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## Job offer

JOB

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[Universidade do Algarve](#) | Posted on: 16 July 2025

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

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16 Jul 2025

### Job Information

Organisation/Company	Universidade do Algarve
Department	School of Management, Hospitality and Tourism of the University of Algarve
Research Field	Other
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions

<b>Country</b>	Portugal
<b>Application Deadline</b>	28 Aug 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>	17 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 1248/2025 / OE202507/0608
<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 Hospitality, 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 the Algarve, an international tender for the position of Assistant Professor in the subject area of Social and Legal Sciences, subarea of Hospitality, at the School of Management, Hospitality and Tourism of the University of Algarve. The tender will be open 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 1st, 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, 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, advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and the University's website, in both Portuguese and English, pursuant to 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 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, 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) Hold, under the terms of article 17 of the ECDESP, a doctoral degree in Hospitality or the title of specialist in the area of Hotel and Restaurant Management (CNAEF Area – 811). Related areas of doctoral degree in Hospitality are Tourism with specialization in Hotel and Restaurant Management;

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 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 of Decree-Law no. 206/2009, of August 31, 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 Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of June 20, in its current version, unless exempted by the ECDESP.

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

a) Do not hold a doctoral degree in Hospitality or related areas, or the title of specialist in the area of Hotel and Restaurant Management (CNAEF Area – 811). Related areas of doctoral degree in Hospitality are Tourism with specialization in Hotel and Restaurant Management;

b) Do not hold a recognized 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 June 20, in its current version, from which ECDESP does not exempt them.

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

II – Admission requirements based on absolute merit:

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

a) Having an overall curriculum that the hiring committee considers to be of technical-scientific merit, research capacity and value of pedagogical activity already developed compatible with the disciplinary area and subarea for which the tender is open and appropriate to the respective teaching category;

b) The candidate 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 arbitration 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 on the basis that the applicant's overall curriculum does not reveal technical-scientific merit, research capacity and value of pedagogical contribution as outlined in the previous number.

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 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 email with a delivery receipt notification, 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.uaalg.pt/procedimentos-concursais>

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 be accompanied by the following documents in electronic pdf format in Portuguese or English:

a) Valid identification document at the date of application;

b) Certificates proving the holding of all academic degrees or specialist title;

c) One (1) copy of the applicant's *curriculum vitae*, duly signed and dated, including 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 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) Document with a career development plan, containing objectives, scientific development plan, and synopsis of the research line to be implemented and pedagogical development plan, within the disciplinary area 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 scientific performance, pedagogical skills, and other relevant activities that the applicant may have undertaken and that prove the activities mentioned in the curriculum vitae or that constitute a legally-founded reason for preference. However, the hiring committee shall only consider such activities as duly proven if it deems appropriate in PDF format;

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 stage of the application, provided that the applicants make a declaration of honour stating their current circumstances regarding each of the requirements in question. 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 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 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 to links, whose functioning must be verified by the candidate so that the hiring committee members have access to the information.

6 - According to Article 7, paragraph 2 of the Regulation governing tenders for the contracting of 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, 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 activities developed by the applicants over the last ten years in the disciplinary area and subarea of the tender and their suitability for the category of Assistant Professor, considering the following parameters:

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

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

- publications indexed in Scopus or 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 completed scientific projects (20%). Quality and quantity of scientific projects in the subarea 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;
- dissertation, project work or internship completed master's thesis;
- first-degree final course assignment (pre-Bologna);
- other relevant supervisions.

d) Intervention in scientific and 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 subject area and subarea related to this tender will be evaluated, with the aim of promoting the associated teaching and research activities.

## **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 thesis viva panel as an examiner;
- participation in the jury of a master's dissertation, project work or internship report as an examiner.

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

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

a) Management positions in bodies of the teaching unit or the 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 hiring committees (30%), namely:

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

c) Other management positions of public interest in one of the tender areas (20%), namely:

- member of the organizing committee of congresses;
- services provided abroad that generate own revenues;
- other relevant activity.

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 hiring committee submits a written document, which will be attached to the minutes, outlining their ranking of the applicants, considering factors such as technical-scientific performance, pedagogical skills, and other relevant activities, along with their respective weights. At each ballot, every hiring 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 candidates each obtain exactly half of the votes, 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 University's mission", with the applicant with the highest score prevailing;

e) If neither of those two cases occurs (c and d), a new vote will be held after removing the candidates who did not receive any votes in the first voting and also eliminating the least voted candidate but who received at least one vote;

f) If there is more than one candidate with the lowest number of votes, a vote will be held with only those candidates to decide which one to eliminate. For this vote, the jury members must vote for the candidate who is lowest in their ranking;

g) If there is still a tie between two or more candidates in this vote, the president of the hiring committee's chairperson 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 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 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 hiring committee**

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

### **Committee members:**

Doctor Ana Rita de Deus Rocha Alves Peres da Costa, Coordinating Professor at the School of Hospitality and Tourism of Estoril;

Doctor Carlos de Oliveira Fernandes, Coordinating Professor at the School of Technology and Management, Polytechnic Institute of Viana do Castelo;

Doctor Nuno Silva Gustavo, Coordinating Professor at the School of Hospitality and Tourism of Estoril;

Doctor Ana Isabel da Silva Aço Renda, Coordinating Professor at the School of Management, Hospitality and Tourism, University of the Algarve;

Doctor Cláudia Margarida Brito Ribeiro de Almeida, Coordinating Professor at the School of Management, Hospitality and Tourism, University of the Algarve.

### **Alternative committee members:**

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

Doctor Luís Filipe Marinho Lima Santos, Coordinating Professor at the School of Tourism and Maritime Technology of Peniche, Polytechnic Institute of Leiria.

### **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 12:00 p.m. and from 2:30 p.m. to 4:30 p.m. by appointment.

July 4, 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

Other

Education Level

PhD or equivalent

## Specific Requirements

### 1. Admission requirements:

a) Hold, under the terms of article 17 of the ECDESP, a doctoral degree in Hospitality or the title of specialist in the area of Hotel and Restaurant Management (CNAEF Area – 811). Related areas of doctoral degree in Hospitality are Tourism with specialization in Hotel and Restaurant Management;

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 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 of Decree-Law no. 206/2009, of August 31, 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 Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of June 20, in its current version, unless exempted by the ECDESP.

**Languages** PORTUGUESE

**Level** Excellent

**Research Field** Other

## Internal Application form(s) needed

**requerimentocandidaturaconcursodocumental\_2.pdf**

**English** (254.19 KB - PDF)

Download [📄 \(https://www.euraxess.pt/sites/default/files/jobs/2025-07/requerimentocandidaturaconcursodocumental\\_2.pdf\)](https://www.euraxess.pt/sites/default/files/jobs/2025-07/requerimentocandidaturaconcursodocumental_2.pdf).

## 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.

### Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- a) Do not hold a doctoral degree in Hospitality or related areas, or the title of specialist in the area of Hotel and Restaurant Management (CNAEF Area – 811). Related areas of doctoral degree in Hospitality are Tourism with specialization in Hotel and Restaurant Management;
- b) Do not hold a recognized 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 June 20, in its current version, from which ECDESP does not exempt them.

## Selection process

Admission requirements based on absolute merit:

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

- a) Having an overall curriculum that the hiring committee considers to be of technical-scientific merit, research capacity and value of pedagogical activity already developed compatible with the disciplinary area and subarea for which the tender is open and appropriate to the respective teaching category;
- b) The candidate 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 arbitration and relevant to the disciplinary area in which the tender is open, in the last eight (8) years.

## Additional comments

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.

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	<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
Phone	289800100

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