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## Job offer

JOB

PORTUGAL

[Universidade do Algarve](#) | Posted on: 11 March 2025

**International tender for the position of Full Professor, in the disciplinary area of Language and Literature Sciences, subarea of Language Sciences, at the Faculty of Human and Social Sciences of the University of Algarve**

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11 Mar 2025

## Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Human and Social Sciences
Research Field	Language sciences » Languages
Researcher Profile	Other Profession
Positions	PhD Positions

<b>Country</b>	Portugal
<b>Application Deadline</b>	22 Apr 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>	11 Mar 2025
<b>Is the job funded through the EU Research Framework Programme?</b>	Not funded by a EU programme
<b>Reference Number</b>	Edital n.º 447/2025   OE202503/0228
<b>Is the Job related to staff position within a Research Infrastructure?</b>	No

## Offer Description

By ordinance dated February 12, 2025, issued by the Rector of the University of Algarve, an international tender has been opened for the position of Full Professor in the disciplinary area of Language and Literature Sciences, subarea of Language Sciences, at the Faculty of Human and Social Sciences of the University of Algarve. The tender will be open for a period of 30 working days, starting on the working day immediately after the publication of this announcement in the *Diário da República* (the Journal of the Republic).

This tender is governed by the provisions of article 38, articles 40 to 51, articles 61 and 62-A of the *Estatuto da Carreira Docente Universitária* (Career Statutes for University Academic Staff, forthwith referred to as ECDU), in its current version, as well by the Regulation for the Tendering of Personnel for Teaching Careers at the University of Algarve, Regulation no. 520/2010, published in *Diário da República*, 2nd series, no. 111, on June 9, 2010.

This tender will be published in the Public Employment Exchange (BEP), within 2 working days after its publication in *Diário da República*, as decreed by Law no. 78/2003, of April 23, 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 ECDU, in its current version.

The purpose of this tender is to fill one (1) position, in the form of a non-fixed-term contract as a government employee, in accordance with Article 19 of ECDU. 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 extenuating circumstances.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, the Public Administration actively promote a policy of equal opportunity for employment and career progression between men and women, taking every possible measure to avoid any kind of discrimination.

I - Admission requirements

## 1 – Admission requirements

a) Applicants must hold a doctoral degree for more than (5) five years in the disciplinary area and subarea in which the tender has been opened and must have title of aggregate in the disciplinary area of Language Sciences or a related area, as foreseen in Article 40-A of the ECDU.

i) Holders of a doctoral degree obtained outside Portugal must prove their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of August 16, and other applicable legislation.

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

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

i) Non-native speakers of Portuguese must provide proof of proficiency through the presentation of an officially recognized diploma, proof of proficiency in Portuguese, or a certificate or diploma of communicate 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 date of the term granted for the contract's signature.

c) Applicants must meet the general requirements for employment in public functions foreseen 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 version, unless exempted by the ECDU.

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

a) Do not hold a doctoral degree for more than five years in the disciplinary area and subarea for which the tender has been opened;

b) Do not hold the title of aggregate in the area of Language Sciences or a related area;

c) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;

d) Do not submit the required documents stipulated in the Public Notice, within the designated deadline.

3 - The selection committee will notify the candidates of their exclusion, by email with receipt of delivery, for the purpose of a hearing of the interested parties.

## II – Admission requirements in absolute merit and their assessment:

1 - Acceptance of applicants on the basis of absolute merit will depend on meeting at least two of the following indicators, within a period of ten years, until the deadline for submitting the application:

a) The applicant must be the author or co-author of ten or more scientific books with ISBN/ISSN or chapters in a scientific book with ISBN/ISSN;

b) The applicant must be the author or co-author of 5 or more articles in peer-reviewed scientific journals indexed in the WoS or SCOPUS databases or other relevant indexes;

c) The applicant must have supervised three or more doctoral theses, completed with approval;

d) The applicant must have supervised five or more master's theses, completed with approval.

2 – A vote against admission on absolute merit must be based on non-compliance with the indicators, under the terms established in the previous paragraph.

3 - In order to assess the absolute merit of the applicants, each member of the selection committee will independently submit a list of the applicants that do not meet the requirements indicated in paragraph 1 of point II, and provide a written justification for their decision, afterwards the selection committee will proceed to vote on each of those proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU, abstentions are not allowed.

4 - An application will be rejected on absolute merit if at least one such proposal is voted by the majority of the members of the selection committee present at the meeting. The justification for exclusion of the applicant will be an integral part of the meeting minutes.

5 - The selection committee will notify applicants of the exclusion based on absolute merit, by e-mail with receipt of delivery, 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 Algarve, available on the website of the University <https://www.uaalg.pt/procedimentos-concursais>, by accessing Documents – Teaching Staff – Application Form, and it may be submitted:

a) In person, at the Human Resources Department, 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) A valid identification document at the time of application, photocopied and in PDF electronic format;

b) Certificates proving that the applicant holds a doctorate degree in a specialty/branch, suitable for the subject area in the tender, and the title of aggregate in Language Sciences, both photocopied and in electronic PDF format, and respective recognition, if the qualification is foreign;

c) One (1) copy of the curriculum vitae, dated and signed, including an index and numbered annexes, which include the scientific, pedagogical and other activities relevant to the mission of higher education institutions, carried out by the candidate, for the purposes of article 50, no. 6 of ECDU, comprising a table of contents and numbered annexes, necessarily respecting the order of the parameters and factors enunciated in Point V of this Notice and the list of works to be submitted in accordance with the following;

d) One (1) copy of each work selected by the candidate for the purposes set out in chapter V.A) i) up to a maximum of five and, optionally, a supporting document, which explains the relevance of the selected publications;

e) Results of the quality assessment carried out in relation to the curricular units taught, when available and if applicable, also for the purposes of article 50, no. 6, paragraph b), of the ECDU;

f) Document with a career development plan, containing objectives, scientific and pedagogical development plan and synopsis of the line of research you intend to implement, with a maximum of 5000 words, printed and in electronic PDF format;

g) Other documents which the applicant considers of interest to further demonstrate his/her scientific performance, pedagogic skills, and other relevant activities and which would constitute a legal basis for ranking candidates, should the selection committee deem them appropriate and duly proven;

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 he/she is applying;

i) A statement confirming that the applicant has the physical robustness and mental profile indispensable for the exercise of the required functions;

j) An up-to-date vaccination certificate.

3 - The documents referred in paragraphs h) to j), may be waived during the submission stage of the application, provided that the applicants declare 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 h) should be delivered in a pen-drive, which should be searchable and contain the entries of publications associated with clickable links to the documents/domains that contain the publication, which may be recorded in the same digital media or exist in a free access repository in 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 Announcement. Failure to comply with this order may result in the information not being considered for evaluation.

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

#### IV – Public Hearings

1 - The selection committee may decide to hold public hearings, on an equal footing for all applicants, and pursuant to the terms of Article 50, paragraph 4, subparagraph b) of the ECDU and pursuant to Article 7, paragraph 2, of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve;

2 - If the tender selection committee 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 evaluation and ranking based on relative merit is based on the ranking criteria and their respective weighting identified below, resulting in the ordering of the weighted average of the quantitative scores obtained in each of the evaluation parameters, within a scale of 0 - 100 points:

Curricular Evaluation (100%) — The Curricular Evaluation focuses on activities developed by the candidates in the disciplinary area of Language and Literature Sciences, subarea of Language Sciences, and their respective suitability for the category of Full Professor, considering the following parameters:

A) Scientific Performance (40%)

B) Pedagogical capacity (40%)

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

A) Scientific Performance (40%) - In the evaluation of scientific performance, the following factors will be considered:

a) Scientific production: Quality and quantity of scientific production (books, book chapters, articles in indexed international journals) expressed, namely, by the number and type of publications in indexed international journals and by the recognition given to them by the scientific community (translated as the quality and reference made to them by other authors) (40%);

b) Participation in scientific projects: Quality and quantity of scientific projects in which the candidate participated, in the subarea for which the competition is open (20%);

c) Supervision of academic work: supervision of advanced training, namely the supervision of master's and doctoral theses (20%);

d) Intervention in scientific communities: Evaluation of the capacity to intervene in scientific communities, expressed, in particular, through the organization of events, participation as (co)editor of magazines, participation in review activities of magazine articles, communications at congresses, presentation of guest lectures, participation in evaluation juries and consultancy activities and other activities of recognized merit. (10%);

e) Career development plan, research and scientific development aspect. (10%).

B) Pedagogical capacity (40%) - In the evaluation of pedagogical capacity, the following factors will be considered:

a) Coordination of pedagogical projects: coordination and promotion of new pedagogical projects (e.g. development of new curricular unit programs, creation and coordination of new courses or study programs, etc.) or reform and improvement of existing projects (e.g. reformulating curricular unit programs, participating in the reorganization of courses or study programs). (20%)

b) Production of teaching material: quality and quantity of the teaching material produced by the applicant, as well as preparation of teaching materials or publications of a pedagogical nature with ISBN or ISSN. (20%)

c) Teaching activity: teaching and coordinating curricular units. Quality of the teaching activity carried out by the applicant using, whenever possible, objective methods based on extensive opinion collection (pedagogical surveys). (20%)

d) Participation in academic exam juries, valuing the role of arguer and participation in external institutions. (20%)

e) Other activities related to teaching. (10%)

f) Career development plan, pedagogical aspect (10%)

C) Other relevant activities for the University's mission (20%) - In the evaluation of other relevant activities, the following factors will be considered:

a) Holding management positions in governing bodies of higher education institutions or research units (30%);

b) University extension activities, namely, provision/coordination of consultancy services; participation in national and international projects and organizations of professional or cultural interest; involvement in training projects that promote interaction with society (30%);

c) Participation in competition juries for hiring teaching staff. (10%)

d) Other management positions of recognized public interest in the area being contested. (20%)

e) Participation as a teacher in professional training courses. (10%)

VI - Selection process in relative merit

1 - The methodology for selection in relative merit is the following:

- a) Before voting begins, each member of the selection committee will submit a written document, which will be annexed to the meeting minutes, stating their own ordering of the applicants, of the applicants' scientific performance, pedagogic skills, other relevant activities, with their respective weights. At each ballot, every member of the selection committee will abide by the order they submitted, and abstentions are not permitted;
- b) The first ballot is intended to determine which applicant is placed at the top of the ordered list;
- c) If an applicant obtains more than half of the votes, he/she shall be ranked first in the ordered list;
- d) If two applicants obtain exactly half of the votes, the president of the selection committee breaks the tie by choosing for the first place on the ranked list the one who has the better evaluation in the scientific performance criterion, and if the tie persists, the one who has the oldest date of obtaining the doctoral degree;
- e) If neither of those two cases occurs (c and d), a new vote will be held after removing the candidates who did not receive any votes in the first voting and also eliminating the least voted candidate but who received 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, selection committee members vote for the applicant ranked last in their own seriation;
- g) If there is still a draw between two or more applicants, the selection committee president breaks the tie by eliminating the candidate with the least seniority in the category, and if the tie still remains, the one who has the most recent date of obtaining the doctoral degree;
- 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 ranked first in the ordered list, continuing to use the same procedure until one applicant obtains more than half the votes for the 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 ordered.

## VII - 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:

Doctor Ana Maria Martins, full professor at the Faculty of Arts of the University of Lisbon

Doctor Anabela Proença Leitão Martins Gonçalves, full professor at the Faculty of Arts of the University of Lisbon

Doctor Isabel Margarida Ribeiro de Oliveira Duarte, full professor at the Faculty of Arts of the University of Porto  
Doctor Carlos da Costa Assunção, full professor at the University of Trás-os-Montes and Alto Douro

Doctor Paulo José Tente da Rocha Santos Osório, full professor at the Open University

## VIII – Access to the tender procedure

The tender process may be consulted at the University of Algarve's Human Resources Department, on floor 0 of the Penha Library Building at the Penha Campus of the University of

Algarve, in Faro, from 9.30 a.m. to noon and from 2.30 p.m. to 4.30 p.m., by a previously scheduled appointment.

## Where to apply

Website

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

## Requirements

Research Field

Language sciences » Languages

Education Level

PhD or equivalent

### Skills/Qualifications

Applicants must hold a doctoral degree for more than (5) five years in the disciplinary area and subarea in which the tender has been opened and must have title of aggregate in the disciplinary area of Language Sciences or a related area.

### Specific Requirements

I - Admission requirements

1 – Admission requirements

a) Applicants must hold a doctoral degree for more than (5) five years in the disciplinary area and subarea in which the tender has been opened and must have title of aggregate in the disciplinary area of Language Sciences or a related area, as foreseen in Article 40-A of the ECDU.

i) Holders of a doctoral degree obtained outside Portugal must prove their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of August 16, and other applicable legislation.

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

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i) Non-native speakers of Portuguese must provide proof of proficiency through the presentation of an officially recognized diploma, proof of proficiency in Portuguese, or a certificate or diploma of communicate 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 date of the term granted for the contract's signature.

c) Applicants must meet the general requirements for employment in public functions foreseen 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 version, unless exempted by the ECDU.

Languages

PORTUGUESE

Level

Excellent

Research Field

Language sciences » Languages

## Internal Application form(s) needed

**English application form\_0.pdf**

**English** (76.53 KB - PDF)

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## Additional Information

### Benefits

The purpose of this tender is to fill 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 5.117,26€.

### Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- a) Do not hold a doctoral degree for more than five years in the disciplinary area and subarea for which the tender has been opened;
- b) Do not hold the title of aggregate in the area of Language Sciences or a related area;
- c) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;
- d) Do not submit the required documents stipulated in the Public Notice, within the designated deadline.

### Selection process

Admission requirements in absolute merit and their assessment:

1 - Acceptance of applicants on the basis of absolute merit will depend on meeting at least two of the following indicators, within a period of ten years, until the deadline for submitting the application:

- a) The applicant must be the author or co-author of ten or more scientific books with ISBN/ISSN or chapters in a scientific book with ISBN/ISSN;
- b) The applicant must be the author or co-author of 5 or more articles in peer-reviewed scientific journals indexed in the WoS or SCOPUS databases or other relevant indexes;
- c) The applicant must have supervised three or more doctoral theses, completed with approval;
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2 – A vote against admission on absolute merit must be based on non-compliance with the indicators, under the terms established in the previous paragraph.

3 - In order to assess the absolute merit of the applicants, each member of the selection committee will independently submit a list of the applicants that do not meet the requirements indicated in paragraph 1 of point II, and provide a written justification for their decision, afterwards the selection committee will proceed to vote on each of those proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU, abstentions are not allowed.

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5 - The selection committee will notify applicants of the exclusion based on absolute merit, by e-mail with receipt of delivery, for the purpose of a preliminary hearing.

### **Additional comments**

Public Administration actively promote a policy of equal opportunity 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 September 10, 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)**

<b>Number of offers available</b>	1
<b>Company/Institute</b>	Universidade do Algarve
<b>Country</b>	Portugal
<b>State/Province</b>	Algarve
<b>City</b>	Faro
<b>Postal Code</b>	8005-139
<b>Street</b>	Campus da Penha - Estrada da Penha
<b>Geofield</b>	

# Contact

State/Province	Algarve
City	Faro
Website	<a href="http://www.ualg.pt/en">http://www.ualg.pt/en</a>
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	289800100

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