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Job offer

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International call for applications for the position of Associate Professor in the field of Agronomy, at the Faculty of Science and Technology of the University of Algarve.

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31 Oct 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Science and Technology
Research Field	Agricultural sciences » Agronomics
Researcher Profile	Established Researcher (R3)
Positions	PhD Positions
Country	Portugal
Application Deadline	16 Dec 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent

Job Status	Full-time
Hours Per Week	35
Offer Starting Date	3 Nov 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1711/2025 - OE202510/1001
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

PUBLIC NOTICE

International call for applications for the position of Associate Professor in the field of Agronomy, at the Faculty of Science and Technology of the University of Algarve.

By order of the Rector of the University of Algarve, dated October 3, 2025, an international tender has been opened for the position of Associate Professor in the field of Agronomy 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 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.

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. It will be 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 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:

Applicants who meet the following criteria are eligible to apply:

- a) Pursuant to Article 41 of the ECDU, have a doctoral degree for more than five years in Agronomy or a related field whose specialty is considered appropriate for the disciplinary area in which the tender was 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) Demonstrate proficiency in Portuguese, both spoken and written.
- i) Applicants who are not native Portuguese speakers must demonstrate that they hold an officially recognized diploma proving their proficiency in that language, or a certificate or diploma of communicative competence in Portuguese from the Council of Europe's Common European Framework of Reference for Languages (proficiency level B1) by the deadline for signing the contract, where applicable. Failure to submit a language proficiency document within that period will prevent the contract from being signed with the applicant, and the hiring proposal will be passed on to the next applicant.
- 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 selection procedure if they:

- a) Do not hold a PhD degree for more than five years in the field of Agronomy or a related field whose specialty is considered appropriate for the field in which the tender was opened;
- b) Do not hold a recognized doctoral degree by the application deadline, if their qualification is foreign;
- 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;
- e) Do not submit the required documents stipulated in the Public Notice, within the designated deadline.

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

II – Admission requirements in absolute merit and their assessment:

1 – Applicants will be evaluated on absolute merit, and their admission will depend on meeting all of the following requirements:

- a) Be authors or co-authors of at least five (5) publications indexed in the SCOPUS database, since 2021, inclusive.
- b) Meet at least two of the following criteria:
 - i) Have coordinated or participated in at least one competitively funded research project;

ii) Have supervised or co-supervised at least one successfully completed doctoral thesis;

iii) Have an H-index (SCOPUS) greater than or equal to nine (9).

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) Certificate proving academic degree in a field relevant to the competition, as well as recognition of the degree, if foreign;

c) One (1) copy of the curriculum vitae, for the purposes of Article 50(6) of the ECDU, dated and signed, which includes the scientific, pedagogical, and other activities relevant to the mission of higher education institutions carried out by the applicant, including an index and numbered annexes, mandatorily respecting 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. This document must have a narrative section clearly explaining the contribution to the scientific development of the area of the tender;

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 Teaching and Learning Perception Assessment of Teachers and Students carried out in relation to the curricular units for which the applicant has been responsible, where applicable, also for the purposes of Article 50(6)(b) of the ECDU;
- g) 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;
- h) 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;
- 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 Associate Professor, considering the following parameters and respective weightings:

1. Scientific performance (50%)
2. Pedagogical capacity (30%)
3. Other activities relevant to the University's mission (20%)

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) (40%);
- ii) Coordination or participation in externally funded research projects, paying attention to the results obtained, both in scientific terms and in terms of impact on the disciplinary area for which the tender is open (30%);
- iii) Academic supervision: advanced training supervision, namely supervision of master's and doctoral degrees (10%);
- iv) Recognition by the scientific community: Awards from scientific societies, invited 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%);
- v) Career development plan. The potential contribution of the submitted document to the scientific and pedagogical development of the subject area of the competition will be evaluated (10%).

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

- i) Teaching in the subject area covered by the tender, taking into account the number and diversity of the units taught (30%);
- ii) Production of pedagogical material. Quality and quantity of pedagogical material produced by the applicant, as well as pedagogical publications (40%);
- iii) Coordination and promotion of new pedagogical projects, reform and improvement of existing projects, leadership in accreditation or certification processes (15%);
- iv) Participation in academic examination boards (15%);

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:

- i) University extension activities, namely, provision of consulting services; participation in national and international projects and organizations of scientific, professional, or cultural interest; participation in scientific or training projects that promote interaction with society (10%);
- ii) Holding university management positions and functions at university level, in organisational units, departments, research units and services, including in other bodies of the national and international science and technology system (60%);
- iii) Participation in selection panels for the recruitment of teaching staff (20%);
- iv) Other management positions of recognised public interest in the area of the tender (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, 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, , and the selection committee shall use the date of the doctorate as the tiebreaker criterion, with the most recent date prevailing;
- e) If neither of those two cases c) and d) occurs, a new ballot will take place after eliminating applicants who received no votes or the lowest number of votes 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, using the date of the doctorate as the criterion, with the most recent prevailing;
- 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 Ricardo Manuel de Seixas Boavida Ferreira, Full Professor at the Higher Institute of Agronomy, University of Lisbon;

Doctor Isabel Maria Nunes de Sousa, Full Professor at the Higher Institute of Agronomy, University of Lisbon;

Doctor José Rafael Marques da Silva, Full Professor at the School of Science and Technology, University of Évora;

Doctor Fátima de Jesus Folgôa Baptista, Full Professor at the School of Science and Technology, University of Évora;

Doctor Eduardo Augusto dos Santos Rosa, retired Full Professor at the School of Agricultural and Veterinary Sciences, University of Trás-os-Montes and Alto Douro;

Doctor Anabela Maria Lopes Romano, Full Professor at the Faculty of Science and Technology, University of the 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 2.30 p.m. to 4.30 p.m., through previously scheduled appointment.

October 27, 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

Agricultural sciences » Agronomics

Education Level

PhD or equivalent

Skills/Qualifications

Applicants must hold a doctoral degree for more than five years in Agronomy or a related field 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.

Demonstrate proficiency in Portuguese, both spoken and written.

Applicants who are not native Portuguese speakers must demonstrate that they hold an officially recognized diploma proving their proficiency in that language, or a certificate or diploma of communicative competence in Portuguese from the Council of Europe's Common European Framework of Reference for Languages (proficiency level B1) by the deadline for signing the contract, where applicable. Failure to submit a language proficiency document within that period will prevent the contract from being signed with the applicant, and the hiring proposal will be passed on to the next applicant.

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

Agricultural sciences » Agronomics

Internal Application form(s) needed**requerimentocandidaturaconcursodocumental_5.pdf****English** (92.61 KB - PDF)

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Additional Information

Benefits

The purpose of this tender is to fill two (2) positions, in the form of a permanent public employment contract.

Eligibility criteria

Applicants will be excluded from the selection procedure if they:

- a) Do not hold a PhD degree for more than five years in the field of Agronomy or a related field whose specialty is considered appropriate for the field in which the tender was opened;
- b) Do not hold a recognized doctoral degree by the application deadline, if their qualification is foreign;
- 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;
- e) Do not submit the required documents stipulated in the Public Notice, within the designated deadline.

Selection process

Applicants will be evaluated on absolute merit, and their admission will depend on meeting all of the following requirements:

a) Be authors or co-authors of at least five (5) publications indexed in the SCOPUS database, since 2021, inclusive.

b) Meet at least two of the following criteria:

i) Have coordinated or participated in at least one competitively funded research project;

ii) Have supervised or co-supervised at least one successfully completed doctoral thesis;

iii) Have an H-index (SCOPUS) greater than or equal to nine (9).

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.ualg.pt/en/tender-procedures>

Work Location(s)

Number of offers available

2

Company/Institute

Faculty of Science and Technology

Country

Portugal

State/Province

Faro

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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