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## Job offer

JOB PORTUGAL

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

**International tender for the position of Assistant Professor in the subject area of Design, specialty of Communication Design – multimedia and interactivity, at the School of Education and Communication of the University of Algarve**

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11 Jun 2025

### Job Information

Organisation/Company	Universidade do Algarve
Department	School of Education and Communication
Research Field	Architecture » Design
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	21 Jul 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	6 Jun 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1006/2025 - OE202506/0175
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 Design, specialty of Communication Design – multimedia and interactivity, at the School of Education and Communication of the University of 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 Design, specialty of Communication Design – multimedia and interactivity, 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 announcement in *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), forthwith 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 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 29-B, paragraph 1 of 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 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, under the terms of article 17 of ECDESP, a doctoral degree in Design or related areas, in the specialty of Communication Design, or a specialist title in the area of Audiovisuals and media production (CNAEF Area - 213).

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) The title of specialist mentioned in point a) refers to the provisions of article 48 of Law 62/2007 of September 10 and Decree-Law 206/2009 of August 31, in its current version.

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 Article 17 of the Law No. 35/2014, of June 20, in its current version, unless exempted by the ECDESP.

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

a) Do not hold a doctoral degree in Design or related areas, in the specialty of Communication Design, or a specialist title in the area of Audiovisuals and media production (CNAEF Area – 213);

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 ECDESP.

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 based on absolute merit:**

1- Acceptance of applicants on the basis of absolute merit will depend on presenting an overall curriculum that the selection committee considers to be of technical-scientific merit, research capacity and value of pedagogical activity already developed compatible with the subject area for which the tender is open and appropriate to the respective teaching category;

2 – A vote against admission on absolute merit must be justified on the basis that the candidate's overall curriculum does not reveal technical-scientific merit, research capacity and value of the pedagogical activity, as described 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 the provisions of Article 23, paragraph 1, subparagraph b) of the ECDESP. Abstentions are not permitted.

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/pt/srh/concursos-pessoal-docente> 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 the various academic degrees and the title of specialist (if applicable), photocopied and in electronic PDF format;

c) One (1) paper copy and one (1) copy in PDF format of the applicant's curriculum vitae, dated and signed, which include the technical-scientific, pedagogical activities, and other activities relevant to the mission of higher education institutions carried out by the candidate, 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 applicant for the purposes set out in section V, paragraph A) subparagraph c), up to a maximum of three (3);

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

f) Other documents which the applicant considers of interest to further demonstrate their technical-scientific performance, pedagogic skills, and other relevant activities that prove the activities mentioned in the curriculum vitae and which would constitute a legal basis for ranking candidates, should the selection committee deem them appropriate and duly proven;

g) A criminal clearance certificate attesting 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;

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

i) An up-to-date vaccination certificate.

j) A career development plan, containing objectives, a development plan and a synopsis of the line of research that the applicant intends to implement and a teaching development plan, with a maximum of 5000 words, printed and in electronic PDF format.

3 - The documents referred in paragraphs g), h) and i), 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 f) and j) 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 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, and pursuant to the terms of Article 23, paragraph 4, subparagraph b) of the ECDESP and 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 assessment and seriation in relative merit are based on the following seriation criteria and their weighting, resulting in the ordering of the weighted average of the quantitative scores obtained in each of the assessment parameters within a scale of 0-100 points:

Curriculum evaluation (100%) - The Curriculum Evaluation focuses on activities developed by the applicants, in the subject area and specialty of the tender and their suitability for the category of Assistant Professor, considering the following parameters:

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

B) Pedagogical Capacity (40%);

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

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

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

a) Participation in completed/ongoing scientific projects in the subject area of the tender, namely (5%):

- 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.

c) Technical-Scientific Production, namely (15%):

- 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 conferences;
- v) Publications in proceedings of national conferences;
- vi) Books and e-books;
- vii) Chapters in a collective work;
- viii) Other publications.

d) Intervention in scientific and professional communities, namely (8%):

- i) International conference communication by invitation;
- ii) International 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 the research unit;
- vii) Professional experience outside the academia.

e) Career development plan (9%).

B) Pedagogical Capacity (40%)

a) Quality and extent of pedagogic practice, namely (24%):

- i) Experience and dedication to lecturing in polytechnic or university higher education;
- ii) Lecturing curricular units within the subject area and specialty for which the tender is open;
- iii) Lecturing experience in primary education;
- iv) Promotion of pedagogical training actions, continuous and lifelong training as a trainer in the subject area for which the tender is open.

b) Participation in bodies, groups or committees of a pedagogical nature, namely (4%):

- i) Designing or restructuring proposals for curricular plans;
- 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, namely (4%):

- i) Lecturing 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 curricular unit programs taught.

d) Supervision of pedagogical activities, namely (4%):

- i) Guidance/supervision of curricular internships;
  - ii) Organization of educational events.
- e) Performance of other pedagogical activities that the selection committee considers relevant in the area in which the tender is open, namely (4%):
- i) experience of lecturing short non-degree courses;
  - ii) Attendance at pedagogical training courses.
  - iii) Participation as a teacher in professional training courses.
- C) Other activities relevant to the University's mission (20%)
- a) Holding management positions in bodies of the lecturing unit or Higher Education Institution and Management/Coordination of a course or department, namely (6%):
- i) Member of statutory bodies (e.g., Technical-Scientific Council, Pedagogical Council);
  - ii) Course coordinator/director;
  - iii) Department coordinator/director;
  - iv) Deputy Coordinator/Deputy Course Director;
  - v) Deputy coordinator/Deputy Director of department;
  - vi) Appointment to management positions by the management of the Institution or Organic Unit;
  - vii) Other relevant management positions.
- b) Participation in selection committees, namely (6%):
- i) Public administration career tenders (lecturing and non-lecturing staff, research scholarship holders);
  - ii) Member of the panel or commission for ranking candidates for master's degrees, special tenders, over 23s, professional higher technical courses and others;
  - iii) Other participations in relevant committees.
- c) Other management positions of public interest in the area of the tender, namely (8%):
- i) Member of the organizing committee for congresses and conferences;
  - ii) Services provided abroad that generated revenue;
  - iii) Other relevant activities.

#### VI - Selection process in relative merit

1. The methodology of selection in relative merit is as follows:

- a) Before voting starts, 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' technical-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, the applicant 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, using as successive tie-breaking criteria the scores in the components "Pedagogical Capacity", "Technical-Scientific and Professional Performance", and "Other activities relevant to the University's mission", with the applicant with the highest score 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, using as successive tie-breaking criteria the lowest score in the components "Pedagogical Capacity", "Technical-Scientific and Professional Performance", and "Other activities relevant to the University's mission". The applicant with the lowest score will be eliminated;
- 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 Ana Maria de Melo Sampaio de Freitas, Vice-Rector of the University of Algarve, with delegated competence.

Committee members:

Doctor Marco Neves, Associate Professor with Aggregation at the Lisbon School of Architecture of University of Lisbon;

Doctor Bruno Sérgio Gonçalves Giesteira, Associate Professor with Aggregation at Faculty of Fine Arts of the University of Porto;

Doctor Ana Margarida Ribeiro Dias Fernandes Gomes Ferreira, Associate Professor with Aggregation in Design, at the University Beira Interior;

Doctor Vítor Manuel Quelhas Alvesde Freitas, Coordinating Professor at The School of Media Arts and Design of the Polytechnic Institute of Porto;

Doctor Joana de Carvalho Folgado Lessa, Coordinating Professor at the Higher School of Education and Communication of the University of Algarve.

Alternative committee members:

Doctor Carlos Alberto Miranda Duarte, Full Professor at the Universidade Europeia.

## 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

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

## Requirements

Research Field Architecture » Design

Education Level PhD or equivalent

### Skills/Qualifications

Applicants must hold, under the terms of article 17 of ECDESP, a doctoral degree in Design or related areas, in the specialty of Communication Design, or a specialist title in the area of Audiovisuals and media production (CNAEF Area - 213).

### Specific Requirements

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;

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;

The title of specialist mentioned in point a) refers to the provisions of article 48 of Law 62/2007 of September 10 and Decree-Law 206/2009 of August 31, in its current version.

Proficiency 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.

Level Excellent

Research Field Architecture » Design

### Internal Application form(s) needed

requerimentocandidaturaconcursodocumental\_0.pdf

English (92.61 KB - PDF)

Download [https://www.euraxess.pt/sites/default/files/jobs/2025-06/requerimentocandidaturaconcursodocumental\\_0.pdf](https://www.euraxess.pt/sites/default/files/jobs/2025-06/requerimentocandidaturaconcursodocumental_0.pdf)

## 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 Design or related areas, in the specialty of Communication Design, or a specialist title in the area of Audiovisuals and media production (CNAEF Area – 213);

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 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 ECDESP.

### Selection process

Acceptance of applicants on the basis of absolute merit will depend on presenting an overall curriculum that the selection committee considers to be of technical-scientific merit, research capacity and value of pedagogical activity already developed compatible with the subject area for which the tender is open and appropriate to the respective teaching category;

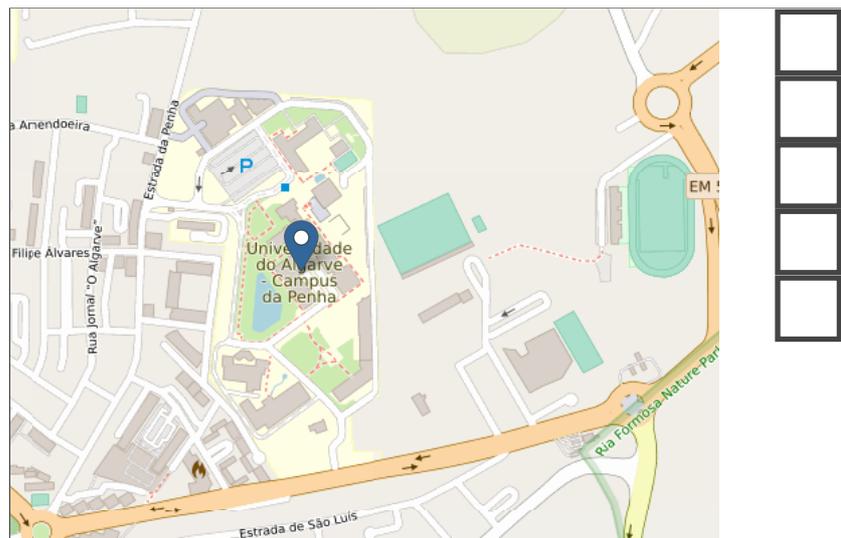
### Additional comments

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.

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	



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## Contact

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

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