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# Job offer

JOB

PORTUGAL

[Universidade do Algarve](#) | Posted on: 22 October 2025

**International public call for the position of Assistant Professor, in the disciplinary area of Earth, Sea, and Environmental Sciences, scientific area of Oceanography, subarea of Physical Oceanography, at the FCT of the University of Algarve**

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22 Oct 2025

## Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Science and Technology
Research Field	Environmental science » Water science
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	3 Dec 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	22 Oct 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1668/2025 - OE202510/0697
Is the Job related to staff position within a Research Infrastructure?	No

## Offer Description

### PUBLIC ANNOUNCEMENT

#### **International public call for the position of Assistant Professor, in the disciplinary area of Earth, Sea, and Environmental Sciences, scientific area of Oceanography, subarea of Physical Oceanography, at the Faculty of Science and Technology of the University of Algarve**

By order of October 3, 2025, issued by the Rector of the University of Algarve, an international tender has been opened for the position of Assistant Professor, in the disciplinary area of Earth, Sea, and Environmental Sciences, scientific area of Oceanography, subarea of Physical Oceanography, at the Faculty of Science and Technology 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 (Statute of the University Teaching Career, 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 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 permanent public employment contract, in accordance with Article 25 of ECDU. The tender will end once the positions have been filled.

Rector may cancel the call for duly justified reasons, under Article 92, paragraphs d), e) and q) of Law 62/2007 of 10 September.

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– The conditions for admission to the tender are:

a) Applicants must hold a doctoral degree in Physical Oceanography or a related area, in a speciality considered appropriate for the disciplinary and scientific 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 recognition 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 B1), by the end of the term granted for the contract's signature, if applicable. Failure to submit the degree recognition document within that period prevents the contract from being signed with the candidate, and the hiring proposal is passed on to the next candidate.

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

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

a) Do not hold a doctoral degree in Physical Oceanography or a related area, in a speciality considered as appropriate for the disciplinary and scientific area in which the tender has been opened, in accordance with Article 41-A of ECDU.

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 meet the general requirements for employment in public functions foreseen in Article 17 of the General Law on Public Employment, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDU.

d) Do not submit the required documents stipulated in the Public Notice, within the designated deadline;

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

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

1 - Acceptance of applicants on the basis of absolute merit will depend on cumulatively meeting the following requirements:

- a) The applicant holds a curriculum that the selection committee considers to be of scientific merit and that demonstrates research capacity compatible with the disciplinary and scientific area for which the tender is open, and suitable for the respective teaching category;
- b) The applicant is the author or co-author of at least five (5) scientific publications indexed in the SCOPUS collection and relevant to the disciplinary and scientific area in which the competition is open, in the last five (5) years, and in which at least one of the articles is the first author;
- c) The applicant must have proven research experience, through the publication of scientific articles, in physical oceanography, with emphasis on physical processes of various scales on the continental shelf and in the open ocean.

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

4 - An application will be rejected on absolute merit if a majority vote in favor of this is reached, 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 applicants of the 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>, it may be submitted:

- a) In person, on time 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, dated and signed, must include the following documents, in PDF format, in Portuguese or English:

- a) Valid identification document at the date of application;
- b) Certificate proving that the applicant holds of a doctoral degree, in an appropriate speciality for the tender;
- c) One (1) copy of the applicant's curriculum vitae, duly signed and dated, describing the candidate's scientific, pedagogic and other activities relevant to the mission of higher education institutions, including a contents page and numbered appendices, respecting the order of the parameters and factors set out in point V of this announcement, together with the list of works to be submitted, in accordance with the following paragraph;
- d) One (1) printed or photocopied copy and one (1) copy in PDF format, of each of the works selected by the applicant, a maximum of five, as being the most representative, namely with regard to their contribution to the development and evolution of the disciplinary and scientific 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 selected publications;
- e) Document framing the applicant's pedagogic activity, if any, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU;
- f) Indication of the 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, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU;
- g) Document with a career development plan containing objectives, scientific development project, pedagogical development project, and synopsis of the line of research you intend to implement, with a maximum of 3,000 words;

- h) Other documents which the applicant considers further demonstrate his/her scientific performance, pedagogic skills, and other relevant activities and which would constitute a legal basis for ranking candidates, should the selection committee deem them appropriate and duly proven;
- 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 has the physical robustness and mental profile indispensable 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 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 h) 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 publication, which may be recorded in the same digital media or exist in a repository for free access in the Internet. There should also be clickable links to the web pages of the entities or events referred to in the curriculum vitae, and when relevant, and feasible, to the web pages 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 applying to the accessibility of the links, the functioning of which must be verified by the candidate, so that the members of the selection committee 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, 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 eight (8) days in advance.

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

The curricular evaluation focuses on the activities developed by the applicants, in the disciplinary and scientific area of the tender, in the scientific field of Oceanography and the scientific subfield of the competition, with emphasis on experience in Physical Oceanography, particularly physical processes of various scales on the continental shelf and in the open ocean, a solid background in ocean physics, and its adequacy to the category of Assistant Professor, considering the following parameters and respective weightings:

- A) Scientific performance (50%);**
- B) Pedagogical capacity (30%),**
- C) Other activities relevant to the University's mission (20%)**

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

**A) Scientific Performance**, with a weighting of 50%. In the assessment of scientific performance, the following factors will be considered:

- a) Scientific production: Quality and quantity of scientific production (books, book chapters, articles in indexed international journals, communications at conferences) taking into account the number and type of publications in indexed international journals and by the recognition given to them by the scientific community (translated as the quality and reference made to them by other authors) (30%);
- b) Coordination and participation in externally funded scientific research projects, taking into account the size of the project, its scientific and technological level, its degree of innovation, and its results, including a final evaluation where applicable (20%);

c) Promotion of scientific activity: coordination and leadership of research teams, creation or reinforcement of experimental and/or computational laboratory infrastructures (20%);

d) Recognition by the scientific community: awards from scientific societies, guest lectures at scientific meetings, participation as editor of international journals, reviewer of publications in international journals, of applications for research or advanced training grants and scientific projects, coordination and participation in scientific event program committees (10%).

e) Career development plan – The scientific development project will take into account the scientific area and subarea covered by the competition, particularly with regard to the potential for strengthening scientific activities in the areas of physical oceanography, with emphasis on physical processes of various scales on the continental shelf and in the open ocean, a solid background in ocean physics and interdisciplinary knowledge of oceanography and remote sensing (20%).

**B) Pedagogical capacity**, with a weighting of 30%. In the evaluation of pedagogical capacity, the following factors will be considered:

a) Lecturing activity - Quality and diversity of the lecturing activity developed by the applicant, taking into account, among other relevant factors, the results of opinion polls (e. g., pedagogic surveys), which should be mentioned in the curriculum, whenever available (20%);

b) Supervision and guidance of doctoral, master's, and bachelor's students (20%);

c) Other pedagogic activities - Quality and quantity of pedagogic material and publications of a pedagogic nature produced by the applicant, other activities with an impact on the teaching-learning process carried out by the applicant, including training internships for young graduates or masters (20%).

d) Career development plan – The pedagogical development project will take into account the scientific area and subarea covered by the competition, particularly with regard to the potential for strengthening pedagogical activities in the areas of physical oceanography, with an emphasis on physical processes of various scales on the continental shelf and in the open ocean, a solid background in ocean physics and interdisciplinary knowledge of oceanography and remote sensing (40%).

**C) Other relevant activities for the University's mission**, with a weighting of 20%. In the evaluation of other relevant activities, the following factors will be considered:

a) Participation in management activities in institutions of higher education/business or research in the area of Physical Oceanography and remote sensing and related or in other entities of a scientific, technological or cultural nature that carry out relevant activities within the scope of the mission of the previous ones (20%).

b) Consulting and knowledge transfer activities for society (20%);

c) Participation in actions and publications of scientific, cultural or technological dissemination (25%);

d) Participation in the development of extension projects including scientific dissemination and the provision of services to the scientific and educational community, the productive and economic sector and/or the society in general (15%);

e) Participation in academic examination boards (15%);

f) Organization of scientific or educational events in the scientific area of the application (15%).

## 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, 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 president of the selection committee has the casting vote to decide which is ranked first in the ordered list. The selection board president will use as tie-breaking criteria the date the Doctoral degree was conferred, the most recent prevailing;

e) If neither of those two cases c) and d) occurs, a new ballot will take place after elimination of applicants who obtained no, or at least one vote in the previous ballot;

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 the date the Doctoral degree was conferred, and the applicant who obtained their doctorate the longest time ago shall be eliminated.

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 the 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 Jury

President:

Doctor Nuno Gonçalves Viana Pereira Ferreira Bicho, Vice-Rector of the University of Algarve, by delegation of powers from the Rector of the University of Algarve.

Members:

Doctor João Miguel Sequeira Silva Dias, Full Professor at the University of Aveiro;

Doctor Álvaro Júdice Ribeiro Peliz, Associate Professor at the Faculty of Sciences of the University of Lisbon;

Doctor Paulo Manuel Cruz Alves da Silva, Associate Professor at the University of Aveiro;

Doctor António Miguel Piecho-Santos, Coordinating Researcher at the Portuguese Institute for Sea and Atmosphere;

Doctor Rui Miguel Andrade Caldeira, Principal Researcher at the Regional Agency for Research, Technology and Innovation Development;

Doctor Alice Newton, Full Professor at the Faculty of Science and Technology, 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.

October 14, 2025. — The Vice-Rector for Research and Culture at the University of Algarve, Professor *Nuno Gonçalves Viana Pereira Ferreira Bicho*

## Where to apply

Website

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

## Requirements

Research Field

Environmental science » Water science

Education Level

PhD or equivalent

### Skills/Qualifications

Applicants must hold a doctoral degree in Physical Oceanography or a related area, in a speciality considered appropriate for the disciplinary and scientific area in which the tender has been opened, as foreseen in Article 41-A of the ECDU.

### Specific Requirements

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.

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.

Applicants must be fluent 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 B1), by the end of the term granted for the contract's signature, if applicable. Failure to submit the degree recognition document within that period prevents the contract from being signed with the candidate, and the hiring proposal is passed on to the next candidate.

Applicants must meet the general requirements for employment in public functions foreseen in Article 17 of the Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDU.

<b>Languages</b>	PORTUGUESE
<b>Level</b>	Excellent
<b>Research Field</b>	Environmental science » Water science

### Internal Application form(s) needed

**requerimentocandidaturaconcursodocumental.pdf**

**English** (92.61 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 permanent public employment contract, in accordance with Article 25 of ECDU.

### Eligibility criteria

Applicants will be excluded from the tender procedure if they:

Do not hold a doctoral degree in Physical Oceanography or a related area, in a speciality considered as appropriate for the disciplinary and scientific area in which the tender has been opened, in accordance with Article 41-A of ECDU.

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

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

Do not submit the required documents stipulated in the Public Notice, within the designated deadline;

### Selection process

Acceptance of applicants on the basis of absolute merit will depend on cumulatively meeting the following requirements:

- The applicant holds a curriculum that the selection committee considers to be of scientific merit and that demonstrates research capacity compatible with the disciplinary and scientific area for which the tender is open, and suitable for the respective teaching category;
- The applicant is the author or co-author of at least five (5) scientific publications indexed in the SCOPUS collection and relevant to the disciplinary and scientific area in which the competition is open, in the last five (5) years, and in which at least one of the articles is the first author;
- The applicant must have proven research experience, through the publication of scientific articles, in physical oceanography, with emphasis on physical processes of various scales on the continental shelf and in the open ocean.

### 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.

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

## Work Location(s)

<b>Number of offers available</b>	1
<b>Company/Institute</b>	Faculty of Science and Technology
<b>Country</b>	Portugal
<b>State/Province</b>	Algarve
<b>City</b>	Faro
<b>Postal Code</b>	8005-139
<b>Street</b>	Estrada da Penha - Campus da Penha
<b>Geofield</b>	

## Contact

<b>State/Province</b>	Algarve
<b>City</b>	Faro
<b>Website</b>	<a href="http://www.ualg.pt">http://www.ualg.pt</a>
<b>Street</b>	Campus da Penha - Estrada da Penha
<b>Postal Code</b>	8005-139
<b>E-Mail</b>	srhconcurso@ualg.pt

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