

Job Information

Organisation/Company	Universidade do Algarve
Department	School of Management, Hospitality and Tourism
Research Field	Management sciences » Other
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	29 Aug 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	18 Jul 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1261/2025 OE202507/0665
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 Management, specifically the sub-area of Marketing, at the School of Management, Hospitality and Tourism of the University of Algarve

By ordinance dated May 14, 2025, issued by the Rector of the University of Algarve, an international tender for the position of Assistant Professor is now open, in the subject area of Management, sub-area of Marketing, at the School of Management, Hospitality and Tourism of the University of Algarve. The tender will be open for 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 two working days, after its publication in the Diário da República, under the terms of Decree-Law no. 78/2003, of April 23, advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and the University's website, in both Portuguese and English, under Article 29-B, paragraph 1 of the ECDESP, in its current version.

This tender aims fill one (1) position in the form of a non-fixed-term public service contract, following 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 September 10 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, as an employer, is actively committed to a gender policy that ensures equal employment and career advancement opportunities while 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 the ECDESP, a doctoral degree in Marketing or a doctoral degree in Management with a specialisation in Marketing or the title of specialist in the area of Marketing and Advertising (CNAEF Area – 342).

i) Applicant holding a doctoral degree obtained outside Portugal must provide proof of its recognition under the terms of Decree-Law No. 66/2018 of August 16 and other applicable legislation;

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

iii) The title of specialist mentioned in point a) refers to the provision of article 48 of Law no. 62/2007 of September 10, and Decree-Law no. 206/2009, of August 31, in its current wording.

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

i) Non-native speakers of Portuguese must provide proof of an officially recognised diploma demonstrating their mastery of the language or a certificate or diploma of communicative competence in the Portuguese language from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the contract's signature, when applicable.

c) Meet the general requirements for employment in public service roles provided for in Article 17 of the Labour Law in Public Functions, contained in the Annexe to Law No. 35/2014, of June 20, 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 Marketing or a doctoral degree in Management with a specialisation in Marketing or a specialist title in the area of Marketing and Advertising (CNAEF Area – 342);

b) Do not hold a recognised doctoral degree by the closing date for applications if their qualification is from a foreign institution;

c) Do not submit the documents or works stipulated in the Public Notice within the deadline.

d) Do not meet the general requirements for appointment to public office provided for in article 17 of Law no. 35/2014, of June 20, in its current wording, from which ECDESP does not exempt them.

3 - The hiring committee will notify the applicants of any excluded applications by e-mail with delivery, for the purpose of a prior hearing.

II – Admission requirements based on absolute merit.

1- Applicants will be evaluated on absolute merit, and their admission will depend cumulatively on:

a) Having an overall curriculum that, in the substantiated opinion of the hiring committee, demonstrates scientific merit, research capacity and the value of pedagogical activity already developed, which is compatible with the sub-area for which the tender is open and appropriate to the respective lecturing category.

The applicant must be the author or co-author of at least four (4) scientific texts, in the form of articles, scientific books or book chapters with scientific review and relevant to the disciplinary sub-area in which the tender is open, with at least two (2) of these documents indexed in Scopus or Web Science, in the last eight (8) years.

2 – A vote against admission on absolute merit must be based on failure to comply with one or more of the criteria set out in the previous paragraph.

3 - To assess absolute merit, each hiring committee member shall submit a reasoned written proposal listing the applicants they consider not meeting the requirements outlined in paragraph 1 of point II. The committee will then vote on each proposal under 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 proposal receives a majority of favourable votes from the hiring committee members present at the meeting. The proposals, the votes each proposal receives, and their respective justifications, will form an integral part of the minutes.

5 - The hiring committee will notify applicants of the exclusion of applications on the grounds of absolute merit, via e-mail with a delivery receipt 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 University of Algarve website <https://www.ualg.pt/procedimentos-concursais>. It may be submitted:

a) Delivered in person, within the deadline, 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 application deadline, 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 electronic PDF format, in Portuguese or English:

a) Valid identification document on the date of application;

b) Certificates proving the holding of the various academic degrees and/or the title of specialist;

c) One (1) copy of the applicant's curriculum vitae, duly signed and dated, including technical-scientific, pedagogical and other activities relevant to the mission of Higher Education Institutions (HEI), carried out by the applicant, including a contents page and numbered appendices, with mandatory adherence to the order of the parameters and factors outlined in section V of this Notice, and the list of works to be submitted in accordance with the following point;

d) One (1) copy of each of the works that the applicant has selected for the purposes set out in section V, paragraph A) subparagraph 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) Document with a career development plan, containing objectives, scientific development plan and synopsis of the line of research which the applicant intends to implement and pedagogical development plan, within the scope of the disciplinary area and specialty of the tender, with a maximum of 5000 words;

g) Other documents which the applicant considers to be of interest for the hiring committee to fully appreciate his or her technical-scientific performance, pedagogical skills, and other relevant activities that the applicant may have undertaken, or which constitute a reason for legal preference, which, however,

will be taken into account by the hiring committee if duly proven and if the hiring committee so decides;

h) A criminal clearance certificate attesting to the fact that the applicant is not banned from working in government service or from exercising the professional functions for which the applicant is applying;

i) A statement confirming that the applicant possesses the physical and mental fitness required for performing the duties;

j) An up-to-date compulsory vaccination certificate.

3. The documents referred to in paragraphs h) to j) of Section III may be waived as long as the applicant makes a declaration of honour in a separate section of the application, stating the current circumstances regarding each of the requirements in question. However, these documents will be required if the applicant fills the vacancy.

4. The documents required in paragraphs a) to g) must be delivered on a pen-drive. They must be searchable and contain the publication entries associated with clickable links to the document containing the publication, which may be saved on the same digital medium or exist in a freely accessible repository on the Internet. There should also be clickable links to the websites of the entities or events mentioned in the CV, whenever reasonable and relevant, as well as, if possible, to the websites of curricular units for which the applicant has been responsible.

5. The curriculum vitae and respective appendices must be systematised according to 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 applicant, so that the members of the hiring committee have access to the information.

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

IV – Public Hearings

1. The hiring committee may decide to hold public hearings on an equal footing for all applicants and under the terms of Article 23, paragraph 4, subparagraph b) of the ECDESP and under Article 7, paragraph 2, of the Regulation governing tenders for the contracting of career lecturing personnel for the University of Algarve.

2. If the hiring committee 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 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 the activities developed by the applicants, in the field and disciplinary sub-area of the tender, over the last 10 years, and its adequacy to the category of Assistant Professor, considering the following parameters:

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

b) Pedagogical Capacity (45%);

c) Other activities relevant to the University's mission (15%);

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

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

a) Technical-scientific production (40%). Quality and quantity of the technical-scientific output in the area and subarea for which the tender is open, namely:

- publications indexed in Scopus or Web of Science (WoS);
- publications indexed in other indexes (eg EHR, Latindex, Scielo);
- publications in non-indexed international journals;
- publications in proceedings of international conferences;
- publications in proceedings of national conferences;
- books;
- chapters in a collective work;
- other publications.

b) Participation in scientific projects (20%). Quality and quantity of scientific projects in the sub-area for which the tender is open, namely:

- project coordinator of completed projects with external funding;
- project member of completed projects with external financing;
- coordinator of a completed service provision project;
- member of a completed service provision project;
- other relevant projects.

c) Supervision of academic and professional work (20%), namely:

- completed doctoral dissertation;
- Master's thesis, project work or completed master's internship;
- first-degree final course assignment (pre-Bologna);
- other relevant supervisions.

d) Intervention in scientific and/or professional communities (15%), namely:

- international conference communication by invitation;
- international peer-reviewed conference communication;
 - review of articles or chapters in international publications indexed in WoS or Scopus;
- review of scientific articles or chapters in other publications;
- (co-)editor of a scientific journal;
- integrated member of a research unit;
- professional experience in relevant activities outside academia.

e) Career development plan (5%): The potential contribution of the submitted document to the scientific and pedagogical development of the disciplinary area and sub-area in which it falls within the scope of this tender will be evaluated, with the aim of promoting the lecturing and research activities associated with it.

B) Pedagogical Capacity (45%)

a) Production of pedagogical material (20%), namely:

- lecturing support books with ISBN;
- production of printed and digital notes, exercise books and other lecturing materials, duly identified and dated.

b) Experience and dedication to lecturing (60%), namely:

- years of lecturing in higher education;
- different curricular units taught;
- supervision of curricular internships;
- lecturing of short non-degree courses;
- organization of educational events;
- attendance of pedagogical training actions;
- conception or restructuring of proposed curriculum plans.

c) Participation in juries of academic examinations (10%), namely:

- participation in a doctoral dissertation jury as an examiner;
- participation in a master's thesis, project work or internship report panel as an examiner.

d) Other activities related to lecturing activities (10%).

C) Other activities relevant to the University's mission (15%)

a) Management positions in bodies of

the lecturing unit or HEI (50%), namely:

- member of statutory bodies (e.g., Technical-Scientific Council, Pedagogical Council);
- course coordinator/director;
- department coordinator/director;
- Deputy Coordinator/Deputy Course Director;
- Deputy coordinator/department deputy director;
- appointment to management positions by the governing bodies of the Institution;
- other relevant management positions.

b) Participation in hiring committees or panels, namely (30%):

- public administration career tenders (lecturing and non-lecturing staff, research scholarship holders);
 - member of the hiring panel, committee or commission for ranking candidates for master's degrees, special tenders, over 23s, professional higher technical courses and others;

- other participations in relevant panels and committees.

c) Other management positions of recognized public interest in the area and sub-area of the tender (20%), namely:

- member of the organizing committee of congresses;
- services provided outside the HEI that generate own revenue;
- other relevant activity.

VI - Selection process in relative merit

The methodology of selection in relative merit is as follows:

a) Before ballots begin, each hiring committee member submits a written document, which will be attached to the minutes, stating their ranking of the applicants, based on applicants' technical-scientific performance, pedagogical skills and other relevant activities, including the respective weights of each component. At each ballot, every hiring committee member will always abide by the submitted ordered list. Abstentions are not permitted.

b) The first ballot determines 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 hiring committee's chairperson shall have the casting vote, using as successive tie-breaking criteria the scores in the components «Pedagogical Capacity», «Technical-Scientific and Professional Performance», and «Other activities relevant to the mission of the University», with the applicant with the highest score prevailing;

e) If none of the situations considered in paragraphs c) and d) above 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 the 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 hiring committee members vote obligatorily for the applicant who is lowest-placed in their own ordered list or ranking;

g) If there is still a draw between two or more applicants in this ballot, the hiring committee's chairperson decides which applicant shall be eliminated, using as successive tiebreaker criteria the lowest score in the components «Pedagogical Capacity», «Technical-Scientific and Professional Performance», and «Technical-Scientific and Professional Performance». 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 hiring committee

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

Committee members:

Doctor Paulo Jorge dos Santos Almeida, Principal Coordinating Professor of the School of Tourism and Technology of the Sea of the Polytechnic Institute of Leiria;

Doctor José Jacinto Descalço Bilau, Coordinating Professor with Aggregation of the Polytechnic Institute of Beja;

Doctor Paula Odete Fernandes, Coordinating Professor of the School of Technology and Management of the Polytechnic Institute of Bragança;

Doctor Carlos Manuel Ramos de Sousa, Coordinating Professor at the School of Management, Hospitality and Tourism of the University of Algarve;

Doctor Maria Margarida Teixeira Custódio Santos, Coordinating Professor at the School of Management, Hospitality and Tourism of the University of Algarve.

Alternative committee member:

Doctor Ana Teresa Martins Machado, Coordinating Professor at the School of Social Communication of the Polytechnic Institute of Lisbon.

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 Library 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.

July 4, 2025. — The Vice-Rector, Ana Maria de Melo Sampaio de Freitas.

Where to apply

Website

<https://www.ualg.pt/>

Requirements

Research Field Management sciences » Other

Education Level PhD or equivalent

Specific Requirements

1. Admission requirements:

- Hold a doctoral degree in Marketing or a doctoral degree in Management with a specialisation in Marketing or the title of specialist in the area of Marketing and Advertising (CNAEF Area – 342).
- Applicant holding a doctoral degree obtained outside Portugal must provide proof of its recognition under the terms of Decree-Law No. 66/2018 of August 16 and other applicable legislation.
- Applicants who do not provide proof of recognition of the degree until the end of the application period, will be excluded from the tender.
- The title of specialist refers to the provision of article 48 of Law no. 62/2007 of September 10, and Decree-Law no. 206/2009, of August 31, in its current wording.
- Applicants must be fluent in the Portuguese language, both spoken and written.
- Non-native speakers of Portuguese must provide proof of an officially recognised diploma demonstrating their mastery of the language or a certificate or diploma of communicative competence in the Portuguese language from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the contract's signature, when applicable.
- Meet the general requirements for employment in public service roles provided for in Article 17 of the Labour Law in Public Functions, contained in the Annexe to Law No. 35/2014, of June 20, in its current wording, unless exempted by the ECDESP.

Languages PORTUGUESE

Level Excellent

Research Field Management sciences » Other

Internal Application form(s) needed

[requerimentocandidaturaconcursodocumental_4.pdf](#)

English (254.19 KB - PDF)

[Download](#)

Additional Information

Benefits

This tender aims fill one (1) position in the form of a non-fixed-term public service contract, following Article 10-B of ECDESP. The tender will end once the position has been filled.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- Do not hold a doctoral degree in Marketing or a doctoral degree in Management with a specialisation in Marketing or a specialist title in the area of Marketing and Advertising (CNAEF Area – 342).
- Do not hold a recognised doctoral degree by the closing date for applications if their qualification is from a foreign institution.
- Do not submit the documents or works stipulated in the Public Notice within the deadline.
- Do not meet the general requirements for appointment to public office provided for in article 17 of Law no. 35/2014, of June 20, in its current wording, from which ECDESP does not exempt them.

Selection process

Admission requirements based on absolute merit.

Applicants will be evaluated on absolute merit, and their admission will depend cumulatively on:

- Having an overall curriculum that, in the substantiated opinion of the hiring committee, demonstrates scientific merit, research capacity and the value of pedagogical activity already developed, which is compatible with the sub-area for which the tender is open and appropriate to the respective lecturing category.
- The applicant must be the author or co-author of at least four (4) scientific texts, in the form of articles, scientific books or book chapters with scientific review and relevant to the disciplinary sub-area in which the tender is open, with at least two (2) of these documents indexed in Scopus or Web Science, in the last eight (8) years.

Additional comments

The Public Administration, as an employer, is actively committed to a gender policy that ensures equal employment and career advancement opportunities while taking all necessary measures to prevent any form of discrimination.

Website for additional job details

<https://www.ualg.pt/>

Work Location(s)

Number of offers available 1

Company/Institute Universidade do Algarve

Country Portugal

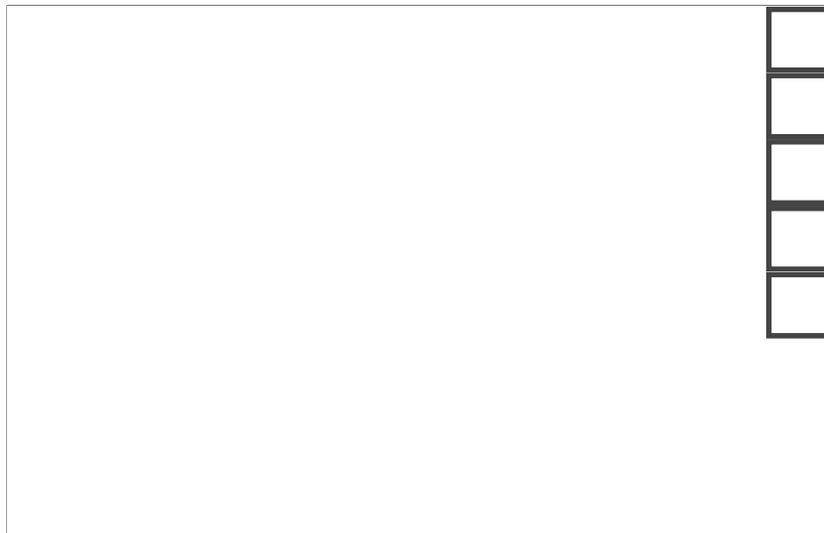
State/Province Algarve

City Faro

Postal Code 8005-139

Street Campus da Penha - Estrada da Penha

Geofield



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