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International tender for the category of Assistant Professor, in the subject area of Pharmaceutical Sciences - Pharmacy at the School of Health of the University of Algarve

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2 Jul 2025

Job Information

Organisation/Company	Universidade do Algarve
Research Field	Pharmacological sciences » Pharmacy
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	8 Aug 2025 - 23:59 (Europe/Lisbon)

Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	30 Jun 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1104/2025 / OE202506/0872
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

PUBLIC NOTICE

International tender for the category of Assistant Professor, in the subject area of Pharmaceutical Sciences - Pharmacy at the School of Health of the University of Algarve

By ordinance dated May 22, 2025, issued by the Rector of the University of Algarve, it 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), an international tender for the position of Assistant Professor, in the subject area of Pharmaceutical Sciences - Pharmacy at the School of Health of the University of Algarve.

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 1st, amended and republished by Decree-Law no. 207/2009 on August 31st, 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 June 9 2010.

This tender will be published on the Public Employment Exchange (BEP) within 2 working days after its publication in *Diário da República*, as decreed by Law no. 78/2003 of April 23, 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 case 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 all possible measures to avoid any form of discrimination.

I - Admission requirements

1-Admission requirements:

a) Applicants must hold, under the terms of article 17 of ECDESP, a doctoral degree or a specialist title in the subject area or related area to that for which this tender is open (related areas: Pharmaceutical Sciences, pharmacology, pharmaceutical technology and biomedical sciences);

i) Holders of a doctoral degree obtained outside Portugal must prove that 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 and who do not provide proof of recognition or the request for recognition before the end of the application period will be excluded from the selection process;

iii) The specialist title 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 by presenting 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 as outlined in Article 17 of the Labor Law in Public Functions, which is included in the Annex to Law No. 35/2014 of 20 June, in its current wording, unless exempted by the ECDESP.

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

i) Do not hold a doctoral degree or specialist title in an area that is considered appropriate for the subject area of Pharmacy or related areas;

ii) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;

iii) Do not meet the general requirements for employment in public functions foreseen in Article 17 of Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDESP;

iv) Do not submit the required documents or works required in the Public Notice or their submission is carried out outside the designated deadline;

3 - The selection committee will notify the candidates of their admission or exclusion by email with a receipt of delivery for the 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 having 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 applicant's overall curriculum does not reveal technical-scientific merit, research capacity and value of pedagogical activity, under the terms 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 is voted by the majority of the members of the selection committee present at the meeting. The justification for the exclusion of the applicant will be an integral part of the meeting minutes.

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

III — Application instructions

1- The application must be submitted by completing a form addressed to the Rector of the University of Algarve, which is available on the university's website <https://www.ualg.pt/pt/srh/concursos-pessoal-docente> The application can be submitted in the following ways:

a) In person, at the Human Resources Department 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, postmarked no later than the deadline for submitting 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 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 all academic degrees and/or specialist title (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 includes the scientific, pedagogical activities, and other activities relevant to the mission of higher education institutions carried out by the candidate, respecting the order of the parameters and factors set out in point V of this announcement;

d) Indication of the results of the "quality assessment" carried out regarding to curricular units for which the applicant was responsible, when existing and if applicable, also for the purposes of Article 23, paragraph 6, subparagraph b) of the ECDESP;

e) Document with a career development plan, containing objectives, development plan, and a synopsis of the research line to be implemented and pedagogical development plan, with a maximum of 5000 words, printed and in PDF format;

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 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;

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.

3 - The documents referred to 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. 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 g) should be delivered on a pen-drive. The pen-drive, which should be searchable and contain entries of the publications accessible through clickable links. These links may be recorded on the same digital media or exist in a repository for free access on the Internet. Additionally, there should be clickable links to the web pages of the entities or events mentioned in the curriculum vitae, and when relevant and feasible, to the web pages of the courses 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 applies to 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 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, 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 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 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 over the last five years in the subject subarea of the tender and their suitability for the category of Assistant Professor, considering the following parameters:

A) Technical-Scientific and Professional Performance (30%);

B) Pedagogical Capacity (50%);

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 (30%):

The following parameters will be considered in the assessment:

a) Academic training (35%)

i) Doctor's degree in the subject area or related area to that for which this tender is open or specialist title in the subject area of Pharmaceutical Sciences (area CNAEF 727);

ii) Degree in Pharmacy;

iii) Bachelor's degree (pre-Bologna) or Integrated Master's degree in Pharmaceutical Sciences;

iv) Certified training, carried out within the scope of Higher Education, considered relevant to the area of the tender.

b) Technical-scientific production. (20%). Quality and quantity of technical-scientific production in the subject area for which the tender is open (namely books, book chapters, articles in peer-reviewed magazines) expressed by the number and type of publications.

i) Authorship/Editing of scientific books or book chapters (except conference proceedings);

ii) Authorship of articles in scientific journals indexed in Scopus or WoS;

iii) Publication of articles in journals indexed on other databases.

c) Participation in scientific projects (10%). Quality and quantity of scientific projects participated, in one of the areas for which the tender is open.

i) International projects/contracts: (Only funded projects/contracts/grants);

ii) Team member of international projects/contracts (only funded projects/contracts/grants);

iii) Coordinator of national projects/contracts (only funded projects/contracts/grants);

IV. Team member of national projects/contracts (only funded projects/contracts/grants).

d) Guidance on work leading to academic degrees. (15%)

i) Supervision of a completed doctoral thesis;

ii) Supervision of a completed dissertation master's degree;

- iii) Supervision of a completed research undergraduate degree work.
- e) Intervention in the scientific and/or professional communities. (15%)
 - i) Oral communications presented at technical-scientific events;
 - ii) Poster presentations at technical-scientific events;
 - iii) Member of the organizing and/or scientific committee of a technical-scientific event;
 - iv) Member of the editorial board of scientific publications
 - v) Member of the board of reviewers of scientific publications;
 - vi) Editor of special issues of scientific publications;

 - vii) Occasional review of scientific publications (when not part of the board of reviewers).
- f) Career development plan (5%). The potential contribution of the submitted document to the scientific and pedagogical development of the subject area related to this tender will be evaluated, with the aim of promoting the associated teaching and research activities.

B) Pedagogic capacity (50%)

The following parameters will be considered in the evaluation:

- a) Lecturing activity (70%)
 - i) Number of semesters of lecturing experience;
 - ii) Teaching hours for Pharmacy degree courses;
 - iii) Teaching hours for other higher education courses;

 - iv) Teaching course units per academic year (with regency);

 - v) Diversity of/other curricular units (without regency);
- iv) Quality of lecturing carried out within the scope of surveys on the perception of teaching and learning (overall assessment of teaching performance or equivalent parameter).
- b) Participation in juries of academic examinations (15%)
 - i) Participation as an examiner of a doctoral thesis or a specialist title jury;
 - ii) Participation as member of a jury for a doctoral thesis or a specialist title;
 - iii) Participation as an examiner on a dissertation master's jury;

- iv) Participation as a member of a master's dissertation jury;
- v) Participation as an examiner on a final coursework/undergraduate monographs jury.
- vi) Participation as a member of the jury for final coursework/ undergraduate monographs.

c) Activities in the field of pedagogical practice and innovation (10%).

- I. Communications, publications and lecturing of training courses;
- II. Participation in training courses (as a trainee).

d) Other activities related to lecturing (5%).

C) Other activities relevant to the mission of the Higher Education Institution (20%) - The following parameters will be considered in the assessment:

a) Exercise of management and academic positions in bodies of the lecturing unit or Higher Education Institution (25%).

i) Member of a management body. Member of the Scientific Council or the Technical-Scientific Council, the Pedagogic Council, the Senate or other functions statutorily provided for in the institutions where they were exercised;

ii) Course Direction or Coordination;

iii) Member of the Course Committee or equivalent position;

iv) Other relevant management activities (e.g., responsible for a laboratory or other infrastructure of the institution).

b) Extension activities (50%). Relevant community liaison activities. Activities involving participation in projects and community liaison actions with an affinity to the area of the tender will be considered (e.g., organization and/or participation in events to promote/disseminate the Higher Education Institution).

c) Participation in the teaching of vocational training courses and short non-degree courses (20%).

d) Other management positions of recognized public interest in the area of the tender (5%). The statutory duties of the institutions in which they were held will be considered.

VI - Selection process based on relative merit

1. The methodology for selection based on 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 highest score being placed first on the ordered list;

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 Agostinho Luis da Silva Cruz, Principal Coordinating Professor at the School of Health of the Polytechnic of Porto;

Doctor Liliana Aranha Caetano, Coordinating Professor at the Lisbon School of Health Technology of the Lisbon Polytechnic Institute;

Doctor Maria Dulce da Mota Antunes de Oliveira Estêvão, Coordinating Professor at the School of Health at the University of Algarve;

Doctor Ana Margarida Moutinho Grenha, Associate Professor with Aggregation at the Faculty of Science and Tecnology at the University of Algarve;

Alternative committee members:

Doctor Ângelo Miguel Cardoso Jesus, Coordinating Professor of the School of Health of the Polytechnic Institute of Porto;

VIII – Access to the tender procedure

The tender process can be accessed at the University of Algarve's Human Resources Department, located on the ground floor of the Penha Library Building at the Penha Campus of the University of Algarve, in Faro. Access is available from 9:30 a.m. to 12:30 p.m. and from 2:30 p.m. to 4:30 p.m. by appointment.

June 13, 2025. — The Vice-Rector, Ana Maria de Melo Sampaio de Freitas.

Where to apply

Website

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

Requirements

Research Field Pharmacological sciences » Pharmacy

Education Level PhD or equivalent

Skills/Qualifications

Applicants must hold, under the terms of article 17 of ECDESP, a doctoral degree or a specialist title in the subject area or related area to that for which this tender is open (related areas: Pharmaceutical Sciences, pharmacology, pharmaceutical technology and biomedical sciences).

Specific Requirements

Admission requirements:

a) Applicants must hold, under the terms of article 17 of ECDESP, a doctoral degree or a specialist title in the subject area or related area to that for which this tender is open (related areas: Pharmaceutical Sciences, pharmacology, pharmaceutical technology and biomedical sciences);

i) Holders of a doctoral degree obtained outside Portugal must prove that 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 and who do not provide proof of recognition or the request for recognition before the end of the application period will be excluded from the selection process;

iii) The specialist title 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 by presenting 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 as outlined in Article 17 of the Labor Law in Public Functions, which is included in the Annex to Law No. 35/2014 of 20 June, in its current wording, unless exempted by the ECDESP.

Languages PORTUGUESE

Level Excellent

Research Field Pharmacological sciences » Pharmacy

Internal Application form(s) needed

requerimentocandidaturaconcursodocumental.pdf

English (254.19 KB - 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:

- i) Do not hold a doctoral degree or specialist title in an area that is considered appropriate for the subject area of Pharmacy or related areas;
- ii) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;
- iii) Do not meet the general requirements for employment in public functions foreseen in Article 17 of Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDESP;
- iv) Do not submit the required documents or works required in the Public Notice or their submission is carried out outside the designated deadline;

Selection process

Admission requirements based on absolute merit:

1- Acceptance of applicants on the basis of absolute merit will depend on having 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 applicant's overall curriculum does not reveal technical-scientific merit, research capacity and value of pedagogical activity, under the terms 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 is voted by the majority of the members of the selection committee present at the meeting. The justification for the exclusion of the applicant will be an integral part of the meeting minutes.

5 - The selection committee will notify applicants of the exclusion based on absolute merit by means of an 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, Public Administrations actively promote a policy of equal opportunities for employment and career progression between men and women, taking all possible measures to avoid any form of discrimination.

The rector is authorized, under Article 92, paragraphs d), e) and q) of Law 62/2007 of 10 September, to cancel the tender in case of extenuating circumstances.

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

Work Location(s)

Number of offers available	1
Company/Institute	University of Algarve
Country	Portugal
State/Province	Faro
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

Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	289800100

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