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International tender for the position of Associate Professor in the area of Medicine and Biomedical Sciences, sub-area Medical Sciences, at the Faculty of Medicine and Biomedical Sciences of the University of the Algarve

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Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Medicine and Biomedical Sciences
Research Field	Medical sciences » Medicine
Researcher Profile	Established Researcher (R3)
Positions	PhD Positions
Country	Portugal
Application Deadline	29 Aug 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	18 Jul 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1262/2025 OE202507/0662
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

International tender for the position of Associate Professor in the area of Medicine and Biomedical Sciences, sub-area Medical Sciences, at the Faculty of Medicine and Biomedical Sciences of the University of the Algarve

By ordinance dated June 16, 2025 issued by the Rector of the University of Algarve, an international tender is opened for the position of Associate Professor in the area of Medicine and Biomedical Sciences, sub-area Medical Sciences, of the Faculty of Medicine and Biomedical Sciences of the University of Algarve. The tender will be open for a period of 30 working days, starting from the working day immediately following the publication of this announcement in the *Diário da República* (the Official Portuguese Gazette).

This tender is governed by the provisions of Articles 38, 41, 45 to 51, 61 and 62-A of the Estatuto da Carreira Docente Universitária (Career Statutes for University Teachers, forthwith referred to as ECDU), in its current version, and by 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 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 23 April, 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 62-A, paragraph 1, of the Estatuto da Carreira Docente Universitária (University Lecturers' Career Statute - ECDU), in its current version.

The purpose of this tender is to fill four (4) positions, in the form of a non-fixed-term contract as a government employee, in accordance with Article 19 of ECDU. The tender will end once the positions have 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 the event of extenuating circumstances.

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

I. Admission requirements

1 - Admission requirements

a) Applicants must hold a doctoral degree for more than five years in the disciplinary area and/or subarea for which the tender has been opened, as foreseen in Article 41-A of the ECDU.

i) Holders of a doctoral degree obtained outside Portugal must prove their recognition, equivalence or registration of that degree under the terms of Decree-Law no. 66/2018, of August 16 and other applicable legislation.

ii) Applicants to whom the previous subparagraph applies who do not provide proof of their request for recognition, equivalence or registration of the degree before the end of the application period, will be excluded from the tender.

b) Applicants must be fluent 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, 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) Meet the general requirements for employment as an employee of the state, foreseen in Article 17, Law no. 35/2014 of 20 June, in its current wording, from which they are not exempted by the ECDU.

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

i) Do not hold a doctoral degree for more than five years in the disciplinary area or subarea for which the tender was opened, in accordance with paragraph a), Point I;

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 submit the required documents stipulated in the Public Notice within the designated deadline;

iv) Do not meet the general requirements for admission to public service provided for in Article 17 of Law No. 35/2014, of 20 June, in its current wording, from which they are not exempted by the ECDU.

3-The selection committee will notify the applicants of their admission or exclusion, by e-mail with receipt of delivery, for the purpose of prior hearing.

II – Admission requirements in absolute merit and their assessment

1 -Admission in absolute merit will depend on the cumulative fulfilment of the following requirements:

a) The possession of an overall curriculum vitae that the selection committee considers to be of scientific merit, research capacity and value of pedagogic activity already developed in the area of Medicine;

b) Have published at least twenty (20) articles in indexed journals in Web of Science with peer-reviewed;

c) Have an h factor of 10 or more;

d) Possession of a bachelor's or integrated master's degree in medicine.

2-A vote against admission in absolute merit must be based on the following terms:

a) The candidate's overall curriculum vitae does not reveal scientific merit, research capacity or the value of the teaching activity, in the terms described in point II.1 a);

b) The candidate is not an author or co-author at least twenty (20) articles in indexed journals in Web of Science with peer-reviewed, in the terms described in point II.1 b);

c) Have an h factor lower than ten (10);

d)Not hold a bachelor's or integrated master's degree in medicine.

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 shall then proceed to vote on each of those proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU, no abstentions are allowed.

4-An application will be rejected on absolute merit by a majority vote by the members of the selection committee present at the meeting. The justification for exclusion of the applicant will be an integral part of the meeting minutes.

5-The selection committee will notify the applicants of their admission or exclusion based on absolute merit, by email with receipt of delivery of the notification, for the purpose of a prior 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, dated and signed, must include the following documents, in Portuguese or English:

a) Valid identification document at the date of application;

b) Professional license from the Portuguese Medical Association or equivalent in another country;

c) Certificates proving the applicant holds a doctoral degree and bachelor's and/or master's degree in Medicine;

d) One (1) copy of the applicant's curriculum vitae, duly signed and dated, organized according to evaluation parameters, in which the scientific, pedagogic and other relevant activities for the mission of the higher education institutions, carried out by the applicant, integrating an index and numbered annexes, respecting obligatorily the order of the parameters and factors set out in point V of this notice and the list of works to be presented in accordance with the following paragraph;

e) One (1) copy of each of the works selected by the applicant, up to a maximum of five, as being the most representative, namely in terms of their contribution to the development and evolution of the sub-area and disciplinary group in which the competition is open, under the terms and for the purpose of Article 50, paragraph 6, subparagraph a), of the ECDU and, optionally, a document explaining the relevance of the publications selected;

f) A document framing the applicant's pedagogic activity, if any, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU;

g) Results of the pedagogic surveys, carried out in relation to the curricular units for which the applicant has been responsible, when they exist and if applicable, and as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU;

h) A document with a career development plan, containing objectives, a development plan and a synopsis of the line of research they intend to implement, such as the pedagogical and/or clinical activities associated with it;

i) Other documents, which the applicant considers to be of interest for the selection committee to fully appreciate their scientific performance, their pedagogic capacity and other relevant activities carried out, or which constitute grounds for legal preference, which, however, will be taken into account by the selection committee if duly proven and if the jury deems it so.

j) Other diplomas or certificates proving the courses mentioned in the curriculum vitae;

k) Names and contact details of two individuals indicated as references;

l) A criminal clearance certificate attesting that the applicant is not banned from working in government service or from exercising the professional functions for which they are applying;

m) A statement confirming that the applicant has the physical robustness and mental profile indispensable for the exercise of the functions in question;

n) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs l), m) and n), 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, 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 pdf documents required in paragraphs a) to i), should be delivered in a pen-drive, which should be searchable and contain the entries of publications associated with clickable links (links), to the documents/domains that contain the publications, which may be recorded in the same digital media or exist in a free access repository in the Internet. There should also be clickable links to the webpages of the entities or events referred to in the curriculum vitae, and when relevant, and feasible, to the webpages of the courses (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 Announcement. Failure to comply with this order may result in information not being considered for evaluation, the same applies to the accessibility of the links, the functioning of which must be checked by the candidate so that the members of the jury 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 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 as foreseen in Article 50, paragraph 4, subparagraph b) of the ECDU and of no. 2 of article 7 of the regulation governing tenders for the contracting of career 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 it shall be announced to the applicants at least 8 days in advance.

V - Evaluation parameters and ranking in relative merit, respective weighting and final valuation system

The evaluation and ranking based on relative merit is based on the ranking criteria and their respective weighting identified below, resulting in the ordering of the weighted average of the

quantitative scores obtained in each of the evaluation parameters, within a scale of 0 - 100 points:

Curricular Evaluation (100%);

The Curricular Evaluation focuses on activities developed by the candidates in the area and/or sub-areas and/or disciplinary groups of the tender, and suitable for the position of Associate Professor, considering the following parameters:

A) Scientific Performance (40%) - The following factors will be taken into account when assessing scientific performance:

1) Scientific production: Quality of scientific production (books, book chapters, articles in indexed international journals, communications at congresses, other publications) expressed by the number and type of publications in indexed international journals and the recognition given to it by the scientific community (quality of journals and citations by other authors) (15%);

2) Supervision of academic work: supervision of advanced training, namely supervision of internships, residency, doctorates or master's degrees or another research work (2,5%);

3) Scientific experience, assessed through the quality and quantity of scientific and/or clinical projects that the applicant coordinated and participated in (10%);

4) Participation as a reviewer of publications in indexed journals (2.5%);

5) Participation in juries of academic and/or clinical examinations (2,5%);

6) Career development plan - the potential contribution of the submitted document to the scientific and pedagogical development of the sub-area and the disciplinary group in which it is included will be assessed, with the aim of promoting the teaching and research activities associated with it (7,5%).

B) Pedagogic Capacity (40%) - The following factors will be considered when assessing pedagogic capacity:

1) Teaching activity - Quality and diversity of the teaching activity developed by the applicant, being valued, among other relevant factors, the results of broad opinion surveys (e.g., academic evaluations by the students), which should be mentioned in the curriculum vitae, whenever available (20%);

2) Proven experience in pedagogic approach in medical education through problem-based learning;

3) Coordination and dynamisation of educational projects – Ability to coordinate and streamline pedagogical projects, such as developing new subject programmes, creating and coordinating new

courses or study programmes, reforming and updating existing projects, as well as carrying out projects with an impact on the teaching/learning process (10%);

4) Production of pedagogical material - Quality and quantity of pedagogical material produced by the candidate, as well publications of teaching material with ISBN or ISSN (5%);

C) Other Activities Relevant to the University's Mission (20%)

C1) Outreach activities (10%)

1) Ability to intervene in the scientific or clinical communities expressed, in particular, through participation in working groups, organization of events, collaboration in the publication of journals, presentation of lectures by invitation, participation in evaluation activities of an academic or clinical nature, particularly outside the institution itself, and consultancy activities (5%);

2) Participation in actions and publications of scientific, technological, cultural or artistic dissemination, such as other publications with ISBN or ISSN, which promote increased health literacy among the general population (2,5%);

3) Providing services to the scientific community, clinics, or associations in the social economy sector and/or society in general (2,5%);

C2) Management Activities (10%) - participation in university management bodies, clinical and/or research units, coordination of courses, study cycles and/or disciplinary areas, participation in scientific committees and ad hoc committees, temporary positions and tasks assigned by management bodies and other activities relevant to the smooth running of the institution. In assessing this parameter, the nature, responsibility and duration of the positions must be taken into account, as well as the results obtained in carrying out the associated duties.

VI - Relative merit ranking process

1- The methodology for selection in relative merit is the following:

a) During the meeting, each member of the selection committee will submit a written document, which will be attached to the meeting minutes, stating their own ordering of the applicants, of the applicants' 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, they shall be ranked first in the ordered list;

d) If two applicants obtain exactly half of the votes each, the selection committee president shall have the casting vote, deciding which shall be placed at the top of the ordered list. The selection committee president will use doctorate as the tiebreaker criteria, in that order: i) the largest number and highest quartile of scientific publications, ii) the date of the doctorate, with the oldest prevailing;

e) If none of the situations set out, a new ballot will take place after elimination of applicants who did not receive any votes in the first ballot and also eliminating the applicant with the least votes who received at least one vote;

f) If there is a draw between two or more applicants for the position of least-voted, another ballot shall be held to determine which of the least-voted applicants shall be eliminated. At this ballot, selection committee members vote for the applicant ranked last in their own seriation;

g) If there is still a draw between two or more applicants, the selection committee president shall decide which shall be eliminated. The selection committee president will use doctorate as the tiebreaker criteria, in that order: i) the largest number and highest quartile of scientific publications, ii) the date of the doctorate, with the oldest prevailing;

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 ranked first in the ordered list, continuing to use the same procedure until one applicant obtains more than half the votes for first place;

i) Once an applicant has been placed first on the ordered list, his or her name shall be removed from the voting and the process will be repeated to find the second-placed applicant, and so on until all the applicants have been ordered.

VII - Composition of the Selection committee

President: Vice-Rector of the University of Algarve, Professor Doctor Nuno Gonçalo Viana Pereira Ferreira Bicho, by delegation of powers from the Rector.

Vowels:

- Doctor Carlos Manuel da Silva Robalo Cordeiro, Full Professor at the Faculty of Medicine of the University of Coimbra;

- Doctor Jorge Manuel Nunes Correia Pinto, Full Professor at the School of Medicine of the University of Minho;

- Doctor Nuno Manuel Barreiros Neuparth, Full Professor at the NOVA Medical School of the University of Nova de Lisboa;

- Doctor Miguel Castelo-Branco Craveiro Sousa, Full Professor at the School of Medical Sciences of the University of Beira Interior;

- Doctor Isabel Maria Mestre Marques Palmeirim, Full Professor at the Faculty of Medicine and Biomedical Sciences at the University of Algarve.

Vogais suplentes:

- Doctor Luís Ricardo Simões da Silva Graça, Full Professor at the Faculty of Medicine at the University of Lisboa;

- Doctor Henrique Cyrne Carvalho, Invited Full Professor and Director of the School of Medicine and Biomedical Sciences at the University of Porto;

VIII – Access to the tender procedure

The tender process 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 9.30am to noon and from 2.30pm to 5pm, through previously scheduled appointment.

9 July 2025. — The Vice-Rector for Research and Culture, *Nuno Gonçalo Viana Pereira Ferreira Bicho*.

Where to apply

Website

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

Requirements

Research Field

Medical sciences » Medicine

Education Level

PhD or equivalent

Skills/Qualifications

Applicants must hold a doctoral degree for more than five years in the disciplinary area and/or subarea for which the tender has been opened, as foreseen in Article 41-A of the ECDU.

Specific Requirements

Admission requirements

a) Applicants must hold a doctoral degree for more than five years in the disciplinary area and/or subarea for which the tender has been opened, as foreseen in Article 41-A of the ECDU.

i) Holders of a doctoral degree obtained outside Portugal must prove their recognition, equivalence or registration of that degree under the terms of Decree-Law no. 66/2018, of August 16 and other applicable legislation.

ii) Applicants to whom the previous subparagraph applies who do not provide proof of their request for recognition, equivalence or registration of the degree before the end of the application period, will be excluded from the tender.

b) Applicants must be fluent 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, 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) Meet the general requirements for employment as an employee of the state, foreseen in Article 17, Law no. 35/2014 of 20 June, in its current wording, from which they are not exempted by the ECDU.

Languages

PORTUGUESE

Level

Excellent

Research Field

Medical sciences » Medicine

Years of Research Experience

4 - 10

Internal Application form(s) needed

requerimentocandidaturaconcursodocumental_6.pdf

English (254.19 KB - PDF)

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Additional Information

Benefits

The purpose of this tender is to fill one (1) position, in the form of a non-fixed-term contract as a government employee. The gross monthly salary to be paid shall be 3.950,17€.

Eligibility criteria

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

- i) Do not hold a doctoral degree for more than five years in the disciplinary area or subarea for which the tender was opened, in accordance with paragraph a), Point I;
- 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 submit the required documents stipulated in the Public Notice within the designated deadline;
- iv) Do not meet the general requirements for admission to public service provided for in Article 17 of Law No. 35/2014, of 20 June, in its current wording, from which they are not exempted by the ECDU.

Selection process

Admission in absolute merit will depend on the cumulative fulfilment of the following requirements:

- a) The possession of an overall curriculum vitae that the selection committee considers to be of scientific merit, research capacity and value of pedagogic activity already developed in the area of Medicine;
- b) Have published at least twenty (20) articles in indexed journals in Web of Science with peer-reviewed;
- c) Have an h factor of 10 or more;
- d) Possession of a bachelor's or integrated master's degree in medicine.

Additional comments

Public Administrations actively promote a policy of equal opportunities for employment and career progression between men and women, taking every possible measure to avoid any kind 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 the event of extenuating circumstances.

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

Work Location(s)

Number of offers available	4
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>

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