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Job offer

JOB

PORTUGAL

[Universidade do Algarve](#) | Posted on: 14 November 2025

International tender for the position of Associate Professor in the disciplinary area of Psychology, subarea of Social and Organisational Psychology, at the Faculty of Human and Social Sciences of the University of Algarve

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14 Nov 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Human and Social Sciences
Research Field	Psychological sciences » Other
Researcher Profile	Established Researcher (R3)
Positions	PhD Positions
Country	Portugal
Application Deadline	29 Dec 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	13 Nov 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1757/2025 - OE202511/0358
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

PUBLIC ANNOUNCEMENT

(International tender for the position of Associate Professor in the disciplinary area of Psychology, subarea of Social and Organisational Psychology, at the Faculty of Human and Social Sciences of the University of Algarve)

By order dated October 9th, 2025, issued by the Rector of the University of Algarve, an international tender has been opened for the position of Associate Professor in the disciplinary area of Psychology, subarea of Social and Organisational Psychology, at the Faculty of Human and Social Sciences of the University of Algarve. The tender will be open for a period of 30 working days, starting on the working day immediately after the publication of this announcement in the Diário da República (the Journal of the Republic).

This tender is governed by the provisions of articles 37 to 39, 41 to 51, 61 and 62-A et seq. of the of the Estatuto da Carreira Docente Universitária (Career Statutes for University Academic Staff, forthwith referred to as ECDU), in its current version, and in accordance with the Regulations for Tendering of Personnel for Teaching Careers at the University of Algarve, Regulation no. 520/2010, published in Diário da República, 2nd series, no. 111, on 9 June 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, advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and on the University's website, in both Portuguese and English, in accordance with Article 62-A, paragraph 1, of ECDU, in its current version.

The purpose of this tender is to fill one (1) position, in the form of a permanent public employment contract, in accordance with Article 19 of ECDU. 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

- a) Applicants must hold a doctoral degree for more than five years, in a specialisation considered appropriate for the disciplinary area and subarea area in which the tender has been opened, under the terms of Article 41 of the ECDU;
- 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 that deadline prevents the contract from being concluded with the candidate, with the hiring proposal being transferred to the next candidate.
 - c) Applicants must meet the general requirements for employment in public functions provided for in article 17, of the Annex to Law No. 35/2014, of 20 June, in its current version, unless exempted by the ECDU.

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

- a) Do not hold a doctoral degree, obtained more than 5 years, in a speciality considered appropriate for the disciplinary area and subarea in which the tender has been opened, under the terms of article 41-A of the ECDU;
- b) Do not hold a recognized doctoral degree in Portugal, by the closing date of the tender, if their qualification is from a foreign institution;
- c) 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 ECDU;
- d) Do not submit the required documents as determined in the Public Notice, within the deadline stipulated for this purpose.

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

II – Admission requirements in absolute merit and their assessment:

1 - Acceptance 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 be of scientific merit and developed research capacity and value in terms of pedagogical activity already developed, compatible with the disciplinary area and subarea for which the tender is open and appropriate to the respective teaching category;
- b) The applicant must meet at least two of the following criteria in the ten-year period prior to the application deadline:
 - i) Be the author or co-author of four or more scientific books with ISBN/ISSN or chapters in scientific books with ISBN/ISSN;
 - ii) Be the author or co-author of ten or more articles in peer-reviewed scientific journals indexed in WoS or SCOPUS or other relevant indexes;
 - iii) Be the coordinator or researcher of two or more scientific projects in the subject area of the competition, with funding awarded by external evaluation;
 - iv) Have supervised one or more doctoral theses, completed with approval;
 - v) Have supervised four or more master's theses, completed with approval.

A vote against admission on absolute merit must be justified on the following terms:

- a) The candidate's overall curriculum vitae does not demonstrate scientific merit, research ability and pedagogical value, as described in point II(1)(a);
- b) The candidate does not meet at least two of the indicators referred to in Point II, paragraph 1, b).

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 Article 50, paragraph 1, subparagraph b) of the ECDU. Abstentions will not be allowed.

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

5 - The selection committee will notify applicants of the admission or exclusion based on absolute merit, for the purpose of a preliminary hearing.

III — Application instructions

1. The application must be submitted by means of a request addressed to the Rector of the University of Algarve, available on the website of the University <https://www.ualg.pt/procedimentos-concursais>, and it may be submitted:

- a) In person, at the Human Resources Department, situated on floor 0 of the Library Building at the Penha Campus of the University of Algarve, in Faro; or
- b) By registered mail, posted no later than the deadline for submitting the applications, addressed to: Serviços de Recursos Humanos, Campus da Penha, Universidade do Algarve, 8005-139 Faro, Portugal.

2. The application for admission to the tender 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 academic qualifications in a specialty appropriate to the subject area being applied for and its recognition, if the qualification is foreign;
- c) One (1) curriculum vitae, for the purposes of Article 50 (6) of the ECDU, dated and signed, which includes details of the scientific, pedagogical and other activities relevant to the mission of higher education institutions carried out by the candidate, strictly following the order of the parameters and factors stated in Point V of this notice, and the list of works to be presented according to the following paragraph. The CV should include information regarding the indexing of articles and journals or books, including Scopus/WoS impact factors or Qualis evaluation, if applicable;
- d) One (1) copy of each of the works selected by the candidate for the purposes set out in Point V.A) i), up to a maximum of five;
- e) A supporting document outlining the applicant's teaching activities, if applicable, for the purposes of Article 50, paragraph 6, point b) of the ECDU;
- f) Indication of the results of the "PEADE — Perception of Teaching and Learning by Teachers and Students" assessment carried out in relation to the curricular units for which the applicant has been responsible, when applicable, also for the purposes of Article 50(6)(b) of the ECDU;

- g) A career development plan, with a maximum of 4000 words, containing objectives, a scientific and pedagogical development plan and a synopsis of the line of research that the applicant intends to implement;
- 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 to;
- 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 stage of the application, provided that the applicants present a declaration on their honour detailing 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 paragraphs a) to h) should be delivered in a pen-drive, which should be searchable and contain the entries of the associated publications accessible through clickable links, which may be recorded in the same digital media or in a freely accessible repository on the Internet. There should also be clickable links to the web pages of the entities or events referred to in the curriculum vitae where relevant and feasible, and 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 in the order of the parameters 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 lecturing personnel for the University of Algarve, the hiring committee may request additional documentation related to the submitted curriculum.

IV – Public Hearings

1 - The selection committee may decide to hold public hearings, on an equal footing for all applicants, and pursuant to the terms of Article 50, paragraph 4, subparagraph b) of the ECDU and pursuant to Article 7, paragraph 2, of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve;

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

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

The Curriculum Evaluation focuses on activities developed by applicants in the disciplinary area and subarea of the tender, and their suitability for the category of Associate Professor, considering the following parameters and respective weightings:

- A) Scientific Performance (40%);
- B) Teaching Ability (40%);
- C) Other activities relevant to the University's mission (20%).

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

A) Scientific Performance (40%)

In the evaluation of scientific performance in the disciplinary area and subarea of the tender, the following factors will be considered:

- i) Scientific production: Quality and quantity of scientific production (books, book chapters, articles in indexed international journals) expressed, namely, by the number and type of publications in indexed international journals and by the recognition given to them by the scientific community (translated as the quality and reference made to them by other authors) (30%);
- ii) Participation in scientific projects. Quality and quantity of competitively funded scientific projects in which the applicant has participated in the area for which the tender is open (20%);
- iii) Academic supervision. Advanced training supervision, namely supervision of master's and doctoral degrees (20%);
- iv) Intervention in scientific communities. Assessment of the capacity to intervene in scientific communities, expressed, in particular, through the organisation of events, participation as (co-)editor of journals, participation in review activities of

journal articles, presentation of communications at conferences, presentation of lectures as a guest, participation in evaluation juries and in consultancy activities and other activities of recognized merit (10%);

v) Career development plan. Assessment of the potential contribution of the submitted document to the scientific and pedagogical development of the disciplinary subarea in which the scope of this tender falls, with the aim of promoting the research activities associated with them (20%).

B) Pedagogical capacity (40%)

In the evaluation of pedagogical capacity, the following factors will be considered:

i) Coordination of educational projects: Coordination and promotion of new educational projects (e.g. development of new curriculum programmes, creation and coordination of new courses or study programmes, etc.) or reform and improvement of existing projects (e.g. reformulation of curriculum programmes, participation in the reorganisation of courses or study programmes). (20%)

ii) Production of educational material. Preparation of teaching materials or educational publications with ISBN or ISSN. (20%)

iii) Teaching activity. Teaching and coordination of courses. Quality of teaching activity carried out by the applicant, using, whenever possible, objective methods based on extensive opinion gathering (pedagogical surveys). (20 %)

iv) Participation in academic examination boards. (20 %)

v) Other activities related to teaching, namely internship supervision. (20 %)

C) Other relevant activities for the University's mission (20%)

In the evaluation of other relevant activities, the following factors will be considered:

i) Holding management positions in governing bodies of higher education institutions or research units (30%);

ii) University extension activities, namely, provision/coordination of consultancy services; participation in national and international projects and organizations of professional or cultural interest; involvement in training projects that promote interaction with society (30%);

iii) Participation in selection panels for the recruitment of personnel and the procurement of goods and services. (10%)

iv) Other management positions of recognised public interest in the area covered by the tender. (20%)

v) Participation as a lecturer in professional training courses. (10%)

VI - Selection process in relative merit

1 - The methodology for selection in relative merit is the following:

a) Before voting begins, each member of the selection committee will submit a written document, which will be annexed to the meeting minutes, stating their own ordering of the applicants, of the applicants' scientific performance, pedagogic skills, other relevant activities, with their respective weights. At each ballot, every member of the selection committee will abide by the order they submitted, and abstentions are not permitted;

b) The first ballot is intended to determine which applicant is placed at the top of the ordered list;

c) If an applicant obtains more than half of the votes, he/she shall be ranked first in the ordered list;

d) If two applicants obtain exactly half of the votes, the president of the selection committee breaks the tie by choosing the candidate with the longest seniority in the category for first place on the ranked list, and if the tie still remains, the applicant with the earliest date of doctorate;

e) If neither of those two cases occurs (c and d), 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 a draw between two or more applicants for the position of least-voted, another ballot shall be held to determine which of the least-voted applicants shall be eliminated. At this ballot, selection committee members vote for the applicant ranked last in their own seriation;

g) If there is a tie between two or more candidates in this vote, the president of the selection committee shall break the tie by eliminating the candidate with the least seniority in the category and, if the tie still remains, the applicant with the most recent date of doctorate;

h) After this applicant has been eliminated along with the applicants who received no votes in the first ballot, another ballot will be held to decide which applicant shall be ranked first in the ordered list, continuing to use the same procedure until one applicant obtains more than half the votes for the first place;

i) Once an applicant has been placed first on the ordered list, his or her name shall be removed from the voting and the process will be repeated to find the second-placed applicant, and so on, until all the applicants have been ordered.

VII - Composition of the Jury

President, by delegation of powers from the Rector of the University of Algarve, Doctor Nuno Gonçalo Viana Pereira Ferreira Bicho, Vice-Rector of the University of Algarve.

Members:

Doctor Joaquim Armando Gomes Alves Ferreira, Full Professor at the Faculty of Psychology and Educational Sciences, University of Coimbra;

Doctor Pedro Miguel Miranda Neves, Full Professor at the Nova School of Business and Economics, New University of Lisbon;

Doctor Margarida Maria Ferreira Diogo Dias Pocinho, Full Professor at the Faculty of Arts and Humanities, University of Madeira;

Doctor Rute Sofia Ribeiro Brites Dias, Full Professor at the Autonomous University of Lisbon;

Doctor Saúl Neves de Jesus, Full Professor at the Faculty of Human and Social Sciences of the University of Algarve;

Doctor Maria Cristina de Oliveira Salgado Nunes, Full Professor at the Faculty of Human and Social Sciences of the University of Algarve.

VIII – Access to the tender procedure

The tender process may be consulted at the University of Algarve's Human Resources Department, on floor 0 of the Penha Library Building at the Penha Campus of the University of Algarve, in Faro, from 9.30 a.m. to noon and from 2.30 p.m. to 4.30 p.m., by a previously scheduled appointment.

November 5th, 2025. — The Vice-Rector for Research and Culture at the University of Algarve, Professor Nuno Gonçalo Viana Pereira Ferreira Bicho.

Where to apply

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

Requirements

Research Field Psychological sciences » Other

Education Level PhD or equivalent

Skills/Qualifications

Applicants must hold a doctoral degree for more than five years, in a specialisation considered appropriate for the disciplinary area and subarea in which the tender has been opened, under the terms of Article 41 of the ECDU;

Specific Requirements

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

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

Proficiency in the Portuguese language, both spoken and written.

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 that deadline prevents the contract from being concluded with the candidate, with the hiring proposal being transferred to the next candidate.

Applicants must meet the general requirements for employment in public functions provided for in article 17, of the Annex to Law No. 35/2014, of 20 June, in its current version, unless exempted by the ECDU.

Languages

PORTUGUESE

Level

Excellent

Research Field

Psychological sciences » Other

Internal Application form(s) needed

requerimentocandidaturaconcursodocumental_7.pdf**English** (92.61 KB - PDF)Download [↓ \(https://www.euraxess.pt/sites/default/files/jobs/2025-11/requerimentocandidaturaconcursodocumental_7.pdf\)](https://www.euraxess.pt/sites/default/files/jobs/2025-11/requerimentocandidaturaconcursodocumental_7.pdf)

Additional Information

Benefits

The purpose of this tender is to fill one (1) position, in the form of a permanent public employment contract, in accordance with Article 19 of ECDU. The tender will end once the position has been filled.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

Do not hold a doctoral degree, obtained more than 5 years, in a speciality considered appropriate for the disciplinary area and subarea in which the tender has been opened, under the terms of article 41-A of the ECDU;

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

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 ECDU;

Do not submit the required documents as determined in the Public Notice, within the deadline stipulated for this purpose.

Selection process

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

The applicant holds a curriculum that the selection committee considers to be of scientific merit and developed research capacity and value in terms of pedagogical activity already developed, compatible with the disciplinary area and subarea for which the tender is open and appropriate to the respective teaching category;

The applicant must meet at least two of the following criteria in the ten-year period prior to the application deadline:

Be the author or co-author of four or more scientific books with ISBN/ISSN or chapters in scientific books with ISBN/ISSN;

Be the author or co-author of ten or more articles in peer-reviewed scientific journals indexed in WoS or SCOPUS or other relevant indexes;

Be the coordinator or researcher of two or more scientific projects in the subject area of the competition, with funding awarded by external evaluation;

Have supervised one or more doctoral theses, completed with approval;

Have supervised four or more master's theses, completed with approval.

Additional comments

Public Administrations actively promote a policy of equal opportunities for employment and career progression between men and women, taking every possible measure to avoid any kind of discrimination.

Website for additional job details

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

Work Location(s)

Number of offers available

1

Company/Institute	Faculty of Human and Social Sciences
Country	Portugal
State/Province	Faro
City	Faro
Postal Code	8005-139
Street	Estrada da Penha - Campus da Penha
Geofield	

Contact

State/Province	Algarve
City	Faro
Website	http://www.ualg.pt
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt

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