to proceed with a preliminary hearing, by which they can, if they so wish, say whatever they deem appropriate.
 33. This tender is intended solely for the purpose of filling the indicated positions. It may be cancelled up until the final ordered list of applicants is ratified, and it will expire once the positions in question have been filled.
 34. The Universidade do Algarve actively promotes a policy of non-discrimination and equal access. Consequently, no applicant may be privileged, benefited, impaired or denied any right or exempted from any duty because of, specifically, their ancestry, age, gender, sexual orientation, marital status, family circumstances, financial circumstances, education, origin or social condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, country of origin, native language, religion, political or ideological beliefs or union membership.
 35. The panel approved this announcement at the meeting held on January 3rd, 2022.
 36. Pursuant to Decree-Law 29/2001 of 3 February, disabled applicants take precedence in the event of a tie, the said precedence prevailing over any other legal precedence. On their application form, disabled applicants must state, upon their honour, the degree of their incapacity, the type of disability and the means of communication or expression to be used in the selection process.
 37. The Universidade do Algarve states, for the purposes of no. 5 of article 6 of the RJEC, that it does not assume any commitment to consider that it is in its strategic interest to open tender procedures for a scientific research career job or for a teaching career job in higher education.

January 4th, 2022 - The Rector, Paulo Águas.