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Job offer

JOB

PORTUGAL

[Universidade do Algarve](#) | Posted on: 3 June 2025

International tender for the position of Assistant Professor, in the subject area of Animation, specialising in Animation for Cinema, Audiovisual or Multimedia, at the School of Education and Communication of the University of the Algarve

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3 Jun 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	School of Education and Communication
Research Field	Arts » Other
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	15 Jul 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	2 Jun 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 973/2025 - OE202505/1126
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 Animation, specialising in Animation for Cinema, Audiovisual or Multimedia, at the School of Education and Communication of the University of the Algarve

By ordinance dated February 14, 2025, issued by the Rector of the University of Algarve, an international tender for the position of Assistant Professor, in the subject area of Animation, specialising in Animation for Cinema, Audiovisual or Multimedia, at the School of Education and Communication 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 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 Algarve, Regulation no. 520/2010, published in *Diário da República*, 2nd series, no. 111, on June 9.

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 23rd, advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and on 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, in accordance with 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 10 September, 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 actively promotes a policy of equal opportunities for employment and career advancement for both men and women, 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 ECDESP, a doctoral degree in the area of Arts and/or Design and/or Animation, specialising in Animation (Cinema, Audiovisual and Multimedia), or related areas; or the title of specialist in Audiovisuals and media production (Area CNAEF-213).

i) Holders of a doctoral degree obtained abroad must provide proof of recognition of their degree under the terms of Decree-Law No. 66/2018, of 16 August and other applicable legislation.

ii) Applicants covered by the previous subparagraph who fail to provide proof of recognition of their degree by the end of the application period will be excluded from the tender.

iii) The title of specialist mentioned in article 17 of the ECPDESP refers to the provision in article 48 of Law 62/2007 of 10 September and Decree-Law 206/2009 of 31 August, in its current wording.

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

i) Applicants who are not native speakers of Portuguese must provide official proof of proficiency in that language by the deadline for the conclusion of the contract (where applicable), in the form of a certificate or diploma of communicative competence in Portuguese from the Council of Europe's Common European Framework of Reference for Languages (proficiency level C1).

c) Meet the general requirements for employment in public functions as set out 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 ECDESP.

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

a) Do not hold a doctoral degree in the area of Visual Arts and/or Design and/or Animation, specialising in Animation (Cinema, Audiovisual and Multimedia), or related areas; or the title of specialist in Audiovisuals and media production (Area CNAEF- 213), under the terms of no. 1 Point I.

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 documents or works required in the Public Notice within the designated timeframe.

d) They do not meet the general requirements for appointment to public functions set out in article 17 of Law no. 35/2014, of 20 June, in its current wording, from which they are not exempted by ECDESP.

3. The jury will notify the applicants of their admission or exclusion, by email with delivery receipt of the notification, for the purposes of prior hearing.

II - Admission requirements on absolute merit and their assessment

1. Applicants will be admitted on absolute merit if they have an overall curriculum vitae that the jury considers to be of technical and scientific merit, research capacity and the value of the teaching activity already carried out, compatible with the subject area for which the competition has been opened and appropriate to the respective teaching category;

2. A vote against admission on absolute merit must be substantiated on the basis of the applicant's overall curriculum not revealing technical scientific merit, research capacity and the value of the pedagogic activity, under the terms described in the previous number.

3. In order to assess the absolute merit of the applicants, each member of the jury will independently submit a list of the applicants who, in their view, do not meet the requirements set in paragraph 1 of Point II, and provide written justification for their decision. Each of these proposals will be voted, 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 basis of absolute merit if at least one proposal is approved by a majority of the members of the jury present at the meeting. The proposals, the votes obtained, and the respective substantiations, will be an integral part of the minutes.

5. The jury will notify applicants of the exclusion of applications based on absolute merit, by email with delivery receipt of the 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 Algarve, available on the website of the University of Algarve <https://www.uaalg.pt/procedimentos-concursais>, by going to Documents - Teaching Staff - Application Form, It may be submitted:

a) In person, at the Human Resources Department, located 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 must be accompanied by the following documents, in Portuguese and in English:

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 and, if applicable, the title of specialist, photocopied and in electronic PDF format;

c) One (1) paper copy and one (1) copy in PDF format of the applicant's *curriculum vitae*, duly signed and dated, including technical-scientific, pedagogic and other activities relevant to the mission of higher education institutions, carried out by the applicant. The curriculum vitae must include a table of contents, numbered annexes and must comply with the ordering of the parameters and factors set out in Point V of this Notice; it must also include a list of the work to be presented 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 have been selected by the applicant for the purposes of point V, component A) a), 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 that the applicant considers to be relevant to the jury's assessment of their technical-scientific performance, pedagogic skills and other relevant activities they have carried out, or which constitute grounds for legal preference. These documents will only be considered if duly substantiated and if the jury deems it appropriate;

g) A criminal record certificate stating that the applicant is not prohibited from exercising public functions or disqualified from performing the duties they propose to undertake;

h) Certificate of physical robustness and psychological profile essential for the performance of the duties;

i) Fully updated mandatory vaccination certificate.

j) A document with a career development plan, containing objectives, a development plan and a synopsis of the line of research that the applicant intends to implement, as well as a teaching development plan, with a maximum word limit of 5000 words. The document must be submitted in printed and electronic PDF format.

3. The documents in PDF format 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 in case the applicant fills the vacancy.

4. The PDF documents required in paragraphs b) to f) and j), must be delivered on a pen-drive, with search functionalities activated. The publication entries must contain clickable links to the respective documents, which may be saved on the same digital medium or hosted in open-access repositories on the Internet. Whenever reasonable and relevant, clickable links should also be included to the websites of the organisations or events mentioned in the curriculum vitae, as well as, whenever possible, to the websites of curricular units for which the candidate 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 Notice. Failure to comply with this order may result in information not being considered for evaluation. The same applies to the accessibility of the links, the functioning of which must be 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 career lecturing personnel for the University of Algarve, the jury may request additional documentation related to the submitted curriculum.

IV – Public Hearings

1. The jury 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 Algarve.

2. In the event that the jury 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 is 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 Curricular Evaluation focuses on the quality and quantity of the activities developed by the applicants in the disciplinary area of Animation, in the speciality of Animation for Cinema, or for Audiovisual or for Multimedia, and the respective suitability for the category of Assistant Professor, considering the following components and giving greater relevance to the activities developed in the last five years:

A) Technical-Scientific and Professional Performance (40%);

B) Pedagogic Capacity (40%);

C) Other activities relevant to the mission of the Higher Education Institution (20%);

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

A) Technical-scientific and professional performance (40%)

a) Participation in completed/ongoing scientific, artistic or technical projects (18%), namely:

i) coordinator of externally funded project completed/ongoing;

ii) member of an externally funded project completed/ongoing;

iii) coordinator of completed/ongoing service provision project;

iv) member of a completed/ongoing service provision project;

v) other relevant projects.

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

i) completed doctoral thesis;

ii) completed master's thesis/report;

iii) other relevant guidelines;

iv) participation in the jury of academic examinations as an examiner.

v) Orientation to professional work.

c) Technical-scientific production (8%), namely:

i) publications indexed in Scopus or WoS;

ii) publications indexed in other indexes (eg EHR, Latindex, Scielo);

iii) publications in non-indexed international journals;

- iv) publications in proceedings of international and national conferences;
 - v) books and e-books;
 - vi) chapters in a collective work;
 - vii) other publications of a scientific, artistic or technical nature.
- d) Intervention in scientific and/or professional communities, namely (7%):
- i) international conference communication by invitation;
 - ii) international and national peer-reviewed conference communication;
 - iii) review of articles or chapters in international publications indexed in WoS or Scopus;
 - iv) review of scientific articles or chapters in other publications;
 - v) (co-)editor of a scientific journal;
 - vi) integrated member of a research and development unit recognised by the FCT;
- professional experience in relevant activities outside the academia.
- v) Career development plan (4%).

B) Pedagogic Capacity (40%).

- a) Quality and extent of pedagogic practice (15%), namely:
- i) experience and dedication to lecturing in polytechnic or university higher education;
 - ii) lecturing curricular units within the scope of the subject area for which the tender is open;
 - iii) dynamization of pedagogic, continuous and lifelong training actions as a trainer in the subject area for which the tender is open.
- b) Participation in pedagogic bodies, groups or committees (2%):
- i) design or restructuring of curriculum plan proposals;
 - ii) participation in examination boards and organization of tests.
- c) Participation in the development of programs or manuals and other texts and materials to support lecturing activities (10%):
- i) teaching support books with ISBN;
 - ii) preparation of printed and digital notes and exercise books and other lecturing support materials, duly identified and dated;
 - iii) coordination/responsibility for the syllabi of taught curricular units.
- d) Supervision of pedagogic activities (3%)
- i) guidance/supervision of curricular internships;
 - ii) organization of educational events.
- e) Performance of other pedagogic activities that the selection committee considers relevant in the disciplinary area and sub-areas in which the tender is open (10%):
- i) experience of lecturing short courses not leading to a degree;
 - ii) attendance at pedagogic training courses.

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

- a) Exercise of management positions in bodies of the lecturing unit or Higher Education Institution, namely (2%):
- i) member of statutory bodies (e.g., Technical-Scientific Council, Pedagogic Council);
 - ii) course coordinator/director;
 - iii) department coordinator/director;

- iv) Deputy Coordinator/Deputy Course Director;
 - v) deputy coordinator/sub-department director;
 - vi) appointment to management positions by the management of the Institution or Organic Unit;
 - vii) other relevant management positions.
- b) Participation in juries or panels, namely (3%):
- i) public administration career tenders (lecturing and non-lecturing staff, research scholarship holders);
 - ii) member of juries or commission for ranking candidates for master's degrees, special tenders, over 23s, professional higher technical courses and others;
 - iii) other participations in relevant juries and committees.
- c) Other management positions of recognized public interest in the subject area of the tender, namely (15%):
- i) member of the organizing committee of congresses and conferences;
 - ii) services provided outside of the university that generate their own revenue;
 - iii) other relevant activity.

VI - Selection process in relative merit

The methodology of selection in relative merit is as follows:

- a) Before voting begins, each member of the selection committee submits a written document, which will be attached to the minutes, stating their own ordering of the applicants, which is based on the assessment of technical-scientific performance, pedagogic skills and other relevant activities, and showing their respective weights. At each ballot, every member of the hiring committee will always abide by the ordering they submitted. Abstentions are not permitted.
- b) The first ballot is intended to determine 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 jury's chairperson shall have the casting vote, using the score in the «Pedagogical Capacity», «Technical-Scientific and Professional Performance», and «Other activities relevant to the mission of the University» components, with the one with the highest score prevailing;
- e) If none of the situations mentioned in points c) and d) 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 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 selection committee members vote obligatorily for the applicant who is lowest-placed on their own seriation;
- g) If there is still a draw between two or more applicants, the jury's chairperson decides which applicant shall be eliminated, using the lowest scores in the «Pedagogic Capacity», «Technical-Scientific and Professional Performance» and «Other activities relevant to the University's mission» components as successive tie-breaking criteria. 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 jury

President:

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

Jury members:

Doctor Nelson Troca Zagalo, Full Professor, University of Aveiro;

Doctor Olívia Maria Marques da Silva, Coordinating Professor, Coordinating Professor, School of Media Arts and Design of the Polytechnic Institute of Porto;

Doctor Paulo Renato da Silva Gil Viveiros, Associate Professor, School of Communication, Architecture, Arts and Information Technologies, Lusófona University;

Doctor Luís Leite, Associate Professor, School of Media Arts and Design, Polytechnic Institute of Porto;

Doctor Marina Estela de Vasconcelos Gonçalves Graça, retired Coordinating Professor, School of Education and Communication, University of Algarve.

Alternative jury members:

Doctor Paula Cristina de Almeida Tavares, Coordinating Professor at the Polytechnic Institute of Cávado and Ave.

VIII – Access to the tender procedure

The tender procedure can be accessed by appointment at the Human Resources Department of the University of Algarve, located on floor 0 of the Administration Building at the Penha Campus of the University of Algarve in Faro. The department is available for appointments from 9.30 am to noon and from 2.30 pm to 4.30 pm.

May 20, 2025, Vice-Rector Ana Maria de Melo Sampaio de Freitas

Where to apply

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

Requirements

Research Field Arts » Other
Education Level PhD or equivalent

Skills/Qualifications

Applicants must hold a doctoral degree in the area of Arts and/or Design and/or Animation, specialising in Animation (Cinema, Audiovisual and Multimedia), or related areas; or the title of specialist in Audiovisuals and media production (Area CNAEF-213).

Specific Requirements

Holders of a doctoral degree obtained abroad must provide proof of recognition of their degree under the terms of Decree-Law No. 66/2018, of 16 August and other applicable legislation.

Applicants covered by the previous subparagraph who fail to provide proof of recognition of their degree by the end of the application period will be excluded from the tender.

The title of specialist mentioned in article 17 of the ECPDESP refers to the provision in article 48 of Law 62/2007 of 10 September and Decree-Law 206/2009 of 31 August, in its current wording.

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

Applicants who are not native speakers of Portuguese must provide official proof of proficiency in that language by the deadline for the conclusion of the contract (where applicable), in the form of a certificate or diploma of communicative competence in Portuguese from the Council of Europe's Common European Framework of Reference for Languages (proficiency level C1).

Level Excellent

Research Field Arts » Other

Internal Application form(s) needed

[requerimentocandidaturaconcursodocumental.pdf](#)

English (92.61 KB - PDF)

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Additional Information

Benefits

The tender has been opened for the purposes of filling 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 the area of Visual Arts and/or Design and/or Animation, specialising in Animation (Cinema, Audiovisual and Multimedia), or related areas; or the title of specialist in Audiovisuals and media production (Area CNAEF-213), under the terms of no. 1 Point I.

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 documents or works required in the Public Notice within the designated timeframe.

They do not meet the general requirements for appointment to public functions set out in article 17 of Law no. 35/2014, of 20 June, in its current wording, from which they are not exempted by ECDESP.

Selection process

Applicants will be admitted on absolute merit if they have an overall curriculum vitae that the jury considers to be of technical and scientific merit, research capacity and the value of the teaching activity already carried out, compatible with the subject area for which the competition has been opened and appropriate to the respective teaching category;

Additional comments

Public Administration actively promotes a policy of equal opportunities for employment and career advancement for both men and women, taking all necessary measures to prevent any form of discrimination.

Website for additional job details

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

Work Location(s)

Number of offers available	1
Company/Institute	School of Education and Communication of the University of Algarve
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
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