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## Job offer

JOB

PORTUGAL

[Universidade do Algarve](#) | Posted on: 30 September 2024

**PUBLIC NOTICE International tender for the position of Coordinator Researcher in the scientific area of Archaeology, for the Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB) of the University of Algarve**

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30 Sep 2024

### Job Information

Organisation/Company	Universidade do Algarve
Department	Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB)
Research Field	Other
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	12 Nov 2024 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	30 Sep 2024
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Aviso n.º 21465_2024_2
Is the Job related to staff position within a Research Infrastructure?	No

### Offer Description

International tender for the position of Coordinator Researcher in the scientific area of Archaeology, for the **Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB)** of the University of Algarve.

By order of July 12, 2024, of the Rector of the University of Algarve, an International tender is opened for a period of 30 business days, counting from the first working day following the publication of this notice in the Diário da República. The competition is for the filling of 2

positions under an indefinite employment contract in public functions for the position of **Coordinator Researcher** in the scientific field of Archaeology, specifically in the subfields of **Paleolithic** (Ref A) and **Geoarchaeology** (Ref B), to perform duties at the **Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB)** of the University of Algarve.

This competition is governed by the provisions of Articles 9, 12, and 15 to 27 of the Statute of the Scientific Research Career (ECIC) in its current version, and by the Recruitment, Hiring, and Provision of Services Regulation for Career Researchers of the University of Algarve, Regulation No. 447/2024, published in the Diário da República, 2nd series, No. 78, of April 19. The competition will end once the position is filled.

The competition will be published in the Public Employment Pool (BEP) within 2 business days following its publication in the Diário da República, as well as on the **Euraxess Portugal portal** at <https://www.euraxess.pt> and the University of Algarve's website, in both Portuguese and English, as per Article 17(2) of the Recruitment, Hiring, and Provision of Services Regulation for Career Researchers of the University of Algarve.

Pursuant to the provisions of Article 92(d), (e), and (q) of Law No. 62/2007 of September 10, the Rector reserves the right to cancel the competition for duly justified reasons.

In compliance with Article 9(h) of the Portuguese Republic Constitution, the Public Administration, as an employer, actively promotes an equal gender opportunities policy in employment and career advancement, ensuring scrupulously to avoid all forms of discrimination.

#### I – General and Specific Admission Requirements:

1. **General Requirements:** Candidates must meet the general requirements for appointment to public functions as set out in Article 17 of the Public Employment Law (annexed to Law No. 35/2014 of June 20, as amended), from which they are not exempt under the ECIC.
2. **Specific Requirements:** The following individuals may apply for the position of Coordinator Researcher:

a) Principal researchers from the same or another institution in the scientific field of Archaeology or in a field deemed related by the ICArEHB Scientific Commission, or those from different fields with a relevant scientific curriculum in Archaeology. Candidates must have at least three years of service in that category and have passed public habilitation or aggregation exams in Archaeology;

a1) Principal researchers from outside the Archaeology field must submit, at the time of application, a document proving that they have requested the ICArEHB Scientific Commission to recognize their scientific field as related to Archaeology for the purposes of the competition, or that they possess a relevant scientific curriculum in Archaeology.

b) Coordinator Researchers from other institutions in the field of Archaeology or considered as related fields by ICArEHB's Scientific Committee, or those from different fields with a relevant scientific curriculum in Archaeology.

b1) Coordinator researchers not within the Archaeology field must submit, at the time of application, a document proving that they have requested the ICArEHB Scientific Commission to recognize their scientific field as related to Archaeology, or that they possess a relevant scientific curriculum in Archaeology.

c) Candidates holding a PhD in Archaeology (Ref A - Paleolithic subfield) or a PhD in Archaeology or Earth Sciences or another related field as recognized by the ICArEHB Scientific Commission (Ref B – Geoarchaeology subfield), or those with a relevant scientific curriculum in Archaeology. Candidates must have at least six years of professional experience in the field post-PhD and must have passed public habilitation or aggregation exams in Archaeology.

c1) Candidates holding a PhD in a different field from those specified for Ref A or Ref B must submit, at the time of application, a document proving they have requested the ICArEHB Scientific Commission to recognize their qualifications as relevant to the scientific field required by the competition, or that they have a relevant scientific curriculum in Archaeology.

c2) Holders of foreign PhDs must prove, at the time of application, that their degree has been recognized or that they have requested recognition in accordance with Decree-Law No. 66/2018 of August 16, and other applicable legislation.

c3) If a candidate selected for the position holds a foreign PhD, they must submit the degree recognition document before the employment contract is signed, failing which the contract will not be executed and the next candidate will be considered.

1. Candidates will be excluded from the competition in the following cases:

1. Principal researchers or coordinator researchers from institutions that do not have a recognized related field to Archaeology, or whose scientific curriculum is not relevant to Archaeology.
2. Principal researchers who do not have at least three years of service in that category and/or have not passed habilitation or aggregation exams in Archaeology.
3. Individuals without a PhD in a field recognized as related by the ICArEHB Scientific Commission or whose scientific curriculum in Archaeology is insufficient.
4. Doctorate holders with less than six years of professional experience in Archaeology post-PhD and/or who have not passed public habilitation or aggregation exams in Archaeology.
5. Foreign PhD holders who do not provide proof of degree recognition or of having applied for it under Decree-Law No. 66/2018 of August 16.
6. Candidates who fail to present proof of proficiency in Portuguese or a sworn declaration stating that they will enroll in a language course before the deadline for contract execution (if applicable).
7. Candidates who do not meet the general requirements for public employment in accordance with Article 17 of the Public Employment Law annexed to Law No. 35/2014.
8. Candidates who fail to submit the required documents or do so after the application deadline.

2. The Jury will notify candidates of their acceptance or exclusion via email with proof of receipt, providing an opportunity for interested parties to appeal.

1. Proven experience in fieldwork and research in the Upper Paleolithic and Mesolithic of the Iberian Peninsula and African Stone Age for the position in Ref A (Paleolithic subfield), or proven experience in geoarchaeological fieldwork and research in the European Paleolithic of Southwest Asia and Africa for Ref B (Geoarchaeology subfield).
2. Demonstrated success in securing funding, verified by having obtained at least one grant from the **European Research Council (ERC)**.
3. Authorship or co-authorship of at least 40 publications indexed in the **Scopus Author ID** in the scientific field of Archaeology or in the Paleolithic subfield for Ref A, or in the Geoarchaeology subfield for Ref B.
4. Authorship or co-authorship of at least 5 works in the field of Archaeology or in the Paleolithic subfield for Ref A, or in the Geoarchaeology subfield for Ref B, in high-impact journals such as **Nature, Science, PNAS, Scientific Reports, or Nature Communications**.

5. Ability to disseminate scientific knowledge to both the academic community and the general public through scientific and civic projects, as well as dissemination activities in the competition area or subfields after obtaining the PhD.

## II – Admission Requirements in Terms of Absolute Merit and Evaluation:

### 1. Criteria for Admission in Absolute Merit:

- The criterion for absolute merit admission is the scientific quality of the **Curriculum Vitae**, assessed through the following cumulative requirements:
  2. A negative vote on absolute merit must be based on the following:
    3. The candidate does not possess the work experience as defined in Point II.1.a.
    4. The candidate has not received any grants from the ERC.
    5. The candidate is not the author or co-author of at least 40 indexed publications in Scopus as defined in Point II.1.c.
    6. The candidate is not the author or co-author of at least 5 articles in the specified areas and journals mentioned in Point II.1.d.
    7. The candidate does not provide evidence of post-PhD scientific dissemination as described in Point II.1.e.
    8. For the assessment of absolute merit, each jury member shall present written, justified proposals for candidates who do not meet the requirements outlined in Point II.1. Each proposal will be voted on individually, as per Article 15(1) of the Regulation, with no abstentions allowed.
    9. A candidate will be rejected on grounds of absolute merit if at least one proposal to that effect receives a majority of favorable votes from the jury members present. The proposals, votes, and justifications will form part of the meeting minutes.
    10. The Jury will notify candidates of rejection or acceptance based on absolute merit, allowing for prior hearings.

## III – Application Submission:

1. Applications must be submitted via a formal request addressed to the Rector of the University of Algarve, available on the University's website at <https://www.ualg.pt/procedimentos-concursais> by accessing Documents – Research Staff – Application Form. The application can be submitted:
  - a) In person at the **Human Resources Department** of the University of Algarve, located on the ground floor of the Library building at the Penha Campus in Faro; or
  - b) By registered mail to the following address: **Human Resources Department, University of Algarve, Penha Campus, 8005-139 Faro, Portugal.**
2. The application form, dated and signed, must include the following documents in Portuguese or English:
  3. A photocopy and one PDF copy of a valid ID document;
  4. A certified copy and one PDF copy of the PhD diploma;
  5. Photocopies and PDF copies of documents proving that the candidate has requested recognition of their qualifications from the ICArEHB Scientific Commission (if applicable);
  6. For foreign degree holders, documents proving the recognition of the degree or proof that such recognition has been requested under Decree-Law No. 66/2018;
  7. Photocopies and PDF copies of documents proving proficiency in the Portuguese language or a sworn declaration that the candidate will enroll in a language course (if applicable);
  8. A certified copy and one PDF copy of the Agregação in Archaeology certificate;
  9. Photocopied proof in electronic PDF format of the level of proficiency in Portuguese or declaration stating that will register for a Portuguese language course prior to the beginning of the contract;
  10. One printed or photocopied **Curriculum Vitae** and one PDF version, dated and signed, organized according to the selection criteria outlined in Point IV of this notice. The **Curriculum Vitae** must be organized according to the selection criteria and corresponding evaluation parameters of the candidate's scientific and professional track record, particularly regarding the quality of their scientific and technical work, professional experience, professional training, contributions to scientific mentoring activities, participation in management bodies, and community service contributions as outlined in Point IV of this notice;
  11. A **motivation letter** (in English) highlighting the most significant scientific activities and contributions over the past 5 years (maximum of 3,000 characters, including spaces), including a list of 3-5 published articles considered representative or with the greatest impact in the field;
  12. One printed or photocopied copy and one PDF version of each of the works indicated in the previous bullet point, selected by the candidate as most representative, particularly in terms of their contribution to the development and progress of the scientific field in which the competition is opened;
  13. Other documents that the candidate considers to be of interest for the jury to fully evaluate their scientific and professional track record. These will only be considered if properly documented and if the jury deems them relevant. They should be submitted in PDF format;
  14. A **criminal record certificate** showing that the candidate is not prohibited from performing public functions or disqualified from exercising the functions they seek to perform;
  15. A **medical certificate** attesting the physical and psychological fitness necessary for the performance of the duties;
  16. An **up-to-date vaccination certificate**.
  17. The documents listed under items l), m), and n) may be exempted from submission during the application process if candidates declare, under oath, their status regarding each of these requirements. Failure to make such declarations will result in exclusion. These documents will be required at the time of hiring.
  18. The PDF documents required under items b) to k) must be submitted on a **USB drive**, ensuring, where applicable, that they are searchable and that the entries of the publications include clickable links to the document containing the publication, which can either be saved on the same digital device or accessible in an open-access repository on the Internet. Clickable links should also be provided for the web pages of the institutions or events mentioned in the curriculum whenever reasonable and pertinent.
  19. The structure of the **Curriculum Vitae** and its appendices must follow the order laid out in Point IV.2 of this notice. Failure to adhere to this structure may result in the information being disregarded during the evaluation process, including links whose functionality must be verified by the candidate to ensure the jury can access the information.
  20. If a classified document containing trade, industrial, literary, artistic, or scientific secrets, or requiring confidentiality, is submitted with the application, the candidate must identify the document accordingly. Failure to do so will allow the document to be freely accessed by other candidates during the consultation process.

## IV – Selection Criteria and Evaluation Parameters for Relative Merit, Respective Weighting, and Final Scoring System:

1. The evaluation and selection for relative merit will be based on the criteria, parameters, and respective weighting listed below.
2. The evaluation of the scientific and professional track record of candidates focuses on activities carried out in the field of **Archaeology** and the respective subfields of **Paleolithic (Ref A)** and **Geoarchaeology (Ref B)**, considering the suitability for the position of Coordinating Researcher and the relevance, quality, and current significance of the following:
  3. The scientific, technological, cultural, or artistic output of the last five years considered most relevant by the candidate (**50%**). The relevance to the scientific field of the competition and the subfield for which the candidate is applying, as evidenced by the quality, quantity, and type of publications, as well as the recognition of these works by the scientific community, will be considered.

4. Research activities and/or public policy contributions developed over the last five years and considered most impactful by the candidate **(25%)**.  
This includes leadership and participation in scientific projects, as well as the quality of these projects in the field of competition and its respective subfield. Projects funded on a competitive basis by public funds, through national or international agencies, or funded by companies, will be taken into account.
5. Extension activities and dissemination of knowledge conducted over the last five years, particularly in the context of promoting scientific culture and practices, considered most relevant by the candidate **(15%)**.  
These activities include mentoring students at various academic levels, participating in public policies and scientific dissemination initiatives aimed at the scientific community and the general public, as well as participation in and organization of international conferences, lectures, and seminars.
6. Management activities in scientific, technological, and innovation programs, or experience in monitoring the scientific and technological system or higher education, either in Portugal or abroad **(10%)**.  
Activities aligned with the strategic goals of the ICArEHB, clearly identified in the candidate's curriculum, and experience in establishing connections between various national and international research groups will be considered.
7. The evaluation of the candidates' scientific and professional track record will be expressed on a scale of 0 to 20, with decimals. The final score of each candidate will be the average of the scores assigned by each jury member. Candidates with a score below **9.5** will be excluded from the competition.
8. The final classification of candidates will result from the weighted arithmetic average of the scores from the application of the selection criteria.
9. After applying the selection criteria, the jury will rank the approved candidates in descending order based on their final scores, on a scale of 0 to 20, with decimals.

#### V – Composition of the Jury:

##### Chair:

Dr. Nuno Gonçalves Viana Pereira Ferreira Bicho, Vice-Rector of the University of Algarve, by delegation of the Rector of the University of Algarve.

##### Members:

- Dr. Jonathan Adams Haws, Full Professor at the University of Louisville, United States of America;
- Dr. Miguel Cortés Sánchez, Full Professor at the University of Seville, Spain;
- Dr. João Luís Serrão da Cunha Cardoso, Retired Full Professor at the Open University;
- Dr. Maria Isabel Marques Dias, Coordinating Researcher at the Instituto Superior Técnico, University of Lisbon;
- Dr. João Pedro Pereira da Costa Bernardes, Full Professor at the Faculty of Human and Social Sciences, University of Algarve.

#### VI – Access to the Process:

The competition process may be consulted at the Human Resources Department of the University of Algarve, located on the ground floor of the Library building at the Penha Campus in Faro, from 9:30 AM to 12:00 PM and from 2:30 PM to 4:30 PM, by prior appointment.

Faro, September 27, 2024

2024 – Vice-Rector for Research and Culture, **Nuno Gonçalves Viana Pereira Ferreira Bicho**

## Where to apply

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

## Requirements

Research Field	Other
Education Level	PhD or equivalent

#### Skills/Qualifications

1. The following individuals may apply for the position of Coordinator Researcher:

a) Principal researchers from the same or another institution in the scientific field of Archaeology or in a field deemed related by the ICArEHB Scientific Commission, or those from different fields with a relevant scientific curriculum in Archaeology. Candidates must have at least three years of service in that category and have passed public habilitation or aggregation exams in Archaeology;

a1) Principal researchers from outside the Archaeology field must submit, at the time of application, a document proving that they have requested the ICArEHB Scientific Commission to recognize their scientific field as related to Archaeology for the purposes of the competition, or that they possess a relevant scientific curriculum in Archaeology.

b) Coordinator Researchers from other institutions in the field of Archaeology or considered as related fields by ICArEHB's Scientific Committee, or those from different fields with a relevant scientific curriculum in Archaeology.

b1) Coordinator researchers not within the Archaeology field must submit, at the time of application, a document proving that they have requested the ICArEHB Scientific Commission to recognize their scientific field as related to Archaeology, or that they possess a relevant scientific curriculum in Archaeology.

c) Candidates holding a PhD in Archaeology (Ref A - Paleolithic subfield) or a PhD in Archaeology or Earth Sciences or another related field as recognized by the ICArEHB Scientific Commission (Ref B – Geoarchaeology subfield), or those with a relevant scientific curriculum in

Archaeology. Candidates must have at least six years of professional experience in the field post-PhD and must have passed public habilitation or aggregation exams in Archaeology.

- c1) Candidates holding a PhD in a different field from those specified for Ref A or Ref B must submit, at the time of application, a document proving they have requested the ICAREHB Scientific Commission to recognize their qualifications as relevant to the scientific field required by the competition, or that they have a relevant scientific curriculum in Archaeology.
- c2) Holders of foreign PhDs must prove, at the time of application, that their degree has been recognized or that they have requested recognition in accordance with Decree-Law No. 66/2018 of August 16, and other applicable legislation.
- c3) If a candidate selected for the position holds a foreign PhD, they must submit the degree recognition document before the employment contract is signed, failing which the contract will not be executed and the next candidate will be considered

### Specific Requirements

1. The criterion for absolute merit admission is the scientific quality of the **Curriculum Vitae**, assessed through the following cumulative requirements:
2. Proven experience in fieldwork and research in the Upper Paleolithic and Mesolithic of the Iberian Peninsula and African Stone Age for the position in Ref A (Paleolithic subfield), or proven experience in geoarchaeological fieldwork and research in the European Paleolithic of Southwest Asia and Africa for Ref B (Geoarchaeology subfield).
3. Demonstrated success in securing funding, verified by having obtained at least one grant from the **European Research Council (ERC)**.
4. Authorship or co-authorship of at least 40 publications indexed in the **Scopus Author ID** in the scientific field of Archaeology or in the Paleolithic subfield for Ref A, or in the Geoarchaeology subfield for Ref B.
5. Authorship or co-authorship of at least 5 works in the field of Archaeology or in the Paleolithic subfield for Ref A, or in the Geoarchaeology subfield for Ref B, in high-impact journals such as **Nature, Science, PNAS, Scientific Reports, or Nature Communications**.

Ability to disseminate scientific knowledge to both the academic community and the general public through scientific and civic projects, as well as dissemination activities in the competition area or subfields after obtaining the PhD.

Languages PORTUGUESE

Years of Research Experience 4 - 10

### Internal Application form(s) needed

reqcandidaturapor.pdf

English (77.38 KB - PDF)

Download <https://www.euraxess.pt/sites/default/files/jobs/2024-09/reqcandidaturapor.pdf>

## Additional Information

### Benefits

This competition is governed by the provisions of Articles 9, 12, and 15 to 27 of the Statute of the Scientific Research Career (ECIC) in its current version, and by the Recruitment, Hiring, and Provision of Services Regulation for Career Researchers of the University of Algarve, Regulation No. 447/2024, published in the Diário da República, 2nd series, No. 78, of April 19. The competition will end once the position is filled

### Eligibility criteria

1. **Criteria for Admission in Absolute Merit:**  
The criterion for absolute merit admission is the scientific quality of the **Curriculum Vitae**, assessed through the following cumulative requirements:
2. Proven experience in fieldwork and research in the Upper Paleolithic and Mesolithic of the Iberian Peninsula and African Stone Age for the position in Ref A (Paleolithic subfield), or proven experience in geoarchaeological fieldwork and research in the European Paleolithic of Southwest Asia and Africa for Ref B (Geoarchaeology subfield).
3. Demonstrated success in securing funding, verified by having obtained at least one grant from the **European Research Council (ERC)**.
4. Authorship or co-authorship of at least 40 publications indexed in the **Scopus Author ID** in the scientific field of Archaeology or in the Paleolithic subfield for Ref A, or in the Geoarchaeology subfield for Ref B.
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6. Ability to disseminate scientific knowledge to both the academic community and the general public through scientific and civic projects, as well as dissemination activities in the competition area or subfields after obtaining the PhD.
7. A negative vote on absolute merit must be based on the following:
8. The candidate does not possess the work experience as defined in Point II.1.a.
9. The candidate has not received any grants from the ERC.
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11. The candidate is not the author or co-author of at least 5 articles in the specified areas and journals mentioned in Point II.1.d.
12. The candidate does not provide evidence of post-PhD scientific dissemination as described in Point II.1.e.
13. For the assessment of absolute merit, each jury member shall present written, justified proposals for candidates who do not meet the requirements outlined in Point II.1. Each proposal will be voted on individually, as per Article 15(1) of the Regulation, with no abstentions allowed.
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The Jury will notify candidates of rejection or acceptance based on absolute merit, allowing for prior hearings

### Selection process

1. The evaluation and selection for relative merit will be based on the criteria, parameters, and respective weighting listed below.
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7. The evaluation of the candidates' scientific and professional track record will be expressed on a scale of 0 to 20, with decimals. The final score of each candidate will be the average of the scores assigned by each jury member. Candidates with a score below **9.5** will be excluded from the competition.
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After applying the selection criteria, the jury will rank the approved candidates in descending order based on their final scores, on a scale of 0 to 20, with decimals

#### Additional comments

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Website for additional job details

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

## Work Location(s)

Number of offers available	2
Company/Institute	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>

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**Street** Estrada da Penha - Campus da Penha  
**Postal Code** 8005-139  
**E-Mail** srhconcurso@ualg.pt  
**Phone** +351289800900 / 289800100

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