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Job offer

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[Universidade do Algarve](#) | Posted on: 16 May 2025

International tender for the position of Assistant Professor in the disciplinary area of Medicine and Biomedical Sciences, sub-area Biomedical Sciences, disciplinary group Molecular and Cellular Biology, at the Faculty of Medicine and Biomedical Sciences

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16 May 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	30 Jun 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	16 May 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 889/2025 - OE202505/0518
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

PUBLIC ANNOUNCEMENT

International tender for the position of Assistant Professor in the disciplinary area of Medicine and Biomedical Sciences, sub-area Biomedical Sciences, disciplinary group Molecular and Cellular Biology, at the Faculty of Medicine and Biomedical Sciences of the University of the Algarve

By ordinance dated February 13, 2025 issued by the Rector of the University of Algarve, an international tender is opened for the position of Assistant Professor in the disciplinary area of Medicine and Biomedical Sciences, sub-area Biomedical Sciences, disciplinary group Molecular and Cellular Biology, of 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 the *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 Teachers, forthwith referred to as ECDU), in its current version, and 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 9 June 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 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 the Estatuto da Carreira Docente Universitária (University Lecturers' Career Statute - ECDU), in its current version.

The purpose of this tender is to fill three (3) positions, 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 positions have 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 Administration 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. Admission requirements

1 - Admission requirements

a) Applicants must hold a doctoral degree in Biology, Biochemistry, Biomedical Sciences or related areas appropriate to the sub-area and disciplinary group in which the tender has been opened, as foreseen in Article 41-A of the ECDU.

i) Holders of a doctoral degree obtained outside Portugal must prove their recognition, equivalence or registration of that degree 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 their request for recognition, equivalence or registration of the degree 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 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, when applicable.

c) Meet the general requirements for employment as an employee of the state, foreseen in Article 17, Law no. 35/2014 of 20 June, in its current wording, from which they are not exempted by the ECDU.

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

i) Do not hold a doctoral degree in Biology, Biochemistry, Biomedical Sciences or related areas, appropriate to the sub-area and disciplinary group in which the tender has been opened, according to article 41-A of the ECDU.

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

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

iv) Do not meet the general requirements for admission to public service provided for in Article 17 of Law No. 35/2014, of 20 June, in its current wording, from which they are not exempted by the ECDU.

3-The selection committee will notify the applicants of their admission or exclusion, by e-mail with receipt of delivery, for the purpose of prior hearing.

II – Admission requirements in absolute merit and their assessment

1 - Applicants will be assessed on absolute merit and their admission will depend on their cumulative fulfillment of the following requirements:

- a) The possession of an overall curriculum vitae that the selection committee considers to be of scientific merit and research capacity already developed compatible with the sub-area and disciplinary group in which the tender has been opened and appropriate to the respective teaching category;
- b) To be 1st author or co-author of at least 8 relevant scientific articles, at least 4 of which must be Q1, for the sub-area and/or disciplinary group in which the competition is open;
- c) Demonstrated ability to supervise or co-supervise scientific work, completed or in progress, by doctoral or master's degree students related to the subject area or sub-area of the competition.
- d) To have participated as a member of a scientific team in at least two scientific projects obtained through competitive funding in the subject area or sub-area of the competition in the last 5 years.

2-A vote against admission in absolute merit must be based on failure to comply with one or more of the criteria set out 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 and shall then proceed to vote on each of those proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU, no abstentions are allowed.

4-An application will be rejected on absolute merit by a majority vote by 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 the applicants of their admission or exclusion based on absolute merit, by email with receipt of delivery of the notification, for the purpose of a prior hearing.

III — Submission of the application

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.uaig.pt/procedimentos-concursais> , accessing Documentos – Pessoal Docente – Formulário de Candidatura. Applications can be:

- a) In person at the Human Resources Department 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 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 in electronic pdf format, of a valid identification document at the date of application;
- b) Certificates proving the applicant holds a doctoral degree, in a speciality appropriate to the competition, and the other academic degrees, photocopied and in electronic pdf format;

c) One (1) copy in paper and one (1) copy in pdf format of the applicant's curriculum vitae, duly signed and dated, organized according to evaluation parameters,

in which the scientific, pedagogic and other relevant activities for the mission of the higher education institutions, carried out by the applicant, integrating an index and numbered annexes, respecting obligatorily the order of the parameters and factors set out in point V of this notice and the list of works to be presented in accordance with the following paragraph;

d) One (1) printed or photocopied copy and one (1) copy in pdf format of each of the works selected by the applicant, up to a maximum of five, as being the most representative, namely in terms of their contribution to the development and evolution of the sub-area and disciplinary group in which the competition is open, under the terms and for the purpose of Article 50, paragraph 6, subparagraph a), of the ECDU and, optionally, a document explaining the relevance of the publications selected;

e) A document framing the applicant's pedagogic activity, if any, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU, printed and in PDF format;

f) 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, and as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU, printed or photocopied in PDF format;

g) A document with a career development plan, containing objectives, a development plan and a synopsis of the line of research they intend to implement and a pedagogic development plan, with a maximum of 5000 words, printed and in electronic pdf format;

h) Other documents, which the applicant considers to be of interest for the selection committee to fully appreciate their scientific performance, their pedagogic capacity and other relevant activities carried out, or which constitute grounds for legal preference, which, however, will be taken into account by the selection committee if duly proven and if the jury deems it so.

i) A criminal clearance certificate attesting that the applicant is not banned from working in government service or from exercising the professional functions for which they are 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 to in paragraphs i), j) and 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 publications associated with clickable links (links), to the documents/domains that contain the publications, 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 webpages of the entities or events referred to in the curriculum vitae, and when relevant, and feasible, to the webpages 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 information not being considered for evaluation, the same applies to the accessibility of the links, the functioning of which must be checked by the candidate so that the members of the jury 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 selection 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 as foreseen in Article 50, paragraph 4, subparagraph b) of the ECDU and of no. 2 of article 7 of the regulation governing tenders for the contracting of career 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 it shall be announced to the applicants at least 8 days in advance.

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

The curricular assessment focuses on the activities carried out by the Applicants in the sub-area and disciplinary group of the competition, and their suitability for the rank of Assistant Professor, considering the following parameters and their respective weightings: scientific performance (50%), teaching ability (30%) and other activities relevant to the University's mission (20%).

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

A) Scientific Performance, weighted at 50%. The following factors will be taken into account when assessing scientific performance:

a) Scientific production: Quality of scientific production (books, book chapters, articles in indexed international journals, communications at congresses, other publications) expressed by the number and type of publications in indexed international journals and the recognition given to it by the scientific community (quality of journals and citations by other authors) over the last 5 years (25%);

b) Participation in and coordination of scientific research projects with competitive external funding (25%);

c) Supervision of academic work: supervision of advanced training, namely supervision of doctorates or master's degrees in the last 5 years (15%);

d) Capacity to intervene in the scientific and professional communities expressed, in particular, through the organization of and participation in events, association with professional organizations, presentation of lectures and consultancy activities (15%);

e) Scientific development plan and synopsis of the line of research the candidate intends to implement (20%).

B) Pedagogic Capacity, weighted at 30%. The following factors will be considered when assessing pedagogic capacity:

a) Teaching activity - Quality and diversity of the teaching activity developed by the applicant, being valued having been a teacher responsible for one or more UC's in the sub-area of the competition or related areas, taking into account, among other relevant factors, the results of broad opinion surveys (e.g. pedagogical surveys), which should be mentioned in the curriculum vitae, whenever available. Proven experience in teaching bachelor's and master's classes in the area and sub-area for which the competition is open over the last 5 years (50%) should be valued;

b) Participation in juries of academic exams as an examiner in doctoral or master's exams (15%);

c) Other activities of a pedagogical nature - Quality and quantity of pedagogical material and publications of a pedagogical nature produced by the candidate, other activities with an impact on the teaching-learning process carried out by the candidate, including training internships for young graduates or masters (15%);

d) Pedagogical development plan (20%).

C) Other Activities Relevant to the University's Mission, with a weighting of 20%. The following factors will be taken into account when assessing other relevant activities:

a) Experience in the management/coordination of teaching and research support infrastructures related to the subject area or sub-area of the competition (25%);

b) Participation in actions and publications of scientific, technological, cultural or artistic dissemination (25%);

c) Participation in the development of extension projects including scientific, educational or artistic-cultural dissemination and the provision of services to the scientific/educational community, the economic-productive fabric and/or society in general (25%);

d) Organizing scientific or educational events and disseminating science, in the area or sub-area/disciplinary group of the competition (25%).

VI - Relative merit ranking process

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 annexed to the meeting minutes, stating their own ordering of the applicants, of 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, they shall be ranked first in the ordered list;

d) If two applicants obtain exactly half of the votes each, the selection committee president shall have the casting vote, deciding which shall be placed at the top of the ordered list. The selection committee president will use the date of the doctorate as the tiebreaker criteria, with the most recent prevailing;

e) If none of the situations set out in points c) and d) above apply, a new ballot will take place after elimination of applicants who did not receive any votes in the first ballot and also eliminating the applicant with the least votes 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 shall decide which shall be eliminated.

The selection committee president will use the date of the doctorate as the tiebreaker criterion, with the most recent prevailing;

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 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 Selection committee

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

Vowels:

- Doctor Carlos Jorge Alves Miranda Bandeira Duarte, Full Professor at the Faculty of Sciences and Technology of the University of Coimbra;

- Doctor Sólveig Thorsteinsdóttir, Full Professor at the Faculty of Sciences of the University of Lisboa;

- Doctor José António Henriques de Conde Belo, Full Professor at the NOVA Medical School of the University of Nova de Lisboa;

- Doctor Gabriela Araújo da Silva, Associate Professor with Aggregation at the NOVA Medical School of the University of Nova de Lisboa;

- Doctor Graça Maria Fernandes Baltazar, Associate Professor at the Department of Medical Sciences of the University of Beira Interior;

- Doctor Álvaro Augusto Marques Tavares, Associate Professor at the Faculty of Medicine and Biomedical Sciences at the University of Algarve;

- Doctor Inês Maria Pombinho de Araújo, Associate Professor at the Faculty of Medicine and Biomedical Sciences at 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 2.30pm to 5pm, through previously scheduled appointment.

8 May 2025. — The Vice-Rector for Research and Culture, *Nuno Gonçalo Viana Pereira Ferreira Bicho*.

Where to apply

Website

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

Requirements

Research Field

Biological sciences » Biology

Education Level

PhD or equivalent

Research Field

Chemistry » Biochemistry

Education Level PhD or equivalent

Research Field Medical sciences » Other

Education Level PhD or equivalent

Skills/Qualifications

Applicants must hold a doctoral degree in Biology, Biochemistry, Biomedical Sciences or related areas appropriate to the sub-area and disciplinary group in which the tender has been opened.

Specific Requirements

Holders of a doctoral degree obtained outside Portugal must prove their recognition, equivalence or registration of that degree under the terms of Decree-Law no. 66/2018, of August 16 and other applicable legislation.

Applicants to whom the previous subparagraph applies who do not provide proof of their request for recognition, equivalence or registration of the degree before the end of the application period, will be excluded from the tender.

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

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, when applicable.

Languages PORTUGUESE

Level Excellent

Research Field Medical sciences » Other

Internal Application form(s) needed

requerimentocandidaturaconcursodocumental_1.pdf

English (92.61 KB - PDF)

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Additional Information

Benefits

The tender has been opened for the purpose of filling three (3) positions, 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 Biology, Biochemistry, Biomedical Sciences or related areas, appropriate to the sub-area and disciplinary group in which the tender has been opened, according to article 41-A of the ECDU.

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

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

Do not meet the general requirements for admission to public service provided for in Article 17 of Law No. 35/2014, of 20 June, in its current wording, from which they are not exempted by the ECDU.

Selection process

Applicants will be assessed on absolute merit and their admission will depend on their cumulative fulfillment of the following requirements:

a) The possession of an overall curriculum vitae that the selection committee considers to be of scientific merit and research capacity already developed compatible with the sub-area and disciplinary group in which the tender has been opened and appropriate to the respective teaching category;

b) To be 1st author or co-author of at least 8 relevant scientific articles, at least 4 of which must be Q1, for the sub-area and/or disciplinary group in which the competition is open;

c) Demonstrated ability to supervise or co-supervise scientific work, completed or in progress, by doctoral or master's degree students related to the subject area or sub-area of the competition.

d) To have participated as a member of a scientific team in at least two scientific projects obtained through competitive funding in the subject area or sub-area of the competition in the last 5 years.

Additional comments

Public Administration actively promotes a policy of equal opportunities for employment and career progression between men and women, taking every possible measure to avoid any kind of discrimination.

Website for additional job details <https://www.ualg.pt/en/tender-procedures>

Work Location(s)

Number of offers available	3
Company/Institute	Faculty of Medicine and Biomedical Sciences
Country	Portugal
State/Province	Algarve
City	Faro
Postal Code	8005-139

Street

Estrada da Penha - Campus da Penha

Geofield

Contact

State/Province

Algarve

City

Faro

Website<http://www.ualg.pt>**Street**

Campus da Penha - Estrada da Penha

Postal Code

8005-139

E-Mail

srhconcurso@ualg.pt

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