

31 Oct 2025

## Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Human and Social Sciences
Research Field	Language sciences » Languages
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	12 Dec 2025 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	30 Oct 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital nº 1695/2025   OE202510/0911
Is the Job related to staff position within a Research Infrastructure?	No

## Offer Description

### PUBLIC ANNOUNCEMENT

(International tender for the position of Assistant Professor, in the disciplinary area of Language Sciences and Literature, subarea of Teaching Languages and Cultures, at the Faculty of Human and Social Sciences of the University of Algarve)

By order dated June 3rd, 2025, issued by the Rector of the University of Algarve, an international tender has been opened for the position of Assistant Professor in the disciplinary area of Language Sciences and Literature, subarea of Teaching Languages and Cultures, to teach curricular units of English Literature and English Language and Culture, 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-A to 51, 61 and 62-A of the Estatuto da Carreira Docente Universitária (Career Statutes for University Academic Staff, forthwith referred to as ECDU), 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 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 25 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 in Language Sciences and Literature, under the terms of article 41-A 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, in the 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:

- i) Do not hold a doctoral degree in Language Sciences and Literature, under the terms of article 41-A of the ECDU;
- ii) Do not hold a recognized doctoral degree in Portugal, by the closing date of the tender, if their qualification is from a foreign institution;
- iii) 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;
- iv) 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 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 and evaluation of applicants on the basis of absolute merit will depend, cumulatively, on the following:

- a) The applicant holds a curriculum that the selection committee considers to be of scientific merit and developed research capacity, compatible with the disciplinary area for which the tender is open and appropriate to the respective teaching category;
- b) The applicant holds a curriculum that the selection committee considers to be of pedagogical merit compatible with the disciplinary area for which the tender is open and appropriate to the respective teaching category.

2 – A vote against admission on absolute merit must be justified as follows:

- a) The candidate's overall curriculum vitae does not reveal pedagogical or scientific merit, or research capacity, as described in paragraphs a) and b) of paragraph 1 of point II.

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 their exclusion based on absolute merit, by means of e-mail with a receipt of delivery, for the purpose of a preliminary hearing.

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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>, by accessing Documents – Teaching Staff – Application Form, 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 a doctoral degree in a specialty appropriate to the subject area being applied for and its recognition, if the qualification is foreign;
- c) One (1) curriculum vitae, 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;
- d) One (1) copy of each of the works selected by the candidate, up to a maximum of five, as the most representative, particularly regarding their contribution to the development and progress of the group in which the tender is opened, in accordance with Article 50, paragraph 6, point a) of the ECDU. Additionally, an optional supporting document may be included to explain the relevance of the selected publications;
- e) A supporting document outlining the applicant's teaching activities, for the purposes of Article 50, paragraph 6, point b) of the ECDU;
- f) Indication of the results of the pedagogic surveys, carried out in relation to the curricular units for which the applicant has been responsible, when they exist, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU;
- g) A career development plan document should highlight the applicant's contribution to the pedagogical and scientific development of the area and sub-area in which the tender is open, particularly in the English Language Literature and English Language and Culture curricular units, describing the teaching and research activities proposed for a five-year period at the University of Algarve. It should also include a teaching program, accompanied by a bibliography, relating to one of the aforementioned first-cycle courses offered at the Faculty of Humanities and Social Sciences. This plan may not exceed 5,000 words;
- 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 evaluation and ranking based on relative merit is based on the ranking criteria and their respective weighting identified below, resulting in the ordering of the weighted average of the quantitative scores obtained in each of the evaluation parameters, within a scale of 0 to 100 points:

Curricular Evaluation (100%) — The Curricular Evaluation focuses on activities developed by the candidates in the area and subarea of the tender with a curriculum vitae with a special focus on the teaching of English Language, Literature and Culture, appropriate to the category of Assistant Professor, considering the following parameters:

A) Scientific Performance (40%)

B) Pedagogical capacity (40%)

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

A) Scientific Performance (40%) - In the evaluation of scientific performance in the disciplinary area 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 a research unit as an integrated member (10%);

iii) Participation in scientific projects: Quality and quantity of scientific projects in which the candidate participated, in the area for which the competition is open (20%);

d) Intervention in scientific communities: Assessment of the capacity to intervene in scientific communities, expressed, in particular, through the participation of (co-)editor of journals, participation in review activities of journal articles, book chapters or books, 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 development of the disciplinary area in which the scope of this tender falls, with the aim of promoting the research activities associated with them (30%).

B) Pedagogical capacity (40%) - In the evaluation of pedagogical capacity, the following factors will be considered:

i) Teaching activity: Quality and diversity of the teaching activity carried out by the applicant, taking into account, among other relevant factors, the results of extensive opinion gathering (e.g., pedagogical surveys), which should be mentioned in the curriculum vitae, whenever available (50%);

ii) Coordination and dynamization of pedagogical projects: Ability to coordinate and dynamize pedagogical projects, the reform and updating of existing projects, as well as the implementation of projects with an impact on the teaching/learning process (10%);

iii) Other activities of a pedagogical nature: Quality and quantity of pedagogical material and publications of a pedagogical nature produced by the candidate, other activities with an impact on the teaching-learning process carried out by the applicant, including supervision of internships for graduates or masters (10%);

iv) Career development plan: Assessment of the potential contribution of the submitted document to the pedagogical development of the teaching area in which it falls within the scope of this competition, with the aim of promoting the teaching activities associated with it. (30%).

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 (50%);

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) Promotion and participation in professional training courses (10%);

iv) Organization of scientific or cultural events in the area for which the tender is open (10%).

**VI - Selection process in relative merit**

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

- a) During the meeting, 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 who is placed first on the ranked list. The jury president will use the highest score in criterion B (pedagogical capacity) as the tiebreaker;
- 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 will decide which candidate to eliminate. The president of the selection committee will use the date of the doctorate as the tiebreaker, with the most recent one prevailing;
- 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: 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 Maria Angélica Sousa Oliveira Varandas Azevedo Cansado, Associate Professor with habilitation at the Faculty of Arts and Humanities of the University of Lisbon;

Doctor Ana Raquel Gomes São Marcos Simões, Associate Professor at the University of Aveiro;

Doctor Luís Sérgio Pinto Guerra, Associate Professor at the School of Social Sciences of the University of Évora;

Doctor Jeffrey Scott Childs, Associate Professor at the Open University;

Doctor Manuel Célio de Jesus da Conceição, Associate Professor with habilitation at the Faculty of Human and Social Sciences of the University of Algarve;

Doctor Ana Isabel Candeias Dias Soares, Associate 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.

**Where to apply**

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

**Requirements**

**Research Field** Language sciences » Languages

**Education Level** PhD or equivalent

**Skills/Qualifications**

Applicants must hold a doctoral degree in Language Sciences and Literature.

**Specific Requirements****Admission requirements**

- a) Applicants must hold a doctoral degree in Language Sciences and Literature, under the terms of article 41.º-A 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, in the Law No. 35/2014, of 20 June, in its current version, unless exempted by the ECDU.

Languages	PORTUGUESE
Level	Excellent
Research Field	Language sciences » Languages

### Internal Application form(s) needed

**English application form\_6.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. The gross monthly salary to be paid shall be 3.501,28€.

### Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- i) Do not hold a doctoral degree in Language Sciences and Literature, under the terms of article 41.º-A of the ECDU;
- ii) Do not hold a recognized doctoral degree in Portugal, by the closing date of the tender, if their qualification is from a foreign institution;
- iii) Do not meet the general requirements for employment in public functions foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current wording, unless exempted by the ECDU;
- iv) Do not submit the required documents as determined in the Public Notice, within the deadline stipulated for this purpose.

### Selection process

Admission requirements in absolute merit and their assessment:

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

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5. The selection committee will notify applicants of their exclusion based on absolute merit, by means of e-mail with a receipt of delivery, for the purpose of a preliminary hearing.

### Additional comments

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The rector is authorized, under Article 92, paragraphs d), e) and q) of Law 62/2007 of 10 September, to cancel the tender in the event of compelling reasons

Website for additional job details

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

## Work Location(s)

Number of offers available

1

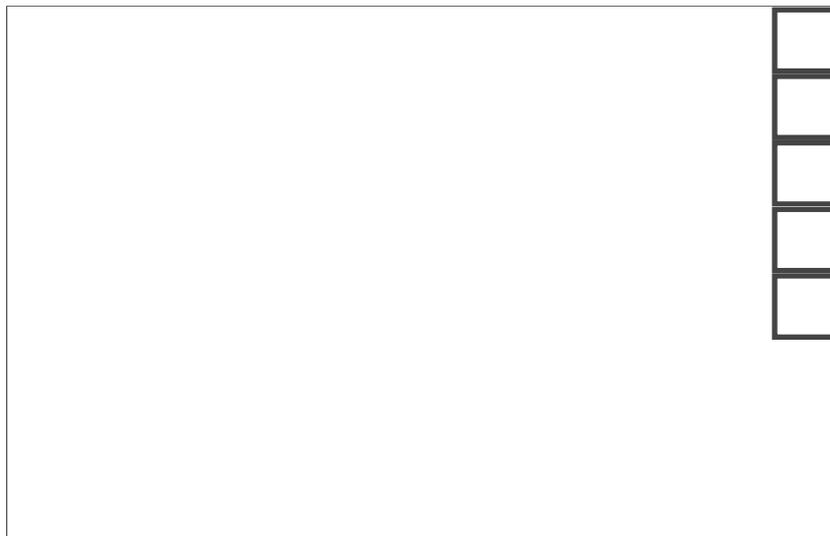
Company/Institute

Universidade do Algarve

Country

Portugal

Geofield



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## Contact

State/Province

Algarve

City

Faro

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