

28 Oct 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Economics
Research Field	Management sciences » Other
Researcher Profile	Established Researcher (R3)
Positions	PhD Positions
Country	Portugal
Application Deadline	11 Dec 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	29 Oct 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital nº 1690/2025 OE202510/0863
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

By ordinance dated May 22nd, 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 Associate Professor in the Management group, disciplinary area of Marketing, 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 to 51, 61 and 62-A of the *Estatuto da Carreira Docente Universitária* (Career Statutes for University Academic Staff), in its current writing, 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 two (2) positions, in the form of a non-fixed-term contract as a government employee, in accordance with Article 19 of ECDU. The tender will end once the 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:

Are eligible to apply applicants who:

a) Under the terms of article 41 of the ECDU, have held a doctorate degree for more than five years in Marketing, or Tourism, or Economic and Business Sciences, specializing in Management;

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.

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 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.

ii) Applicants who are not native Portuguese speakers but who have worked in Portugal in a Portuguese-speaking context for more than 15 years are exempt from presenting the certificate referred to in paragraph i).

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:

a) Do not hold a doctoral degree in Marketing, or Tourism, or Economic and Business Sciences, specializing in Management, for at least five years;

b) Do not hold a recognized doctoral degree, by the closing date of the tender, in Marketing or Tourism or Economic and Business Sciences, specializing in Management, and respective recognition, if the qualification is foreign;

c) 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;

d) 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. The admission of candidates based on absolute merit will depend on the cumulative fulfillment of the following requirements.

a.1.) The applicant must be the author or co-author of scientific publications that, according to the table below, total at least 70 points in the 2024 version of the AJG-ABS ranking and in the 2023 version of the JCR or SJR rankings. Additionally, at least one of the scientific publications must be published in a journal classified as 4 or 4* in the ABS ranking.

Journal Ranking / Classification / Points:

ABS / 4* / 10 points

ABS / 4 / 8 points

JCR ou SJR / Q1 (Percentil 90 a 100) / 7 points

ABS / 3 / 6 points

JCR ou SJR / Q1 / 5 points

ABS / 2 / 4 points

JCR ou SJR / Q2 / 3 points

ABS / 1 / 2 points

a.2.) Have an h-index (SCOPUS or Clarivate Analytics Web of Science) equal to or greater than nine at the time of application submission;

a.3.) Meet at least two of the following four requirements:

i) Coordination of at least one research proposal that received a favorable evaluation in competitive calls (with a score above 70%, or advancement to the second stage in two-phase evaluation processes);

ii) Coordination of at least one funded research project;

iii) Participation in at least four funded research projects;

iv) Participation on at least 12 doctoral examination panels.

b) In the pedagogical dimension, the applicant must cumulatively meet the following criteria:

b.1.) Have successfully supervised/co-supervised at least 25 final master's degree projects and one doctoral thesis;

b.2.) Have coordinated at least four first-cycle curricular units and five second-cycle curricular units.

c) In the academic management dimension, the applicant must meet at least one of the following criteria:

c.1.) Have accumulated a minimum of two years of experience coordinating first, second, or third cycle courses;

c.2.) Have at least two years of experience in university management positions, namely as head of an academic unit or department, chair of a pedagogical council, chair of a scientific council, or director of a research unit funded by the Foundation for Science and Technology.

d) In the university outreach dimension, the applicant must meet at least two of the following requirements:

d.1.) Organization of a scientific outreach event, or authorship of a publication or presentation aimed at the general public;

d.2.) Participation in at least one evaluation panel for competitions or projects;

d.3.) Have at least two funded collaborations;

d.4.) Hold copyrights or patents or have evidence of having received a non-scientific award or distinction.

2. The vote against admission on absolute merit must be based on non-compliance with the requirements 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 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>, by 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) Certificates proving that the applicant holds a doctoral degree in Marketing or Tourism or Economic and Business Sciences, specializing in Management, and respective recognition, if the

qualification is foreign;

c) Certificate proving that the applicant holds an aggregate title, if applicable;

d) One (1) copy of the curriculum vitae, dated and signed, including an index and numbered annexes, which includes scientific, pedagogical and other activities relevant to the mission of higher education institutions, carried out by the applicant, for the purposes of article 50, no. 6, of the ECDU, in compliance with 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 candidate for the purposes set out in chapter V.A) i) up to a maximum of five and, optionally, a supporting document explaining the relevance of the selected publications;

f) A supporting document outlining the applicant's teaching activities, if applicable, for the purposes of Article 50, paragraph 6, point b) of the ECDU;

g) Indication of the quality assessment carried out in relation to the curricular units taught by the applicant, when they exist and if applicable, for the purposes of article 50, paragraph 6, paragraph b), of the ECDU;

h) A career development plan in the area of Tourism Marketing, containing objectives, a scientific and pedagogical development plan and a synopsis of the line of research that the applicant intends to implement, with a maximum of 6000 words;

i) 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;

j) 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;

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

l) An up-to-date vaccination certificate.

3. The documents referred to in paragraphs j) to l), 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. Failure to make a written declaration constitutes grounds for exclusion. Delivery of these documents will be required, should the applicant be selected for the vacancy.

4. The documents required in paragraphs a) to i) 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 and 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 applicant, 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 hiring 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 hearings 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 Associate Professor category, considering the following parameters and respective weightings:

- a) Scientific performance (50%);
- b) Pedagogical capacity (40%);
- c) Other activities relevant to the University's mission (10%).

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 (50%) - In the assessment of scientific performance the following factors will be considered:

a) Scientific production: Quality and quantity of scientific production, expressed in particular by the number and type of publications in international journals indexed primarily in the area of management. (40%)

ii) Participation in scientific research projects with funding. (10%)

iii) Hold the academic title of Agregado (habilitation) in: i) Marketing or ii) Economic and Business Sciences, specializing in Management. (10%)

iv) Supervision of advanced training, particularly supervision of doctoral and master students. (10%)

v) 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.h)). (30%)

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

i) Teaching activity - Quality and diversity of the teaching activity developed by the applicant, considering, 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%)

ii) Production of teaching materials: quality and quantity of teaching materials produced by the applicant, as well as the preparation of teaching materials or publications of a teaching nature with ISBN, ISSN or DOI. (15%)

iii) Participation in academic examination committees, with particular emphasis on serving as an examiner and on participation in committees at external institutions. (15%)

iv) Career development plan, pedagogical aspect (referred to in III.2.h) (30%)

C) Other relevant activities (10%), considering the following evaluation parameters:

i) Holding management positions in bodies of the teaching unit, Higher Education Institutions or research units. (50%)

ii) University outreach activities, including the provision or coordination of consulting services; participation in national and international projects or organizations of professional or cultural relevance; involvement in training projects that promote interaction with society; and the organization or delivery of scientific, cultural, pedagogical, or technological dissemination initiatives relevant to the area of the tender. (50%)

VI - Selection process in relative merit

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

a) Before voting starts, 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 who has held the PhD for the longest time shall be excluded;

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 Efigénio da Luz Rebelo, Professor Emeritus and Retired, Faculty of Economics, University of Algarve;

Doctor João Manuel de Frias Viegas Proença, Professor at the Faculty of Economics, University of Porto;

Doctor Helena Maria Baptista Alves, Professor at the Faculty of Social Sciences and Humanities, University of Beira Interior;

Doctor Carla Susana da Encarnação Marques, Professor at the School of Human Sciences and Social Sciences, University of Trás-os-Montes and Alto Douro;

Doctor Luís Miguel Serra Coelho, 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

Under the terms of article 41 of the ECDU, have held a doctorate degree for more than five years in Marketing, or Tourism, or Economic and Business Sciences, specializing in Management.

Specific Requirements

Admission requirements:

Are eligible to apply applicants who:

a) Under the terms of article 41 of the ECDU, have held a doctorate degree for more than five years in Marketing, or Tourism, or Economic and Business Sciences, specializing in Management;

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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	Excellent
Research Field	Management sciences » Other

Internal Application form(s) needed

English application form_3.pdf

English (76.53 KB - PDF)

[Download](#)

Additional Information

Benefits

The purpose of this tender is to fill two (2) positions, in the form of a non-fixed-term contract as a government employee. The gross monthly salary to be paid shall be 3.950,17€.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- Do not hold a doctoral degree in Marketing, or Tourism, or Economic and Business Sciences, specializing in Management, for at least five years;
- Do not hold a recognized doctoral degree, by the closing date of the tender, in Marketing or Tourism or Economic and Business Sciences, specializing in Management, and respective recognition, if the qualification is foreign;

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Selection process

Admission requirements in absolute merit and their assessment:

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a.1.) The applicant must be the author or co-author of scientific publications that, according to the table below, total at least 70 points in the 2024 version of the AJG-ABS ranking and in the 2023 version of the JCR or SJR rankings. Additionally, at least one of the scientific publications must be published in a journal classified as 4 or 4* in the ABS ranking.

Journal Ranking / Classification / Points:

ABS / 4* / 10 points

ABS / 4 / 8 points

JCR ou SJR / Q1 (Percentil 90 a 100) / 7 points

ABS / 3 / 6 points

JCR ou SJR / Q1 / 5 points

ABS / 2 / 4 points

JCR ou SJR / Q2 / 3 points

ABS / 1 / 2 points

a.2.) Have an h-index (SCOPUS or Clarivate Analytics Web of Science) equal to or greater than nine at the time of application submission;

a.3.) Meet at least two of the following four requirements:

i) Coordination of at least one research proposal that received a favorable evaluation in competitive calls (with a score above 70%, or advancement to the second stage in two-phase evaluation processes);

ii) Coordination of at least one funded research project;

iii) Participation in at least four funded research projects;

iv) Participation on at least 12 doctoral examination panels.

b) In the pedagogical dimension, the applicant must cumulatively meet the following criteria:

b.1.) Have successfully supervised/co-supervised at least 25 final master's degree projects and one doctoral thesis;

b.2.) Have coordinated at least four first-cycle curricular units and five second-cycle curricular units.

c) In the academic management dimension, the applicant must meet at least one of the following criteria:

c.1.) Have accumulated a minimum of two years of experience coordinating first, second, or third cycle courses;

c.2.) Have at least two years of experience in university management positions, namely as head of an academic unit or department, chair of a pedagogical council, chair of a scientific council, or director of a research unit funded by the Foundation for Science and Technology.

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d.1.) Organization of a scientific outreach event, or authorship of a publication or presentation aimed at the general public;

d.2.) Participation in at least one evaluation panel for competitions or projects;

d.3.) Have at least two funded collaborations;

d.4.) Hold copyrights or patents or have evidence of having received a non-scientific award or distinction.

2. The vote against admission on absolute merit must be based on non-compliance with the requirements 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 receipt of delivery, for the purpose of a preliminary hearing.

Additional comments

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

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

Website for additional job details

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

Work Location(s)

Number of offers available

2

Company/Institute

Universidade do Algarve

Country

Portugal

State/Province

Faro

City

Faro

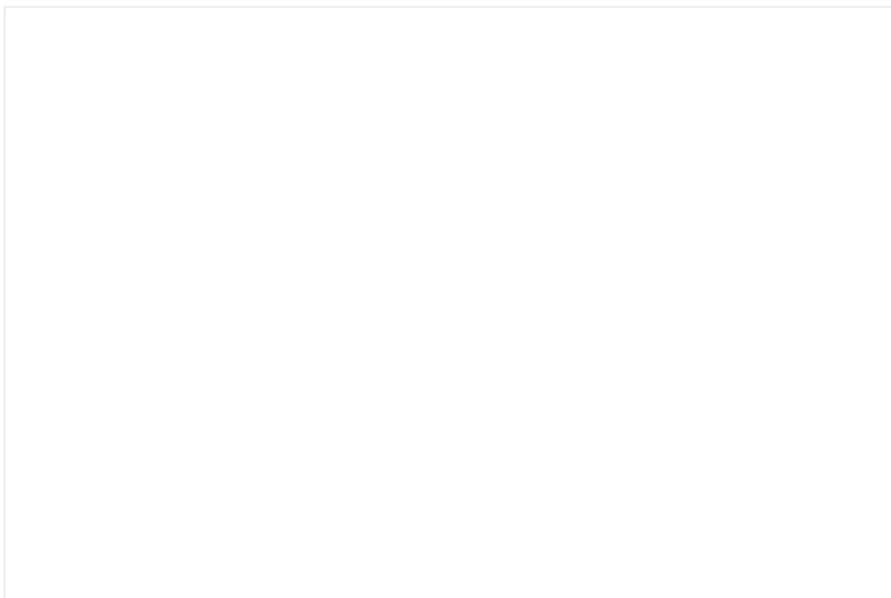
Postal Code

8005-139

Street

Campus da Penha-Estrada da Penha

Geofield



Contact

State/Province

Algarve

City

Faro

Website

<http://www.ualg.pt/en>

Street

Campus da Penha - Estrada da Penha

Postal Code

8005-139

E-Mail

srhconcurso@ualg.pt

Phone

289800900

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