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International tender for the position of Assistant Professor in the subject area of Languages, sub-area of German and French, at the School of Management, Hospitality and Tourism of the University of the 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	Literature » Other
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions

Country	Portugal
Application Deadline	28 Aug 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	17 Jul 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1249 / OE202507/0623
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

PUBLIC NOTICE

(International tender for the position of Assistant Professor in the subject area of Languages, sub-area of German and French, at the School of Management, Hospitality and Tourism of the University of the Algarve)

By ordinance dated May 16, 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 Languages, sub-area of German and French, at the School of Management, Hospitality and Tourism of the University of the 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, in its current version, as well as the Regulation for the Tendering of Personnel for Teaching Careers at the University of the Algarve, Regulation no. 520/2010, published in *theDiário 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*, 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 one (1) position through a non-fixed-term contract as government employees in accordance with Article 10-B of ECDESP. The tender will close once the position has been filled.

The rector is authorized, under Article 92, paragraphs d), e) and q) of Law no. 62/2007 of 10 September, to cancel the tender in case of compelling circumstances.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, the Public Administration, as an employer/employing entity, actively promotes 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) Hold, under the terms of article 17 of the ECDESP, a doctoral degree in Foreign Languages and Literatures, French variant, or related areas, or the title of specialist in the area of Foreign Languages and Literatures, French variant (CNAEF Area – 222). Related areas to the doctoral degree in Foreign Languages and Literatures are: Modern Languages and Literatures, Language Didactics, Linguistics, Literary Studies, French variant.

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

ii) Applicants falling under the preceding sub-paragraph who fail to submit proof of degree recognition by the application deadline shall be excluded from the selection process;

iii) The specialist title mentioned in point a) refers to the provisions of article 48 of Law no. 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:

a) Do not hold a doctoral degree in Foreign Languages and Literatures, French variant, related areas, or the title of specialist in the area of Foreign Languages and Literatures, French variant (CNAEF Area – 222). Related areas to the doctoral degree in Foreign Languages and Literatures: Modern Languages and Literatures, Language Didactics, Linguistics, Literary Studies, French variant.

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

c) Fail to present the documents or work stipulated in the Public Notice, or whose submission occurs after the specified deadline;

d) 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;

3 - The selection committee will notify the candidates of the exclusion of their submitted applications via email, with a delivery receipt of the notification, for the purpose of a preliminary 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 selection committee considers to be of technical-scientific merit, research capacity and value of pedagogical activity already developed compatible with the subject area and subarea for which the tender is open and appropriate to the respective teaching category;

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

2 – A vote against admission on absolute merit must be justified by demonstrating that the applicant's overall curriculum lacks the technical-scientific merit, research capacity, and pedagogical activity value required by the previous section.

3- For the assessment of absolute merit each jury member must present written and reasoned proposals for the applications they deem not to meet the requirements outlined in Point II, no. Each of these proposals will then be voted on in accordance with Article 23, no. 1, section b) of the ECDESP. Abstentions will not be permitted.

4 – An application is rejected on absolute merit if at least one proposal to that effect receives a majority of favorable votes from the selection committee members present at the meeting. These proposals, the vote, and their respective justifications must be an integral part of the meeting minutes.

5 - The selection committee will notify applicants of the exclusion based on absolute merit via e-mail with with a delivery receipt of the 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.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 be accompanied by the following documents in electronic pdf format in Portuguese or English:

a) Photocopy of 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 courses for which the applicant was responsible, where applicable, also for the purposes of Article 23, paragraph 6, subparagraph b) of the ECDESP;

f) Document outlining a career development plan, containing objectives, a scientific development plan, a synopsis of the research line to be implemented, and a pedagogical development plan, within the scope of the disciplinary area and specialty for the tender, with a maximum of 5000 words.

g) Other documents the candidate considers relevant for the jury to fully assess their technical-scientific performance, pedagogical capacity, and other pertinent activities they've developed, or that constitute a legal preference. These documents, however, will only be considered by the jury if duly proven and if the jury deems them 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 has the physical robustness and mental profile indispensable for the exercise of the functions in question;

j) An up-to-date vaccination certificate.

3 - The documents required in paragraphs h), i), and j) may be waived during the application submission, provided the candidate declares their situation regarding each of these requirements in the application under oath. The submission of these documents will be required if the candidate is appointed to the advertised position.

4 - The documents required in paragraphs a) 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 systematization of the curriculum vitae and its annexes must adhere to the order of the parameters and factors outlined in Point V of this public notice, otherwise the information may not be considered for evaluation. The same applies to the accessibility of links, which must be verified by the candidate to ensure jury members can access the information.

6 - According to Article 7, paragraph 2 of the Regulation governing tenders for the contracting of lecturing personnel for the University of the Algarve, the selection 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 the 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 evaluation and ranking of candidates, based on relative merit, will use the sorting criteria and their respective weighting identified below. The final ranking will be determined by the weighted average of the quantitative scores obtained in each evaluation parameter, on 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 subject 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. Quality and Quantity of Technical-scientific production in the area and subarea for which the tender is open, namely (40%):

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

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

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

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

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

- 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 related to this tender will be evaluated, with the aim of promoting the associated teaching and research activities.

B) Pedagogical Capacity (45%)

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

- 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, namely (60%):

- 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, namely (10%):

- 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 teaching (10%).

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

i) Management positions in bodies of the teaching units 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/department deputy director;
- Deputy Coordinator/Deputy Course Director;
- appointment to management positions by the governing bodies of the Institution or Organic Unit;
- other relevant management positions.

ii) Participation in Selection committees, namely (30%):

- 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.

iii) Other management positions of public interest in area and subarea of the tender, namely (20%):

- 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:

- Prior to the voting process, each selection committee member will submit a written document, to be appended to the minutes, outlining their ranking of the candidates. This ranking must be based on their assessment of the candidates' technical-scientific performance, pedagogical ability, and other relevant activities, along with their respective weightings. In all votes, each jury member must adhere to the ranking they submitted, and abstentions are not permitted;
- The first ballot is intended to determine which applicant is placed at the top of the ordered list;
- If an applicant obtains more than half of the votes, the applicant shall be ranked first in the ordered list;
- 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 applicant with the highest score prevailing;
- If neither of the situations mentioned in paragraphs c) and d) occurs, a new vote will take place. This new vote will exclude candidates who received no votes in the first round, as well as the candidate who received the fewest votes among those who obtained at least one vote;
- If there's a tie for the least voted candidate, a separate vote will be held among only those candidates to decide which one to eliminate. For this vote, selection committee members must vote for the candidate who is ranked lowest on their individual list;
- 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 Selection 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 Luís Filipe Tomás Barbeiro, Principal Coordinating Professor, at the School of Education and Social Sciences of Polytechnic Institute of Leiria;

Doctor José Domingues de Almeida, Associate Professor with aggregation at the Faculty of Arts of the University of Porto;

Doctor Véronique Delplancq, Coordinating Professor at the School of Education of Polytechnic Institute of Viseu;

Doctor Ana Clara Simão Viegas dos Santos, Associate Professor at the Faculty of Human and Social Sciences at the University of the Algarve.

Doctor José António da Conceição dos Santos, Coordinating Professor at the School of Management, Hospitality and Tourism, University of the Algarve.

Alternative committee member:

Doctor Cristina Maria Falcão Severo Ferreira Pinto Mendes de Freitas, Coordinating Professor at the School of Education of Polytechnic Institute of Porto.

VIII – Access to the tender procedure

The tender process can be consulted at the Human Resources Department of the University of the Algarve, located on the ground floor of the Library building, at Penha Campus, University of the Algarve, in Faro, between 9:30 AM and 12:00 PM and between 2:30 PM and 4:30 PM, by prior 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 Literature » Other

Education Level PhD or equivalent

Specific Requirements

Admission requirements:

a) Hold, under the terms of article 17 of the ECDESP, a doctoral degree in Foreign Languages and Literatures, French variant, or related areas, or the title of specialist in the area of Foreign Languages and Literatures, French variant (CNAEF Area – 222). Related areas to the doctoral degree in Foreign Languages and Literatures are: Modern Languages and Literatures, Language Didactics, Linguistics, Literary Studies, French variant.

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

ii) Applicants falling under the preceding sub-paragraph who fail to submit proof of degree recognition by the application deadline shall be excluded from the selection process;

iii) The specialist title mentioned in point a) refers to the provisions of article 48 of Law no. 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 Literature » Other

Internal Application form(s) needed

requerimentocandidaturaconcursodocumental_3.pdf

English (254.19 KB - PDF)

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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 Foreign Languages and Literatures, French variant, related areas, or the title of specialist in the area of Foreign Languages and Literatures, French variant (CNAEF Area – 222). Related areas to the doctoral degree in Foreign Languages and Literatures: Modern Languages and Literatures, Language Didactics, Linguistics, Literary Studies, French variant.
- b) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;
- c) Fail to present the documents or work stipulated in the Public Notice, or whose submission occurs after the specified deadline;
- d) 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;

Selection process

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

- a) 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 and subarea for which the tender is open and appropriate to the respective teaching category;
- b) The candidate being the author or co-author of at least four (4) scientific texts, in the form of articles, scientific books, or book chapters with peer review, relevant to the disciplinary sub-area for which the tender is open, with at least two (2) of these documents indexed in Scopus or Web of Science, within the last eight (8) years.

Additional comments

The Portuguese Republic, the Public Administration, as an employer, is actively committed to 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.uaalg.pt/en/tender-procedures>

Work Location(s)

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

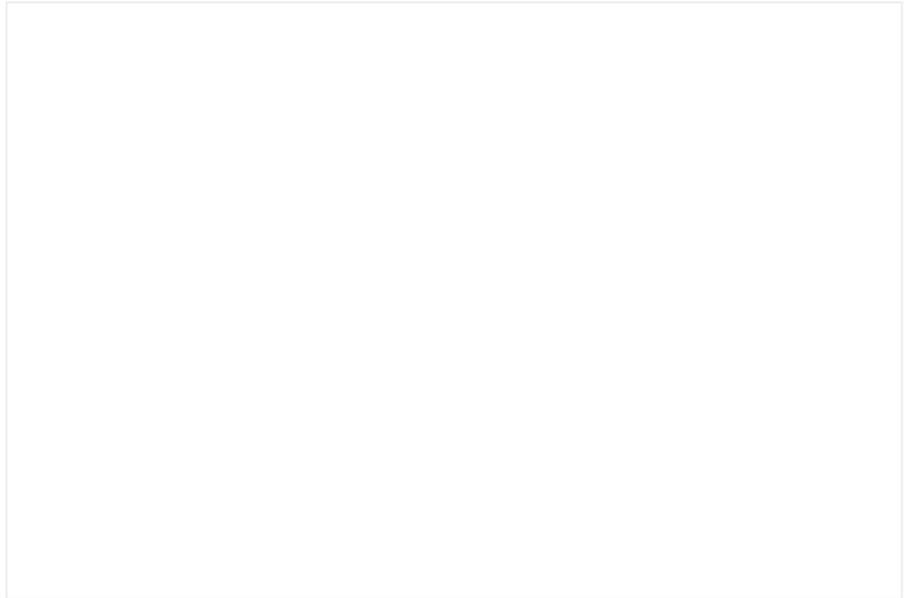
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8005-139

Street

Campus da Penha - Estrada da Penha

Geofield



Contact

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Algarve

City

Faro

Website

<http://www.ualg.pt>

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