

Portugal



# Job offer

JOB

PORTUGAL

[Universidade do Algarve](#) | Posted on: 28 January 2025

**International tender for the position of an Assistant Researcher, in the area of Earth and Environmental Sciences, sub-area Natural Resources and Sustainability, at the Centre for Marine and Environmental Research (CIMA) of the University of Algarve**

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28 Jan 2025

## Job Information

Organisation/Company	Universidade do Algarve
Department	CIMA - Centre for Marine and Environmental Research
Research Field	Environmental science » Natural resources management
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions

<b>Country</b>	Portugal
<b>Application Deadline</b>	6 Mar 2025 - 23:59 (Europe/Lisbon)
<b>Type of Contract</b>	Permanent
<b>Job Status</b>	Full-time
<b>Hours Per Week</b>	35
<b>Offer Starting Date</b>	24 Jan 2025
<b>Is the job funded through the EU Research Framework Programme?</b>	Not funded by a EU programme
<b>Reference Number</b>	Aviso n.º 2042/2025/2   OE202501/0758
<b>Is the Job related to staff position within a Research Infrastructure?</b>	No

## Offer Description

By ordinance dated December 3rd, 2024 issued by the Rector of the University of Algarve, an international tender for the position of an Assistant Researcher, in the form of a non-fixed-term contract as a government employee, in the subject area of Earth and Environmental Sciences, sub-area Natural Resources and Sustainability, at the Centre for Marine and Environmental Research (CIMA) 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 (2023.10993.TENURE.033) 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. The tender will end once the position has been filled.

This tender will be published in the Public Employment Exchange (BEP), within 2 working days, after its publication in the *Diário da República*, as 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 with a doctoral degree in Marine, Earth and Environmental Sciences, in the subarea of Geosciences or,

b) Assistant researchers from another institution, from the scientific area and sub-area of the tender.

c) Candidates referred to in the previous paragraphs must also meet 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:

a) Do not hold a doctorate degree in Marine, Earth and Environmental Sciences, in the subarea of Geoscience, in accordance with article 10 of the ECIC;

b) Being assistant researchers at other institutions, they do not develop their research 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, from which they 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 research experience in Marine, Earth and Environmental Sciences, in the sub-area of Geosciences, specifically with experience in collecting samples (specifically topography, sedimentology, hydrodynamics, sediment transport and ecology data) and carrying out sedimentary analyzes in laboratory, modeling of physical processes in lagoon wetlands and experience in the application of remote sensing tools in tidal marsh areas, as well as development of multidisciplinary research into the impacts of climate change in marsh areas and its adaptation, in coastal geomorphology, coastal resilience and the respective ecogeomorphological processes that take place in tidal salt marshes and other lagoon environments;

b) Authorship or co-authorship of at least 30 publications indexed in “Scopus Author ID” in the scientific area and subarea in which the competition is open, giving relevance to the number of publications as first author in the last 6 years;

c) Authorship or co-authorship of at least 5 works in the sub-area Geosciences, in magazines with high impact and circulation, specifically Earth-Science Reviews or Coastal Engineering or Catena or Geomorphology or Marine Geology;

d) Participation in scientific, knowledge transfer and public policies projects and with experience in preparing technical reports and participating in national and/or international scientific and/or knowledge transfer boards;

e) Ability to disseminate scientific knowledge within the scientific community and to the general public through scientific and civic projects, including proven post-doctoral experience in mentoring and teaching students at different levels of higher education and in dissemination activities in the field or subfields of the competition.;

f) The candidate must be or have been integrated into an R&D Unit with an excellent or very good rating.

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);

b) The candidate is not an author or co-author of at least 30 indexed publications, as described in Point II.1 (b);

c) The candidate is not an author or co-author of at least 5 articles in the Geosciences subarea and in the journals, as described in Point II.1 (c);

d) The candidate does not present proven research experience in science communication practices and does not present evidence of participation in scientific projects, knowledge transfer and science transfer for public policies, as described in Point II.1 (d);

e) Lack of evidence of the dissemination of scientific knowledge after the PHD, as described in Point II.1 (e);

f) No affiliation with an "Excellent" or "Very Good"-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, 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 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) One (1) printed or photocopied copy of the curriculum vitae and one (1) electronic copy in PDF format, dated and signed, organized 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;

d) Work plan and summary of experience in English (3,000 words), including the list of the 3-5 published papers in the last five years chosen by the candidate;

e) 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.

f) 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;

g) 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;

h) A statement confirming that the applicant has the physical robustness and mental profile indispensable for the exercise of the functions in question;

i) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs g) to i), 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 f) will be sent on a USB pen drive 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<sup>a</sup> 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 in the competition, their suitability for the Assistant Researcher category and their relevance, quality and timeliness:

a) Scientific technological, cultural or artistic performance of the last five years, considered most relevant by the candidate (40%). It should be considered, the relevance in the scientific area and sub-area in which the tender is open, considering the experience in the ecogeomorphology of tidal marshes (as described in no. 1, of Point II, expressed by the quality, number and type of publications and the recognition given to them by the scientific community.

b) Impact of research activities and/or public policies carried out in the last five years considered most relevant by the candidate (20%). 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 subarea of Geosciences, respective funding through national agencies or international or funded by private companies. Among other research activities, science transfer activities for public policies should also be evaluated.

c) Outreach activities during the last 5 years (20%). Consideration should be given among other dissemination activities, such as supervision of students with different education levels and proven experience of several years in developing teaching activities in a university.

Participation in scientific and technological dissemination initiatives within the scientific community and for different audiences, participation and organization of international congresses and presentation of lectures and seminars aimed at the general public should also be considered. The ability to participate as a magazine editor and participate in project evaluation and article review functions should also be considered. Participation in national and/or international panels of a scientific, technological or social nature, considered relevant, should also be considered.

d) Activities in the management of science, technology and innovation programmes, 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 Centre for Marine and Environmental Research 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. Participation in university management bodies or coordination of research units, or other similar positions, relevant to the mission of the Centre for Marine and Environmental Research at the University of Algarve, should also be considered (50%);

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

Vowels:

Dr Cristina Maria de Almeida Bernardes, Associate Professor at the University of Aveiro;

Dr Rui Pires de Matos Taborda, Associate Professor with Aggregation at the Faculty of Sciences of the University of Lisbon;

Dr Paulo Manuel Cruz Alves da Silva, Associate Professor at the University of Aveiro;

Dr Alice Newton, Associate Professor with Aggregation at the University of Algarve;

Dr Cristina Carvalho Veiga-Pires, Associate Professor at the University of 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.

Faro, January 9, 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

Environmental science » Natural resources management

Education Level

PhD or equivalent

### Skills/Qualifications

Individuals with a doctoral degree in Marine, Earth and Environmental Sciences, in the subarea of Geosciences.

### Specific Requirements

General Admission Requirements

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

a) Individuals with a doctoral degree in Marine, Earth and Environmental Sciences, in the subarea of Geosciences or,

b) Assistant researchers from another institution, from the scientific area and sub-area of the tender.

c) Candidates referred to in the previous paragraphs must also meet 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.

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## Research Field

Environmental science » Natural resources management

## Internal Application form(s) needed

### English application form.pdf

**English** (76.53 KB - PDF)

Download [↓ \(https://www.euraxess.pt/sites/default/files/jobs/2025-01/English%20application%20form.pdf\)](https://www.euraxess.pt/sites/default/files/jobs/2025-01/English%20application%20form.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 3.501,28€.

### Eligibility criteria

Candidates will be excluded:

- a) Do not hold a doctorate degree in Marine, Earth and Environmental Sciences, in the subarea of Geoscience, in accordance with article 10 of the ECIC;
- b) Being assistant researchers at other institutions, they do not develop their research 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, from which they 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.

### 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 research experience in Marine, Earth and Environmental Sciences, in the sub-area of Geosciences, specifically with experience in collecting samples (specifically topography, sedimentology, hydrodynamics, sediment transport and ecology data) and carrying out sedimentary

analyzes in laboratory, modeling of physical processes in lagoon wetlands and experience in the application of remote sensing tools in tidal marsh areas, as well as development of multidisciplinary research into the impacts of climate change in marsh areas and its adaptation, in coastal geomorphology, coastal resilience and the respective ecogeomorphological processes that take place in tidal salt marshes and other lagoon environments;

b) Authorship or co-authorship of at least 30 publications indexed in “Scopus Author ID” in the scientific area and subarea in which the competition is open, giving relevance to the number of publications as first author in the last 6 years;

c) Authorship or co-authorship of at least 5 works in the sub-area Geosciences, in magazines with high impact and circulation, specifically Earth-Science Reviews or Coastal Engineering or Catena or Geomorphology or Marine Geology;

d) Participation in scientific, knowledge transfer and public policies projects and with experience in preparing technical reports and participating in national and/or international scientific and/or knowledge transfer boards;

e) Ability to disseminate scientific knowledge within the scientific community and to the general public through scientific and civic projects, including proven post-doctoral experience in mentoring and teaching students at different levels of higher education and in dissemination activities in the field or subfields of the competition.;

f) The candidate must be or have been integrated into an R&D Unit with an excellent or very good rating.

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);

b) The candidate is not an author or co-author of at least 30 indexed publications, as described in Point II.1 (b);

c) The candidate is not an author or co-author of at least 5 articles in the Geosciences subarea and in the journals, as described in Point II.1 (c);

d) The candidate does not present proven research experience in science communication practices and does not present evidence of participation in scientific projects, knowledge transfer and science transfer for public policies, as described in Point II.1 (d);

e) Lack of evidence of the dissemination of scientific knowledge after the PHD, as described in Point II.1 (e);

f) No affiliation with an “Excellent” or “Very Good”-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.

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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.

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.

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	

## Contact

State/Province	Algarve
City	Faro
Website	<a href="https://www.ualg.pt/en">https://www.ualg.pt/en</a>
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	289800900

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