

10 Nov 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	School of Management, Hospitality and Tourism
Research Field	Language sciences » Languages
Researcher Profile	Established Researcher (R3)
Positions	PhD Positions
Country	Portugal
Application Deadline	23 Dec 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	10 Nov 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital nº 1741/2025 OE202511/0215
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

By order dated October 9, 2025, issued by the Rector of the University of Algarve, an international tender for the position of Coordinating Professor in the subject area of Languages, sub-subject area of Portuguese and English, at the School of Management, Hospitality and Tourism of the University of Algarve 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).

This tender is governed by the provisions of Articles 10, 15 and the following articles of the Estatuto da Carreira Docente do Ensino Superior Politécnico (Statute of the Teaching Career of Polytechnic Higher Education), hereinafter referred to as ECDESP, which was approved by Decree-Law no. 185/81 on July 1, 1981 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 June 9, 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, and advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and on the University of

Algarve website, in both Portuguese and English, in accordance with Article 29-B, paragraph 1 of the ECDESP, in its current version.

The purpose of this tender is to fill in one (1) position in the form of a permanent public employment contract, 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 compelling reasons.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, the Public Administration actively promotes 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, for more than five years, in accordance with article 19 of the ECDESP, a doctoral degree in Applied Linguistics (English language), or related areas, or the title of specialist in Foreign Languages and Literatures (CNAEF Area - 222), provided that the examinations were taken in the English subject area. Related areas to the doctoral degree in Applied Linguistics (English language) are considered to be English Language Didactics and Linguistics.

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 2018, and any 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;

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

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

i) Non-native speakers of Portuguese must provide proof of an officially recognized diploma demonstrating their proficiency in the Portuguese language 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, when applicable. Failure to submit a language proficiency document within the deadline prevents the contract from being concluded with the applicant, and the hiring proposal will be transferred to the next applicant.

ii) Applicants who are not native Portuguese speakers but who have been working in Portugal in a Portuguese-speaking environment for more than 15 years are exempt from presenting the certificate referred to in point (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 2014, in its current version, unless exempted by the ECDESP.

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

a) Do not hold a doctoral degree in Applied Linguistics (English language) or related areas, or the title of specialist in Foreign Languages and Literatures (CNAEF Area - 222), provided that the examinations were taken in the English area.

b) Do not hold a recognized doctoral degree in Portugal, by the closing date of the tender, when their qualification is from a foreign institution;

c) Do not submit the required documents as determined in the Public Notice, within the designated deadline.

d) Do not meet the general requirements for employment in public functions foreseen in Article 17 of 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 the exclusion of their application via email with a receipt of delivery, for the purposes of a preliminary hearing.

II – Admission requirements based on absolute merit:

1 - Acceptance and evaluation of applicants on the basis of absolute merit will depend, cumulatively, on the following:

a) The applicant holds a curriculum that the selection committee considers to demonstrate scientific merit, research capacity and the value of the pedagogical activity already carried out, which is compatible with the subject subarea for which the tender is open, and suitable for the respective teaching category;

b) The applicant must be the author or co-author of at least six (6) scientific books, articles or chapters in peer-reviewed scientific publications indexed in Scopus or Web of Science (WoS), relevant to the subject sub-area in which the tender is open, in the last ten (10) years.

c) The applicant must have participated in at least two (2) research projects.

2 – A vote against admission on absolute merit must be justified by failure to comply with one or more of the criteria set out in the previous paragraph.

3- To assess the absolute merit of the applicants, each member of the selection committee shall submit a reasoned written proposal listing the the applicants they consider not to meet the requirements outlined in paragraph 1 of point II. The selection committee will then vote on each proposal in accordance with Article 23, paragraph 1, subparagraph b) of the ECDESP. Abstentions are not allowed.

4 – An application will be rejected on the grounds of absolute merit if at least one such proposal receives a majority of favorable votes from the members of the selection committee present at the meeting. The justification for excluding the applicant will be explicitly written up in the official minutes of the meeting.

5 - The selection committee will notify applicants of the exclusion of their application on the grounds of absolute merit via email with a receipt of delivery, for the purposes of a preliminary hearing.

III — Application instructions

1- The application must be formalized 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/pt/srh/concursos-pessoal-docente>, and it may be submitted:

a) In person, at the Human Resources Department located on the ground floor of the Library Building at the Penha Campus of the University of Algarve, in Faro; or

b) By registered mail, with proof of postdated no later than the application deadline, addressed to: Serviços de Recursos Humanos, Campus da Penha, Universidade do Algarve, 8005-139 Faro.

2 - The application for admission to the tender, dated and signed, 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) Certificate proving that the applicant holds a doctoral degree and/or specialist title, as well as the respective recognition of the degree, if the qualification is foreign;
- c) One (1) curriculum vitae, dated and signed, which includes details of the technical-scientific, pedagogical and other relevant activities to the mission of higher education institutions carried out by the candidate, strictly following the order of the parameters and factors outlined in Point V of this notice, and the list of works to be presented according to the following paragraph;
- d) One (1) of each of the works selected by the applicant for the purposes set out in section V component A), paragraph a), up to a maximum of three (3);
- (e) A copy of the doctoral thesis abstract or the abstract of the report for specialist examination, if applicable;
- f) 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;
- g) Document with a career development plan, containing objectives, a scientific development plan, a teaching development plan and a synopsis of the research line that the applicant intends implement;
- h) Documents that allow for the assessment of compliance with the absolute merit requirements set out in Point II, No. 1;
- i) Other documents which the applicant considers to be of interest for the selection committee to be able to fully appreciate his or her technical-scientific performance, pedagogical skills, and other relevant activities that he or she may have undertaken and which would constitute grounds for legal preference, which, however, will be taken into account by the selection committee if duly proven and if the committee deems it 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;
- 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 process, as long as the applicants present a declaration of honour stating their current circumstances regarding each of these requirements. However, the delivery of these documents will be required if the applicant fills the vacancy.

4 - The documents required in paragraphs a) to i) must be delivered in a pen-drive, which must be searchable and contain the associated publication entries with clickable links to the document containing the publication, which may be saved on the same digital medium, or in a freely accessible repository on the Internet. Clickable links to the web pages of the entities or events referred to in the curriculum vitae must also be provided, whenever relevant and feasible, and if possible to the web pages of the course units for which the applicant has been responsible.

5 – The curriculum vitae and respective appendices must be systematized according to 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 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 teaching staff for the University of Algarve, the selection 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 evaluation and ranking in relative merit are based on assessment of the curriculum, focusing on the activities developed by the applicants in the subarea of the tender, and their suitability for the category of Coordinating Professor, considering the following parameters and their respective weightings:

- A) Technical-Scientific and Professional Performance (40%);
- B) Pedagogical Capacity (45%);
- C) Other activities relevant to the mission of the University (15%).

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

A) Technical-Scientific and Professional Performance (40%)

a) Technical-scientific production (40%). Quality and quantity of technical-scientific production in the subject area and subarea for which the tender is open, namely:

- publications indexed in Scopus or Web of Science (WoS);
- publications indexed in other indexes (e.g. EHR, Latindex, Scielo);
- publications in non-indexed international journals;
- publications in proceedings of international conferences;
- publications in proceedings of national conferences;
- books;
- chapters in collective works;
- other publications.

b) Participation in scientific projects (20%). Quality and quantity of scientific projects in the subarea for which the tender is open, namely:

- project coordinator of completed project with external funding;
- member of a completed project with external funding;
- coordinator of a completed service provision project;

- member of a completed service provision project;
- other relevant projects.

c) Supervision of academic and professional work (20%), namely:

- completed doctoral thesis;
- completed master's dissertations, project work or internship;
- undergraduate final coursework or project (pre-Bologna);
- other relevant supervisions.

d) Intervention in scientific and/or professional communities (15%), namely:

- presentation at an international conference by invitation;
- presentation at an international conference with peer review;
- review of articles or chapters in international publications indexed in WoS or Scopus;
- review of scientific articles or chapters in other publications;
- (co-)editor of a scientific journal;
- integrated member of a research unit;
- professional experience in relevant activities outside academia.

e) Career development plan (5%): the potential contribution of the submitted document to the scientific and pedagogical development of the subject area and subarea in which this tender is inserted will be assessed, with the objective of promoting the teaching and research activities associated with it.

B) Pedagogical Capacity (40%).

a) Production of pedagogical materials (20%), namely:

- teaching support textbooks with ISBN;
- preparation of printed and digital notes and exercise books and other lecturing materials, duly identified and dated.

b) Experience and dedication to teaching (60%), namely:

- number of years of teaching in higher education;
- different curricular units taught;
- supervision of curricular internships;
- teaching short non-degree courses;
- organization of pedagogical events;
- attendance of pedagogical training sessions and workshops;
- design or restructuring of proposals for curriculum plans.

c) Participation in academic examination panels (10%), namely:

- participation in a doctoral thesis viva as an examiner;
- participation in a master's dissertation, project work or master's internship report viva as an examiner.
- d) Other activities related to teaching activities (10%).
- C) Other activities relevant to the mission of the university (20%).
- a) Holding management positions in bodies of the Higher Education Institution (50%), namely:
 - member of statutory bodies (e.g. Technical-Scientific Council, Pedagogical Council, Academic Senate, General Council);
 - course coordinator/director;
 - department coordinator/director;
 - deputy course coordinator/deputy director;
 - deputy department coordinator/deputy director;
 - appointment to management positions by the directors of the Institution or Organic Unit;
 - other relevant management positions.
- b) Participation in selection committees (20%), namely:
 - public administration career tenders (teaching and non-teaching staff, research fellows);
 - member of a selection panel for the ranking of candidates for master's degrees, special tenders, over 23s, higher professional technical courses and others;
 - Other participation in relevant juries.
- c) Other management positions of recognized public interest in the area and sub-area of the tender (30%), namely:
 - member of the organizing committee of a conference or congress;
 - services provided outside the educational institution that generate financial revenue;
 - 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 weightings. 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 determines 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 candidates each obtain exactly half of the votes, the president of the selection committee shall have the casting vote, using as successive tie-breaking criteria the scores in the components:

“Pedagogical Capacity”, “Technical-Scientific and Professional Performance”, and “Other activities relevant to the mission of the University”, with the applicant with the highest score prevailing;

e) If neither of the cases (c and d) result in a definitive ranking, a new ballot will take place after eliminating the candidates who obtained no votes in the first ballot as well as the applicant who obtained the fewest votes but who obtained at least one vote);

f) If there is more than one candidate with the lowest number of votes, another ballot shall be held between those candidates to decide which one to eliminate. At this ballot, the selection committee members must vote for the candidate who is lowest-ranked in their own ordered list;

g) If there is still a draw between two or more candidates, the president of the selection committee will decide which applicant to eliminate, using as successive tie-breaking criteria the lowest score in the components "Pedagogical Capacity", "Technical-Scientific and Professional Performance", and "Other activities relevant to the mission of the University". The applicant with the lowest score will be eliminated;

h) After eliminating that candidate and the candidates who did not receive any votes in the first ballot, another ballot will be held to determine which candidate shall be placed at the top of the ordered list, continuing to use the same procedure 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 selection committee

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

Committee members:

Doctor Maria Clara Bicudo de Azeredo Keating, Associate Professor at the Faculty of Arts of the University of Coimbra

Doctor Cristina Maria Ferreira Pinto da Silva, Coordinating Professor at the Higher Institute of Accounting and Administration of the Polytechnic Institute of Porto

Doctor Raúl Manuel das Roucas Filipe, Coordinating Professor at the Estoril School of Hotel Management and Tourism

Doctor Rita Salomé Varela Andrade Rodrigues Baleiro, Coordinating Professor at the School of Management, Hotel Management and Tourism of the University of Algarve

Doctor José António da Conceição Santos, Coordinating Professor at the School of Management, Hotel Management and Tourism of the University of Algarve

VIII – Access to the tender procedure

The tender process can be accessed by scheduled appointment at the Human Resources Department of the University of Algarve, located on the ground floor of the Library Building on the Penha Campus of the University of Algarve, in Faro, from 9:30 a.m. to 12:00 p.m. and from 2:30 p.m. to 4:30 p.m.

Where to apply

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

Requirements

Research Field Language sciences » Languages

Education Level PhD or equivalent

Skills/Qualifications

Applicants must hold, for more than five years, in accordance with article 19 of the ECDESP, a doctoral degree in Applied Linguistics (English language), or related areas, or the title of specialist in Foreign Languages and Literatures (CNAEF Area - 222), provided that the examinations were taken in the English subject area. Related areas to the doctoral degree in Applied Linguistics (English language) are considered to be English Language Didactics and Linguistics.

Specific Requirements

Admission requirements:

a) Applicants must hold, for more than five years, in accordance with article 19 of the ECDESP, a doctoral degree in Applied Linguistics (English language), or related areas, or the title of specialist in Foreign Languages and Literatures (CNAEF Area - 222), provided that the examinations were taken in the English subject area. Related areas to the doctoral degree in Applied Linguistics (English language) are considered to be English Language Didactics and Linguistics.

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 2018, and any 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;

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

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

i) Non-native speakers of Portuguese must provide proof of an officially recognized diploma demonstrating their proficiency in the Portuguese language 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, when applicable. Failure to submit a language proficiency document within the deadline prevents the contract from being concluded with the applicant, and the hiring proposal will be transferred to the next applicant.

ii) Applicants who are not native Portuguese speakers but who have been working in Portugal in a Portuguese-speaking environment for more than 15 years are exempt from presenting the certificate referred to in point (i).

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Languages

PORTUGUESE

Level

Excellent

Research Field

Language sciences » Languages

Internal Application form(s) needed**English application form_0.pdf****English** (76.53 KB - PDF)[Download](#)

Additional Information

Benefits

The purpose of this tender is to fill in one (1) position in the form of a permanent public employment contract.

Eligibility criteria

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- b) Do not hold a recognized doctoral degree in Portugal, by the closing date of the tender, when their qualification is from a foreign institution;
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- d) Do not meet the general requirements for employment in public functions foreseen in Article 17 of Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDESP.

Selection process

Admission requirements based on absolute merit:

1 - Acceptance and evaluation of applicants on the basis of absolute merit will depend, cumulatively, on the following:

- a) The applicant holds a curriculum that the selection committee considers to demonstrate scientific merit, research capacity and the value of the pedagogical activity already carried out, which is compatible with the subject subarea for which the tender is open, and suitable for the respective teaching category;

b) The applicant must be the author or co-author of at least six (6) scientific books, articles or chapters in peer-reviewed scientific publications indexed in Scopus or Web of Science (WoS), relevant to the subject sub-area in which the tender is open, in the last ten (10) years.

c) The applicant must have participated in at least two (2) research projects.

2 – A vote against admission on absolute merit must be justified by failure to comply with one or more of the criteria set out in the previous paragraph.

3- To assess the absolute merit of the applicants, each member of the selection committee shall submit a reasoned written proposal listing the the applicants they consider not to meet the requirements outlined in paragraph 1 of point II. The selection committee will then vote on each proposal in accordance with Article 23, paragraph 1, subparagraph b) of the ECDESP. Abstentions are not allowed.

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Additional comments

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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 compelling reasons.

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

Work Location(s)

Number of offers available	1
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