

Portugal



# Job offer

JOB

PORTUGAL

[Universidade do Algarve](#) | Posted on: 19 November 2025

**International tender for the position of Principal Coordinating Professor in the subject area of Management, at the School of Management, Hospitality and Tourism of the University of Algarve**

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19 Nov 2025

## Job Information

Organisation/Company	Universidade do Algarve
Department	School of Management, Hospitality and Tourism of the University of Algarve
Research Field	Other
Researcher Profile	Leading Researcher (R4)
Positions	PhD Positions

<b>Country</b>	Portugal
<b>Application Deadline</b>	6 Jan 2026 - 23:59 (Europe/Lisbon)
<b>Type of Contract</b>	Permanent
<b>Job Status</b>	Full-time
<b>Hours Per Week</b>	35
<b>Offer Starting Date</b>	20 Nov 2025
<b>Is the job funded through the EU Research Framework Programme?</b>	Not funded by a EU programme
<b>Reference Number</b>	Editais n.º 1830/2025   OE202511/0506
<b>Is the Job related to staff position within a Research Infrastructure?</b>	No

## Offer Description

### PUBLIC NOTICE

(International tender for the position of Principal Coordinating Professor in the subject area of Management, at the School of Management, Hospitality and Tourism of the University of Algarve)

By ordinance dated October 21, 2025, issued by the Rector of the University of the Algarve, an international tender for the position of Principal Coordinating Professor in the subject area of Management, 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 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 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 on the Public Employment Exchange (BEP) within 2 working days, after its publication in the *Diário da República*, pursuant to the terms of Decree-Law no. 78/2003 of April 23, and advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and the University's website, in both Portuguese and English, pursuant to Article 29-B, paragraph 1 of ECDESP, in its current version.

The purpose of this tender is to fill one (1) position in the form of a non-fixed-term contract as a government employee following Article 9-A of ECDESP. The tender will end once the position has been filled.

The Rector reserves the right, under Article 92, paragraphs d), e) and q) of Law 62/2007 of September 10 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, as an employer, is committed to an active gender policy that ensures equal

employment and career advancement opportunities, while taking all necessary measures to prevent any form of discrimination.

## **I - Admission requirements**

### **1-Admission requirements:**

Under the terms of article 19 of ECDESP, the admission requirements are:

a) Applicants must hold a doctoral degree for more than five years in Quantitative Methods Applied to Economics and Management and hold the aggregate title or a legally equivalent title in the field of Economics and Business Sciences — Specialization in Management.

i) Holders of a doctoral degree obtained outside Portugal must provide proof of the recognition of that degree 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;

b) Applicants must be proficient 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.

c) Applicants must meet the general requirements for employment in the public sector as foreseen 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 obtained for more than five years in Quantitative Methods Applied to Economics and Management, and, for this reason, their academic qualifications are inadequate for lecturing in the subject area for which the tender is open;

b) Do not hold the aggregate title or a legally equivalent title in the field of Economics and Business Sciences — Specialization in Management.

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

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

e) 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 and respective assessment:**

1 — Admission on absolute merit of applicants shall depend on the cumulative fulfilment of the following criteria:

a) Publication of twelve scientific texts, in the form of articles, scientific books or book chapters, of which at least five must have been published in the last twelve years in scientific journals classified in the 1st or 2nd quartile of the Web of Science Core Collection database or in the 1st quartile of Scopus, based on the impact factor at the date of publication or the most recent year;

b) Participation in at least five research projects;

c) Completed supervision, with successful defense, of at least twenty second and/or third cycle students.

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- 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 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) Certificates of the academic degrees and /or degree recognition, if foreign, and aggregate title or legally equivalent title, in an area related to the tender;

c) One (1) copy of the curriculum vitae, dated and signed, including details of scientific, pedagogical and other activities relevant to the mission of higher education institutions, carried out by the applicant, including a contents page and numbered appendices, with mandatory adherence to the order of the parameters and factors outlined in section V of this Notice, and the list of works to be submitted in accordance with the following point;

d) One (1) copy of each of the works selected by the applicant for the purposes set out in point V, component A), point i), up to a maximum of five (5);

e) Indication of the results of the "quality evaluation" 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, scientific and pedagogical development plan and a synopsis of the line of research to be implemented by the applicant;

g) Other documents which the applicant considers to be of interest for the selection committee to fully appreciate his or her technical-scientific performance, pedagogical skills, and other relevant activities that the applicant may have undertaken, or that 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;

h) 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;

i) A statement confirming that the applicant has the physical robustness and mental profile required for the exercise of the functions in question;

j) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs h), i) to j), may be waived during the submission process, as long as the applicants present a declaration on their honour stating their current circumstances regarding each of these requirements. However, the delivery of these documents will be required should the applicant be selected for the vacancy.

4 - The documents required in paragraphs a) to g) 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 subjects and 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 assessment and ranking based on relative merit is based on the curriculum assessment, which focuses on activities carried out by applicants in the disciplinary area and subarea of the tender, and their suitability for the position of Principal Coordinating Professor, taking into account the following parameters:

A) Technical-Scientific and Professional Performance (35%);

B) Pedagogical Capacity (40%);

C) Other activities relevant to the University's mission (25%);

The assessment 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 (35%)

i) Technical and scientific production in the area for which the tender is open, expressed by the number and type of publications, including information from a bibliometric citation database (45%):

- 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.

ii) Participation in scientific projects completed, in the area for which the tender is open, namely (25%):

- project coordinator of completed projects with external funding;
- project member of completed projects with external financing;
- coordinator of a completed service provision project;
- member of a completed service provision project;
- Other relevant projects.

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

- Completed doctoral thesis;
- completed master's dissertation, project work or internships;
- undergraduate final coursework assignment (pre-Bologna);
- Other relevant supervisions.

iv) Intervention in scientific and professional communities, namely (15%):

- presentation at an International conference by invitation;
- presentation at an International peer-reviewed conference;
- 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.

## B) Pedagogical Capacity (40%)

### i) Production of pedagogical material, namely (20%)

- Teaching support textbooks with ISBN;
- Preparation of printed and digital notes and books of exercises and other teaching support materials, duly identified and dated.

### ii) Experience and dedication to teaching, namely: (50%):

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

### iii) Participation in academic examinations panels, namely:(15%):

- participation in a doctoral thesis viva panel as an examiner;
- participation in a master's dissertation, project work or internship report viva as an examiner.

### iv) other activities related to teaching, namely internship supervision. (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 within the scope of this tender will be assessed, with the aim of promoting the teaching and research activities associated with it. (5%)

## C) Other activities relevant to the University's mission (25%)

### i) Holding management positions in bodies of the Higher Education Institution, course or department management/coordination, namely (50%):

- Member of statutory bodies (e.g. Technical-Scientific Council, Pedagogical Council);
- Course coordinator/director;

- Department coordinator/director;
- Deputy course Coordinator/Course Director;
- Deputy department coordinator/department director;
- Appointment to management positions by the directors of the Institution or Organic Unit;
- Other relevant management positions.

ii) Participation in selection committees, namely: (20%):

- for public administration career tenders (teaching and non-teaching staff, research fellows);
- member of the selection panel, committee or commission for the ranking of candidates for master's degrees, special tenders, over 23s, professional higher technical courses and others;
- other participations in relevant panels and committees.

iii) other management positions of recognized public interest in the area of the tender, namely: (30%):

- member of the organising committee of conferences and congresses;
- services provided outside the educational institution that generate their own financial revenue;
- other relevant activities.

## **VI - Selection process in relative merit**

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

a) Before 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 permitted;

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 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 shall use the highest 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 highest score prevailing;

e) If neither of the situations considered in paragraphs c) and d) above occur, a new vote will be held after removing the applicants who did not obtain any votes in the previous round, as well as removing the least-voted applicant (who obtained at least one vote);

f) If there is more than one candidate with the lowest number of votes, another vote shall be held between 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 own ranking list;

g) If there is still a draw between two or more applicants, the president of selection committee decides which applicant to eliminate, using the lowest scores in the "Pedagogical Capacity", "Technical-Scientific and Professional Performance" and "Other activities relevant to the mission of the Higher Education Institution" components as successive tie-breaking criteria. 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 round, another vote will be held to determine which candidate shall be placed at the top of the ordered list, repeating the 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 Gonçalo 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 Efigénio da Luz Rebelo, Professor Emeritus and Retired, Faculty of Economics, University of Algarve;

Doctor Miguel Miguel Leitão Bignolas Mira da Silva, Full Professor at the Higher Technical Institute of the University of Lisbon;

Doctor José Joaquim Dias Curto, Full Professor at the ISCTE — University Institute of Lisbon;

Doctor Maria Leonilde dos Reis, Principal Coordinating Professor at the School of Business Sciences, Polytechnic Institute of Setúbal;

Doctor Sónia Margarida Ricardo Bentes, Principal Coordinating Professor at the Lisbon Accounting and Business School, Polytechnic Institute of Lisbon;

Doctor Maria Manuela Cruz Cunha, Principal Coordinating Professor at the School of Technology, Polytechnic Institute of Cávado and Ave.

Doctor Maria Fernanda Ludovina Inácio Matias, Principal Coordinating Professor at the School of Management, Hospitality and Tourism, University of Algarve

## VIII – Access to the tender procedure

The tender procedure may be consulted at the University of Algarve's Human Resources Department, located on the ground floor of the Penha Library Building at the Penha Campus of the University of Algarve, in Faro. Access is available from 09:30 to 12:00 and from 14:30 to 16:30 by appointment.

13 November 2025. — The Vice-Rector for Research and Culture at the University of Algarve, Prof. Nuno Gonçalo Viana Pereira Ferreira Bicho.

## 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 a doctoral degree for more than five years in Quantitative Methods Applied to Economics and Management and hold the aggregate title or a legally equivalent title in the field of Economics and Business Sciences — Specialization in Management.

### Specific Requirements

a) Applicants must hold a doctoral degree for more than five years in Quantitative Methods Applied to Economics and Management and hold the aggregate title or a legally equivalent title in the field of Economics and Business Sciences — Specialization in Management.

i) Holders of a doctoral degree obtained outside Portugal must provide proof of the recognition of that degree 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;

b) Applicants must be proficient 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.

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

<b>Languages</b>	PORTUGUESE
<b>Level</b>	Excellent
<b>Research Field</b>	Other
<b>Years of Research Experience</b>	4 - 10

### **Internal Application form(s) needed**

**requerimentocandidaturaconcursodocumental\_8.pdf**

**English** (254.19 KB - PDF)

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## **Additional Information**

### **Benefits**

The purpose of this call is to fill in one (1) position in the form of a non-fixed-term contract as a government employee in accordance with Article 9-A of ECDESP. The call will end once the position has been filled.

### **Eligibility criteria**

Applicants will be excluded from the tender procedure if they:

- a) Do not hold a doctoral degree obtained for more than five years in Quantitative Methods Applied to Economics and Management, and, for this reason, their academic qualifications are inadequate for lecturing in the subject area for which the tender is open;
- b) Do not hold the aggregate title or a legally equivalent title in the field of Economics and Business Sciences — Specialization in Management.
- c) Do not hold a recognized doctoral degree in Portugal, by the closing date of the tender, when their qualification is from a foreign institution;
- d) Do not submit the required documents as determined in the Public Notice, within the designated deadline;
- e) 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 on absolute merit of applicants shall depend on the cumulative fulfilment of the following criteria:

- a) Publication of twelve scientific texts, in the form of articles, scientific books or book chapters, of which at least five must have been published in the last twelve years in scientific journals classified

in the 1st or 2nd quartile of the Web of Science Core Collection database or in the 1st quartile of Scopus, based on the impact factor at the date of publication or the most recent year;

b) Participation in at least five research projects;

c) Completed supervision, with successful defense, of at least twenty second and/or third cycle students.

### **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.uaig.pt/en/tender-procedures>

## **Work Location(s)**

<b>Number of offers available</b>	1
<b>Company/Institute</b>	University of 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>	

## **Contact**

**State/Province** Algarve

City	Faro
Website	<a href="http://www.ualg.pt">http://www.ualg.pt</a>
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	289800100

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