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# Job offer

JOB

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[Universidade do Algarve](#) | Posted on: 24 July 2025

**International tender for the position of Assistant Professor in the subject area of Social and Legal Sciences, subarea of Law, at the School of Management, Hospitality and Tourism of the University of Algarve**

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### Information message

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24 Jul 2025

**Job Information**

<b>Organisation/Company</b>	Universidade do Algarve
<b>Department</b>	School of Management, Hospitality and Tourism
<b>Research Field</b>	Juridical sciences » Other
<b>Researcher Profile</b>	Recognised Researcher (R2)
<b>Positions</b>	PhD Positions
<b>Country</b>	Portugal
<b>Application Deadline</b>	5 Sep 2025 - 23:59 (Europe/Lisbon)
<b>Type of Contract</b>	Permanent
<b>Job Status</b>	Full-time
<b>Hours Per Week</b>	35
<b>Offer Starting Date</b>	25 Jul 2025
<b>Is the job funded through the EU Research Framework Programme?</b>	Not funded by a EU programme
<b>Reference Number</b>	Editais n.º 1320/2025 - OE202507/0927
<b>Is the Job related to staff position within a Research Infrastructure?</b>	No

## Offer Description

### PUBLIC NOTICE

International tender for the position of Assistant Professor in the subject area of Social and Legal Sciences, subarea of Law, at the School of Management, Hospitality and Tourism of the University of Algarve

By ordinance dated May 16, 2025 issued by the Rector of the University of Algarve, an international tender for the position of Assistant Professor, in the subject area of Social and Legal Sciences, subarea of Law, at the School of Management, Hospitality and Tourism of the University of the Algarve, is 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 Teaching Career of Polytechnic Higher Education), hereinafter referred to as ECDESP, which was approved by Decree-Law no. 185/81 on 1 July 1981, 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 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 April 23, and advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and on the University of Algarve 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 one (1) position in the form of a non-fixed-term contract as a government employee 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 10 September 2007 to cancel the tender in the event of compelling reasons.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administration, as an employer, is actively committed to a gender policy that ensures equal employment and career advancement opportunities while taking all measures to prevent any form of discrimination.

## **I - Admission requirements**

### **1. Admission requirements:**

a) Applicants must hold, under the terms of article 17 of the ECDESP, a doctoral degree in Law or the title of specialist in the area of Law (CNAEF Area – 380).

i) Applicants holding a doctoral degree obtained outside Portugal must provide proof of its recognition in accordance with the terms of Decree-Law No. 66/2018 of 16 August 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) above refers to the provision of article 48 of Law no. 62/2007 of September 10, and of Decree-Law no. 206/2009, of 31 August, in its current version.

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 recognized 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) Applicants must meet the general requirements for employment in civil service roles provided for in Article 17 of the Labour Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, 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 Law, or the title of specialist in the area of Law (CNAEF Area – 380);

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 required documents or works stipulated in the Public Notice within the designated deadline;

d) Do not meet the general requirements for appointment to public office provided for in Article 17 of Law No. 35/2014, of 20 June, in its current version, unless exempted by the ECDESP.

3 - The selection committee will notify the applicants of any excluded applications via email with a delivery receipt notification, for the purpose of a preliminary hearing.

## **II – Admission requirements based on absolute merit:**

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

a) An overall curriculum that the selection committee considers to demonstrate scientific merit, research capacity and 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;

b) 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 peer review and relevant to the disciplinary area in which the tender is open, in the last eight (8) years.

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

3 - To assess absolute merit, each member of the hiring committee submits a reasoned written proposal listing the applicants they consider not to meet the requirements outlined in paragraph 1 of point II. The committee will then vote on each proposal 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 grounds of absolute merit if at least one proposal receives a majority of favourable votes from the selection committee members present at the meeting. The proposals, the votes each proposal receives, and their respective justifications, will form explicitly written up in the minutes of the meeting.

5 - The hiring committee will notify applicants of the exclusion of their application on the grounds of absolute merit via email with a receipt of delivery notification, for the purpose of a preliminary hearing.

## **III — Application instructions**

1. The application must be formalized by means of a request addressed to the Rector of the University of Algarve, which is available on the University of Algarve website <https://www.ualg.pt/procedimentos-concursais>

The application may be submitted: a) In person within the deadline, at the Human Resources Services located on the ground floor of the Library Building at the Penha Campus of the University of Algarve, in Faro; or

b) By registered mail, with proof of postdated no later than the application deadline, addressed to: Serviços de Recursos Humanos, Campus da Penha, Universidade do Algarve, 8005-139 Faro.

2 - The application for admission to the tender must be accompanied by the following documents in electronic pdf format in Portuguese or English:

- a) Identification document valid at the date of application;
- b) Certificates of the academic degrees that the applicant holds and/or title of specialist; [\[FP1\]](#) ;
- c) One (1) copy of the applicant's *curriculum vitae*, duly signed and dated, including details of technical-scientific, pedagogical and other activities relevant to the mission of higher education institutions, 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 curricular units for which the applicant was responsible, where applicable, also for the purposes of Article 23, paragraph 6, subparagraph b) of the ECDESP;
- f) A document with a career development plan, containing objectives, scientific development plan, and a synopsis of the line of research that the applicant intends to implement and a teaching development plan, within the scope of the subject area and specialty being applied for, with a maximum of 5000 words;
- g) Other documents which the applicant considers to be of interest for the selection committee to fully appreciate his or her technical-scientific performance, pedagogical skills, and other relevant activities that the applicant may have undertaken, or that constitute grounds for legal preference, which, however, will be taken into account by the selection committee, if duly proven and if the selection committee deems it appropriate.
- 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 he/she 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 vaccination certificate.

3 - The documents referred to in paragraphs h), i) and j) may be waived during the submission process of the application, 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) should be delivered on a pen-drive, which must be searchable and contain the associated publication entries 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. Clickable links to the web pages of the entities or events referred to in the curriculum vitae should also be provided, whenever reasonable and relevant, and if possible, to the web pages of 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 Notice. Failure to comply with this order may result in the information not being considered for evaluation. The same applies to accessibility of the clickable links, the functioning of which must be checked by the candidate so that the members of the selection committee have access to the information.

6 - According to Article 7, paragraph 2 of the Regulation governing tenders for the contracting teaching career personnel for the University of Algarve, the selection 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, pursuant to the terms of Article 23, paragraph 4, subparagraph b) of the ECDESP and 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 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 subject area and sub-area of the tender in the last ten 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 mission of the Higher Education Institution (15%).

The above-mentioned components 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 technical-scientific production in the area and sub-area 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 funding;
- coordinator of completed service provision projects;
- member of completed service provision projects;
- other relevant projects.

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

- completed doctoral thesis;
- completed dissertation, project work or internship of master's;
- undergraduate final coursework assignment (pre-Bologna);
- other relevant supervisions.

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

- presentation at an international conference by invitation;
- presentation at an international peer-reviewed conference;
- 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 subject area and subarea related to this tender will be assessed, with the aim of promoting the teaching and research activities associated with it.

B) Pedagogical Capacity (45%)

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

- teaching support textbooks 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:

- number of years of teaching in higher education;
- different curricular units taught;
- supervision of curricular internships;
- lecturing of short non-degree courses;
- organization of educational events;
- attending pedagogical training actions;
- design or restructuring of proposals for curriculum plans.

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

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

d) Other activities related to the teaching activity (10%).

C) Other activities relevant to the mission of the Higher Education Institution (15%)

a) Holding management positions in bodies of the teaching unit or Higher Education Institution (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 or the Organic Unit;
- other relevant management positions.

b) Participation in selection committees (30%), namely:

- for public administration career tenders (lecturing and non-lecturing staff, research scholarship holders);
- member of the selection 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 or committees.

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

- member of the organizing committee of conferences and congresses;
- services provided outside the educational institution that generate their own revenues;
- other relevant activities.

## **VI - Selection process based on relative merit**

1. The methodology for selection based on relative merit is as follows:

- a) Prior to the voting process, each member of the selection committee 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 weightings of each component. At each ballot, every selection committee member will always abide by the ordered list they have 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 ranked first in the ordered list;
- d) If two applicants obtain exactly half of the votes each, the selection committee's chairperson shall have the casting vote, using as successive tie-breaking criteria the score in the components "Pedagogical Capacity", "Technical-Scientific and Professional Performance", and "Other activities relevant to the to the mission of the Higher Education Institution", with the applicant with the highest score prevailing;
- e) If neither of the situations considered in paragraphs c) and d) above occur, a new ballot will take place after eliminating applicants who obtained no votes in the previous ballot 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 selection committee members vote obligatory 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, the selection committee's chairperson decides which applicant shall be eliminated, using the lowest score in the components "Pedagogical Capacity", "Technical-Scientific and Professional Performance", and "Other activities relevant to the to the mission of the Higher Education Institution" 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 determine 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 a candidate has been placed first on the ordered list, his or her name shall be removed from the ballot 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 selection 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 Eugénio Pereira Lucas, Principal Coordinating Professor at the School of Technology and Management, Polytechnic Institute of Leiria;

Doctor Clotilde Palmira da Silva Celorico Palma, Coordinating Professor with Aggregation at the Lisbon Accounting and Business School, Polytechnic Institute of Lisbon;

Doctor Irene Maria Portela, Coordinating Professor at the School of Management, Polytechnic Institute of Cávado and Ave;

Doctor Ana Isabel Lambelho Costa, Coordinating Professor at the School of Technology and Management, Polytechnic Institute of Leiria;

Doctor Helder Manuel Brito Carrasqueira, Coordinating Professor at the School of Management, Hospitality and Tourism, University of the Algarve.

### **Alternative committee members:**

Doctor Marisa Catarina da Conceição Dinis, Coordinating Professor at the School of Technology and Management, Polytechnic Institute of Leiria;

Doctor Susana Catarina Simões de Almeida, Coordinating Professor at the School of Technology and Management, Polytechnic Institute of Leiria;

## **VIII – Access to the tender procedure**

The tender procedure can be accessed at the Human Resources Department of the University of Algarve, located on the floor 0 of the Library Building at the Penha Campus, University of Algarve, in Faro, from 9:30 a.m. to 12:00 and from 14:30 to 16:30 by previously scheduled appointment.

July 15, 2025. — The Vice-Rector, Ana Maria de Melo Sampaio de Freitas.

## **Where to apply**

Website

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

## **Requirements**

**Research Field** Juridical sciences » Other

**Education Level** PhD or equivalent

### **Skills/Qualifications**

Applicants must hold, under the terms of article 17 of the ECDESP, a doctoral degree in Law or the title of specialist in the area of Law (CNAEF Area – 380).

### **Specific Requirements**

Applicants holding a doctoral degree obtained outside Portugal must provide proof of its recognition in accordance with the terms of Decree-Law No. 66/2018 of 16 August and other applicable legislation;

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;

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

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

Non-native speakers of Portuguese must provide proof of an officially recognized 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.

Applicants must meet the general requirements for employment in civil service roles provided for in Article 17 of the Labour Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current version, unless exempted by the ECDESP.

**Level** Excellent

**Research Field** Juridical sciences » Other

### **Internal Application form(s) needed**

**requerimentocandidaturaconcursodocumental\_8.pdf**

**English** (92.61 KB - PDF)

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## **Additional Information**

### **Benefits**

The purpose of this tender is to fill one (1) position in the form of a non-fixed-term contract as a government employee.

## Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- a) Do not hold a doctoral degree in Law, or the title of specialist in the area of Law (CNAEF Area – 380);
- 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 required documents or works stipulated in the Public Notice within the designated deadline;
- d) Do not meet the general requirements for appointment to public office provided for in Article 17 of Law No. 35/2014, of 20 June, in its current version, unless exempted by the ECDESP.

## Selection process

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

- a) An overall curriculum that the selection committee considers to demonstrate scientific merit, research capacity and 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;
- b) 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 peer review and relevant to the disciplinary area in which the tender is open, in the last eight (8) years.

## Additional comments

Public Administration, as an employer, is actively committed to a gender policy that ensures equal employment and career advancement opportunities while taking all 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 Management, Hospitality and Tourism
Country	Portugal
State/Province	Faro
City	Faro
Postal Code	8005-139
Street	Estrada da Penha - Campus da Penha
Geofield	



## 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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