

16 Jul 2025

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	27 Aug 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	16 Jul 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1243/2025 OE202507/0565
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

By ordinance dated May 19, 2025, issued by the Rector of the University of Algarve, an international tender for the position of Assistant Professor in the subject area of Management, sub-area of Strategic Management, at the School of Management, Hospitality and Tourism of the University of Algarve is open, for a period of 30 working days, counting 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), forthwith referred to as ECDESP, which was approved by Decree-Law no. 185/81 on July 1st 1981 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, 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 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.

Within the scope of the authority conferred by paragraphs d), e) and q) of article 92 of Law n°. 62/2007 of 10 September 2007, the Rector reserves the right to cancel the tender under compelling circumstances.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, the Public Administration, as an employer, actively promotes a policy of equal opportunities for employment and career progression among genders, taking every possible measure to avoid any kind of discrimination.

I - Admission requirements

1-Admission requirements:

a) Applicants must hold, in accordance with article 17 of the ECDESP, a doctoral degree in Strategic Management or a doctoral degree in Management with a specialization in Strategic Management, or a specialist title in the area of Management and Administration (CNAEF Area - 345), provided that the exams for obtaining the title were carried out in the area of Strategic Management.

i) Holders of a doctoral degree obtained outside Portugal must provide proof of the recognition of that degree in Portugal under the terms of Decree-Law No. 66/2018 of 16 August 2018, and any 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) above refers to the provisions of article 48 of Law 62/2007 of 10 September and Decree-Law 206/2009 of 31 August, in its current version.

b) Applicants must be proficient 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 demonstrating at least level C1 of the Common European Framework of Reference for Languages of the Council of Europe by the end of the term granted for the contract's signature, when applicable.

c) Applicants must meet the general requirements for employment in the public sector as foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June 2014, 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 Strategic Management or a doctoral degree in Management with a specialization in Strategic Management or a specialist title in the area of Management and Administration (CNAEF Area - 345), in which the exams to obtain the title were carried out in the area of Strategic Management.

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 as determined in the Public Notice, within the deadline stipulated for this purpose.

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 the exclusion of their application, by email with receipt of delivery, for the purposes of a preliminary hearing.

II – Admission requirements based on absolute merit:

1 - Acceptance and evaluation of applicants on the basis of absolute merit will depend, cumulatively, on the following:

a) The applicant holds a curriculum that the selection committee considers to demonstrate scientific merit, research capacity and value of the pedagogical activity already carried out, as well as compatibility with the subject subarea for which the tender is open, and suitability for the respective teaching category;

b) The applicant is the author or co-author of at least four (4) scientific publications, in the form of articles, scientific books or book chapters with scientific peer review and which are relevant to the subject subarea 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 the non-observance of one or more of the criteria set out in the previous paragraph.

3- In order to assess the absolute merit of the applicants, each member of the selection committee will independently submit a list of the applicants that do not meet the requirements indicated in paragraph 1 of point II, and provide a written justification for their decision, and 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 will not be permitted.

4 – An application will be rejected on absolute merit if at least one such proposal receives favourable votes by the majority of the members of the selection committee present at the meeting. The justification for exclusion of the applicant will be explicitly written up in the official minutes of the meeting.

5 - The selection committee will notify applicants of their 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 formalized 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>, 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, with proof of postage dated no later than the deadline for submitting the applications, addressed to: Serviços de Recursos Humanos, Campus da Penha, Universidade do Algarve, 8005-139 Faro.

2 - The application for admission to the tender must include copies of the following documents in electronic pdf format, in Portuguese or English:

- a) Valid identification document at the date of application;
- b) Certificates of the academic degrees and/or specialist title held by the applicant;
- c) A copy of the work presented in the exams for the specialist title (if applicable);
- d) One (1) curriculum vitae, dated and signed, which includes details of the technical-scientific 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 notice, and the list of works to be presented according to the following paragraph;
- e) One (1) of each of the works selected by the applicant for the purposes set out in section V component A), paragraph a), up to a maximum of three (3);
- f) Indication of the results of the "quality evaluation" 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;
- g) Document with career development plan, containing objectives, scientific development plan and a synopsis of the research line to be implemented, and a pedagogical development plan, within the scope of the subject area and specialization stated in the tender, with a maximum of 5000 words;
- h) Other documents which the applicant considers to be of interest for the selection committee to be able to fully appreciate his or her scientific performance, pedagogical skills, and other relevant activities that he or she may have undertaken and which would constitute a legally-founded reason for preference, although the selection committee shall only consider such activities as being duly proven if it should deem appropriate;
- i) 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;
- j) A statement confirming that the applicant has the physical robustness and mental profile required for the exercise of the functions in question;
- k) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs i) to k), may be waived during the submission stage of the application, provided that the applicants present a declaration on their honour detailing 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 documents required in paragraphs a) to h) should be delivered in a pen-drive, which should be searchable and contain the entries of the associated publications accessible through clickable links, which may be recorded in the same digital media or in a freely accessible repository on the Internet. There should also be clickable links to the web pages of the entities or events referred to in the curriculum vitae where relevant and feasible, and to the web pages of the subjects and course 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 the accessibility of the clickable links, whose correct functioning must be verified by the candidate, so that the selection committee members have access to the information.

6 - According to Article 7, paragraph 2 of the Regulation governing tenders for the contracting of teaching staff for the University of Algarve, the hiring 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 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 respective 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 subarea of the tender, in the last 10 years, and their suitability for 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 above-mentioned components are evaluated according to the following parameters and respective factors:

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

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

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

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

- project coordinator of completed project with external funding;
- member of a completed project with external funding;
- 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 thesis;
- completed masters' dissertation, project work or internship;
- undergraduate final coursework or project (pre-Bologna);
- other relevant supervision.

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

- presentation at an international conference by invitation;
- presentation at an international conference with peer review;
- 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 the academic environment.

e) Career development plan (5%): the potential contribution of the submitted document to the scientific and pedagogical development of the subject area and subarea in which this tender is inserted will be evaluated, with the objective of promoting the lecturing and research activities associated with it.

B) Pedagogical Capacity (45%).

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

- teaching support textbooks with ISBN;
- preparation of printed and digital notes and books of exercises and other teaching support materials, duly identified and dated.

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

- number of years of teaching in higher education;
- different curricular units taught;
- supervision of curricular internships;
- teaching short courses not leading to a degree;
- organization of pedagogical events;
- attending pedagogical training sessions and workshops;
- design or restructuring of curriculum plan proposals.

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

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

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

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

a) Holding management positions in bodies of the Higher Education Institution (50%), namely:

- member of statutory bodies (e.g. Technical-Scientific Council, Pedagogical Council);
- course coordinator/director;
- department coordinator/director;
- deputy course coordinator/deputy director;
- deputy department coordinator/deputy director;
- appointment to management positions by the directors of the Institution or Organic Unit;
- other relevant management positions.

b) Participation in juries (30%), namely:

- public administration career tenders (teaching and non-teaching staff, research fellows);
- member of a jury or committee for the ranking of candidates for master's degrees, special tenders, over 23s, higher professional technical courses and others;
- Other participation in relevant juries.

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 a conference or congress;
- services provided outside the educational institution generating financial revenue;
- 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' scientific performance, pedagogic skills and other relevant activities, and their respective weightings. At each ballot, every member of the selection committee will abide by the ordering they submitted, and abstentions are not permitted;

b) The first vote determines 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 selection committee 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 the cases (c and d) result in a definitive ranking, a new vote will be held after removing the candidates who did not receive any votes in the first round and also eliminating the least-voted candidate (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 between those candidates to decide which one to eliminate. For this vote, the selection committee 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 selection committee will decide which candidate to eliminate from among them, using as a tiebreaker criterion the holder of the most senior doctoral degree or specialist title. The specialist title will only be considered if the candidate does not hold a doctoral degree;

h) After eliminating that candidate and the candidates who did not receive any 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 vote 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 by the Rector of the University of Algarve.

Committee members:

Doctor Jorge José Martins Rodrigues, Coordinating Professor with Aggregation at the Lisbon Higher Institute of Accounting and Administration of the Polytechnic Institute of Lisbon;

Doctor Manuel Aníbal Silva Portugal e Vasconcelos Ferreira, Coordinating Professor at the Higher School of Technology and Management of the Polytechnic Institute of Leiria;

Doctor Luísa Margarida Cagica Carvalho, Coordinating Professor with Aggregation at the Higher School of Business Sciences of the Polytechnic Institute of Setúbal;

Doctor Maria Fernanda Ludovina Inácio Matias, Principal Coordinating Professor at the Higher School of Management, Hotel Management and Tourism of the University of Algarve;

Doctor Celísia Isabel Domingues Baptista, Coordinating Professor at the Higher School of Management, Hotel Management and Tourism of the University of Algarve.

Alternative committee members:

Doctor Susana Cristina Serrano Fernandes Rodrigues, Coordinating Professor at the Polytechnic Institute of Leiria.

VIII – Access to the tender procedure

The tender procedure 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 09.30 to 12.00 and from 14.30 to 16.00, by previously scheduled appointment.

Where to apply

Website

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

Requirements

Research Field

Management sciences » Other

Education Level

PhD or equivalent

Skills/Qualifications

Applicants must hold a doctoral degree in Strategic Management or a doctoral degree in Management with a specialization in Strategic Management, or a specialist title in the area of Management and Administration (CNAEF Area - 345), provided that the exams for obtaining the title were carried out in the area of Strategic Management.

Specific Requirements

Admission requirements:

a) Applicants must hold, in accordance with article 17 of the ECDESP, a doctoral degree in Strategic Management or a doctoral degree in Management with a specialization in Strategic Management, or a specialist title in the area of Management and Administration (CNAEF Area - 345), provided that the exams for obtaining the title were carried out in the area of Strategic Management.

i) Holders of a doctoral degree obtained outside Portugal must provide proof of the recognition of that degree in Portugal under the terms of Decree-Law No. 66/2018 of 16 August 2018, and any 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) above refers to the provisions of article 48 of Law 62/2007 of 10 September and Decree-Law 206/2009 of 31 August, in its current version.

b) Applicants must be proficient 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 demonstrating at least level C1 of the Common European Framework of Reference for Languages of the Council of Europe by the end of the term granted for the contract's signature, when applicable.

c) Applicants must meet the general requirements for employment in the public sector as foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June 2014, in its current wording, unless exempted by the ECDESP.

Languages

PORTUGUESE

Level

Good

Internal Application form(s) needed

English application form.pdf

English (76.53 KB - PDF)

[Download](#)

Additional Information

Benefits

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. The gross monthly salary to be paid shall be 3.321,72€.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- a) Do not hold a doctoral degree in Strategic Management or a doctoral degree in Management with a specialization in Strategic Management or a specialist title in the area of Management and Administration (CNAEF Area - 345), in which the exams to obtain the title were carried out in the area of Strategic Management.
- 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 as determined in the Public Notice, within the deadline stipulated for this purpose.
- 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.

Selection process

Admission requirements based on absolute merit:

1 - Acceptance and evaluation of applicants on the basis of absolute merit will depend, cumulatively, on the following:

- a) The applicant holds a curriculum that the selection committee considers to demonstrate scientific merit, research capacity and value of the pedagogical activity already carried out, as well as compatibility with the subject subarea for which the tender is open, and suitability for the respective teaching category;
- b) The applicant is the author or co-author of at least four (4) scientific publications, in the form of articles, scientific books or book chapters with scientific peer review and which are relevant to the

subject subarea 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 the non-observance of one or more of the criteria set out in the previous paragraph.

3- In order to assess the absolute merit of the applicants, each member of the selection committee will independently submit a list of the applicants that do not meet the requirements indicated in paragraph 1 of point II, and provide a written justification for their decision, and 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 will not be permitted.

4 – An application will be rejected on absolute merit if at least one such proposal receives favourable votes by the majority of the members of the selection committee present at the meeting. The justification for exclusion of the applicant will be explicitly written up in the official minutes of the meeting.

5 - The selection committee will notify applicants of their exclusion based on absolute merit, by means of e-mail with a receipt of delivery, for the purpose of a preliminary hearing.

Additional comments

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, the Public Administration, as an employer, actively promotes a policy of equal opportunities for employment and career progression among genders, taking every possible measure to avoid any kind of discrimination.

Within the scope of the authority conferred by paragraphs d), e) and q) of article 92 of Law n°. 62/2007 of 10 September 2007, the Rector reserves the right to cancel the tender under compelling circumstances.

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

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	



Contact

State/Province	Algarve
City	Faro
Website	http://www.ualg.pt/en
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	+351289800100