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# Job offer

JOB

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[Universidade do Algarve](#) | Posted on: 11 July 2024

### **International tender for the position of Assistant Professor, in the subject area of Earth, Marine and Environmental Sciences, scientific area of Ecology, sub-area Marine Ecology, at the Faculty of Science and Technology of the University of Algarve**

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11 Jul 2024

## Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Science and Technology of the University of Algarve
Research Field	Environmental science » Ecology
Researcher Profile	Recognised Researcher (R2)
Positions	PHD Positions
Country	Portugal
Application Deadline	22 Aug 2024 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	11 Jul 2024
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Editais n.º 949/2024 - OE202407/0520
Is the Job related to staff position within a Research Infrastructure?	No

## Offer Description

By ordinance dated May 8, 2024 issued by the Rector of the University of Algarve, an international tender has been opened for the position of Assistant Professor in the subject area of Earth, Marine and Environmental Sciences, scientific area of Ecology, sub-area Marine Ecology, at the Faculty of Science and Technology of the University of Algarve. The tender will be open for a period of 30 working days, starting from the working day immediately following the publication of this announcement in Diário da República (the Official Portuguese Gazette).

This tender is governed by the provisions of Articles 37 to 51, 61 and 62-A of the Estatuto da Carreira Docente Universitária (Career Statutes for University Teachers, forthwith referred to as ECDU), in its current version, as well as the Regulation for the Tendering of Personnel for Teaching Careers at the University of Algarve, Regulation no. 520/2010, published in Diário da República, 2nd series, no. 111, on 9 June 2010.

This tender will be published in the Public Employment Exchange (BEP), within 2 working days after its publication in Diário da República, as decreed by Law no. 78/2003, of 23 April, advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and on the University's website, in both Portuguese and English, in accordance with Article 62-A, paragraph 1 of the ECDU, in its current version.

The purpose of this tender is to fill one (1) position, in the form of a non-fixed-term contract as a government employee, in accordance with Article 25 of ECDU. The tender will end once the position has been filled.

The rector is authorized under Article 92, paragraphs d), e) and q) of Law 62/2007 of 10 September, to cancel the tender in the event of extenuating circumstances.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations actively promote a policy of equal opportunities for employment and career progression between men and women, taking every possible measure to avoid any kind of discrimination.

## I - Admission requirements

### 1 - Admission requirements

- a) Applicants must hold a doctoral degree in Biological Sciences or related areas, in a speciality considered appropriate for the scientific area in which the tender has been opened, as foreseen in Article 41-A of the ECDU,
- i) Holders of a doctoral degree obtained outside Portugal must prove their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of 16 August and other applicable legislation.
- ii) Applicants to whom the previous subparagraph applies who do not provide proof of recognition before the end of the application period, will be excluded from the tender.
- b) Applicants must be fluent in Portuguese language, both spoken and written.
- i) Non-native speakers of Portuguese must provide proof of proficiency through presentation of an officially recognized diploma, from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level B1) by the end of the term granted for the contract's signature.
- c) Meet the general requirements for employment in public functions foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDU.

### 2 - Applicants will be excluded from the tender procedure if they:

- i) Do not hold a doctoral degree in a speciality considered as appropriate for the scientific and disciplinary area in which the tender has been opened, in accordance with Article 41-A of ECDU.
- (ii) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;
- iii) Do not submit the required documents stipulated in the Public Notice within the designated deadline.
- iv) Do not meet the general requirements for employment in public functions foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDU.

### 3 - The selection committee will notify the excluded applicants, by e-mail with receipt of delivery, for the purpose of prior hearing.

## II – Admission requirements in absolute merit and their assessment:

### 1 - Acceptance of applicants on the basis of absolute merit will depend on cumulatively:

- a) Possession of a curriculum that the jury considers to be of scientific merit and demonstrates research capacity compatible with the scientific and disciplinary area and category for which the tender is open.
- b) The applicant is the author or co-author of at least five (5) peer-reviewed publications, with scientific arbitration, relevant to the disciplinary and scientific areas which the tender is open, in the last five (5) years.
- c) The applicant should have proven experience in Marine Ecology, with specialized knowledge in one or more of the following areas: Seagrass ecosystems, marine biodiversity, associated macroorganisms and bioindicators

### 2 - A vote against admission in the terms of absolute merit must be based on the non-observance of one or more of the criteria indicated in the preceding number.

3 - In order to assess the absolute merit of the applicants, each member of the selection committee will independently submit a list of the applicants that do not meet the requirements indicated in number 1 of point II, and provide a written justification for their decision and shall then proceed to vote on each of the proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU, no abstentions being allowed.

4 - An application will be rejected on absolute merit if a majority vote in favour of this is reached by the members of the selection committee present at the meeting. The justification for exclusion of the applicant will be an integrating part of the meeting minutes.

5 - The selection committee will notify the applicants of their exclusion based on absolute merit, by means of e-mail with a receipt of delivery, for the purpose of a preliminary hearing.

## III — Application instructions

1 – The application must be submitted by means of a request addressed to the Rector of the University of Algarve, available on the website of the University <https://www.ualg.pt/procedimentos-concursais>. It may be delivered:

- a) In person to the Human Resources Department on floor 0 of the Library Building at the Penha Campus of the University of Algarve in Faro; or
- b) By registered mail, posted no later than the deadline for submitting applications, addressed to: Serviços de Recursos Humanos, Campus da Penha, Universidade do Algarve, 8005-139 Faro, Portugal.

2- The application for admission to the tender, dated and signed, must include the following documents, in Portuguese:

- a) Photocopy or scan in pdf format of a valid identification document at the date of application;
- b) A photocopy (pdf format) of a certificate proving the applicant holds a doctoral degree, in an appropriate speciality for the tender;
- c) One (1) paper copy and one (1) copy in PDF format of the applicant's curriculum vitae, duly signed and dated, including scientific, pedagogic and other activities relevant to the mission of higher education institutions, including a contents page and numbered appendices, respecting the order of the parameters and factors set out in point V of this announcement, and the list of papers to be submitted in accordance with the following subparagraph;
- d) One (1) printed or photocopied copy and one (1) copy in PDF format, of each of the most representative works selected by the applicant, a maximum of five being permitted. The documents should demonstrate their contribution to the development and evolution of the area and sub-areas in which the tender is open, under the terms and for the purpose of Article 50, paragraph 6, subparagraph a), of the ECDU and, optionally, a document explaining the relevance of the publications selected may be added;
- e) Document framing the applicant's pedagogic activity, if any, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU, in both printed and PDF format;
- f) Indication of the results of the pedagogic surveys, carried out in relation to the curricular units for which the applicant has been responsible, when they exist and if applicable, and as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU, printed or photocopied and in PDF format;
- g) Document with career development plan, containing objectives, scientific-pedagogical development plan (project), synopsis of the line of research that the candidate intends to implement and respective contribution to the reinforcement of scientific and pedagogical activities in the area of Marine Ecology;
- h) Other documents, in PDF format, which the applicant considers further demonstrate his/her scientific performance, pedagogic skills, and other relevant activities and which would constitute a legal basis for ranking candidates, should the jury deem them appropriate;
- i) A criminal clearance certificate attesting that the applicant is not banned from working in government service or from exercising the professional functions for which he/she is applying;
- j) A statement confirming that the applicant has the physical robustness and mental profile indispensable for the exercise of the functions in question;
- k) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs i) to k), may be waived during the submission stage of the application provided that the applicant declares under oath, the situation in which he/she finds himself/herself in relation to each of these requirements, the failure to make a written declaration constituting grounds for exclusion. The delivery of these documents will be required, should the applicant be selected for the vacancy.

4 - The PDF documents required in paragraphs b) to h), should be delivered on a pen-drive, which should be searchable and contain the entries of publications associated with clickable links (links), to the documents/domains that contain the publication, which may be recorded in the same digital media or exist in a repository for free access in the Internet. There should also be clickable links to the web pages of the entities or events referred to in the curriculum vitae and, when relevant and feasible, to the web pages of the courses (curricular units) for which the applicant has been responsible.

5 – The curriculum vitae and respective appendices must be systematized following the order of the parameters and factors listed in point V of this announcement. Failure to comply with this order may result in information not being considered for evaluation, as well as the accessibility to the links, whose operation must be verified by the candidate, so that the jury members have access to the information.

6 - According to Article 7, paragraph 2 of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve, the hiring committee may request additional documentation related to the submitted curriculum.

#### IV – Public Hearings

1 - The jury may decide to hold public hearings, on an equal footing for all applicants and pursuant to the terms of Article 50, paragraph 4, subparagraph b) of the ECDU and pursuant to Article 7, paragraph 2, of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve;

2 - If the tender jury decides to hold the hearings referred to in the previous paragraph, the conditions and scheduling of the hearing shall be announced to the applicants at least eight (8) days in advance.

#### V - Evaluation parameters and seriation in relative merit, respective weighting and final evaluation system

The curricular evaluation focuses on the activities developed by the applicants, in the disciplinary area of the tender, valuing the experience in Marine Ecology, with specialized knowledge in marine and coastal ecosystems, biodiversity, associated macro organisms and bioindicators, and its adequacy to the category of Assistant Professor, considering the following parameters and respective weightings: scientific performance (50%), pedagogic capacity (35%) and other activities relevant to the University's mission (15%).

The evaluation of each parameter is based on the components indicated below and will be expressed on a scale of 0-100 points.

A) Scientific Performance, with a weighting of 50%. In the assessment of scientific performance the following factors will be considered:

- a) Scientific production - Quality and quantity of scientific production (books, book chapters, articles in indexed international journals, communications at conferences) expressed, namely, by the number and type of publications in indexed international journals and by the recognition given to them by the scientific community (translated as the quality and reference made to them by other authors) (60%);
- b) Participation in scientific research projects with external funding, taking into consideration the project's dimension, scientific-technological level, degree of innovation and project results, including final evaluation when applicable (20%);
- c) Supervision of academic work: supervision of advanced training, namely supervision of doctorates (5%);
- d) Participation as an editor of international journals, reviewer of publications in international journals, applications for research grants or advanced training and scientific projects (5%).
- e) Scientific Project - In the evaluation of the scientific project, the framework in the scientific area of the competition will be taken into account, namely, with regard to the potential for strengthening scientific activities in the sub area Marine Ecology (10%).

B) Pedagogical capacity, with a weighting of 35%. In the evaluation of pedagogical capacity, the following factors will be considered:

- a) Lecturing - Quality and diversity of the lecturing activity developed by the applicant, taking into account, among other relevant factors, the results of opinion polls (e. g., pedagogic surveys), which should be mentioned in the curriculum, whenever available (40%);
- b) Participation in juries of academic examinations (25%);
- c) Other pedagogic activities - Quality and quantity of pedagogic material and publications of a pedagogic nature produced by the applicant, other activities with an impact on the teaching-learning process carried out by the applicant, including training internships for young graduates or masters (25%).
- d) Pedagogical Project - In the evaluation of the pedagogical project, the framework in the scientific area of the competition will be taken into account, namely, with regard to the potential for strengthening pedagogical activities in the sub area of Marine Ecology (10%).

C) Other relevant activities for the University's mission, with a weighting of 15%. In the evaluation of other relevant activities, the following factors will be considered:

- a) Participation in management activities in institutions of higher education/business or research in the area of Marine Ecology and related fields or in other entities of a scientific, technological or cultural nature that carry out relevant activities within the scope of the mission (25%).
- b) Participation in actions and publications of scientific, cultural or technological dissemination (25%);
- c) Participation in the development of outreach projects including scientific dissemination and the provision of services to the scientific/educational community, the economic-productive fabric and/or society in general (25%);
- d) Organization of scientific or educational events in the scientific area of the application (25%).

#### VI - Selection process in relative merit

1 - The methodology for selection in relative merit is the following:

- a) During the meeting, each member of the selection committee will submit a written document, which will be annexed to the meeting minutes, stating their own ordering of the applicants, based on the applicants scientific performance, pedagogic skills and other relevant activities, and their respective weights. At each ballot, every member of the selection committee will abide by the ordering they submitted and abstentions are not permitted.
- b) The first ballot is intended to determine which applicant is placed at the top of the ordered list.
- c) If an applicant obtains more than half of the votes, he/she shall be ranked first in the ordered list;
- d) If two applicants obtain exactly half of the votes each, the president of the selection committee has the casting vote to decide which is ranked first in the ordered list. The jury president will use as tie-breaking criteria the date when the Doctoral degree was conferred, the most recent prevailing;
- e) If neither of these two cases c) and d) occurs, a new ballot will take place after elimination of applicants who obtained no or at least one vote in the previous ballot;
- f) If there is a draw between two or more applicants for least-voted position, another ballot shall be held to determine which of the least-voted applicants shall be eliminated. In this ballot, selection committee members vote for the applicant ranked last in their own seriation;
- g) If there is still a draw between two or more applicants, the president of the selection committee will decide which shall be eliminated, using as tie-breaking criteria the date when the Doctoral degree, was conferred the most recent prevailing;
- h) After this applicant has been eliminated along with the applicants who received no votes in the first ballot, another ballot will be held to decide which applicant shall be ranked first in the ordered list, applying the same procedure outlined until one applicant obtains more than half the votes for first place;
- i) Once an applicant has been placed first on the ordered list, he or she shall be removed from the voting and the process will be repeated to find the second-placed applicant, and so on until all the applicants have been ordered.

#### VII - Composition of the Jury

President: Vice-Rector of the University of Algarve, Professor Doctor Nuno Gonçalo Viana Pereira Ferreira Bicho, by delegation of powers from the Rector.

Vowels:

Doctor Miguel Ângelo Carmo Pardal, Full Professor at the Faculty of Science and Technology of the University of Coimbra;

Doctor Vanda Costa Brotas Gonçalves, Full Professor at the Faculty of Sciences of the University of Lisbon;

Doctor Henrique José de Barros Brito Queiroga, associate professor with aggregation at the University of Aveiro;

Doctor Emanuel João Flores Gonçalves, associate professor at the Higher Institute of Applied Psychology – ISPA;

Doctor Maria Ester Tavares Álvares Serrão, Full Professor at the Faculty of Science and Technology of the University of Algarve;

Doctor Karim Erzini, Full Professor at the Faculty of Science and Technology of the University of Algarve.

VIII – Access to the tender procedure

The tender process may be consulted at the University of Algarve's Human Resources Department, on floor 0 of the Penha Library Building at the Penha Campus of the University of Algarve in Faro, from 9.30am to noon and from 2.30pm to 5pm, through previously scheduled appointment.

June, 14 – 2024, The Vice-Rector, Prof. Dr. Nuno Gonçalo Viana Pereira Ferreira Bicho

## Where to apply

**Website** <https://www.ualg.pt/en/tender-procedures>

## Requirements

**Research Field** Biological sciences » Other

**Education Level** PhD or equivalent

### Skills/Qualifications

Applicants must hold a doctoral degree in Biological Sciences or related areas, in a speciality considered appropriate for the scientific area in which the tender has been opened

### Specific Requirements

Holders of a doctoral degree obtained outside Portugal must prove their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of 16 August and other applicable legislation.

Applicants to whom the previous subparagraph applies who do not provide proof of recognition before the end of the application period, will be excluded from the tender.

Applicants must be fluent in Portuguese language, both spoken and written.

Non-native speakers of Portuguese must provide proof of proficiency through presentation of an officially recognized diploma, from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level B1) by the end of the term granted for the contract's signature.

**Languages** PORTUGUESE

**Level** Good

**Research Field** Environmental science » Ecology

### Internal Application form(s) needed

**requerimento\_candidatura\_concurso\_documental.pdf**

**English** (92.61 KB - PDF)

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## Additional Information

### Benefits

The tender has been opened for the purposes of filling one (1) position, in the form of a non-fixed-term contract as a government employee.

### Eligibility criteria

Applicants will be excluded from the tender procedure if they:

Do not hold a doctoral degree in a speciality considered as appropriate for the scientific and disciplinary area in which the tender has been opened, in accordance with Article 41-A of ECDU.

Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;

Do not submit the required documents stipulated in the Public Notice within the designated deadline.

Do not meet the general requirements for employment in public functions foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDU.

### Selection process

Acceptance of applicants on the basis of absolute merit will depend on cumulatively:

Possession of a curriculum that the jury considers to be of scientific merit and demonstrates research capacity compatible with the scientific and disciplinary area and category for which the tender is open.

The applicant is the author or co-author of at least five (5) peer-reviewed publications, with scientific arbitration, relevant to the disciplinary and scientific areas which the tender is open, in the last five (5) years.

The applicant should have proven experience in Marine Ecology, with specialized knowledge in one or more of the following areas: Seagrass ecosystems, marine biodiversity, associated macroorganisms and bioindicators

### Additional comments

Public Administrations actively promote a policy of equal opportunities for employment and career progression between men and women, taking every possible measure to avoid any kind of discrimination.

Website for additional job details

<https://www.ualg.pt/en/tender-procedures>

## Work Location(s)

Number of offers available	1
Company/Institute	Faculty of Science and Technology of the University of Algarve
Country	Portugal
State/Province	Algarve
City	Faro
Postal Code	8005-139
Street	Estrada da Penha - Campus da Penha
Geofield	

## Contact

State/Province	Algarve
City	Faro
Website	<a href="http://www.ualg.pt">http://www.ualg.pt</a>
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	+351289800900 / 289800100

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