

18 Nov 2025

## Job Information

Organisation/Company	Universidade do Algarve
Department	Institute of Engineering
Research Field	Engineering » Other
Researcher Profile	Leading Researcher (R4)
Positions	PhD Positions
Country	Portugal
Application Deadline	5 Jan 2026 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	19 Nov 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital nº 1812/2025   OE202511/0493
Is the Job related to staff position within a Research Infrastructure?	No

## Offer Description

By order dated May 14, 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 Principal Coordinating Professor in the disciplinary area of Food Engineering, sub-area of Food Processing, at the Higher Institute of Engineering of the University of Algarve.

This tender is governed by the provisions of Articles 9-A, 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 1st, 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.

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 one (1) position in the form of a permanent public employment contract, in accordance with Article 9-A 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, 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:

In accordance with Article 9-A of the ECDESP, the admission requirements are:

a) Applicants must hold, doctoral degree, for more than five years, in the disciplinary area of Food Engineering, sub-area of Food Processing, and the title of aggregate or legally equivalent title in the area of Food Science and Engineering, or, in both cases, in a related area to that for which the tender is open.

In the case of holding a doctoral degree, the related area is determined by the thesis topic, while in the case of holding a habilitation, the related area is determined by the lesson topic and scope of the examinations. The related areas are the following ones: Bioengineering, Biological Engineering, Biotechnology, and Biochemical Engineering.

i) Holders of a doctoral degree obtained outside Portugal must prove their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of 16 August, and other applicable legislation;

ii) Applicants to whom the previous subparagraph applies who do not provide proof of recognition before the end of the application period, will be excluded from the tender.

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

i) Non-native speakers of Portuguese must provide proof of proficiency through presentation of an officially recognized diploma, from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the contract's signature. Failure to submit a language proficiency document within the deadline prevents the contract from being concluded with the applicant, and the hiring proposal will be transferred to the next applicant.

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 for more than five years in the disciplinary area of Food Engineering, sub-area of Food Processing, or a related area to that for which the tender is open, under the terms set out in the previous paragraph;

b) Do not hold the title of aggregate or legally equivalent title in the area of Food Science and Engineering or a related area for which the tender is open, under the terms set out in the previous paragraph;

c) Do not prove the recognition of a doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;

d) Do not meet the general requirements for employment in public functions foreseen in Article 17 of the Law on Employment in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDESP;

e) Do not submit the required documents required in the Public Notice, or their submission will be made outside the deadline stipulated for this purpose.

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:

1- The admission of applicants on absolute merit depends cumulatively on:

a) Having an overall curriculum that the selection committee considers to be of scientific merit, research capacity and value of pedagogical activity already developed compatible with the disciplinary area of Food Engineering, sub-area of Food Processing, and suitable for the teaching category for which the tender is opened;

b) Applicants must be authors or co-authors of at least forty (40) books, book chapters or articles, indexed in Web of Science or SCOPUS, in the disciplinary area in which the tender is open and more than 1500 citations of the same in SCOPUS;

c) Applicants must have an H-factor (SCOPUS) not less than seventeen (17);

d) Applicants must have coordinated or co-coordinated at least five (5) research projects and/or co-promotion projects with companies with competitive funding, in the disciplinary area in which the tender is open;

(e) Applicants must have supervised or co-supervised at least one post-doc and two (2) doctoral theses, successfully completed, and be currently supervisors of at least three (3) students with scholarships awarded by competitive institutions or funded by research projects;

f) Applicants must have held at least three (3) management positions, namely as course director in the disciplinary area in which the tender is open, department director or president of some body of a teaching unit on an University or Polytechnic Higher Education Institution.

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 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 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.uaig.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) Certificates proving that the applicant holds an academic degree, as well as the recognition of the degree, if it is foreign, and the habilitation in an area relevant to the tender, in addition to a copy of the thesis and the lecture/examinations;

c) One (1) copy of the curriculum vitae, dated and signed, which includes 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, no. 6, of the ECDESP and considering the selection and ranking criteria set out 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 i), up to a maximum of five (5);

e) Indication of the results of the evaluation of the “PEADE — Perception of Teaching and Learning by Teachers and Students” carried out regarding the subjects for which the applicant was responsible, when available and if applicable, also for the purposes of article 23, paragraph 6, subparagraph b), of the ECDESP;

- f) Career development plan, containing objectives, scientific and pedagogical development plan, and synopsis of the research line that the applicant intends to implement;
- g) Documents that allow for the assessment of compliance with the absolute merit requirements set out in Point II, paragraph 1, subparagraphs b) to f);
- h) 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;
- 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 required 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 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 PDF documents required in paragraphs a) to h) 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 based on relative merit is based on the curriculum assessment, which focuses on the activities developed by the applicants in the disciplinary area and sub-area of the tender, and their suitability for the category of Principal Coordinating Professor, considering the following parameters:

- A) Technical-Scientific and Professional Performance (40%);
- B) Pedagogical Capacity (40%);
- C) Other activities relevant to the University's mission (20%).

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%) - In the evaluation of technical-scientific and professional performance, the following factors will be considered in the disciplinary area of Food Engineering, sub-area of Food Processing:

- i) Technical and scientific production. Quality and quantity of production (specifically books, book chapters, articles in indexed international journals or reports of high-level professional activities), expressed by the number and type of publications, including information from a bibliometric database of citations (12%);
- ii) Participation in scientific projects with external funding. Quality and quantity of scientific projects in which the applicant had participated, in the area for which the tender is open (8%);
- iii) Supervision of academic and professional work (5%);
- iv) Intervention in scientific and professional communities — assessment of the capacity for intervention in scientific and professional communities, expressed, in particular, through the organization of events, participation as (co-)editor of journals, participation in journal article review activities, communications at congresses, participation in evaluation juries and in consultancy and service provision activities and other activities of recognized merit (10%);

v) Career development plan. The potential contribution of the submitted document to the scientific and pedagogical development of the disciplinary area and sub-area of the tender will be evaluated, with the aim of promoting the teaching and research activities associated with it (5%).

B) Pedagogical Capacity (40%). The following parameters will be considered in the evaluation:

- i) Coordination of pedagogical projects. Coordination and promotion of new pedagogical projects (e.g., development of new curricular unit programs, creation and coordination of new courses or study programs, etc.) or reform and improvement of existing projects (e.g., reformulation of existing curricular unit programs, participation in the reorganization of existing courses or study programs) (10%);
- ii) Production of pedagogical materials. Quality and quantity of pedagogical materials produced by the applicant, as well as the development of teaching materials or publications of a pedagogical nature with ISBN or ISSN (5%);
- iii) Teaching activity. Teaching and coordination of curricular units. Quantity and diversity of curricular units, degrees and courses taught. Quality of teaching activity carried out by the applicant, resorting, whenever possible, to objective methods based on broad opinion surveys (pedagogical surveys) (10%);
- iv) Participation in academic examination panels (10%);

v) Other activities related to teaching, namely internship supervision (5%).

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

i) Holding management positions in bodies of the teaching unit, Higher Education Institutions or research units (8%);

ii) University extension activities, namely, provision/coordination of consulting services; participation in national and international projects and organizations of professional or cultural interest; participation in training projects that promote interaction with society (8%);

iii) Participation in selection panels for hiring staff or goods and services (2%);

iv) Other management positions of recognized public interest (2%).

#### VI - Selection process in relative merit

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

a) Before the voting begins, 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 obtain exactly half of the votes, the president of the selection committee will break the tie by choosing the one who is ranked first on the ordered list. The president of the selection committee will use the scores in the components "Pedagogical Capacity", "Technical-Scientific and Professional Performance", and "Other activities relevant to the University's mission" as successive tie-breaking criteria, with the applicant with the highest score prevailing.

e) If neither of those two cases occurs (c and d), 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 a tie persists between two or more candidates in this vote, the president of the selection committee will decide which candidate to eliminate. The jury president will use the following tie-breaking criteria: the scores in the components "Pedagogical Capacity", "Technical-Scientific and Professional Performance", and "Other activities relevant to the University's mission", with the candidate with the highest score prevailing, and if the tie still remains, the earliest doctorate date will be considered;

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 Jury

President: Doctor Nuno Gonçalves Viana Pereira Ferreira Bicho, Vice-Rector of the University of Algarve, by nomination of the Rector of the University of Algarve.

Committee members:

Doctor Francisco Xavier Delgado Domingos Antunes Malcata, Full Professor at the Faculty of Engineering of the University of Porto

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

Doctor Cristina Maria Fernandes Delerue Alvim de Matos, Principal Coordinating Professor at the Polytechnic Institute of Porto

Doctor José Alberto Cardoso Pereira, Principal Coordinating Professor at the Higher School of Agriculture of the Polytechnic Institute of Bragança

Doctor Anabela Maria Lopes Romano, Full Professor at the Faculty of Sciences and Technology of the University of Algarve.

Alternative committee member:

Doctor Deborah Mary Power, Full Professor at the Faculty of Sciences and Technology 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 Engineering » Other

Education Level PhD or equivalent

**Skills/Qualifications**

Applicants must hold, doctoral degree, for more than five years, in the disciplinary area of Food Engineering, sub-area of Food Processing, and the title of aggregate or legally equivalent title in the area of Food Science and Engineering, or, in both cases, in a related area to that for which the tender is open.

**Specific Requirements**

Admission requirements:

In accordance with Article 9-A of the ECDESP, the admission requirements are:

a) Applicants must hold, doctoral degree, for more than five years, in the disciplinary area of Food Engineering, sub-area of Food Processing, and the title of aggregate or legally equivalent title in the area of Food Science and Engineering, or, in both cases, in a related area to that for which the tender is open.

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i) Holders of a doctoral degree obtained outside Portugal must prove their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of 16 August, and other applicable legislation;

ii) Applicants to whom the previous subparagraph applies who do not provide proof of recognition before the end of the application period, will be excluded from the tender.

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

i) Non-native speakers of Portuguese must provide proof of proficiency through presentation of an officially recognized diploma, from the Common European Framework of Reference for Languages of the Council of Europe (proficiency level C1) by the end of the term granted for the contract's signature. Failure to submit a language proficiency document within the deadline prevents the contract from being concluded with the applicant, and the hiring proposal will be transferred to the next applicant.

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.

Languages	PORTUGUESE
Level	Excellent
Research Field	Engineering » Other

**Internal Application form(s) needed**

**English application form\_2.pdf**

**English** (76.53 KB - PDF)

[Download](#)

## Additional Information

**Benefits**

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

**Eligibility criteria**

Admission requirements:

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c) Applicants must meet the general requirements for employment in public functions provided for in Article 17, in the Law No. 35/2014, of 20 June 2014, in its current version, unless exempted by the ECDESP.

**Selection process**

The admission of applicants on absolute merit depends cumulatively on:

a) Having an overall curriculum that the selection committee considers to be of scientific merit, research capacity and value of pedagogical activity already developed compatible with the disciplinary area of Food Engineering, sub-area of Food Processing, and suitable for the teaching category for which the tender is opened;

b) Applicants must be authors or co-authors of at least forty (40) books, book chapters or articles, indexed in Web of Science or SCOPUS, in the disciplinary area in which the tender is open and more than 1500 citations of the same in SCOPUS;

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f) Applicants must have held at least three (3) management positions, namely as course director in the disciplinary area in which the tender is open, department director or president of some body of a teaching unit on an University or Polytechnic Higher Education Institution.

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 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 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.

**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 compelling reasons.

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

**Work Location(s)**

<b>Number of offers available</b>	1
<b>Company/Institute</b>	Universidade do Algarve
<b>Country</b>	Portugal
<b>State/Province</b>	Faro
<b>City</b>	Faro
<b>Postal Code</b>	8005-139
<b>Street</b>	Campus da Penha-Estrada da Penha
<b>Geofield</b>	

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## Contact

<b>State/Province</b>	Algarve
<b>City</b>	Faro
<b>Website</b>	<a href="http://www.ualg.pt/en">http://www.ualg.pt/en</a>
<b>Street</b>	Campus da Penha - Estrada da Penha
<b>Postal Code</b>	8005-139
<b>E-Mail</b>	srhconcurso@ualg.pt
<b>Phone</b>	289800900