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Job offer

JOB

PORTUGAL

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

International tender for the position of Assistant Professor in the subject area of Diagnostic and Therapeutic Technologies, in the subarea of Pathological, Cytological and Thanatological Anatomy or Biomedical Laboratory Sciences

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16 Sep 2025

Job Information

Organisation/Company

Universidade do Algarve

Department

School of Health of the University of Algarve

Research Field	Other
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	27 Oct 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	16 Sep 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1557/2025 / OE202509/0468
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 Diagnostic and Therapeutic Technologies, in the subarea of Pathological, Cytological and Thanatological Anatomy or Biomedical Laboratory Sciences, at the School of Health of the University of Algarve

By ordinance dated June 30, 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 Diagnostic and Therapeutic Technologies, in the subarea of Pathological, Cytological and Thanatological Anatomy or Biomedical Laboratory Sciences, at the School of Health of the University of Algarve.

This tender is governed by the provisions of Article 15 and the following articles of the Estatuto da Carreira Docente do Ensino Superior Politécnico (Statute of the Lecturing Career of Polytechnic Higher Education), hereinafter referred to as ECDESP, which was approved by Decree-Law no. 185/81 on July 1st, in its current version, as well as the Regulation for the Tendering of Personnel for Teaching Careers at the University of Algarve, Regulation no. 520/2010, published in *Diário da República*, 2nd series, no. 111, on June 9 2010.

This tender will be published on the Public Employment Exchange (BEP) within 2 working days after its publication in *Diário da República*, as decreed by Law no. 78/2003 of April 23, advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and on the University's website, in both Portuguese and English, in accordance with Article 29-B, paragraph 1 of ECDESP, in its current version.

The purpose of this tender is to fill 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 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 case of extenuating circumstances.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations actively promote a policy of equal opportunities for employment and career progression between men and women, taking all possible measures to avoid any form of discrimination.

I - Admission requirements

1-Admission requirements:

a) Applicants must hold, under the terms of article 17 of ECDESP, a doctoral degree in the area of Diagnostic and Therapeutic Technologies, in the subarea of Pathological, Cytological and Thanatological Anatomy or Biomedical Laboratory Sciences or a specialist title in the area of Diagnostic and Therapeutic Technologies (CNAEF Area - 725), with examinations held in the subarea of Pathological, Cytological and Thanatological Anatomy;

i) Holders of a doctoral degree obtained outside Portugal must prove that their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of 16 August, and other applicable legislation;

ii) Applicants to whom the previous subparagraph applies and who do not provide proof of recognition or the request for recognition before the end of the application period will be excluded from the selection process;

iii) The specialist title mentioned in point a) refers to the provisions of article 48 of Law 62/2007 of September 10 and Decree-Law 206/2009 of August 31, in its current version.

b) Proficiency in the Portuguese language, both spoken and written;

i) Non-native speakers of Portuguese must provide proof of proficiency by presenting of an officially recognized diploma from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the contract's signature.

c) Applicants must meet the general requirements for employment in public functions as outlined in Article 17 of the Labor Law in Public Functions, which is included in the Annex to Law No. 35/2014 of 20 June, in its current wording, unless exempted by the ECDESP.

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

a) Do not hold a doctoral degree in the area of Diagnostic and Therapeutic Technologies, in the subarea of Pathological, Cytological and Thanatological Anatomy or Biomedical Laboratory Sciences or a specialist title in the area of Diagnostic and Therapeutic Technologies (CNAEF Area - 725), with examinations held in the subarea of Pathological, Cytological and Thanatological Anatomy, under the terms defined in a) of paragraph 1 of Point I;

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

c) Do not submit the required documents or works required in the Public Notice or their submission is carried out outside the designated 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 their admission or exclusion by email with a receipt of delivery for the purpose of a hearing of the interested parties.

II – Admission requirements based on absolute merit:

1- Acceptance of applicants on the basis of absolute merit will depend on, 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) Hold a professional certificate issued by the Central Administration of the Health System (ACSS) proving that the candidate has the appropriate academic and professional training to practise as a technician in pathological anatomy, cytology and thanatology in Portugal;

c) The candidate must be the author or co-author of at least three (3) indexed publications.

2 – A vote against admission in absolute merit shall be based on the following grounds:

a) The applicant's overall curriculum does not reveal scientific merit, research capacity and pedagogical activity value, already developed, under the terms described in the previous paragraph;

b) The applicant does not hold a professional certificate issued by the Central Administration of the Health System (ACSS) proving that the candidate has the appropriate academic and professional training to practise as a technician in pathological anatomy, cytology and thanatology in Portugal;

c) The applicant is not the author or co-author of at least three (3) publications, under the terms indicated in paragraph c) of the previous number.

3- In order to assess the absolute merit of the applicants, each member of the selection committee will independently submit a list of the applicants that do not meet the requirements indicated in paragraph 1 of point II, and provide a written justification for their decision, and then the selection committee will proceed to vote on each of those proposals, in accordance with the provisions of Article 23, paragraph 1, subparagraph b) of the ECDESP. Abstentions are not permitted.

4 – An application will be rejected on absolute merit if at least one such proposal is voted by the majority of the members of the selection committee present at the meeting. The justification for the exclusion of the applicant will be an integral part of the meeting minutes.

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

III — Application instructions

1- The application must be submitted by completing a form addressed to the Rector of the University of Algarve, which is available on the university's website <https://www.ualg.pt/en/tender-procedures>. 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) Identification document valid at the date of application;

b) Certificates proving that the applicant holds all academic degrees or specialist title (if applicable);

c) One (1) copy of the applicant's curriculum vitae, duly signed and dated, including details of technical-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 (1) copy in PDF format of each of the works that the applicant has selected for the purposes set out in section V, paragraph A) subparagraph b), up to a maximum of three (3);

e) One (1) copy in PDF format of the abstract of the doctoral thesis or evidence of obtaining the specialist title;

f) 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;

g) A document with a career development plan, containing objectives, scientific development plan, and a synopsis of the line of research that the applicant intends to implement and a teaching development plan, within the scope of the subject area and specialty being applied for, with a maximum of 5000 words;

h) Other documents which the applicant considers to be of interest for the selection committee to fully appreciate his or her technical-scientific performance, pedagogical skills, and other relevant activities that the applicant may have undertaken, or that constitute grounds for legal preference, which, however, will be taken into account by the selection committee, if duly proven and if the selection committee deems it appropriate;

i) 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;

j) A statement confirming that the applicant possesses the physical and mental fitness required for performing the duties;

k) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs i), j) and k) may be waived during the submission stage of the application, provided that the applicants declare under oath the situation in which they find themselves in relation to each of these requirements. Failure to make a written declaration constitutes grounds for exclusion. The delivery of these documents will be required, should the applicant be selected for the vacancy.

4 - The PDF documents required in paragraphs a) to h) should be delivered on a pen-drive. The pen-drive, which should be searchable and contain entries of the publications accessible through clickable links. These links may be recorded on the same digital media or exist in a repository for free access on the Internet. Additionally, there should be clickable links to the web pages of the entities or events mentioned in the curriculum vitae, and when relevant and feasible, to the web pages of the courses for which the applicant has been responsible.

5 – The curriculum vitae and respective appendices must be, systematized in the order of the parameters and factors listed in point V of this Announcement. Failure to comply with this order may result in the information not being considered for evaluation. The same applies to accessibility to links, whose functioning must be verified by the candidate so that the jury members have access to the information.

6 - According to Article 7, paragraph 2 of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve, the hiring committee may request additional documentation related to the submitted curriculum.

IV – Public Hearings

1- The selection committee may decide to hold public hearings, on an equal footing for all applicants, pursuant to the terms of Article 23, paragraph 4, subparagraph b) of the ECDESP and Article 7, paragraph 2, of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve.

2- If the tender selection committee decides to hold the hearings referred to in the previous paragraph, the conditions and scheduling of the hearing shall be announced to the applicants at least 8 days in advance.

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

The assessment and seriation in relative merit are based on the following criteria and their weighting, resulting in the ordering of the weighted average of the quantitative scores obtained in each of the assessment parameters within a scale of 0-100 points:

Curriculum evaluation (100%) - The Curriculum Evaluation focuses on activities developed by the applicants over the last five (5) years in the subject subarea of the tender and their suitability for the category of Assistant Professor, considering the following parameters:

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

B) Pedagogical Capacity (50%);

C) Other activities relevant to the University's mission (20%);

The above-mentioned components are evaluated according to the following parameters and respective factors:

A) Technical-scientific and professional performance (30%):

a) Academic training (45%):

i) a doctoral degree in the area of Diagnostic and Therapeutic Technologies, in the subarea of Pathological, Cytological and Thanatological Anatomy or Biomedical Laboratory Sciences or a specialist title in the area of Diagnostic and Therapeutic Technologies (CNAEF Area - 725), with examinations held in the subarea of Pathological, Cytological and Thanatological Anatomy (50%);

ii) Degree in Pathological Anatomy, Cytology and Thanatology or Biomedical Laboratory Sciences (30%);

iii) Postgraduate education, carried out in the context of Higher Education, considered relevant to subject field of the tender (20%);

b) Technical-scientific production and participation in research and development projects. Quality and quantity of technical and scientific production, in the subject area and subarea for which the tender is open, , expressed by the number and type of publications (25%)

i. Publication of articles in the sub-area in indexed scientific journal;

ii. Publication of abstracts in indexed conference proceedings;

iii. Authorship of scientific books published;

iv. Authorship of scientific book chapters: Authorship of scientific book chapters;

v. Member of a Research and Development Unit;

vi. Participation in a research and development project with funding;

c) Orientation of academic and professional work in the area and sub-area of the tender (10%)

i. Supervision or co-supervision of a completed doctoral thesis;

ii. Supervision or co-supervision of a completed master degree thesis;

iii. of applied research work in completed undergraduate degrees;

d) Intervention in scientific and professional communities (15%)

i. Oral communication at scientific and technical events;

ii. Poster communication at scientific and technical events.

iii. Member of the organizing/scientific committee at scientific and technical events;

iv. Participation as (co-)editor or reviewer of journals.

e) Career development plan (5%).

B) Pedagogical Capacity - 50%

a) Lecturing activity in a Higher Education institution in the area or subarea of the tender (75%):

i. Number of semesters of lecturing experience. The score is ascribed in proportion to the percentage value of the contracts.

ii. Curricular units lectured;

iii. Responsible for curricular units per academic year;

iv. Production and use of pedagogical material.

b) Participation in juries for academic examinations (20%).

i. Participation in juries of works leading to an academic degree and/or other exams foreseen in the Statute of the Career of Teaching Staff in Higher Education – Doctorate;

ii. Participation in juries of works leading to an academic degree and/or other exams foreseen in the Statute of the Career of Teaching Staff in Higher Education – Master Degree;

iii. Participation in juries of works leading to an academic degree and/or other exams foreseen in the Statute of the Career of Teaching Staff in Higher Education – Degree (Research/Internship);

c) Other activities related to the lecturing activity (5%).

C) Other activities relevant to the University's mission - 20%

a) Exercise of management positions in bodies of the teaching unit or the Higher Education Institution (50%)

i. Member of the management body of the Organic Unit or University, namely member of the Scientific Council or of the Technical Scientific Council, of the Pedagogical Council and of the Senate;

ii. Other relevant management activities as a member. The functions provided for in the statutes of the institutions in which they were performed shall be taken into account;

b) Course Direction / Coordination / Course Committee Member (15%).

i. Course Direction / Coordination. The functions provided for in the statutes of the institutions in which they were performed shall be taken into account;

ii. Course Committee Member. The functions provided for in the statutes of the institutions in which they were performed shall be taken into account.

c) Extension Activities. Activities relevant to lecturing, research and connection to the community. Activity participation in extension projects and actions to connect the community in affinity to the tender sub-area will be considered:

i. Member of an organizing committee in events promoting/disseminating;

ii. Participation in events promoting/disseminating.

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 selection committee will submit a written document outlining their ranking of the applicants, considering factors such as technical-scientific performance, pedagogical skills, and other relevant activities, along with their respective weights. These rankings will be recorded in the meeting minutes. During each round of voting, each committee member will adhere to their submitted ranking, and abstentions are not allowed.

b) The first ballot is intended to determine which applicant is placed at the top of the ordered list;

c) If an applicant obtains more than half of the votes, the applicant shall be ranked first in the ordered list;

d) If two candidates each obtain exactly half of the votes, the president of the jury will break the tie, using as successive tie-breaking criteria the scores in the components "Pedagogical Capacity", "Technical-Scientific and Professional Performance", and "Other activities relevant to the University's mission", with the 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 jury will decide which candidate to eliminate, using as successive tie-breaking criteria the lowest score in the components "Pedagogical Capacity", "Technical-Scientific and Professional Performance", and "Other activities relevant to the University's mission". The applicant with the lowest score will be eliminated.

h) After eliminating that candidate and the candidates who did not receive votes in the first round, the vote is held again for the candidate to be placed in first place, repeating, if necessary, the process described above, until a candidate obtains more than half of the votes for first place;

i) Once a candidate has been placed first on the ordered list, that candidate is removed from the ballot, and the process is repeated for the second place, and so on, until an ordered list of all candidates is obtained.

VII - Composition of the Jury

President:

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

Committee members:

- Doctor Regina Augusta Alves Pereira da Silva, Coordinating Professor at the School of Health of the Polytechnic Institute of Porto;

- Doctor Ana Filipa Quintela Vieira, Coordinating Professor at the School of Health of the Polytechnic Institute of Porto;

- Doctor Fernando José Figueiredo Agostinho D'Abreu Mendes, Coordinating Professor at the School of Health Technology of the Polytechnic Institute of Coimbra;

- Doctor Maria José Gonçalves Alves, Coordinating Professor at the School of Health of the Polytechnic Institute of Bragança;

- Doctor Carina Alexandra Fernandes Ladeira, Coordinating Professor at the School of Health Technology of the Polytechnic Institute of Lisbon;

Alternative committee member:

- Doctor Amadeu José Borges Ferro, Coordinating Professor at the Lisbon School of Health Technology, Polytechnic Institute of Lisbon.

VIII – Access to the tender procedure

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

Where to apply

Website

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

Requirements

Research Field	Other
Education Level	PhD or equivalent

Skills/Qualifications

Applicants must hold, under the terms of article 17 of ECDESP, a doctoral degree in the area of Diagnostic and Therapeutic Technologies, in the subarea of Pathological, Cytological and Thanatological Anatomy or Biomedical Laboratory Sciences or a specialist title in the area of Diagnostic and Therapeutic Technologies (CNAEF Area - 725), with examinations held in the subarea of Pathological, Cytological and Thanatological Anatomy;

Specific Requirements

Admission requirements:

a) Applicants must hold, under the terms of article 17 of ECDESP, a doctoral degree in the area of Diagnostic and Therapeutic Technologies, in the subarea of Pathological, Cytological and Thanatological Anatomy or Biomedical Laboratory Sciences or a specialist title in the area of Diagnostic and Therapeutic Technologies (CNAEF Area - 725), with examinations held in the subarea of Pathological, Cytological and Thanatological Anatomy;

i) Holders of a doctoral degree obtained outside Portugal must prove that their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of 16 August, and other applicable legislation;

ii) Applicants to whom the previous subparagraph applies and who do not provide proof of recognition or the request for recognition before the end of the application period will be excluded from the selection process;

iii) The specialist title mentioned in point a) refers to the provisions of article 48 of Law 62/2007 of September 10 and Decree-Law 206/2009 of August 31, in its current version.

b) Proficiency in the Portuguese language, both spoken and written;

i) Non-native speakers of Portuguese must provide proof of proficiency by presenting of an officially recognized diploma from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the contract's signature.

c) Applicants must meet the general requirements for employment in public functions as outlined in Article 17 of the Labor Law in Public Functions, which is included in the Annex to Law No. 35/2014 of 20 June, in its current wording, unless exempted by the ECDESP.

Level	Excellent
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Research Field	Other
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Internal Application form(s) needed

[requerimentocandidaturaconcursodocumental.pdf](#)

English (254.19 KB - PDF)

Additional Information

Benefits

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 have been filled.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- a) Do not hold a doctoral degree in the area of Diagnostic and Therapeutic Technologies, in the subarea of Pathological, Cytological and Thanatological Anatomy or Biomedical Laboratory Sciences or a specialist title in the area of Diagnostic and Therapeutic Technologies (CNAEF Area - 725), with examinations held in the subarea of Pathological, Cytological and Thanatological Anatomy, under the terms defined in a) of paragraph 1 of Point I;
- b) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;
- c) Do not submit the required documents or works required in the Public Notice or their submission is carried out outside the designated 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

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) Hold a professional certificate issued by the Central Administration of the Health System (ACSS) proving that the candidate has the appropriate academic and professional training to practise as a technician in pathological anatomy, cytology and thanatology in Portugal;
- c) The candidate must be the author or co-author of at least three (3) indexed publications.

Additional comments

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

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations actively promote a policy of equal opportunities for employment and career

progression between men and women, taking all possible measures to avoid any form of discrimination.

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

Work Location(s)

Number of offers available	1
Company/Institute	University of Algarve
Country	Portugal
State/Province	Faro
City	Faro
Postal Code	8005-139
Street	Campus da Penha - Estrada da Penha
Geofield	

Contact

State/Province	Algarve
City	Faro
Website	http://www.ualg.pt
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	289800100

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