

19 Nov 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	Institute of Engineering
Research Field	Engineering » Electronic engineering
Researcher Profile	Established Researcher (R3)
Positions	PhD Positions
Country	Portugal
Application Deadline	6 Jan 2026 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	20 Nov 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital nº 1829/2025 OE202511/0533
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

By order dated October 3rd, 2025, issued by the Rector of the University of Algarve, it is open, for a period of 30 working days, counting from the working day immediately following the publication of this notice in the Diário da República (the Official Portuguese Gazette), an international tender for the position of Coordinating Professor, for the disciplinary area of Electrical Engineering, sub-area of Telecommunications, at the Institute of Engineering of the University of Algarve.

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 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, 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, for more than five years, in accordance with article 19 of the ECDESP, a doctoral degree in the area of Electrical 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;

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 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 or specialist title obtained more than 5 years ago, as stipulated in point a) of the previous paragraph, and, for that reason, the academic training is inadequate for the exercise of the teaching function in the disciplinary area and sub-area for which the tender is open;

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

c) Do not 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;

d) 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) The applicant must have training in the disciplinary area for which the tender is open, at the level of the first and second cycles of higher education;

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 subject area and subarea for which the tender is open and appropriate to the respective teaching category, namely:

i) Proven experience in research and development of systems that enable improved process efficiency in practical applications, supported by communication networks, sensor networks, the Internet of Things, as well as in the application of optimization algorithms to real-world contexts;

ii) Proven experience in research and development of systems capable of carrying out data communication, over wired and wireless networks, based on Internet protocols.

c) The applicant must be the author or co-author of at least five (5) articles, relevant to the disciplinary area in which the tender is open, in first or second quartile peer-reviewed scientific journals, in the last five (5) years;

d) The applicant must have been and/or must be a local or general Principal Researcher in at least five (5) international projects, including projects funded by POCTEP, INTERREG, or Horizon Europe, in the disciplinary area in which the tender is open.

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.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 an academic degree 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 applicant, 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 a), up to a maximum of fifteen (15);
- (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 disciplinary area 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 (30%);

B) Pedagogical Capacity (40%);

C) Other activities relevant to the University's mission (30%).

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 (30%) - The following parameters will be considered in the evaluation:

i) Higher education (Bachelor's or Licentiate degree or Master's degree) in the disciplinary area of Electrical Engineering, sub-area of Telecommunications (20%);

ii) Technical-scientific production. Quality and quantity of technical-scientific production in the disciplinary area for which the tender is open (namely books or articles in journals, or articles in conference proceedings, or patents), expressed by the number and type of publications, including information from a bibliometric database of citations (20%);

iii) Participation in scientific projects. Quality and quantity of scientific projects in which the applicant have participated or are participating, supervision of research fellows, participation in evaluation panels for research grants, in the disciplinary area for which the tender is open (20%);

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 scientific congresses, thematic sessions and events, participation in scientific or program committees at scientific congresses, participation in article review activities at congresses and journals, presentation of lectures as a guest speaker, participation in panels evaluating scientific projects, as well as other activities of recognized merit (20%);

v) Career development plan. Evaluation of the potential contribution of the submitted document to the scientific and pedagogical development of the disciplinary area for which the tender is open and

to the respective sub-area, with the aim of promoting the teaching and research activities associated with it (20%).

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

i) Production of pedagogical materials. Quality and quantity of pedagogical materials produced by the applicant, as well as publications of a pedagogical nature (20%);

ii) Teaching activity. Teaching and coordination of curricular units. Diversity and quantity of curricular units taught by the applicant, as well as the quality of teaching, evaluated whenever possible by objective methods based on broad opinion surveys (pedagogical surveys) (50%);

iii) Academic Supervision. Supervision of Master's Dissertations, Projects, or Internships, as well as Doctoral Theses (15%);

iv) Participation in academic examination panels (15%);

C) Other activities relevant to the University's mission (30%). The following parameters will be considered in the evaluation:

i) Holding management positions in bodies of the Higher Education Institution (50%);

ii) Direction or Coordination of courses (30%);

iii) Other management positions of recognized public interest in one of the areas of the tender (20%);

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 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 as a tie-breaker the greater number of years of professional experience in higher education and, if the tie persists, the most recent date of the doctorate. If the candidate only holds a specialist title, the date of obtaining that title will be considered;

e) If neither of those two cases occurs, 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 tie between two or more candidates in this vote, the president of the selection committee will decide which candidate to eliminate from among them. The president of the selection committee will use the fewest years of professional experience in higher education as a

tie-breaker, and if the tie still remains, the most recent date of the doctorate. If the candidate only holds a specialist title, the date of obtaining that title 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 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 Marcelino Bicho dos Santos, Full Professor at the Instituto Superior Técnico of the University of Lisbon

Doctor Isabel Maria Silva Nobre Parreira Cacho Teixeira, Associate Professor with Habilitation (retired), at the Instituto Superior Técnico of the University of Lisbon

Doctor João Manuel Pereira Barroso, Full Professor at the School of Sciences and Technology, Department of Engineering, University of Trás-os-Montes and Alto Douro

Doctor Maria Gabriela Figueiredo de Castro Schütz, Coordinating Professor (retired) at the Institute of Engineering of the University of Algarve

Doctor Paulo Jorge Maia dos Santos, Coordinating Professor at the Institute of Engineering of the University of Algarve.

Alternative committee members:

Doctor Carlos Bordons Alba, Coordinating Professor at the Higher Technical School of Engineering of the University of Seville

Doctor Sérgio Manuel Machado Jesus, Full Professor at the Faculty of Science 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 » Electronic engineering

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 the area of Electrical Engineering.

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 the area of Electrical 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;

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 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 » Electronic engineering

Internal Application form(s) needed**English application form_3.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

Applicants will be excluded from the tender procedure if they:

- a) Do not hold a doctoral degree or specialist title obtained more than 5 years ago, as stipulated in point a) of the previous paragraph, and, for that reason, the academic training is inadequate for the exercise of the teaching function in the disciplinary area and sub-area for which the tender is open;
- b) Do not hold a recognized doctoral degree, by the closing date of the tender, if their qualification is from a foreign institution;
- c) Do not 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;
- d) Do not submit the required documents required in the Public Notice, or their submission will be made outside the deadline stipulated for this purpose.

Selection process

Admission requirements based on absolute merit:

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

- a) The applicant must have training in the disciplinary area for which the tender is open, at the level of the first and second cycles of higher education;
- 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 subject area and subarea for which the tender is open and appropriate to the respective teaching category, namely:
 - i) Proven experience in research and development of systems that enable improved process efficiency in practical applications, supported by communication networks, sensor networks, the Internet of Things, as well as in the application of optimization algorithms to real-world contexts;
 - ii) Proven experience in research and development of systems capable of carrying out data communication, over wired and wireless networks, based on Internet protocols.
- c) The applicant must be the author or co-author of at least five (5) articles, relevant to the disciplinary area in which the tender is open, in first or second quartile peer-reviewed scientific

journals, in the last five (5) years;

d) The applicant must have been and/or must be a local or general Principal Researcher in at least five (5) international projects, including projects funded by POCTEP, INTERREG, or Horizon Europe, in the disciplinary area in which the tender is open.

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)

Number of offers available	1
Company/Institute	Universidade do Algarve
Country	Portugal
State/Province	Faro
City	Faro
Postal Code	8005-139
Street	Expediente Geral - Campus da Penha

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