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# Job offer

JOB

PORTUGAL

[Universidade do Algarve](#) | Posted on: 21 March 2025

**International tender for the position of Assistant Professor, in the area of Medicine and Biomedical Sciences, subarea Biomedical Sciences, Disciplinary Group of Genetics and Epigenetics, at the Faculty of Medicine and Biomedical Sciences of the Universit**

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21 Mar 2025

## Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Medicine and Biomedical Sciences
Research Field	Medical sciences » Other
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	7 May 2025 - 23:59 (Europe/Lisbon)

Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	24 Mar 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital nº 520/2025   OE202503/0744
Is the Job related to staff position within a Research Infrastructure?	No

## Offer Description

By ordinance dated February 20, 2025 issued by the Rector of the University of Algarve, an international tender has been opened for the filling of a vacancy for the position of Assistant Professor in the area of Medicine and Biomedical Sciences, subarea Biomedical Sciences, Disciplinary Group of Genetics and Epigenetics, at the Faculty of Medicine and Biomedical Sciences 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 Diário da República (the Official Portuguese Gazette).

This tender is governed by the provisions of Articles 37 to 51, 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 as 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 9 June 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 23 April, advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and on the University's website, in both Portuguese and English, in accordance with Article 62-A, paragraph 1, of 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 25 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 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 promote 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 - Admission requirements

#### 1. Admission requirements

a) Applicants must hold a doctoral degree in Biomedical Sciences, specializing in Genetics or related scientific areas, whose suitability will be assessed by the selection committee according to the disciplinary group of the subarea in which the tender was been opened.

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 16 August, and other applicable legislation;

- ii) Applicants to whom the previous subparagraph applies who do not provide proof of recognition or the request for recognition, before the end of the application period, will be excluded from the tender;
  - iii) In the event of contract execution, failure to submit the degree recognition document prevents the contract from being concluded with the candidate, and the hiring proposal will be transferred to the next candidate.
- b) Proficiency in the Portuguese language, both spoken and written.
- i) Non-native speakers of Portuguese must provide proof of proficiency through presentation of an officially recognized diploma, 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.
- c) Applicants must meet the general requirements for employment in public functions foreseen in the Law No. 35/2014, of 20 June, unless exempted by the ECDU.

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

- a) Do not hold a doctoral degree in Biomedical Sciences, specializing in Genetics or related scientific areas, in accordance with the disciplinary group of the subarea in which the tender was opened, as required in accordance with article 41-A of the ECDU;
- b) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;
- c) Do not submit the required documents stipulated in the Public Notice, within the designated deadline;
- d) Do not 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 20 June, in its current wording, unless exempted by the ECDU.

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

II – Admission requirements in absolute merit and their assessment:

1. Applicants will be assessed on absolute merit and their admission will depend, cumulatively of:

- a) Presenting an overall curriculum that the jury considers to be of scientific merit and research capacity already developed compatible with the subarea and disciplinary group for which the tender is open and appropriate to the respective teaching category;
- b) Being author of at least ten (10) scientific articles relevant to the sub-area and disciplinary group in which the tender is open, within the last 10 years, with at least 3 of them as the first or last author;
- c) Having a minimum H-index of 10 in the Web of Science
- d) Demonstrating experience in supervising or co-supervising scientific work, completed or in progress, of PhD, Master's, Integrated Master's, and Bachelor's students, with at least one of each type, related to the area or subarea of the tender;
- e) Having coordinate at least 2 scientific projects obtained through competitive funding in the area and subarea of the tender.

2. A vote against admission on absolute merit must be justified by the fact that the candidate does not meet at least one of the requirements listed in the previous number.

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, and then the selection committee will proceed to vote on each of those proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU, no abstentions being allowed.

4. An application will be rejected on absolute merit if at least one such proposal will be 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 admission or exclusion based on absolute merit, by means of e-mail with a 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.ualg.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) Photocopy or scan in PDF format of a valid identification document at the date of application;

b) Certificates proving that the applicant holds an academic degree in a specialty suitable for the tender, as well as any other academic degrees obtained, photocopied and in PDF electronic format.;

c) One (1) copy of the curriculum vitae, dated and signed, including an index and numbered attachments, which details 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 the ECDU, strictly following the order of the parameters and factors stated in Point V of this announcement and the list of works to be presented according to the following paragraph;

d) One (1) printed or photocopied copy and one (1) PDF copy of each of the works selected by the candidate, up to a maximum of five, as the most representative, particularly regarding their contribution to the development and progress of the subarea and disciplinary group in which the tender is opened, in accordance with Article 50, paragraph 6, point a) of the ECDU. Additionally, an optional supporting document may be included to explain the relevance of the selected publications;

e) A supporting document outlining the candidate's teaching activities, if applicable, for the purposes of Article 50, paragraph 6, point b) of the ECDU, in both printed and PDF format;

f) Indication of the results of the pedagogic surveys, carried out in relation to the curricular units for which the applicant has been responsible, when they exist and if applicable, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU, printed or photocopied and in PDF format;

g) Document with a career development plan, containing objectives, a scientific description of the proposed work and a synopsis of the research line that the candidate intends to implement as well as a pedagogical development plan;

h) Other documents in PDF format 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;

i) 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;

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

k) An up-to-date vaccination certificate.

3. The documents referred in paragraphs i) to k), 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 the publications accessible through clickable links, which may be recorded in the same digital media or exist in a repository for free access 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, the same happens with accessibility to links, whose functioning must be verified by the candidate, so that the jury members have access to the information.
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 curricular evaluation focuses on activities developed by applicants in the sub-area and disciplinary group of the tender and the respective suitability for the category of Assistant Professor, considering the following parameters and respective weightings: scientific performance (50%), pedagogical capacity (30%), other activities relevant to the University's mission (20%).

The assessment for each parameter is based on the factors indicated below and will be expressed on a scale of 0-100 points.

A) Scientific Performance (50%) - In the assessment of scientific performance the following factors will be considered:

- a) Scientific production: Quality of scientific production (books, book chapters, articles in indexed international journals, communications at conferences, other publications) expressed, in particular, by the number and type of publications in indexed international journals and by the recognition given to it by the scientific community (translated into the quality of the publication sites and the references made to it by other authors) in the last 5 years (25%);
- b) Coordination of scientific research projects with competitive external funding in the last 5 years, taking into account the size of the project, the scientific-technological level, the degree of innovation and the results of the project, including final evaluation when applicable (25%);
- c) Supervision of academic work: supervision of advanced training, namely supervision of doctorates and/or masters degrees in the last 5 years (10%);
- d) Capacity to intervene in scientific and professional communities, expressed, in particular, through the organization and participation in events, association with professional organizations, presentation of lectures and consultancy activities (10%);

- e) Registration of international patents as inventor or co-inventor (10%);
  - f) Scientific development plan and synopsis of the line of research that the applicants intend to implement (20%).
- B) Pedagogical capacity (30%) considering the following evaluation parameters:
- a) a) Teaching activity - Quality and diversity of the teaching activity developed by the candidate, being valorized the fact of having coordinated one or more UCs in the sub-area and disciplinary group of the tender, taking into account, among other relevant factors, the results of extensive opinion gathering (e.g., pedagogical surveys), which should be mentioned in the curriculum vitae, whenever available (50%);
  - b) Participation in juries of academic examinations (20%);
  - c) Other pedagogic activities - Quality and quantity of pedagogic material and publications of a pedagogic nature produced by the applicant, other activities with an impact on the teaching-learning process carried out by the applicant, including training internships for young graduates or masters (15%);
  - d) Plan for Pedagogical development (10%).
- C) Other relevant activities (20%), considering the following evaluation parameters:
- a) Demonstration of the capacity to coordinate research structures (25%);
  - b) Demonstration of the ability to transfer knowledge from the academic environment to the business environment, namely through the creation of companies (25%);
  - c) Participation in scientific, technological, cultural or artistic dissemination actions and publications (20%);
  - d) Participation in the development of extension projects including scientific, educational or artistic-cultural dissemination and provision of services to the scientific/educational community, the industry and/or public society (15%);
  - e) Organization of scientific or educational events in the subject area of the tender (15%).

## VI - Selection process in relative merit

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

- a) During the meeting, each member of the selection committee will submit a written document, which will be included in the meeting minutes, stating their own ordering of the applicants, based on the applicants' scientific performance, pedagogic skills and other relevant activities, and their respective weights. At each ballot, every member of the selection committee will abide by the ordering 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 candidates each obtain exactly half of the votes, the president of the jury will break the tie by choosing the one who is placed first in the ordered list. The president of the jury will use the date of the doctorate as the tiebreaker, with the most recent one prevailing;
- 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 more than one candidate with the lowest number of votes, a vote will be held with only those candidates to decide which one to eliminate. For this vote, the jury members must vote for the candidate who is lowest in their ranking;

g) If there is still a tie between two or more candidates in this vote, the president of the jury will decide which candidate to eliminate based on the date of the doctorate as a tiebreaker, with the most recent one prevailing;

h) After eliminating that candidate and the candidates who did not receive votes in the first round, the vote is held again for the candidate to be placed in first place, repeating, if necessary, the process described above, until a candidate obtains more than half of the votes for first place;

i) Once a candidate has been placed first on the ordered list, that candidate is removed from the ballot and the process is repeated for the second place, and so on, until an ordered list of all candidates is obtained.

## 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 Maria do Carmo Salazar Velez Roque da Fonseca, Full Professor of Faculty of Medicine of the University of Lisbon

Doctor Luísa Maria Ferreira Romão Loison, Coordinating Researcher at the National Institute of Health  
Doctor Ricardo Jorge;

Doctor Patrícia Espinheira de Sá Maciel, Associate Professor of Faculty of Medicine of the University of Minho

Doctor Margarida Henriques da Gama Carvalho, Associate Professor of Faculty of Sciences of the University of Lisbon

Doctor Maria Leonor Quintais Cancela da Fonseca, Full Professor of Faculty of Medicine and Biomedical Sciences of the University of Algarve

Doctor Pedro Jorge Gomes Teodósio Castelo Branco, Associate Professor with Aggregation at the Faculty of Medicine and Biomedical Sciences of the University of Algarve

## 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 9.30am to noon and from 2.30p.m to 4.30 p.m., through previously scheduled appointment.

## Where to apply

E-mail [srhconcurso@ualg.pt](mailto:srhconcurso@ualg.pt)

## Requirements

Research Field Medical sciences » Other

Education Level PhD or equivalent

## Skills/Qualifications

Individuals who hold doctoral degree in Biomedical Sciences, specializing in Genetics or related scientific areas, whose suitability will be assessed by the selection committee according to the disciplinary group of the subarea in which the tender was been opened

## Specific Requirements

### 1. Admission requirements

a) Applicants must hold a doctoral degree in Biomedical Sciences, specializing in Genetics or related scientific areas, whose suitability will be assessed by the selection committee according to the disciplinary group of the subarea in which the tender was been opened.

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 16 August, and other applicable legislation;

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

iii) In the event of contract execution, failure to submit the degree recognition document prevents the contract from being concluded with the candidate, and the hiring proposal will be transferred to the next candidate.

b) Proficiency in the Portuguese language, both spoken and written.

i) Non-native speakers of Portuguese must provide proof of proficiency through presentation of an officially recognized diploma, 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.

c) Applicants must meet the general requirements for employment in public functions foreseen in the Law No. 35/2014, of 20 June, unless exempted by the ECDU.

Languages	PORTUGUESE
Level	Excellent
Research Field	Medical sciences » Other

### Internal Application form(s) needed

#### English application form\_1.pdf

English (76.53 KB - PDF)

Download [↓ \(https://www.euraxess.pt/sites/default/files/jobs/2025-03/English%20application%20form\\_1.pdf\)](https://www.euraxess.pt/sites/default/files/jobs/2025-03/English%20application%20form_1.pdf)

## 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 3.501,28€.

### Eligibility criteria

Applicants will be excluded from the tender procedure if they:

a) Do not hold a doctoral degree in Biomedical Sciences, specializing in Genetics or related scientific areas, in accordance with the disciplinary group of the subarea in which the tender was opened, as required in accordance with article 41-A of the ECDU;

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

- c) Do not submit the required documents stipulated in the Public Notice, within the designated deadline;
- d) Do not 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 20 June, in its current wording, unless exempted by the ECDU.

## **Selection process**

Admission requirements in absolute merit and their assessment:

1. Applicants will be assessed on absolute merit and their admission will depend, cumulatively of:
  - a) Presenting an overall curriculum that the jury considers to be of scientific merit and research capacity already developed compatible with the subarea and disciplinary group for which the tender is open and appropriate to the respective teaching category;
  - b) Being author of at least ten (10) scientific articles relevant to the sub-area and disciplinary group in which the tender is open, within the last 10 years, with at least 3 of them as the first or last author;
  - c) Having a minimum H-index of 10 in the Web of Science
  - d) Demonstrating experience in supervising or co-supervising scientific work, completed or in progress, of PhD, Master's, Integrated Master's, and Bachelor's students, with at least one of each type, related to the area or subarea of the tender;
  - e) Having coordinate at least 2 scientific projects obtained through competitive funding in the area and subarea of the tender.
2. A vote against admission on absolute merit must be justified by the fact that the candidate does not meet at least one of the requirements listed in the previous number.
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, and then the selection committee will proceed to vote on each of those proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU, no abstentions being allowed.
4. An application will be rejected on absolute merit if at least one such proposal will be 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 admission or exclusion based on absolute merit, by means of e-mail with a receipt of delivery, for the purpose of a preliminary hearing.

## **Additional comments**

Public Administrations actively promote 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)**

<b>Number of offers available</b>	1
<b>Company/Institute</b>	Universidade do Algarve

Country	Portugal
State/Province	Faro
City	Faro
Postal Code	8005-139
Street	Campus da Penha - Estrada da Penha
Geofield	

## 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	289800900

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