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International tender for the position of Assistant Professor, in the subject area of Management, sub-area of Marketing, at the School of Management, Hospitality and Tourism of the University of the Algarve

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10 Feb 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	School of Management, Hospitality and Tourism
Research Field	Management sciences » Other
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	24 Mar 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	11 Feb 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

PUBLIC NOTICE

(International tender for the position of Assistant Professor in the subject area of Management, specifically the sub-area of Marketing, at the School of Management, Hospitality and Tourism of the University of the Algarve)

By ordinance dated February 19, 2024, issued by the Rector of the University of the Algarve, an international tender for the position of Assistant Professor, in the subject area of Management, sub-area of Marketing, at the School of Management, Hospitality and Tourism of the University of the Algarve. The tender will be open 30 working days, starting from the working day immediately following the publication of this notice in the Diário da República (the Official Portuguese Gazette).

This tender is governed by the provisions of Article 15 and the following articles of the Estatuto da Carreira Docente do Ensino Superior Politécnico (Statute of the Lecturing Career of Polytechnic

Higher Education), hereinafter referred to as ECDESP, which was approved by Decree-Law no. 185/81, on July 1, in its current version, as well as the Regulation for the Tendering of Personnel for Lecturing Careers at the University of the Algarve, Regulation no. 520/2010, published in Diário da República, 2nd series, no. 111, on June 9, 2010.

This tender will be published on the Public Employment Exchange (BEP), within 2 working days, after its publication in the Diário da República, pursuant to the terms of Decree-Law no. 78/2003, of April 23, advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and the University's website, in both Portuguese and English, pursuant to Article 29-B, paragraph 1 of the ECDESP, in its current version.

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 following Article 10-B of ECDESP. The tender will end once the position has been filled.

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

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, the Public Administration, as an employer, is actively committed to a gender policy that ensures equal employment and career advancement opportunities while taking all necessary measures to prevent any form of discrimination.

I - Admission requirements

1. Admission requirements:

a) Hold, under the terms of article 17 of the ECDESP, a doctoral degree in Marketing or a doctoral degree in Management with a specialization in Marketing or the title of specialist in the area of Marketing and Advertising (CNAEF Area – 342).

i) Applicant holding a doctoral degree obtained outside Portugal must provide proof of its recognition in accordance with the terms of Decree-Law No. 66/2018 of August 16 and other applicable legislation.

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

iii) The title of specialist mentioned in point a) refers to the provision of article 48 of Law no. 62/2007 of September 10, and of Decree-Law no. 206/2009, of August 31, in its current wording.

b) Applicants must be fluent in the Portuguese language, both spoken and written;

i) Non-native speakers of Portuguese must provide proof of an officially recognized diploma demonstrating their mastery of the language or a certificate or diploma of communicative competence in the Portuguese language from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the contract's signature, when applicable.

c) Meet the general requirements for employment in civil service roles provided for in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of June 20, in its current wording, unless exempted by the ECDESP.

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

a) Do not hold a doctoral degree in Marketing or a doctoral degree in Management with a specialization in Marketing or a specialist title in the area of Marketing and Advertising (CNAEF Area – 342);

b) Do not hold a recognized doctoral degree by the closing date for applications if their qualification is from a foreign institution;

c) Do not submit the required documents or works stipulated in the Public Notice within the designated deadline.

d) Do not meet the general requirements for appointment to public office provided for in article 17 of Law no. 35/2014, of June 20, in its current wording, from which ECDESP does not exempt them.

3 - The hiring committee will notify the applicants of any excluded applications by e-mail with delivery, for the purpose of a prior hearing.

II – Admission requirements based on absolute merit:

1- Acceptance of applicants on the basis of absolute merit will depend on having an overall curriculum that, in the substantiated opinion of the hiring committee, demonstrates scientific merit, research capacity and the value of pedagogical activity already developed, which is compatible with the sub-area for which the tender is open and appropriate to the respective lecturing category.

2 – A vote against admission based on absolute merit must be justified by the applicant's overall curriculum failing to demonstrate the required technical-scientific merit, research capacity and pedagogical contribution as outlined in the previous section.

3 - To assess absolute merit, each member of the hiring committee shall submit a reasoned written proposal listing the applicants they consider not to meet the requirements outlined in paragraph 1 of point II. The committee will then vote on each proposal in accordance with the provisions of Article 23, paragraph 1, subparagraph b) of the ECDESP. Abstentions are not permitted.

4 – An application will be rejected on the grounds of absolute merit if at least one proposal receives a majority of favourable votes from the hiring committee members present at the meeting. The proposals, the votes each proposals receives, and their respective justifications, will form an integral part of the minutes.

5 - The hiring committee will notify applicants of the exclusion of applications on the grounds of absolute merit, via e-mail with a delivery receipt notification, for the purpose of a preliminary hearing.

III — Application instructions

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

a) In person at the Human Resources Department on floor 0 of the Library Building at the Penha Campus of the University of the Algarve in Faro; or

b) By registered mail, posted no later than the application deadline, addressed to: Serviços de Recursos Humanos, Campus da Penha, Universidade do Algarve, 8005-139 Faro, Portugal.

2 - The application for admission to the tender must be accompanied by the following documents in Portuguese:

a) Photocopy or scan in PDF format of a valid identification document at the date of application;

b) Certificates proving the holding of all academic degrees or specialist title, photocopied and in PDF electronic format

c) One (1) paper copy and one (1) copy in PDF format of the applicant's curriculum vitae, duly signed and dated, including scientific, pedagogical and other activities relevant to the mission of higher education institutions, carried out by the applicant, including a contents page and numbered appendices, with mandatory adherence to the order of the parameters and factors outlined in section V of this Notice, and the list of works to be submitted in accordance with the following point;

d) One (1) printed or copied copy and one (1) copy in PDF format of each of the works that the applicant has selected for the purposes set out in section V, paragraph A) subparagraph i), up to a maximum of three (3).

e) Indication of the results of the "quality assessment" carried out regarding the courses for which the applicant was responsible, where applicable, also for the purposes of Article 23, paragraph 6, subparagraph b) of the ECDESP;

f) Other documents which the applicant considers to be of interest for the hiring committee to fully appreciate his or her scientific performance, pedagogical skills, and other relevant activities that the applicant may have undertaken and that prove the activities mentioned in the curriculum vitae or that constitute a legally-founded reason for preference. However, the hiring committee shall only consider such activities as duly proven if it deems appropriate, photocopied or 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 the applicant is applying;

h) A statement confirming that the applicant possesses the physical and mental fitness required for performing the duties;

i) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs g) to i) of Section III may be waived as long as applicants make a declaration of honor in a separate section of their application, stating their current circumstances regarding each of the requirements in question. However, these documents will be required if the applicant fills the vacancy.

4 - The PDF documents required in paragraphs c) to f) must be delivered on a pen-drive. The pen-drive should allow for document search by numbering the documents following the parameters and factors set out in point V of this Public Notice. When these documents are available in a freely accessible online repository, the link must be made available in front of each entry in the curriculum vitae. Clickable links to the web pages of the entities or events referred to in the curriculum vitae, should also be provided, whenever reasonable and relevant, and if possible, to the web pages of curricular units for which the applicant has been responsible.

5 – The curriculum vitae and respective appendices must be systematized according to 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.

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

IV – Public Hearings

1- The hiring committee may decide to hold public hearings on an equal footing for all applicants and pursuant to the terms of Article 23, paragraph 4, subparagraph b) of the ECDESP and pursuant to Article 7, paragraph 2, of the Regulation governing tenders for the contracting of career lecturing personnel for the University of the Algarve.

2- If the hiring committee for the tender decides to hold the hearings referred to in the previous paragraph, the conditions and scheduling of the hearing shall be announced to the applicants at

least eight (8) days in advance.

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

The assessment and seriation in relative merit are based on the following seriation criteria and their weighting, resulting in the ordering of the weighted average of the quantitative scores obtained in each of the assessment parameters, within a scale of 0-100 points:

Curriculum evaluation (100%) - The Curriculum Evaluation focuses on the activities developed by the applicants, in the field and disciplinary sub-area of the tender and its adequacy to the category of Assistant Professor, considering the following parameters:

a) Technical-Scientific and Professional Performance (35%);

b) Pedagogical Capacity (45%);

c) Other activities relevant to the University's mission (20%);

The above-mentioned components are evaluated according to the following parameters and respective factors:

A) Technical-scientific and professional performance (35%)

i) Technical-scientific production in the area and subarea for which the tender is open, namely (18%):

- publications indexed in Scopus or WoS;
- publications indexed in other indexes (eg EHR, Latindex, Scielo);
- publications in non-indexed international journals;
- publications in proceedings of international conferences;
- publications in proceedings of national conferences;
- books;
- chapters in a collective work;
- other publications.

ii) Participation in completed scientific projects in the area and sub-area for which the tender is open, namely (5%):

- project coordinator of completed projects with external funding;
- project member of completes projects with external financing;
- coordinator of a completed service provision project;
- member of a completed service provision project;
- other relevant projects.

iii) Supervision of academic and professional work, namely (3%):

- completed doctoral thesis;
- dissertation, project work or completed master's thesis;

- first-degree final course assignment (pre-Bologna);
- other relevant supervisions.

iv) Intervention in scientific and professional communities, namely (9%):

- international conference communication by invitation;
- international peer-reviewed conference communication;
- review of articles or chapters in international publications indexed in WoS or Scopus;
- review of scientific articles or chapters in other publications;
- (co-)editor of a scientific journal;
- integrated member of a research unit;
- professional experience in relevant activities outside academia.

B) Pedagogical Capacity (45%)

i) Production of pedagogical material, namely (10%):

- lecturing support books with ISBN;
- production of printed and digital notes, exercise books and other lecturing materials, duly identified and dated.

ii) Experience and dedication to lecturing, namely (30%):

- years of lecturing in higher education;
- different curricular units taught;
- supervision of curricular internships;
- lecturing of short non-degree courses;
- organization of educational events;
- attendance of pedagogical training actions;
- conception or restructuring of proposed curriculum plans.

iii) Participation in juries of academic examinations, namely (5%):

- participation in a doctoral thesis viva panel as an examiner;
- participation in a master's dissertation viva panel as an examiner.

C) Other activities relevant to the University's mission (20%)

i) Management positions in bodies of the Higher Education Institution and Direction /Coordination of course or department, namely (11%):

- member of statutory bodies (e.g., Technical-Scientific Council, Pedagogical Council);
- course coordinator/director;
- department coordinator/director;

- Deputy Coordinator/Deputy Course Director;
- Deputy coordinator/department deputy director;
- appointment to management positions by the governing bodies of the Institution;
- other relevant management positions.

ii) Participation in hiring committees or panels, namely (3%):

- public administration career tenders (lecturing and non-lecturing staff, research scholarship holders);
 - member of the hiring panel, committee or commission for ranking candidates for master's degrees, special tenders, over 23s, professional higher technical courses and others;
- other participations in relevant panels and committees.

iii) Other management positions of public interest in one of the tender areas, namely (6%):

- member of the organizing committee of congresses and conferences in the area for which the tender is open;
- services provided abroad that generate own revenues;
- other relevant activity.

VI - Selection process in relative merit

The methodology of selection in relative merit is as follows:

a) During the meeting, each member of the hiring committee submits a written document, which will be attached to the minutes, stating their ranking of the applicants, based on applicants' scientific performance, pedagogical skills and other relevant activities, including the respective weights of each component. At each ballot, every hiring committee member will always abide by the ordered list they have submitted. Abstentions are not permitted.

b) The first ballot determines which applicant shall be placed at the top of the ordered list.

c) If an applicant obtains more than half of the votes, the applicant shall be placed first on the ordered list;

d) If two applicants obtain exactly half of the votes each, the hiring committee's chairperson shall have the casting vote, choosing the one that is placed first on the ordered list. The hiring committee's chairperson will use the highest score in the dimension «Pedagogical Capacity» as a tiebreaker; if the tie remains, the tie will be broken by the dimension «Technical-Scientific and Professional Performance», and finally, if necessary, by the dimension «Other activities relevant to the mission of the University»;

e) If none of the situations considered in paragraphs c) and d) above occur, a new ballot will take place after applicants who obtained no votes in the previous ballot have been eliminated as well as the applicant who obtained the fewest votes but who obtained at least one vote;

f) If there is a draw between two or more applicants for the position of least-voted, another ballot shall be held to determine which of the least-voted applicants shall be eliminated. At this ballot, the hiring committee members vote obligatorily for the applicant who is lowest-placed in their own ordered list or ranking;

g) If there is still a draw between two or more applicants, the hiring committee's chairperson decides which applicant shall be eliminated. The hiring committee's chairperson will use the lowest

score in the dimension «Pedagogical Capacity» as a tiebreaker; if the tie remains, the tie will be broken by the dimension «Technical-Scientific and Professional Performance», and finally, if necessary, by the dimension «Other activities relevant to the mission of the University». The applicant with the lowest score will be eliminated.

h) After this applicant has been eliminated along with the applicants who received no votes in the first ballot, another ballot will be held to decide which applicant shall be placed at the top of the ordered list, continuing to use the same procedure until one applicant obtains more than half the votes for first place.

i) Once an applicant has been placed first on the ordered list, his or her name shall be removed from the voting and the process will be repeated to find the second-placed applicant, and so on until all the applicants have been placed on the ordered list.

VII - Composition of the hiring committee

President: Doctor Ana Maria de Melo Sampaio de Freitas, Vice-Rector of the University of the Algarve - with delegated competence by the Rector of the University of the Algarve.

Committee members:

Dr José Jacinto Descalço Bilau, Coordinating Professor with aggregation at the Polytechnic Institute of Beja;

Dr Pedro Fernandes da Anunciação, Coordinating Professor at the School of Business Sciences, Polytechnic Institute of Setúbal;

Dr Paula Odete Fernandes, Coordinating Professor at the School of Technology and Management, Polytechnic Institute of Bragança;

Dr Ana Teresa Martins Machado, Coordinating Professor, School of Social Communication, Polytechnic Institute of Lisbon;

Dr Maria Leonor Cruz dos Reis Salsa, Coordinating Professor at the School of Management, Hospitality and Tourism, University of the Algarve.

Alternative committee member:

Dr João Paulo de Moura Martins Coelho Marques, Coordinating Professor at the Institute of Accounting and Administration of Coimbra, Polytechnic Institute of Coimbra.

VIII – Access to the tender procedure

The tender procedure can be accessed by appointment at the Human Resources Department of the University of the Algarve, located on floor 0 of the Administration Building at the Penha Campus of the University of the Algarve in Faro. The department is available for appointments from 9:30 am to noon and from 2.30 pm to 4.30 pm.

February 4, 2025. — The Vice-Rector, Ana Maria de Melo Sampaio de Freitas.

Where to apply

Website

<https://www.uaig.pt/>

Requirements

Research Field

Management sciences » Other

Education Level

PhD or equivalent

Specific Requirements

Admission requirements:

- Hold, a doctoral degree in Marketing or a doctoral degree in Management with a specialization in Marketing or the title of specialist in the area of Marketing and Advertising (CNAEF Area – 342).
- Applicant holding a doctoral degree obtained outside Portugal must provide proof of its recognition in accordance with the terms of Decree-Law No. 66/2018 of August 16 and other applicable legislation.
- Applicant who do not provide proof of recognition of the degree until the end of the application period, will be excluded from the tender.
- The title of specialist refers to the provision of article 48 of Law no. 62/2007 of September 10, and of Decree-Law no. 206/2009, of August 31, in its current wording.
- Applicants must be fluent in the Portuguese language, both spoken and written.
- Non-native speakers of Portuguese must provide proof of an officially recognized diploma demonstrating their mastery of the language or a certificate or diploma of communicative competence in the Portuguese language from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the contract's signature, when applicable.
- Meet the general requirements for employment in civil service roles provided for in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of June 20, in its current wording, unless exempted by the ECDESP.

Languages

PORTUGUESE

Level

Excellent

Research Field

Management sciences » Other

Internal Application form(s) needed

requerimentocandidaturaconcursodocumental.pdf

English (254.19 KB - PDF)

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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.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- Do not hold a doctoral degree in Marketing or a doctoral degree in Management with a specialization in Marketing or a specialist title in the area of Marketing and Advertising (CNAEF Area – 342);
- Do not hold a recognized doctoral degree by the closing date for applications if their qualification is from a foreign institution;
- Do not submit the required documents or works stipulated in the Public Notice within the designated deadline.
- Do not meet the general requirements for appointment to public office provided for in article 17 of Law no. 35/2014, of June 20, in its current wording, from which ECDESP does not exempt them.

Selection process

Admission requirements based on absolute merit:

Acceptance of applicants on the basis of absolute merit will depend on having an overall curriculum that, in the substantiated opinion of the hiring committee, demonstrates scientific merit, research capacity and the value of pedagogical activity already developed, which is compatible with the sub-area for which the tender is open and appropriate to the respective lecturing category

Additional comments

The Portuguese Republic, the Public Administration, as an employer, is actively committed to a gender policy that ensures equal employment and career advancement opportunities while taking all necessary measures to prevent any form of discrimination.

Website for additional job details <https://www.ualg.pt/>

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	http://www.ualg.pt
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
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