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International tender for the position of Assistant Professor, in the Management Group, disciplinary area of Human Resources Management, at the Faculty of Economics of the University of Algarve

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10 Oct 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Economics
Research Field	Management sciences » Other
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	21 Nov 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent

Job Status	Full-time
Hours Per Week	35
Offer Starting Date	13 Oct 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1638/2025 OE202510/0388
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

PUBLIC ANNOUNCEMENT

(International tender for the position of Assistant Professor, in the Management Group, disciplinary area of Human Resources Management, at the Faculty of Economics of the University of Algarve)

By ordinance dated June 3rd, 2025 issued by the Rector of the University of Algarve, an international tender has been opened for the filling of a vacancy for the position of Assistant Professor in the Management group, disciplinary area of Human Resources Management, at the Faculty of Economics 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 Diário da República (the Official Portuguese Gazette).

This tender is governed by the provisions of Articles 37 to 39, 41-A to 51, 61 and 62-A of the Estatuto da Carreira Docente Universitária (Career Statutes for University Academic Staff, forthwith referred to as ECDU republished in the annex to Decree-Law No. 205/2009, of August 31, amended by Law No. 8/2010, of May 13, 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 in the Public Employment Exchange (BEP), within 2 working days after its publication in Diário da República, as decreed by 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 ECDU, in its current version.

The purpose of this tender is to fill one (1) position, in the form of a non-fixed-term contract as a government employee, in accordance with Article 25 of ECDU. The tender will end once the position has been filled.

The rector is authorized, under Article 92, paragraphs d), e) and q) of Law 62/2007 of 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 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.

I - Admission requirements

1. Admission requirements

a) Applicants must hold a doctoral degree in Economic and Business Sciences, Management branch or in Management, specialty in Human Resources, under the terms of article 41.º-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 recognition before the end of the application period, will be excluded from the tender.

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

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 a language proficiency document within that deadline prevents the contract from being concluded with the candidate, with the hiring proposal being transferred to the next candidate.

c) Applicants must meet the general requirements for employment in public functions provided for in article 17, in the Law No. 35/2014, of 20 June, in its current version, unless exempted by the ECDU.

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

i) Do not hold a doctoral degree in Economic and Business Sciences, Management branch or in Management, specialty in Human Resources, under the terms of article 41.º-A of the ECDU;

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

iii) Do not meet the general requirements for employment in public functions foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDU;

iv) Do not submit the required documents as determined in the Public Notice, within the deadline stipulated for this purpose.

3 - The selection committee will notify the candidates of the exclusion of their application, by email with receipt of delivery, for the purposes of a preliminary hearing.

II – Admission requirements in absolute merit and their assessment:

1. Acceptance and evaluation of applicants on the basis of absolute merit will depend, cumulatively, on the following:

a) The applicant holds a curriculum that the selection committee considers to demonstrate scientific merit, research capacity and value of the pedagogical activity already carried out, as well as compatibility with the group for which the tender is open, and suitability for the respective teaching category;

b) The applicant has published, or has had accepted for publication, at least six texts of a scientific nature in the last five years, in the form of articles, books or chapters of scientific books, with at least five of these texts corresponding to articles published, or accepted for publication, in scientific journals;

c) The candidate must be an integrated member of a research center with funding obtained through competitive funding programs for scientific activity, i.e., where the award of funding is based on the scientific evaluation carried out by a panel of experts following an application submitted in a public competition.

2. A vote against admission on absolute merit must be based on the non-observance of 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 then the selection committee will proceed to vote on each of those proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU. Abstentions will not be allowed.

4. An application will be rejected on absolute merit if at least one such proposal receives favourable votes by the majority of the members of the selection committee present at the meeting. The justification for exclusion of the applicant will be explicitly written up in the official minutes of the meeting.

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

III — Application instructions

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 Documents – Teaching Staff – Application Form, and it may be submitted:

a) In person, at the Human Resources Department, situated 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 the 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 must include copies of the following documents in electronic pdf format, in Portuguese or English:

a) Valid identification document at the date of application;

b) Certificate proving that the applicant holds a doctoral degree in a specialty appropriate to the tender;

c) One (1) curriculum vitae, dated and signed, which includes details of the scientific, pedagogical and other activities relevant to the mission of higher education institutions carried out by the candidate, strictly following the order of the parameters and factors stated in Point V of this notice, and the list of works to be presented according to the following paragraph;

d) One (1) copy of each of the works selected by the candidate, up to a maximum of five, as the most representative, particularly regarding their contribution to the development and progress of the group in which the tender is opened, in accordance with Article 50, paragraph 6, point a) of the ECDU. Additionally, an optional supporting document may be included to explain the relevance of the selected publications;

e) A supporting document outlining the candidate's teaching activities, if applicable, for the purposes of Article 50, paragraph 6, point b) of the ECDU, in both printed and PDF format;

f) Indication of the results of the pedagogic surveys, carried out in relation to the curricular units for which the applicant has been responsible or in which the applicant has participated, when they

exist and if applicable, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU;

g) Document with a career development plan, containing objectives, a scientific and pedagogical development plan and a synopsis of the research line that the candidate intends to implement with a maximum of 3000 words.

h) Other documents which the applicant considers to be of interest for the selection committee to be able to fully appreciate his or her scientific performance, pedagogical skills, and other relevant activities that he or she may have undertaken and which would constitute a legally-founded reason for preference, although the selection committee shall only consider such activities as being duly proven if it should deem 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 to;

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

k) An up-to-date vaccination certificate.

3. The documents referred to in paragraphs i) to k), may be waived during the submission stage of the application, provided that the applicants present a declaration on their honour detailing 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 documents required in paragraphs a) to h) should be delivered in a pen-drive, which should be searchable and contain the entries of the associated publications accessible through clickable links, which may be recorded in the same digital media or in a freely accessible repository on the Internet. There should also be clickable links to the web pages of the entities or events referred to in the curriculum vitae where relevant and feasible, and to the web pages of the subjects and course units for which the applicant has been responsible.

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

6. According to Article 7, paragraph 2 of the Regulation governing tenders for the contracting of teaching staff 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, and pursuant to the terms of Article 50, paragraph 4, subparagraph b) of the ECDU and pursuant to 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 curricular evaluation focuses on activities developed by applicants over the last five years, and their suitability for the Assistant Professor category, considering the following parameters and

respective weightings:

- a) Scientific performance (40%);
- b) Pedagogical capacity (40%);
- c) Other activities relevant to the University's mission (20%).

The assessment for each parameter is based on the factors indicated below and will be expressed on a scale of 0-100 points.

A) Scientific Performance (40%) - In the assessment of scientific performance the following factors will be considered:

- a) Scientific production: Quality and quantity of scientific production, namely articles in indexed international journals, books, book chapters, and other similar publications. (40%)
- b) Intervention in scientific communities: Assessment of the capacity to intervene in scientific communities expressed, in particular, through participation in journal article review activities, membership on the editorial board of scientific journals and presentation of papers at conferences. (15%)
- c) Supervision of advanced training, particularly supervision of doctoral and master's students. (15%)
- d) Scientific development plan and synopsis of the line of research that the applicant intends to implement (within the scope of the career development plan referred to in III.2.g) (30%).

B) Pedagogical capacity (40%) considering the following evaluation parameters:

- a) Teaching activity - Quality and diversity of the teaching activity developed by the applicant, taking into account, among other relevant factors, the results of extensive opinion gathering (e.g., pedagogical surveys), which should be mentioned in the curriculum vitae, whenever available. (40%)
- b) Participation in academic examination juries. (20%)
- c) Other pedagogical activities - Quality and quantity of pedagogical material and pedagogical publications produced by the applicant and other activities with an impact on the teaching-learning process carried out by the applicant. (10%);
- d) Plan for Pedagogical development (referred to in III.2.g) (30%).

C) Other relevant activities (20%), considering the following evaluation parameters:

- a) Holding management positions in governing bodies of higher education institutions (45%);
- b) Participation in the development of extension projects, including scientific, educational, or artistic-cultural dissemination, and the provision of services to the scientific/educational community, the economic-productive sector, and/or society in general. (45%)
- c) Participation in juries for public administration career tenders. (10%)

VI - Selection process in relative merit

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 based on the applicants' scientific performance, pedagogic skills and other relevant activities, with their

respective weights. In all voting rounds, each member of the jury shall consistently adhere to the ranking they have submitted, and abstentions shall not be permitted;

- b) The first vote 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, he/she 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 by choosing the one who is placed first in the ordered list. The president of the jury will use the date of the doctorate as the tiebreaker, with the most recent one 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 vote 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 a tie between two or more candidates in this vote, the jury president will decide which candidate to eliminate. The jury president will use the date of the doctorate as the tiebreaker. The candidate with the longest doctorate being 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 scrutiny 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 Nuno Gonçalo Viana Pereira Ferreira Bicho, Vice-Rector of the University of Algarve, by delegation of powers from the Rector of the University of Algarve.

Vowels:

Doctor Paulo Alexandre Guedes Lopes Henriques, Full Professor at the Higher Institute of Economics and Management, University of Lisbon

Doctor Sílvia Agostinho da Silva, Full Professor at ISCTE – University Institute of Lisbon

Doctor Fernando Alberto Freitas Ferreira, Full Professor at ISCTE – University Institute of Lisbon

Doctor Luís Miguel Serra Coelho, Full Professor at the Faculty of Economics, University of Algarve

Doctor Carla Alexandra da Encarnação Filipe Amado, Full Professor at the Faculty of Economics, 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 2.30p.m to 4.30 p.m., through previously scheduled appointment.

Where to apply

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

Requirements

Research Field

Management sciences » Other

Education Level

PhD or equivalent

Skills/Qualifications

Applicants must hold a doctoral degree in Economic and Business Sciences, Management branch or in Management, specialty in Human Resources.

Specific Requirements

Admission requirements

a) Applicants must hold a doctoral degree in Economic and Business Sciences, Management branch or in Management, specialty in Human Resources, under the terms of article 41.º-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 recognition before the end of the application period, will be excluded from the tender.

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

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 a language proficiency document within that deadline prevents the contract from being concluded with the candidate, with the hiring proposal being transferred to the next candidate.

c) Applicants must meet the general requirements for employment in public functions provided for in article 17, in the Law No. 35/2014, of 20 June, in its current version, unless exempted by the ECDU.

Languages

PORTUGUESE

Level

Good

Research Field

Management sciences » Other

Internal Application form(s) needed

English application form.pdf**English** (76.53 KB - PDF)Download [📄 \(https://www.euraxess.pt/sites/default/files/jobs/2025-10/English%20application%20form.pdf\)](https://www.euraxess.pt/sites/default/files/jobs/2025-10/English%20application%20form.pdf)

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 3.501,28€.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

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- ii) Do not hold a recognized doctoral degree in Portugal, by the closing date of the tender, if their qualification is from a foreign institution;
- iii) Do not meet the general requirements for employment in public functions foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDU;
- iv) Do not submit the required documents as determined in the Public Notice, within the deadline stipulated for this purpose.

Selection process

Admission requirements in absolute merit and their assessment:

1. Acceptance and evaluation of applicants on the basis of absolute merit will depend, cumulatively, on the following:
 - a) The applicant holds a curriculum that the selection committee considers to demonstrate scientific merit, research capacity and value of the pedagogical activity already carried out, as well as compatibility with the group for which the tender is open, and suitability for the respective teaching category;
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 - c) The candidate must be an integrated member of a research center with funding obtained through competitive funding programs for scientific activity, i.e., where the award of funding is based on the scientific evaluation carried out by a panel of experts following an application submitted in a public competition.
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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

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Additional comments

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 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	1
Company/Institute	Universidade do Algarve
Country	Portugal
State/Province	Algarve
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/en
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	+351289800100

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