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JOB

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International tender for the position of Coordinating Professor of the departmental area of Sports, in the subject area of Sports Management, at the School of Education and Communication of the University of Algarve

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6 Nov 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	School of Education and Communication of the University of Algarve
Research Field	Other
Researcher Profile	Established Researcher (R3)
Positions	PhD Positions

Country	Portugal
Application Deadline	19 Dec 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	6 Nov 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Editais n.º 1726/2025 OE202511/0118
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

PUBLIC NOTICE

(International tender for the position of Coordinating Professor of the departmental area of Sports, in the subject area of Sports Management, at the School of Education and Communication of the University of Algarve)

By ordinance dated of October 8, 2025, issued by the Rector of the University of Algarve, it is open, for a period of 30 working days, counting from the working day immediately following the publication of this notice in the *Diário da República* (the Official Portuguese Gazette), an international tender for the position of Coordinating Professor of the departmental area of Sports, in the subject area of Sports Management, at the School of Education and Communication of the University of Algarve.

This tender is governed by articles 10, 15, and following of the *Estatuto da Carreira Docente do Ensino Superior Politécnico* (Statute of the Lecturing Career of Polytechnic Higher Education), forthwith referred to as ECDESP, which was approved by Decree-Law No. 185/81, of July 1, in its current wording, and in accordance with the Regulations for Competitions for the Recruitment of Teaching Staff at the University of Algarve, Regulation no. 520/2010, published in the *Diário da República*, 2nd series, No. 111, of June 9.

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 29-B, paragraph 1 of ECDESP, in its current version.

The purpose of this tender is to fill in one (1) position in the form of a non-fixed-term contract as a government employee in accordance with Article 10 of ECDESP. The tender will end once the position has been filled.

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

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations actively promote a policy of equal opportunities for employment and career progression between men and women, taking every possible measure to avoid any kind of discrimination.

I - Admission requirements

1-Admission requirements:

a) Applicants must hold, under the terms of article 19 of ECDESP, a doctoral degree or specialist title, obtained more than 5 years ago, in Sports Sciences (CNAEF Area – 813).

i) Holders of a doctoral degree obtained outside Portugal must prove the recognition of that degree 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 or the request for recognition, before the end of the application period, will be excluded from the tender;

iii) The title of specialist mentioned in point a) refers to the provisions of article 48 of Law 62/2007 of September 10 and Decree-Law 206/2009 of August 31, in its current version.

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

i) Applicants who are not native speakers of Portuguese must provide evidence of proficiency of the language, either through an officially recognized diploma attesting to their competence, 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 C1), by the deadline for signing the contract, where applicable;

c) Applicants must 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 ECDESP.

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

a) Do not hold a doctoral degree or specialist title obtained for more than five years and in the subject area of the tender and, for this reason, their academic background is inadequate for teaching in the subject area in which the tender is open;

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 submit the required documents required in the Public Notice, or their submission will be made outside the deadline stipulated for this purpose;

d) 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 ECDESP.

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

II - Admission requirements based on absolute merit and respective assessment:

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

- a) Having an overall curriculum that the selection committee considers to be of scientific merit, research capacity and value in teaching activities already developed, compatible with the subject area for which the competition is open and appropriate to the respective teaching category, namely:
- b) The applicant must be the author or co-author of at least five (5) books, book chapters, articles or artistic productions relevant to the field of Sports Management in the last five (5) years;
- c) The candidate must be the author or co-author of at least five peer-reviewed publications indexed in WoS (Web of Science) or Scopus, relevant to the subject area in which the tender is open.

2 - A vote against admission on absolute merit must be justified on the basis of non-compliance with one or more of 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 the provisions of Article 23, paragraph 1, subparagraph b) of the ECDESP. Abstentions are not allowed.

4 – An application will be rejected on absolute merit if at least one such proposal will be voted by the majority of 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 admission or 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 formalised by means of a request addressed to the Rector of the University of the Algarve, available on the website of the University of the Algarve <https://www.ualg.pt/procedimentos-concursais> . It may be:

- a) Submitted in person within the deadline, at the Human Resources Services located on the ground floor of the Library building, at the Penha Campus, University of the Algarve, in Faro; or
- b) By registered mail, with proof of post-dated no later than the application deadline, 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 be accompanied by the following documents in electronic PDF format, in Portuguese or English:

- a) Valid identification document at the time of application;
- b) Certificates proving academic degree or specialist title in an area relevant to the competition;
- c) One (1) copy of the curriculum vitae, dated and signed, which include the scientific, pedagogical, and other activities relevant to the mission of higher education institutions carried out by the applicant, for the purposes of Article 23, paragraph 6, of the ECDESP, including an index and numbered annexes, mandatorily respecting the order of the parameters and factors set out in point V of this announcement and the list of works to be presented in accordance with the following paragraph;
- d) One (1) copy of each of the works selected by the applicant for the purposes set out in point V a) up to a maximum of twelve (12);
- e) Indication of the results of the "quality assessment" carried out regarding the courses for which the applicant was responsible, where applicable, also for the purposes of Article 23, paragraph 6, subparagraph b) of the ECDESP;

f) A career development plan, containing objectives, a pedagogical development plan and a synopsis of the line of research that the applicant intends to implement, with a maximum of 5000 words;

g) Documents that allow for the assessment of compliance with the absolute merit requirements set forth in Point II, no. 1;

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

i) A criminal clearance certificate attesting to the fact that the applicant is not banned from working in government service or from exercising the professional functions for which he/she is applying;

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), j) 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 documents required in points a) to i) must be submitted on a USB flash drive and enable searching by document number in accordance with the parameters and factors set out in Point V of this Notice, which may be recorded on the same digital medium. Where they are available in a freely accessible repository on the Internet, the link must be provided at the beginning of each entry in the curriculum vitae. There should also be clickable links to the web pages of the entities or events referred to in the *curriculum vitae*, whenever reasonable and relevant, as well as, if possible, to the web pages of the courses 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 the information not being considered for evaluation, the same happens with accessibility to links, whose functioning must be verified by the candidate, so that the selection committee members have access to the information.

6 - According to Article 7, paragraph 2 of the Regulation governing tenders for the contracting of 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 23, paragraph 4, subparagraph b) of the ECDESP and to Article 7, paragraph 2, of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve.

2- If the tender selection committee decides to hold the hearings referred to in the previous paragraph, the conditions and scheduling of the hearing shall be announced to the applicants at least 8 days in advance.

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

The assessment and seriation in relative merit are based on the following seriation criteria and their weighting, resulting in the ordering of the weighted average of the quantitative scores obtained in each of the assessment parameters within a scale of 0-100 points:

Curriculum evaluation (100%) - The Curriculum Evaluation focuses on activities developed by the applicants, in the area and subject group of the tender and their suitability for the category of Coordinator Professor, considering the following parameters:

- A) Technical-Scientific and Professional Performance (35%);
- B) Pedagogical Capacity (45%);
- C) Other activities relevant to the University's mission (20%);

In applying the components referred to in the previous article, the following parameters are evaluated and assigned the indicated weighting factors:

A) Technical-scientific and professional performance (35%). The following parameters and respective factors will be considered in the assessment:

a) Technical-scientific production. Quality and quantity of technical-scientific production in the area and subject group for which the tender is open, expressed by the number and type of publications, including information from a bibliometric citation database (20%):

- i) Publications indexed in Scopus or WoS;
- ii) Publications indexed in other indexes (e.g. EHR, Latindex, Scielo);
- iii) Publications in non-indexed international journals;
- iv) Publications in proceedings of international conferences;
- v) Publications in proceedings of national conferences;
- vi) Books and e-books;
- vii) Chapters in a collective work;
- viii) Other publications.

b) Participation in scientific projects. Quality and quantity of scientific project, relevant to the subject area of the tender, namely (5%):

- i) Coordinator of externally funded project completed/ongoing; Member of an externally funded project completed/ongoing;
- ii) Coordinator of completed/ongoing service provision project;
- iii) Member of a completed/ongoing service provision project;
- iv) Preparation of applications for funding of scientific projects;
- v) Other relevant projects.

c) Supervision of academic and professional work, namely (15%):

- i) Completed doctoral thesis;
- ii) Completed master's thesis/report;
- iii) Other relevant supervisions.

d) Intervention in scientific and professional communities, namely (20%):

- i) International conference communication by invitation (Keynote);
- ii) International peer-reviewed conference communication;
- iii) Review of articles or chapters in international publications indexed in WoS or Scopus;
- iv) Review of scientific articles or chapters in other publications;
- v) (Co-)editor of a scientific journal;
- vi) Integrated member of the research unit;
- vii) Organisation of technical and scientific events;

e) Career development plan (20%).

f) Degree and professional training, namely (20%):

- i) Hold a bachelor's degree in the scientific area of Sports Sciences and master's degree in the scientific area of Sports Management;
- ii) Have a professional qualification to teach Physical Education;
- iii) Have the professional title of sports coach for Grade II - Canoeing.

B) Pedagogical Capacity (45%)

a) Coordination and promotion of pedagogical projects, namely (25%):

- i) Creation and coordination of new courses or study programmes;
- ii) Development of new curriculum programmes;
- iii) Reorganisation of existing courses or study programmes;
- iv) Reformulation of existing curriculum programmes.

b) Production of pedagogical material (5%)

- i) Lecturing support books with ISBN;

ii) Preparation of printed and digital notes and exercise books and other lecturing support materials, duly identified and dated.

c) Quality of the teaching activity carried out by the candidate, using, whenever possible, objective methods based on broad opinion gathering (pedagogical surveys) (30%):

i) Experience and dedication to teaching in polytechnic or university higher education;

ii) Teaching and coordination of curricular units within the scientific area in which the tender is open;

iii) Teaching and coordination of courses within the subject area in which the tender is open;

iv) Experience in teaching water sports;

v) Participation as a trainer in pedagogical training, continuing education and lifelong learning activities in the scientific or related area for which the tender is open.

d) Participation in academic examination boards (15%).

e) Other activities related to teaching, namely (25%):

i) Guidance/supervision of curricular internships;

ii) Organization of educational events.

C) Other activities relevant to the University's mission (20%). The following parameters and respective factors will be considered in the assessment:

a) Exercise of management functions in the governing bodies of the teaching unit, higher education institutions, namely (60%):

i) Member of statutory bodies (e.g. Director, Technical-Scientific Council, Pedagogical Council);

ii) Course coordinator/director;

iii) Department or subject area coordinator/director;

iv) Deputy Coordinator/Deputy Course Director;

v) Appointment to management positions by the management of the Institution or Organic Unit;

vi) Other relevant management positions.

b) University extension activities, namely (10%):

i) Provision/coordination of consultancy services;

ii) Participation in national and international projects and organisations of professional or cultural interest;

iii) Participation in training projects that promote interaction with society.

c) Participation in selection committees, namely (20%).

i) Public administration career tenders (lecturing and non-lecturing staff, research scholarship holders);

ii) Participation in selection committees for the recruitment of lecturing staff;

iii) Member of the panel or commission for ranking candidates for master's degrees, special tenders, over 23s, professional higher technical courses and others;

iv) Member of the jury for the recognition of foreign qualifications;

v) Other participations in relevant committees.

d) Other management positions of public interest in the area of the tender, namely (10 %).

i) Member of the organizing committee for congresses and conferences in the area or specialty for which the tender is open;

ii) Services provided abroad that generated revenue;

iii) Management positions/technical direction of sports association;

iv) Other relevant activities.

VI - Selection process in relative merit

1. The methodology of selection in relative merit is as follows:

a) During the meeting, each member of the selection committee will submit a written document, which will be included in the meeting minutes, stating their own ordering of the applicants, based on 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 allowed;

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, the applicant shall be ranked first in the ordered list;

d) If two applicants each obtain exactly half of the votes, the president of the selection committee will break the tie by choosing the applicant who is ranked first on the ordered list. The president of the selection committee will use seniority in the category as the tiebreaker criterion and, if the tie still remains, the date of the doctorate. If the applicant only holds the title of specialist, this date will be considered;

e) If neither of those two cases occurs, a new vote will be held after removing the candidates who did not receive any votes in the first voting 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 selection committee members must vote for the candidate who is lowest in their ranking;

g) If there is still a tie between two or more candidates in this vote, the president of the selection committee will decide which candidate to eliminate from among them. The president of the

selection committee will use seniority in the category as the tiebreaker criterion and, if the tie still remains, the date of the doctorate. If the candidate only holds the title of specialist, this date will be considered;

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 vote 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 Ana Maria de Melo Sampaio de Freitas, Vice-Rector of the University of the Algarve, with delegated competence by the Rector.

Committee members

Doctor Gustavo Manuel Vaz da Silva Pires, Professor Emeritus and Retired at the Faculty of Human Kinetics of the University of Lisbon;

Doctor Rui Manuel Sousa Mendes, Coordinating Professor with Aggregation at the Higher School of Education of the Polytechnic Institute of Coimbra;

Doctor Susana Carla Alves Franco, Coordinating Professor at the Higher School of Sports of the Polytechnic Institute of Santarém;

Doctor Teresa Palmira Simões Baptista Teixeira de Figueiredo, Coordinating Professor at the Higher School of Education of the Polytechnic Institute of Setúbal;

Doctor João Herculano Pessanha de Carvalho, Coordinating Professor at the Higher School of Education and Communication of the University of Algarve.

Alternative committee member

Doctor Rui Manuel Neto e Matos, Coordinating Professor with Aggregation at the School of Education and Social Sciences of Polytechnic Institute of Leiria.

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 4.30p.m., through previously scheduled appointment.

29 October, 2025. - The Vice-Rector, Ana Maria de Melo Sampaio de Freitas.

Where to apply

Website

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

Requirements

Research Field

Other

Education Level

PhD or equivalent

Skills/Qualifications

Applicants must hold, under the terms of article 19 of ECDESP, a doctoral degree or specialist title, obtained more than 5 years ago, in Sports Sciences (CNAEF Area – 813).

Specific Requirements

Admission requirements:

a) Applicants must hold, under the terms of article 19 of ECDESP, a doctoral degree or specialist title, obtained more than 5 years ago, in Sports Sciences (CNAEF Area – 813).

i) Holders of a doctoral degree obtained outside Portugal must prove the recognition of that degree 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 or the request for recognition, before the end of the application period, will be excluded from the tender;

iii) The title of specialist mentioned in point a) refers to the provisions of article 48 of Law 62/2007 of September 10 and Decree-Law 206/2009 of August 31, in its current version.

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

i) Applicants who are not native speakers of Portuguese must provide evidence of proficiency of the language, either through an officially recognized diploma attesting to their competence, 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 C1), by the deadline for signing the contract, where applicable;

c) Applicants must 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 ECDESP.

Languages

PORTUGUESE

Level

Excellent

Research Field

Other

Years of Research Experience

4 - 10

Internal Application form(s) needed

requerimentocandidaturaconcursodocumental_1.pdf

English (254.19 KB - PDF)

[Download](https://www.euraxess.pt/sites/default/files/jobs/2025-11/requerimentocandidaturaconcursodocumental_1.pdf)  (https://www.euraxess.pt/sites/default/files/jobs/2025-11/requerimentocandidaturaconcursodocumental_1.pdf).

Additional Information

Benefits

The purpose of this tender is to fill in one (1) position in the form of a non-fixed-term contract as a government employee.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- a) Do not hold a doctoral degree or specialist title obtained for more than five years and in the subject area of the tender and, for this reason, their academic background is inadequate for teaching in the subject area in which the tender is open;
- 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 submit the required documents required in the Public Notice, or their submission will be made outside the deadline stipulated for this purpose;
- d) 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 ECDESP.

Selection process

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

- a) Having an overall curriculum that the selection committee considers to be of scientific merit, research capacity and value in teaching activities already developed, compatible with the subject area for which the competition is open and appropriate to the respective teaching category, namely:
- b) The applicant must be the author or co-author of at least five (5) books, book chapters, articles or artistic productions relevant to the field of Sports Management in the last five (5) years;
- c) The candidate must be the author or co-author of at least five peer-reviewed publications indexed in WoS (Web of Science) or Scopus, relevant to the subject area in which the tender is open.

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

1

Company/Institute	University of 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
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	289800100

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