

Portugal



Job offer

JOB

PORTUGAL

[Universidade do Algarve](#) | Posted on: 30 January 2025

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

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30 Jan 2025

Job Information

Organisation/Company

Universidade do Algarve

Department

Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB)

Research Field

Anthropology » Other

Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	11 Mar 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	28 Jan 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Aviso n.º 2540/2025/2 - OE202501/0886
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

Public Announcement

International tender for the position of a Assistant Researcher in the form of a non-fixed-term contract as a government employee in the area of Anthropology, sub-area Bioanthropology, 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, an international tender for the position of Assistant researcher in the form of a non-fixed-term contract as a government employee, in the area of Anthropology, sub-area Bioanthropology, 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 tender will end once the position has been filled.

The tender is open under the FCT-Tenure Program – 1st Edition, published under the Competition Opening Notice Reference No. 02/C06-i06/2024 (Chair in Bioanthropology for Prehistory - reference 2023.10993.TENURE.006) 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*, and 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 17, paragraph 2, of the Recruitment, Contracting, and Service Regulations for Career Researchers of the University of Algarve, in its current version.

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 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 Assistant Researcher:

- a) Individuals who have a doctorate degree in the scientific area of Anthropology, or in a scientific area considered by ICAREHB's Scientific Council, as related to that for which the tender is open; or
- b) The Assistant researchers from another institution, from the scientific area of the call or from a scientific area considered by ICAREHB's Scientific Council as related to the one for which the call is open or, even, those who, although from a different area, have relevant scientific curriculum in the area of the call;
- c) Candidates referred to in the previous paragraphs must also fulfil the general requirements for public service employment as outlined in Article 17 of the Public Employment Law (Law No. 35/2014, June 20), as amended current 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 deadline for the conclusion of the contract. Failure to provide proof of the degree's recognition by this deadline will prevent the contract from being concluded with the candidate, and the contract will be awarded to the next candidate.

3-Candidates will be excluded if:

- a) Do not hold a doctoral degree in the scientific area of Anthropology or in a scientific area considered by the ICAREHB's Scientific Council, as related to that for which the tender is open, in accordance with article 10 of the ECIC;
- b) Being assistant researchers at other institutions, they do not develop their activity or do not have a relevant scientific curriculum in the scientific area in which the tender is open;
- c) They do not fulfil the general requirements for employment in public functions provided for in article 17 of the Law on Work in Public Functions, set out in the Annex to Law No. 35/2014, June 20, are not exempted by the ECIC;
- d) Fail to submit required documents or works in accordance with the conditions set out in the tender notice or after the deadline set for this purpose.

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-Candidates whose curriculum vitae as a whole is considered by the jury to be suitable for the post to be filled, i.e. whose experience and training are compatible with the category and the scientific field for which the competition is being held, will be admitted on the basis of their *absolute merit*, provided that they meet the following minimum cumulative requirements:

- a) Proven experience in anthropological research in the sub-area of Bioanthropology, namely extended experience in the morphological analysis of the skeletal remains of extinct hominins and/or anatomically modern human, with emphasis on the Middle Pleistocene to the recent Prehistory of Africa and Europe;

- b) Proven field work experience in excavating burial sites and human skeletal remains;
- c) Proven success in obtaining at least one project from the Foundation for Science and Technology (FCT);
- d) Authorship or co-authorship of at least 15 publications indexed in the "Scopus Author ID" in the scientific areas Anthropology and/or Archaeology;
- e) Authorship or co-authorship of articles in the scientific areas of Anthropology and/or Archeology, in journals of great impact and circulation, specifically at Nature Communications, or Scientific Reports, or American Journal of Physical Anthropology;
- f) The ability to disseminate scientific knowledge within the scientific community and to the general public, through scientific projects, as well as dissemination activities, in the area of the competition, after the doctorate;
- g) 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 Point II.1 (a) and (b);
- b) The candidate is not the principal researcher of at least one FCT project;
- c) The candidate is not an author or co-author of indexed publications as described in Point II.1 (d) and (e);
- d) Lack of evidence of the dissemination of scientific knowledge after the PHD, in the terms described in Point II.1(f);
- e) 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. Abstentions are not allowed.

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

5-The Jury will notify the candidates of their rejection or approval on absolute merit, for the purposes of a prior hearing.

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:

- a) In person at the Human Resources Office situated 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 the applications, addressed to: Serviços de Recursos Humanos of Universidade do Algarve, Campus da Penha, 8005-139 Faro, Portugal.

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, or prove that he has applied to become recognised, if the qualification is foreign;
- c) Supporting document issued by the ICarEHB's Scientific Council recognized for the purposes of the tender 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);
- d) One (1) printed or photocopied copy of the *curriculum vitae* and one (1) electronic copy in PDF format, dated and signed, organised in accordance with the selection criteria and the relevant parameters for the evaluation of the candidate's scientific and teaching career, namely the quality of scientific and technical work, professional experience, professional training, contributions to scientific guidance activities, participation in management bodies and service to the community, as set out in Point V of this notice;
- e) A career development and summary of experience (in English), including a list and availability of 3-5 articles published in the last 5 years, which the candidate consider to be representative or with the greatest impact in the field (3000 words);
- f) 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;
- g) 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;
- h) 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;
- i) A statement confirming that the applicant has the physical robustness and mental profile indispensable for the exercise of the functions in question;
- j) An up-to-date vaccination certificate.

3-The documents referred to in paragraphs h) to j), 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 points b) to g) will be sent on a USB stick and must be searchable and contain the publication records with clickable links to the document containing the publication, which may be stored on the same digital medium or in an open access repository on the Internet. There should also be clickable links to the websites of any organizations or events mentioned in the CV, where appropriate and relevant.

5-The curriculum vitae and respective appendices must be systematized in the order of the parameters and factors listed in No 2, 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 tender jury decides to hold the interviews referred to in the previous paragraph candidates will be notified of the conditions and timetable at least 8 days in advance.

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

1-The assessment and selection on relative merit will be based on the following criteria, parameters and weightings, which focus on the assessment of the scientific and curricular background of the candidates.

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

a) Scientific, technological, cultural or artistic production over the last five years considered most relevant by the candidate (40%). It should be considered, in particular, the relevance in the scientific area and sub- areas in which the call is open, expressed by the number and type of publications and the recognition given to them by the scientific community.

b) Impact of research activities/public policies during the last five years, considered most relevant by the candidate (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 the scientific area and sub-area in which the call is open, respective funding through national agencies or international or funded by private companies.

c) Outreach activities during the last 5 years considered most relevant by the candidate (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.

d) Activities in the management of science, technology and innovation programs, or experience in observing and monitoring the scientific and technological system or higher education, in Portugal or abroad (20%).

i) 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%).

ii) 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.

VI - Composition of the Jury

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

Vowels:

Dr. **Eugénia Maria Guedes Pinto Antunes da Cunha**, Full Professor at the Universidade de Coimbra;

Dr. **Noreen Von Cramon-Taubadel**, Full Professor at the Universidade de Buffalo;

Dr. **Mark Collard**, Full Professor at the Simon Fraser University;

Dr. **Hajdu Tamás**, Associate Professor at the Universidade de Eötvös Loránd

Dr. **António Manuel Faustino de Carvalho**, Associate Professor with Aggregation at the Universidade do Algarve.

VII – Consultation of the process

The tender 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.

January 15, 2025. – The Vice-Rector for Research and Culture, *Nuno Gonçalo Viana Pereira Ferreira Bicho*

Where to apply

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

Requirements

Research Field Anthropology » Other

Education Level PhD or equivalent

Skills/Qualifications

Candidates with a doctoral degree in the scientific area of Anthropology, or in a scientific area considered by ICArEHB's Scientific Council, as related to that for which the tender is open.

Specific Requirements

The following individuals are eligible to apply for the recruitment of Assistant Researcher:

a) Individuals who have a doctorate degree in the scientific area of Anthropology, or in a scientific area considered by ICArEHB's Scientific Council, as related to that for which the tender is open; or

b) The Assistant researchers from another institution, from the scientific area of the call or from a scientific area considered by ICAREHB's Scientific Council as related to the one for which the call is open or, even, those who, although from a different area, have relevant scientific curriculum in the area of the call;

c) Candidates referred to in the previous paragraphs must also fulfil the general requirements for public service employment as outlined in Article 17 of the Public Employment Law (Law No. 35/2014, June 20), as amended current unless exempted by ECIC.

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 deadline for the conclusion of the contract. Failure to provide proof of the degree's recognition by this deadline will prevent the contract from being concluded with the candidate, and the contract will be awarded to the next candidate.

Research Field

Anthropology » Other

Internal Application form(s) needed

REQUERIMENTO DE ADMISSÃO A CONCURSO DOCUMENTAL_1.pdf

English (300.51 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

Candidates will be excluded if:

Do not hold a doctoral degree in the scientific area of Anthropology or in a scientific area considered by the ICAREHB's Scientific Council, as related to that for which the tender is open, in accordance with article 10 of the ECIC;

Being assistant researchers at other institutions, they do not develop their activity or do not have a relevant scientific curriculum in the scientific area in which the tender is open;

They do not fulfil the general requirements for employment in public functions provided for in article 17 of the Law on Work in Public Functions, set out in the Annex to Law No. 35/2014, June 20, are not exempted by the ECIC;

Fail to submit required documents or works in accordance with the conditions set out in the tender notice or after the deadline set for this purpose.

Selection process

Absolute Merit Evaluation Requirements

1-Candidates whose curriculum vitae as a whole is considered by the jury to be suitable for the post to be filled, i.e. whose experience and training are compatible with the category and the scientific field for which the competition is being held, will be admitted on the basis of their *absolute merit*, provided that they meet the following minimum cumulative requirements:

a) Proven experience in anthropological research in the sub-area of Bioanthropology, namely extended experience in the morphological analysis of the skeletal remains of extinct hominins and/or anatomically modern

- human, with emphasis on the Middle Pleistocene to the recent Prehistory of Africa and Europe;
- b) Proven field work experience in excavating burial sites and human skeletal remains;
 - c) Proven success in obtaining at least one project from the Foundation for Science and Technology (FCT);
 - d) Authorship or co-authorship of at least 15 publications indexed in the "Scopus Author ID" in the scientific areas Anthropology and/or Archaeology;
 - e) Authorship or co-authorship of articles in the scientific areas of Anthropology and/or Archeology, in journals of great impact and circulation, specifically at Nature Communications, or Scientific Reports, or American Journal of Physical Anthropology;
 - f) The ability to disseminate scientific knowledge within the scientific community and to the general public, through scientific projects, as well as dissemination activities, in the area of the competition, after the doctorate;
 - g) 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 Point II.1 (a) and (b);
- b) The candidate is not the principal researcher of at least one FCT project;
- c) The candidate is not an author or co-author of indexed publications as described in Point II.1 (d) and (e);
- d) Lack of evidence of the dissemination of scientific knowledge after the PHD, in the terms described in Point II.1(f);
- e) 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. Abstentions are not allowed.

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

5-The Jury will notify the candidates of their rejection or approval on absolute merit, for the purposes of a prior hearing.

Additional comments

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	Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB) 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

<https://www.ualg.pt>

Street

Campus da Penha - Estrada da Penha

Postal Code

8005-139

E-Mail

srhconcurso@ualg.pt

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