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Job offer

JOB

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

International call for applications for one position of Full Professor in the disciplinary area of Earth, Marine and Environmental Sciences at the Faculty of Science and Technology of the University of Algarve

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29 Oct 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Science and Technology
Research Field	Environmental science » Earth science Environmental science » Water science Environmental science » Other
Researcher Profile	Leading Researcher (R4)
Positions	PhD Positions
Country	Portugal
Application Deadline	12 Dec 2025 - 23:59 (Europe/Lisbon)

Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	30 Oct 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1694/2025 - OE202510/0940
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

PUBLIC NOTICE

International call for applications for one position of Full Professor in the disciplinary area of Earth, Marine and Environmental Sciences at the Faculty of Science and Technology of the University of Algarve.

By order of October 9, 2025, issued by the Rector of the University of Algarve, an international tender has been opened for the position of Full Professor in the field of Earth, Marine, and Environmental Sciences, 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 40, 45 to 51, 61, and 62-A of the Estatuto da Carreira Docente Universitária (Statute of the University Teaching Career, forthwith referred to as ECDU), republished as an annex to Decree-Law No. 205/2009, of August 31, 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*, 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 19 of ECDU. The tender will end once the positions have been filled.

The 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. Admission requirements:

a) Applicants must hold, pursuant to Article 40 of the ECDU, a doctoral degree for more than five years and the aggregate title, in both cases in Earth, Marine, and Environmental Sciences or related areas whose specialty is considered appropriate for the disciplinary area in which the tender has been opened;

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) If the applicant does not have a proficiency in Portuguese and is selected in the tender, the applicant must immediately, under a commitment of honor, begin the respective learning process, with a view to ensuring their ability to teach in Portuguese, without any limitations in communicating with students. Proficiency in Portuguese at level C1 of the CEFR is an essential requirement for subsequent approval during the trial period.

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 PhD in Earth, Marine and Environmental Sciences or a related field whose specialisation is considered appropriate for the subject area in which the competition was opened, and have not done so for more than five years;

b) Do not hold the title of aggregate in Earth, Marine and Environmental Sciences or a related area whose specialisation is considered appropriate for the subject area in which the tender was opened;

c) Do not hold a recognized doctoral degree by the application deadline, if their qualification is foreign;

d) 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;

e) 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 – Applicants who do not cumulatively meet all the following criteria shall not be admitted on absolute merit:

- a) Be authors or co-authors of at least 50 publications, of which at least 5 must have been published in the last five years, in the subject area for which the competition is open, indexed in Clarivate Analytics' Web of Science Science Citation Index Expanded or SCI Verse of SCOPUS;
- b) Have obtained a total of at least 1000 citations (excluding self-citations) in SCOPUS or Clarivate Analytics' Web of Science for scientific works produced in the subject area for which the tender is open;
- c) Have an H-index (SCOPUS) of at least 20;
- d) Have coordinated at least two competitively funded research projects;
- e) Have supervised a minimum of three successfully completed doctoral theses.

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 candidates of the admission or exclusion of their applications on the basis of absolute merit, by email with delivery confirmation, for the purposes 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, 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) Certificates proving academic degree and aggregate title in an area relevant to the tender, as well as recognition of the degree, if the qualification is foreign;
- c) One (1) copy of the dated and signed curriculum vitae, which includes the scientific, pedagogical, and other activities relevant to the mission of higher education institutions, carried out by the applicant, considering the selection and ranking criteria set forth in Point V of this Announcement and the list of works to be presented in accordance with the following paragraph;

- d) One (1) printed or photocopied copy and one (1) PDF copy 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 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 "quality assessment" carried out in relation to the subjects for which the applicant has been responsible, where applicable, also for the purposes of Article 50(6) (b) of the ECDU;
- g) Document with a career development plan, containing objectives, scientific and pedagogical development plan, and synopsis of the line of research the applicant intends to implement;
- 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 curriculum evaluation focuses on activities developed by the applicants in the disciplinary area of the tender, and their suitability for the category of Full Professor, considering the following parameters and respective weightings:

1. Scientific performance (50%)
2. Pedagogical capacity (35%)
3. Other activities relevant to the University's mission (15%)

The evaluation in each parameter is based on the factors and weightings indicated below 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:

- i) Scientific production - Quality and quantity of scientific production in the subject area for which the tender is open (books, book chapters, articles in indexed international journals), expressed in particular by the number and type of publications in indexed international journals and by the recognition given to them by the scientific community (reflected in the quality of the places of publication and in the references made to it by other authors) (35%);
- ii) Capacity to organise and lead scientific teams, including the quality and quantity of scientific projects coordinated and participated in, considering the size of the project in terms of the amount of funding obtained, the scientific and technological level, the degree of innovation, and the project results, including patents and final evaluation, where applicable (25%);
- iii) Academic supervision: advanced training supervision, namely supervision of master's and doctoral degrees (10%);
- iv) Academic recognition and scientific service — Activity as editor and reviewer of scientific articles, participation in academic and scientific evaluation activities, namely in the context of examinations and tenders, evaluation of scholarships and projects, as well as other relevant evaluation activities (5%);
- v) Participation as a member of scientific committees or in the organisation of scientific meetings, seminars or conferences (5%);
- vi) Awards, honorary titles and other forms of academic recognition (5%).
- vii) Scientific-Pedagogical Project: The potential scientific contribution of the submitted document to the scientific and pedagogical development of the subject area of the competition will be evaluated (15%).

B) Pedagogical capacity, with a weighting of 35%. In the evaluation of pedagogical capacity, the following factors will be considered:

- i) Quality and scope of teaching practice — Quality and diversity of the applicant's pedagogical activity in the subject area for which the tender is open, including, where relevant, the results of extensive opinion polls (e.g., student surveys), which should be mentioned in the curriculum vitae, whenever available and statistically significant, invitations from other universities for teaching or pedagogical consulting (40%);
- ii) Coordination and promotion of pedagogical projects — Capacity to coordinate and promote educational projects, such as Erasmus programmes, the development of new subject programmes, the creation and coordination of new courses or study programmes, the reform and updating of existing projects, as well as the implementation of projects with an impact on the teaching/learning process (15%);
- iii) Coordination of academic sectors or centers, as well as participation in pedagogical boards, groups or committees — The duration, role and impact on the function must be mentioned (10%);
- iv) Participation in academic examination boards (15%);
- v) Production of pedagogical material — Quality and quantity of pedagogical material and publications produced by the applicant, as well as activities with an impact on the teaching-learning process carried out by the applicant (10%);
- vi) Scientific-Pedagogical Project: The potential contribution of the submitted document to the pedagogical development of the subject area of the competition will be evaluated (10%).

C) Other relevant activities for the University's mission, with a weighting of 15%. In the evaluation of other relevant activities, the following factors will be considered:

- i) Holding university management positions and functions at the level of the university, the organisational units, the departments, the research units and the services, including in other organisms of the national and international S&T system (45%);
- ii) Participation in the development of extension projects, including scientific dissemination, the economic and social development of knowledge, the provision of services to the scientific/educational community, the economic-productive fabric and/or society in general (20%);
- iii) Organization of scientific or educational events within the scope of activities related to the area of the tender for which the applicant is applying (15%);
- iv) Participation in actions and publications of scientific, cultural or technological dissemination (10%);
- v) Participation in selection panels for the recruitment of teaching staff (5%);
- vi) Other management positions of recognised public interest in the area of the tender (5%).

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, from among those with the most recent date of obtaining the aggregation and, if the tie still remains, the date of obtaining the most recent doctorate;
- 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, from among those with the earliest date of obtaining the aggregation and, if the tie still remains, those with the earliest date of obtaining the doctorate;
- 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 Gonalo 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 Miguel ngelo do Carmo Pardal, Full Professor at the Faculty of Science and Technology of the University of Coimbra;

Doctor Maria Joo Correia Colunas Pereira, Full Professor at the Higher Technical Institute of the University of Lisbon;

Doctor Vtor Manuel de Oliveira e Vasconcelos, Full Professor at the Faculty of Sciences of the University of Porto;

Doctor Joo Miguel Sequeira Silva Dias, Full Professor at the University of Aveiro;

Doctor Deborah Mary Power, Full Professor at the Faculty of Science and Technology of the University of Algarve;

Doctor Maria Ester Tavares lvares Serro, Full Professor at the Faculty of Science and Technology of the University of Algarve.

VIII – Access to the tender procedure

The tender process may be consulted at the University of Algarve's Human Resources Department, on floor 0 of the Penha Library Building at the Penha Campus of the University of

Algarve, in Faro, from 9.30am to noon and from 2.30p.m to 4.30 p.m., through previously scheduled appointment.

October 23, 2025. — The Vice-Rector for Research and Culture of the University of Algarve, Professor *Nuno Gonçalo Viana Pereira Ferreira Bicho*.

Where to apply

Website

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

Requirements

Research Field

Environmental science » Earth science

Education Level

PhD or equivalent

Skills/Qualifications

Applicants must hold, pursuant to Article 40 of the ECDU, a doctoral degree for more than five years and the aggregate title, in both cases in Earth, Marine, and Environmental Sciences or related areas whose specialty is considered appropriate for the disciplinary area in which the tender has been opened.

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.

If the applicant does not have a proficiency in Portuguese and is selected in the tender, the applicant must immediately, under a commitment of honor, begin the respective learning process, with a view to ensuring their ability to teach in Portuguese, without any limitations in communicating with students. Proficiency in Portuguese at level C1 of the CEFR is an essential requirement for subsequent approval during the trial period.

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.

Languages

PORTUGUESE

Level

Excellent

Research Field

Environmental science » Earth science
Environmental science » Water science
Environmental science » Other

Internal Application form(s) needed

requerimentocandidaturaconcursodocumental_3.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 19 of ECDU.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

Do not hold a PhD in Earth, Marine and Environmental Sciences or a related field whose specialisation is considered appropriate for the subject area in which the competition was opened, and have not done so for more than five years;

Do not hold the title of aggregate in Earth, Marine and Environmental Sciences or a related area whose specialisation is considered appropriate for the subject area in which the tender was opened;

Do not hold a recognized doctoral degree by the application deadline, if their qualification is foreign;

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

Applicants who do not cumulatively meet all the following criteria shall not be admitted on absolute merit:

a) Be authors or co-authors of at least 50 publications, of which at least 5 must have been published in the last five years, in the subject area for which the competition is open, indexed in Clarivate Analytics' Web of Science Science Citation Index Expanded or SCI Verse of SCOPUS;

b) Have obtained a total of at least 1000 citations (excluding self-citations) in SCOPUS or Clarivate Analytics' Web of Science for scientific works produced in the subject area for which the tender is open;

c) Have an H-index (SCOPUS) of at least 20;

d) Have coordinated at least two competitively funded research projects;

e) Have supervised a minimum of three successfully completed doctoral theses.

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

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Work Location(s)

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

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