

Portugal  
 ([/ukraine](#))

## Job offer

JOB

PORTUGAL

[Universidade do Algarve](#) | Posted on: 29 September 2025

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

Apply now [↗ \(https://www.ualg.pt/en/tender-procedures\)](https://www.ualg.pt/en/tender-procedures)

 [Add to Favorites](#)

 [Share](#)

[View \(/jobs/376961\)](#)   [Edit \(/node/376961/edit\)](#)  
[Delete \(/node/376961/delete\)](#)

Apply

29 Sep 2025

### Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Medicine and Biomedical Sciences
Research Field	Medical sciences » Medicine
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions

<b>Country</b>	Portugal
<b>Application Deadline</b>	6 Nov 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>	26 Sep 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 1585/2025 / OE202507/0752
<b>Is the Job related to staff position within a Research Infrastructure?</b>	No

## Offer Description

By ordinance dated August 8, 2025 issued by the Vice-Rector for Research and Culture, Professor Doctor Nuno Gonçalo Viana Pereira Ferreira Bicho, acting on behalf of the Rector of the University of Algarve, an international tender is opened for the position of Assistant Professor in the field 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 37 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, as well as the Regulation for the Tendering of Personnel for Teaching Careers at the University of Algarve, Regulation no. 520/2010, published in Diário da República, 2nd series, no. 111, on 9 June 2010.

This tender will be published 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 five (5) positions, in the form of a non-fixed-term contract as a government employee, in accordance with Article 25 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. Tender admission requirements**

### **1. Admission requirements**

a) Applicants must hold a doctoral degree in an area relevant to the sub-area in 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 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 who do not provide proof of their request for recognition 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. Failure to submit the document by that date will result in the loss of the position and transfer to the next ranked applicant.

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 in area relevant to the sub-area in which the tender has been opened, according to article 41-A of the ECDU.

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 the Public Service Labour Law, set out in the Annex to 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 excluded applicants, by e-mail with receipt of delivery, for the purpose of prior hearing.

## **II – Admission requirements in absolute merit and their assessment**

1-Admission on absolute merit of applicants will depend on whether they cumulatively meet the following requirements:

a) Be a medical doctor with autonomy to practice clinical activity in Portugal in an area relevant to the sub-area of Medical Sciences, which is part of the disciplinary groups published in Order no. 5389/2024, published in the Diário da República, 2nd series, no. 94, of 15 May;

b) On the closing date for applications, the candidate must be registered with the Portuguese Medical Association in Portugal or its equivalent outside Portugal, for at least 2 years;

c) Have a minimum of 2 years of clinical care after completing initial training in medicine;

d) Possession of an overall curriculum vitae that the selection committee considers to reveal scientific merit, research capacity and value of the pedagogical activity already developed, compatible with the sub-area in which the tender has been opened, and appropriate to the position of Assistant Professor.

2 – A vote against admission in absolute merit must be based on failure to comply with one or more of the criteria set out in the previous paragraph:

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

### **III — Submission of the application**

1 – The application must be submitted by means of a request addressed to the Rector of the University of Algarve, available on the website of the University <https://www.ualg.pt/procedimentos-concursais>, accessing Documentos – Pessoal Docente – Formulário de Candidatura. Applications can be:

a) In person at the Human Resources Department on floor 0 of the Library Building at the Penha Campus of the University of Algarve in Faro; or

b) By registered mail, posted no later than the deadline for submitting applications, addressed to: Serviços de Recursos Humanos, Campus da Penha, Universidade do Algarve, 8005-139 Faro, Portugal.

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 Certificate of the Portuguese Medical Association or equivalent outside Portugal;
- c) Certificate proving the applicant holds a doctoral degree, in a speciality appropriate to the tender and, in the case of a foreign degree, proof of recognition or application for recognition;
- d) One (1) copy of the applicant's curriculum vitae, duly signed and dated, in which the scientific, pedagogical 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 area and sub-area in which the tender 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 that objectively evidences the number of citations to the publications indicated in the curriculum and explanation of the method used for counting, with sufficient detail so that the selection committee can reproduce the procedure;
- g) A document framing the applicant's pedagogical activity, if any, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU;
- h) Indication of the results of the pedagogical 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;
- i) A document with a career development plan, containing objectives, a development plan and a synopsis of the line of research they intend to implement as well as the pedagogical activities associated with it, with a maximum of 5000 words;
- j) Other documents, including in particular other diplomas or certificates proving the courses referred to in the curriculum vitae or letters of reference, which the applicant considers to be of interest for the selection committee to fully appreciate their scientific performance, their pedagogical 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.
- k) 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;
- l) A statement confirming that the applicant has the physical robustness and mental profile indispensable for the exercise of the functions in question;
- m) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs k) to m), 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 j), 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 teaching 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 teaching 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 assessment and ranking of applicants in relative merit will be based on the seriation criteria and their weight identified below, 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 Curricular Evaluation focuses on the activities developed by the applicants in the sub-area of the tender, and its adequacy to the category of Assistant Professor, considering the following parameters:

A) Scientific and professional performance (40%) - The following factors will be taken into account when assessing scientific and professional performance in the sub-area of the tender:

1) Scientific production - Quality and quantity of scientific and/or clinical production, namely books, book chapters, articles in indexed journals, articles in national clinical journals, participation in national or international scientific and/or clinical events with oral or panel presentations (10%);

2) Supervision of academic and/or clinical work: supervision of advanced training, namely supervision of internships, master's degrees, doctorates or another research work (10%);

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

4) Career development plan – the potential contribution of the submitted document to the scientific and pedagogical development of the sub-area in which the tender is held will be assessed, with the aim of promoting the teaching and research activities associated with it (10%).

B) Pedagogical Capacity (30%):

The following factors will be considered when assessing pedagogical capacity:

1) Teaching activity - Quality and diversity of the teaching activity developed by the candidate, taking into account, among other relevant factors, the results of broad opinion surveys (e.g., pedagogical surveys), which should be mentioned in the curriculum vitae, whenever available (15%);

2) Proven experience of a pedagogical approach to medical teaching using problem-based learning (7,5%);

3) Production of pedagogical material - Quality and quantity of pedagogical material produced by the applicant as well as publications of pedagogical materials with ISBN or ISSN (5%).

C) Other Relevant Activities (30%)

i) Extension (25%)

1) Performance of relevant clinical activity - hospital career positions, leadership and functions performed, medical assistance activity, experience and/or leadership capacity in the area of assistance, science and postgraduate teaching. (12,5%)

2) Ability to intervene in the scientific and professional communities expressed, namely, through participation in working groups, the organization of events, collaboration in the edition of journals, presentation of lectures by invitation, participation in evaluation activities of academic nature, particularly outside the institution itself, and consultancy activities (7,5%);

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

4) Participation in the development of extension projects including scientific dissemination and the economic and social valorization of knowledge (2,5%);

ii) Management (5%)- participation in university management bodies, clinical or research units, coordination of courses, study cycles and/or subject 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 - Ranking and voting methodology**

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 annexed to the meeting minutes, stating their own ordering of the applicants, of the applicants' scientific performance, pedagogical 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 as tiebreaker criteria i) the number of scientific publications in indexed journals, followed by ii) the date of the doctorate, whichever is the most recent;
- e) If neither of those two cases occurs, 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 as tie-breaking criteria, in this order: i) the number of scientific publications in indexed journals; ii) the date of the doctorate, whichever is the most recent;
- 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:

Professor Ana Maria Ferreira de Sousa Sebastião – Full Professor at the Faculty of Medicine of the University of Lisbon;

Professor Mamede Alves de Carvalho – Full Professor at the Faculty of Medicine of the University of Lisbon;

Professor Joaquim José Coutinho Ferreira – Associate Professor at the Faculty of Medicine of the University of Lisbon;

Professor Maria da Assunção Morais e Cunha Vaz Patto – Associate Professor at the Faculty of Health Sciences of the University of Beira Interior;

Professor Pedro Jorge Gomes Teodósio Castelo Branco, Associate Professor with aggregation at the Faculty of Medicine and Biomedical Sciences of the University of Algarve;

Professor Clévio David Rodrigues Nóbrega, Associate Professor with aggregation at the Faculty of Medicine and Biomedical Sciences of the University of Algarve;

Professor Natércia da Silva Conceição, Associate Professor at the Faculty of Medicine and Biomedical Sciences of the University of Algarve.

## **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.

September 18, 2025. — The Vice-Rector for Research and Culture, *Nuno Gonçalo Viana Pereira Ferreira Bicho*.

## **Where to apply**

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

## **Requirements**

Research Field Medical sciences » Medicine

Education Level PhD or equivalent

### **Skills/Qualifications**

Applicants must hold a doctoral degree in an area relevant to the sub-area in 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 in an area relevant to the sub-area in 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 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 who do not provide proof of their request for recognition 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. Failure to submit the document by that date will result in the loss of the position and transfer to the next ranked applicant.

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.

<b>Languages</b>	PORTUGUESE
<b>Level</b>	Excellent
<b>Research Field</b>	Medical sciences » Medicine

### **Internal Application form(s) needed**

**requerimentocandidaturaconcursodocumental\_1.pdf**

**English** (254.19 KB - PDF)

Download [↓ \(https://www.euraxess.pt/sites/default/files/jobs/2025-09/requerimentocandidaturaconcursodocumental\\_1.pdf\)](https://www.euraxess.pt/sites/default/files/jobs/2025-09/requerimentocandidaturaconcursodocumental_1.pdf)

## **Additional Information**

### **Benefits**

The tender has been opened for the purpose of filling five (5) positions, 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 in area relevant to the sub-area in which the tender has been opened, according to article 41-A of the ECDU.
- 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 the Public Service Labour Law, set out in the Annex to Law No. 35/2014, of 20 June, in its current wording, from which they are not exempted by the ECDU.

### **Selection process**

Admission on absolute merit of applicants will depend on whether they cumulatively meet the following requirements:

- a) Be a medical doctor with autonomy to practice clinical activity in Portugal in an area relevant to the sub-area of Medical Sciences, which is part of the disciplinary groups published in Order no. 5389/2024, published in the Diário da República, 2nd series, no. 94, of 15 May;
- b) On the closing date for applications, the candidate must be registered with the Portuguese Medical Association in Portugal or its equivalent outside Portugal, for at least 2 years;
- c) Have a minimum of 2 years of clinical care after completing initial training in medicine;
- d) Possession of an overall curriculum vitae that the selection committee considers to reveal scientific merit, research capacity and value of the pedagogical activity already developed, compatible with the sub-area in which the tender has been opened, and appropriate to the position of Assistant Professor.

### **Additional comments**

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.

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

## **Work Location(s)**

<b>Number of offers available</b>	1
<b>Company/Institute</b>	University of Algarve
<b>Country</b>	Portugal
<b>State/Province</b>	Faro
<b>City</b>	Faro
<b>Postal Code</b>	8005-139
<b>Street</b>	Campus da Penha - Estrada da Penha
<b>Geofield</b>	<div style="border: 1px solid black; height: 200px; width: 100%;"></div>

# 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

Apply now [🔗 \(https://www.ualg.pt/en/tender-procedures\)](https://www.ualg.pt/en/tender-procedures) [📌 Add to Favorites](#)

---

## Share this page

-  X (formerly Twitter)
-  Facebook
-  LinkedIn
-  Whatsapp
-  More share options