

Job offer

JOB

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International tender for the position of a Principal Researcher, in the area of Archaeology, sub-area Paleolithic, at the Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB) of the University of Algarve.

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10 Jan 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB)
Research Field	Other
Researcher Profile	Leading Researcher (R4)
Positions	PhD Positions
Country	Portugal
Application Deadline	21 Feb 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	13 Jan 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Aviso n.º 898/2025/2 OE202501/0344
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

International tender for the position of a Principal Researcher, in the area of Archaeology, sub-area Paleolithic, at the Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB) of the University of Algarve.

By ordinance dated December 10, 2024 issued by the Rector of the University of Algarve, Professor Paulo Águas, an international tender for the position of Principal Researcher in the subject area of Archaeology, sub-area Paleolithic, at the Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour

(ICArEHB) 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 the *Diário da República* (the Official Portuguese Gazette).

The competition is open under the FCT-Tenure Program – 1st Edition, published under the Competition Opening Notice Reference No. 02/C06-i06/2024, and funded by the provisions of Article 137 of the State Budget Law for 2024, in its current wording. The procedure follows the terms of Articles 9, 10, and 15–27 of the Scientific Research Career Statute (ECIC) and the Recruitment, Contracting, and Service Regulations 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, 2024.

This tender will be published in the Public Employment Exchange (BEP), within 2 working days, after its publication in the *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. Under the competencies conferred by Article 92(d), (e), and (q) of Law No. 62/2007, dated September 10, the Rector reserves the right to cancel the competition for well-founded reasons.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations, actively promotes 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 – General Admission Requirements

1. The following individuals are eligible to apply for the recruitment of Principal Investigator:
 1. Assistant researchers in the scientific area and sub-area for which the competition is open or in a scientific area considered by ICArEHB's Scientific Council, as similar to that for which the competition is open or, even, those who, although from a different area, have a CV relevant scientist in the area of the competition and who, in any case, has a minimum of three years of effective service in that category or has an Habilitation or Aggregation; or Assistant and Principal Investigators from other institutions, either in the same or related areas to the call's scope, or those with a scientifically significant curriculum in the call scientific area.
 2. The Principal researchers from another institution, from the scientific area of the competition or from a scientific area considered by ICArEHB's Scientific Council as similar to that for which the call is open or, even, those who, although from a different area, have a relevant scientific curriculum in these areas; or
 3. Individuals who have a doctorate degree in the scientific area of Archeology or in a scientific area considered by ICArEHB's Scientific Council, as similar to that for which the competition is open, or, even, those who, although doctorates in a different area, have relevant scientific curriculum in these areas and which, in any case, contains a minimum of three years of professional experience in the call sub-area after obtaining a doctorate or having Habilitation or Aggregation.
 4. Candidates listed above must meet the general requirements for public service employment as outlined in Article 17 of the Public Employment Law (Law No. 35/2014, June 20), unless exempted by ECIC.
2. Candidates with a doctoral degree obtained abroad must provide proof of recognition of the degree under Decree-Law No. 66/2018, of August 16, and other applicable legislation by the contract date, if hired. Otherwise, they will be excluded.
3. Candidates will be excluded:
 1. Assistant researchers, from the same or another institution, who are not part of the scientific area of Archeology and the sub-area of Paleolithic, or an area considered related by ICArEHB's Scientific Council, or even those who, although from a different area, do not have a CV relevant scientist in the area mentioned above, even if they have a minimum of three years of effective service in that category and/or have not Habilitation or Aggregation in the scientific area in question;
 1. Assistant researchers, from the same or another institution, who are part of the scientific area of Archeology and the sub-area of Paleolithic, or an area considered related by ICArEHB's Scientific Council, or even those who, although from a different area, have a relevant scientific curriculum in the area mentioned above, but who, in any case, do not have a minimum of three years of effective service in that category and/or have not Habilitation or Aggregation in the scientific area in question;
 2. Principal researchers from another institution, who are not part of the scientific area of Archeology and sub-area of Paleolithic or an area considered related by ICArEHB's Scientific Council, or, even, those who, although from a different area, do not have a relevant scientific curriculum in these areas;
 3. Individuals who do not have a doctorate degree in the scientific area and subarea for which the call is open or in an area considered related by ICArEHB's Scientific Council or, even, those who, although doctors in a different area, do not have a relevant scientific curriculum in these areas, even if they have a minimum of three years of professional experience in these areas after obtaining a doctorate and/have not Habilitation or Aggregation in the scientific area of the call;
 4. Individuals who have a doctorate degree in the scientific area and subarea for which the competition is open or in an area considered related by ICArEHB's Scientific Council or, even, those who, although doctors in a different area, have a relevant scientific curriculum in these areas, but who, in any case, do not have a minimum of three years of professional experience in these areas after obtaining their doctorate and/or have not Habilitation or Aggregation in the scientific area of the call;
 5. Fail to meet general public service requirements under Article 17 of the Public Employment Law;
 6. Fail to submit required documents or fail to meet the submission deadline.
4. Candidates will be notified of their admission or exclusion via email with delivery confirmation for the purposes of interested parties' response.

II – Absolute Merit Evaluation Requirements

1. Absolute merit admission is based on the scientific quality of the applicant's CV, assessed against the following cumulative criteria:
2. A negative vote for absolute merit must be justified under the following conditions:
 1. Lack of fieldwork experience as specified in (a);
 2. No record of receiving funding from international agencies;
 3. Fewer than 10 indexed publications as specified in (c);
 4. Fewer than 3 articles in the specified journals as stated in (d);
 5. Lack of evidence for scientific outreach post-doctorate;
 6. No affiliation with an "Excellent"-rated R&D unit.
3. Candidates are assessed individually by each jury member. Negative votes are supported by written justification and subjected to a vote in accordance with the regulations.
4. A candidate is rejected in absolute merit if a majority of the jury votes against their application.
5. Candidates are notified of the decision to accept or reject in absolute merit for prior hearing.

- a. Proven experience in coordinating archaeological fieldwork and Paleolithic research in Sub-Saharan Africa, including the application of quantitative methods and/or Geographic Information Systems (GIS);
- b. Demonstrated success in securing funding, evidenced by at least one internationally funded project;
- c. Authorship or co-authorship of at least 10 publications indexed in the "Scopus Author ID" in Archaeology or related areas;
- d. Authorship or co-authorship of at least 3 significant works published in high-impact journals (e.g., *Scientific Reports*, *Nature*, *PLOS ONE*, or *Journal of Archaeological Science*);
- e. Evidence of knowledge dissemination through scientific projects and outreach activities in the competition area post-doctorate;
- f. Integration in an R&D Unit rated "Excellent."

III – Application Instructions

1. Applications must be submitted through a formal request addressed to the Rector of the University of Algarve, available on the University website at <https://www.ualg.pt/procedimentos-concursais> under documents – Research Staff - candidacy form. Submissions can be made:
 - o In person at the Human Resources Office;
 - o By registered post to the Human Resources Office of the University of Algarve.
2. The application for admission to the tender, dated and signed, must include the following documents, in Portuguese or English:

- a) Photocopy or scan in PDF format of a valid identification document at the date of application;
- b) A photocopy (PDF format) of the certificate proving the applicant holds a doctoral degree, in an appropriate specialty for the tender, and its recognition, if the qualification is foreign.
- c) A photocopy (PDF format) of the certificate proving the applicant holds a Habilitation or Aggregation title, if relevant.
- d) Photocopied supporting document and in electronic PDF format that the candidate has at least three years of professional experience in the sub-area of the call after obtaining a doctorate (if applicable);
- e) Photocopied supporting document and in electronic PDF format that the candidate has at least three years of effective service in the assistant researcher category (if applicable);
- f) Supporting document issued by the ICarEHB's Scientific Council recognized for the purposes of the call that the qualification held, that the area of activity or the scientific curriculum, are related to the scientific area in which the call is open (if applicable);
- g) 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.
- h) Report of the scientific activities of the candidate;
- i) A career development plan in English (3,000 words), including the list of the 3-5 published papers chosen by the candidate;
- j) One (1) printed or photocopied copy and one (1) copy in PDF format, of each of the works selected by the applicant, a maximum of five, as being the most representative, namely with regard to their contribution to the development and evolution of the disciplinary and scientific area 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.
- k) Other documents which the applicant considers further demonstrates their scientific performance, pedagogic skills, and other relevant activities and which would constitute a legal basis for ranking candidates, should the jury deem them appropriate and duly proven, and presented in PDF format;
- l) A criminal clearance certificate attesting to the fact that the applicant is not banned from working in government service or from exercising the professional functions for which they are applying;
- m) A statement confirming that the applicant has the physical robustness and mental profile indispensable for the exercise of the functions in question;
- n) An up-to-date vaccination certificate.

3 — The documents referred to in paragraphs l) to n), may be waived during the submission stage of the application provided that the applicant declares under oath, the situation in which they find themselves in relation to each of these requirements, the failure to make a written declaration constitutes 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 k), should be delivered in 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 on 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 in the order of the parameters and factors listed in point V of this Notice. Failure to comply with this order may result in information not being considered for evaluation, the same applies to the accessibility of the links, the functioning of which must be verified by the candidate, so that the members of the jury have access to the information.

IV – Interviews

1- In accordance with article 25 of the Regulation for Recruitment, Hiring and Provision of Services for Career Researchers at the University of Algarve and no. 3 of article 10^a of ECIC, the Jury may promote interviews to all candidates.

2 - If the call jury determines that the interviews referred to in the previous paragraph will be carried out, the conditions and calendar thereof will be announced to candidates at least 8 days in advance.

V – Evaluation parameters and seriation in relative merit, respective weighting and final valuation system

1 – The curricular evaluation focuses on activities developed by candidates in Archaeology, considering the following parameters and respective weightings: scientific performance (40%), Impact of research activities (25%), outreach activities (15%), and Science and Innovation management (20%).

2 - The evaluation of the candidates' scientific and curricular path focuses on the activities carried out in the scientific area in the competition, their suitability for the Principal Researcher category and their relevance, quality and timeliness:

1. Scientific performance thought to be more relevant by the candidate in the last 5 years (40%). It should be considered, in particular, the relevance in the scientific area in which the call is open, expressed by the number and type of publications and the recognition given to them by the scientific community.
2. Impact of research activities during the last five years (25%). Consideration should be given, among others, to participation in scientific projects and/or public policies, as well as the quality of the scientific projects in Archaeology respective funding through national agencies or international or funded by private companies.
3. Outreach activities during the last 5 years (15%). Consideration should be given, among other dissemination activities, to supervision of students at different levels of higher education, participation in public policies and scientific and technological dissemination initiatives within the scientific community and for different audiences, presentation of lectures and seminars aimed at the public in general.
4. Science and Innovation management (20%).
 1. Activities that fit within the strategic objectives of ICarEHB must be considered, which must be clearly identified in the candidate's curriculum vitae and experience in the ability to connect between different national and foreign research groups. (50%).
 2. The career development plan, particularly in its research and extension aspects (50%).

3 - The evaluation of the scientific and curricular path of the candidates is expressed on a scale of 0 to 20 points, with valuation up to the tenths, with the final classification of each candidate obtained by the average of the grades awarded by each of the members of the panel, being excluded candidates who obtained a classification lower than 9.5 points from the competitive procedure.

4 - The final classification of candidates will result from the weighted arithmetic average of the classifications resulting from the application of the selection criteria.

5 - After completing the application of the selection criteria, the panel classifies the successful candidates, in descending order of classification, on a scale of 0 to 20 points, with valuation up to tenths.

V – Composition of the Jury

President: Doutor Nuno Gonçalo Viana Pereira Ferreira Bicho, Vice-Reitor da Universidade do Algarve, por delegação de competências do Reitor da Universidade do Algarve.

Vowels:

Dr. Shannon McPherron, Investigador Coordenador do Max Planck Institute;

Dr. Sarah Wurz, Professora Catedrática da Universidade de Witwatersrand;

Dr. Veerle Rots, Professora Catedrática da Universidade de Liège;

Dr. Robert Foley, Professor Catedrático Aposentado da Universidade de Cambridge;

Dr. Jonathan Haws, Professor Catedrático da Universidade de Louisville.

VII – Consultation of the process

The competition process can be consulted at the Human Resources Services of the University of Algarve, located on the ground floor of the Library building, on the Penha Campus, in Faro, between 9:30 am and 12 pm and between 2:30 pm and 4:30 pm, by appointment in advance.

Where to apply

Website <https://www.ualg.pt/procedimentos-concursais>

Requirements

Research Field Other
Education Level PhD or equivalent

Skills/Qualifications

Principal Researcher, in the area of Archaeology, sub-area Paleolithic, at the Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB) of the University of Algarve.

Specific Requirements

1. Assistant researchers in the scientific area and sub-area for which the competition is open or in a scientific area considered by ICArEHB's Scientific Council, as similar to that for which the competition is open or, even, those who, although from a different area, have a CV relevant scientist in the area of the competition and who, in any case, has a minimum of three years of effective service in that category or has an Habilitation or Aggregation; or Assistant and Principal Investigators from other institutions, either in the same or related areas to the call's scope, or those with a scientifically significant curriculum in the call scientific area.
 1. The Principal researchers from another institution, from the scientific area of the competition or from a scientific area considered by ICArEHB's Scientific Council as similar to that for which the call is open or, even, those who, although from a different area, have a relevant scientific curriculum in these areas; or
 2. Individuals who have a doctorate degree in the scientific area of Archeology or in a scientific area considered by ICArEHB's Scientific Council, as similar to that for which the competition is open, or, even, those who, although doctorates in a different area, have relevant scientific curriculum in these areas and which, in any case, contains a minimum of three years of professional experience in the call sub-area after obtaining a doctorate or having Habilitation or Aggregation.
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2. Candidates with a doctoral degree obtained abroad must provide proof of recognition of the degree under Decree-Law No. 66/2018, of August 16, and other applicable legislation by the contract date, if hired. Otherwise, they will be excluded.

Research Field Other

Internal Application form(s) needed

requerimentocandidaturaconcursodocumental (Investigador).pdf

English (77.38 KB - PDF)

Download <https://www.euraxess.pt/sites/default/files/jobs/2025-01/requerimentocandidaturaconcursodocumental%20%28Investigador%29.pdf>

Additional Information

Benefits

The purpose of this tender is to fill in one (1) position in the form of a non-fixed-term contract as a government employee. The gross monthly salary to be paid shall be €3.867,03.

Eligibility criteria

1. Absolute merit admission is based on the scientific quality of the applicant's CV, assessed against the following cumulative criteria:

- a. Proven experience in coordinating archaeological fieldwork and Paleolithic research in Sub-Saharan Africa, including the application of quantitative methods and/or Geographic Information Systems (GIS);
- b. Demonstrated success in securing funding, evidenced by at least one internationally funded project;
- c. Authorship or co-authorship of at least 10 publications indexed in the "Scopus Author ID" in Archaeology or related areas;
- d. Authorship or co-authorship of at least 3 significant works published in high-impact journals (e.g., *Scientific Reports*, *Nature*, *PLOS ONE*, or *Journal of Archaeological Science*);
- e. Evidence of knowledge dissemination through scientific projects and outreach activities in the competition area post-doctorate;
- f. Integration in an R&D Unit rated "Excellent."

2. A negative vote for absolute merit must be justified under the following conditions:

- a) Lack of fieldwork experience as specified in (a);
- b) No record of receiving funding from international agencies;
- c) Fewer than 10 indexed publications as specified in (c);
- d) Fewer than 3 articles in the specified journals as stated in (d);
- e) Lack of evidence for scientific outreach post-doctorate;
- f) No affiliation with an "Excellent"-rated R&D unit.

3. Candidates are assessed individually by each jury member. Negative votes are supported by written justification and subjected to a vote in accordance with the regulations.

4. A candidate is rejected in absolute merit if a majority of the jury votes against their application.

5. Candidates are notified of the decision to accept or reject in absolute merit for prior hearing.

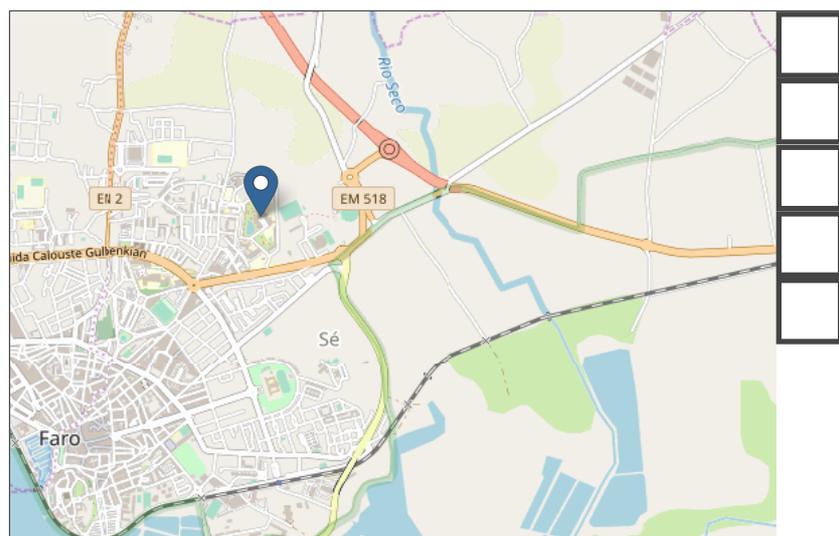
Additional comments

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations, actively promotes 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	Universidade do Algarve
Country	Portugal
State/Province	Algarve
City	Faro
Postal Code	8005-139
Street	Campus da Penha - Estrada da Penha
Geofield	



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Contact

State/Province	Algarve
City	Faro
Website	http://www.ualg.pt
Street	Campus da Penha - Estrada da Penha

Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	(+351)289800100

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