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# Job offer

JOB PORTUGAL

[Universidade do Algarve](#) | Posted on: 17 December 2025

**International tender for the position of Principal Researcher, in the form of a non-fixed-term contract as a government employee to fill 1 position, in the subject area of Archaeology, sub-area Paleolithic, at the (ICArEHB) of the University of Algarve**

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17 Dec 2025

## Job Information

Organisation/Company	Universidade do Algarve
Department	Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour
Research Field	Other
Researcher Profile	Leading Researcher (R4)
Positions	PhD Positions

<b>Country</b>	Portugal
<b>Application Deadline</b>	9 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>	18 Dec 2025
<b>Is the job funded through the EU Research Framework Programme?</b>	Not funded by a EU programme
<b>Reference Number</b>	Aviso n.º 30579/2025/2   OE202512/0402
<b>Is the Job related to staff position within a Research Infrastructure?</b>	No

## Offer Description

### PUBLIC ANNOUNCEMENT

International tender for the position of Principal Researcher, in the form of a non-fixed-term contract as a government employee to fill 1 position, in the subject area of Archaeology, sub-area Paleolithic, at the Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB) of the University of Algarve

By ordinance dated November 25, 2025, issued by the Rector of the University of Algarve, an international tender for the position of Principal Researcher, in the form of a non-fixed-term contract as a government employee to fill 1 position, in the subject area of Archaeology, sub-area Paleolithic, at the Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour (ICArEHB) of the University of Algarve is open, for a period of 15 working days, counting from the working day immediately following the publication of this notice in the Diário da República (the Official Portuguese Gazette).

The tender is open under articles 3.º, 4.º n.º 1, 6.º, 9.º to 14.º of the Scientific Research Career Statute (ECIC), approved by Law no. 55/2025, of April 28 and by the Regulation for the Recruitment, Hiring and Provision of Services for Career Researchers of the University of Algarve, Regulation no. 447/2024, published in the Diário da República, 2nd series, no. 78, of April 19, in everything that does not contradict the provisions arising from the new Statute. The tender will end once the positions have been filled.

This tender will be published in the Public Employment Exchange (BEP), within 2 working days after its publication in Diário da República, and advertised on the Euraxess Portugal portal at <https://www.euraxess.pt>, and on the University of Algarve website, in both Portuguese and English.

The principal researcher will be assigned the functions provided for in Articles 4, paragraph 1 and Article 6 of the ECIC, and may, under the terms of Article 8 of the same Statute, be assigned teaching duties, which will have a maximum limit of 4 hours per week, on an annual average.

The salary to be awarded to the principal researcher, in the amount of €3,950.17, corresponds to index 220, of the scientific research career, in accordance with Annex 3 of Decree-Law No. 408/89,

of 18 November, in its current version.

Within the scope of the authority conferred by paragraphs d), e) and q) of article 92 of Law n.º 62/2007 of 10 September 2007, the Rector reserves the right to cancel the tender under compelling circumstances.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, the Public Administration, as an employer, actively promotes a policy of equal opportunities for employment and career progression among genders, taking every possible measure to avoid any kind of discrimination.

## I - General Admission Requirements

1 - The following individuals are eligible to apply for the recruitment of Principal Researcher:

- a) Individuals who have a doctorate degree in Archaeology or identical area for more than five years, as of the closing date of the application submission period for the tender;
- b) Applicants listed above must meet the general requirements for employment in the public sector as foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June 2014, in its current wording, unless exempted by ECIC.

2- 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, by the end of the contract execution period.

Failure to submit a document certifying recognition of the degree within this period will prevent the contract from being concluded with the applicant, and the hiring proposal will be transferred to the next applicant.

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

- a) Do not hold a doctoral degree required in a) of paragraph 1 of Point I for more than five years;
- b) 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 ECIC;
- c) Do not submit the required documents or work as determined in the Public Notice, or their submission is made outside the deadline stipulated for this purpose.

4- The selection committee will notify the applicants of the exclusion of their application, by email with receipt of delivery, for the purposes of a preliminary hearing.

## II – Admission requirements based on absolute merit

1 - Applicants who hold a global curriculum that the selection committee considers suitable for the job to be filled, namely scientific quality and experience and training compatible with the category and scientific area and sub-area for which the tender is open, will be approved on absolute merit, provided that they cumulatively meet the following minimum requirements:

- a) Proven experience of fieldwork and research in the Paleolithic Archaeology of the Arabian Peninsula and Africa, particularly on topics related to origin and human evolution of Homo sapiens and migration from Africa to Arabian Peninsula;
- b) Proven application of methodologies in lithic technology and typology of the Middle and Upper Paleolithic in the Arabian Peninsula;
- c) Authorship or co-authorship of at least 20 publications indexed in the "Scopus Author ID" in Archaeology, or in the Paleolithic subarea;

d) Authorship or co-authorship of at least 3 publications in the scientific area of Archaeology, or in the sub-area of Paleolithic, in high-impact and high-circulation journals, specifically PLOSONE, Current Anthropology or Scientific Reports;

e) Evidence of the ability to disseminate scientific knowledge in the scientific community and to the general public, through scientific and citizenship projects, as well as dissemination activities, in the area and subarea of the tender, after the PHD, for those profiles.

2- The vote against admission on absolute merit must be based on the following terms:

a) The applicant does not have work experience as defined in a) of paragraph 1 of Point II;

b) The applicant does not have experience in applying and developing methodologies as defined in b) of paragraph 1 of Point II;

c) The applicant is not the author or co-author of at least 20 publications indexed in the “Scopus Author ID” in the scientific area of Archaeology, or in the sub-area of Paleolithic;

d) The applicant must not be the author or co-author of at least 3 works in the scientific area of Archaeology, or in the sub-area of Paleolithic, in journals of high impact and circulation, specifically PLOSONE, Current Anthropology or Scientific Reports;

e) The applicant does not demonstrate the ability to disseminate scientific knowledge within the scientific community and to the general public, through scientific and citizenship projects, as well as scientific dissemination activities, in the area or sub-area of the tender, after the PHD.

3 - In order to assess the absolute merit of the applicants, each member of the selection committee presents the applications that they believe do not meet the requirements referred to in paragraph 1 of point II, through reasoned written proposals, and then a vote is held on each of these proposals. Abstentions will not be allowed.

4 – An application will be rejected on absolute merit if at least one such proposal receives favorable 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 the applicants of their rejection or approval on absolute merit, for the purposes of a prior hearing.

### III — Application instructions

1 –Applications must be submitted through a formal request addressed to the Rector of the University of Algarve, available on the University website at <https://www.ualg.pt/procedimentos-concursais> under documents – Research Staff - candidacy form. Submissions can be made:

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, with proof of postage dated no later than the deadline for submitting the applications, 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 the following documents in electronic pdf format, in Portuguese or English:

a) Valid identification document at the date of application;

b) Certificate proving the holder of a doctoral degree, and, where applicable, a document proving recognition of the degree, if it has already been awarded;

c) One (1) copy of the curriculum vitae, dated and signed, organized in accordance with the selection criteria and respective parameters for evaluating the applicant's scientific and curricular career, namely the quality of his/her scientific and technical work, professional experience, professional training, contributions to scientific guidance activities, participation in management bodies and provision of services to the community, as set out in Point V of this Notice;

d) Career development plan and experience summary (in English), including the listing and provision of 3-5 articles published in the last 5 years, which you consider representative or with the greatest impact in the area (3000 words);

e) One (1) copy of each of the works indicated in the previous paragraph and which have been selected by the applicant as most representative, particularly with regard to their contribution to the development and evolution of the scientific area in which the tender is open;

f) Other documents that the applicant considers to be of interest to the selection committee to fully assess his/her scientific and curricular background, which, however, will be taken into account by the selection committee if duly proven and if the selection committee so deems;

g) 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 they are applying;

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

i) An up-to-date vaccination certificate.

3 - The documents referred to in paragraphs g) to i), 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 PDF 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 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 applicant, so that the selection committee members have access to the information.

#### IV – Public Hearings

1- In accordance with Article 25 of the Regulation for the Recruitment, Hiring and Provision of Services for Career Researchers at the University of Algarve and Article 12, Article 6 of the ECIC, the selection committee may hold interviews (public hearings) for applicants who have been approved on absolute merit.

2 - If the selection committee decides to hold the interviews (public hearings) referred to in the previous number, the conditions and schedule for these will 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

1 - The assessment and selection based on relative merit is based on the criteria, parameters and respective weighting identified below.

2 - The assessment of the applicants' scientific and curricular background focuses on the activities developed in the scientific area of the tender, their suitability for the category of Principal Researcher and their relevance, quality and timeliness:

a) Scientific and technological production from the last five years considered most relevant by the applicant (45%). Particular consideration should be given to the relevance in the scientific field in which the tender is open, expressed by the number, quality, type, and relevance of publications and the recognition given to them by the scientific community.

b) Research activities carried out in the last five years and considered to have the greatest impact by the applicant (25%). The ability to obtain funding within the scope of competitive programs and projects, both national and international; participation in scientific projects as well as the quality of the scientific projects in which the applicant participated, in the area in which the tender is open; coordination and/or integration of teams; generation of new ideas, tools, methodologies and knowledge, should be considered.

c) Outreach and knowledge dissemination activities carried out in the last five years, particularly in the context of the promotion of culture and scientific practices, which the applicant considers most relevant (15%) Among other dissemination activities, guidance for students at different levels of education should be included; participation in scientific and technological dissemination initiatives within the scientific community and for different audiences; presentation of lectures and seminars aimed at the general public.

d) Organizational management activities and science, technology and innovation programs, or experience in observing and monitoring the scientific and technological system or higher education, in Portugal or abroad (15%).

i) Activities that fit within the strategic objectives of ICAREHB should be considered, which must be clearly identified in the applicant's curriculum vitae, and experience in the capacity to liaise between different national and foreign research groups (50%);

ii) The career development plan, particularly in its research and extension aspects (50%).

3 - The evaluation of the scientific and curricular path of the applicants is expressed on a scale of 0 to 20 points, with valuation to the nearest tenth, with the final classification of each applicant being obtained by the average of the scores awarded by each of the members of the selection committee, with the applicant who has obtained a classification lower than 9.5 points being excluded from the competitive procedure.

4 - The final ranking of applicants will result from the weighted arithmetic average of the rankings resulting from the application of the selection criteria.

5 - After completing the application of the selection criteria, the selection committee will rank the approved applicants in descending order of classification, on a scale of 0 to 20, with valuation to the nearest tenth.

VI - Composition of the Selection Committee

President: Doutor Nuno Gonçalo Viana Pereira Ferreira Bicho, Vice-Reitor da Universidade do Algarve, by delegation of powers from the Rector of the University of Algarve.

Vowels:

Doctor Jonathan Haws, Professor, University of Louisville, USA;

Doctor Erella Hovers, Professor, Hebrew University of Jerusalem, Israel;

Doctor Metin Erin, Professor, Kent State University, USA;

Doctor Philip Van Peer, Professor, University of Leuven, Belgium.

Doctor João Miguel Mico Cascalheira, Coordinating Researcher, University of Algarve.

## VII – Access to the tender procedure

The tender procedure 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 09.30 to 12.00 and from 14.30 to 16.00, by previously scheduled appointment.

## Where to apply

Website

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

## Requirements

Research Field

Other

Education Level

PhD or equivalent

## Skills/Qualifications

Individuals who have a doctorate degree in Archaeology or identical area for more than five years, as of the closing date of the application submission period for the tender.

## Specific Requirements

### General Admission Requirements

1 - The following individuals are eligible to apply for the recruitment of Principal Researcher:

a) Individuals who have a doctorate degree in Archaeology or identical area for more than five years, as of the closing date of the application submission period for the tender;

b) Applicants listed above must meet the general requirements for employment in the public sector as foreseen in Article 17 of the Labor Law in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June 2014, in its current wording, unless exempted by ECIC.

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**Research Field** Other

**Years of Research Experience** 4 - 10

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

**reqcandidaturaporinv.pdf**

**English** (77.37 KB - PDF)

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## **Additional Information**

### **Benefits**

The purpose of this tender is to fill in one (1) position in the form of a non-fixed-term contract as a government employee. The gross monthly salary to be paid shall be 3.950,17€.

### **Eligibility criteria**

Admission requirements based on absolute merit

1 - Applicants who hold a global curriculum that the selection committee considers suitable for the job to be filled, namely scientific quality and experience and training compatible with the category and scientific area and sub-area for which the tender is open, will be approved on absolute merit, provided that they cumulatively meet the following minimum requirements:

- a) Proven experience of fieldwork and research in the Paleolithic Archaeology of the Arabian Peninsula and Africa, particularly on topics related to origin and human evolution of Homo sapiens and migration from Africa to Arabian Peninsula;
- b) Proven application of methodologies in lithic technology and typology of the Middle and Upper Paleolithic in the Arabian Peninsula;
- c) Authorship or co-authorship of at least 20 publications indexed in the "Scopus Author ID" in Archaeology, or in the Paleolithic subarea;
- d) Authorship or co-authorship of at least 3 publications in the scientific area of Archaeology, or in the sub-area of Paleolithic, in high-impact and high-circulation journals, specifically PLOSONE, Current Anthropology or Scientific Reports;
- e) Evidence of the ability to disseminate scientific knowledge in the scientific community and to the general public, through scientific and citizenship projects, as well as dissemination activities, in the area and subarea of the tender, after the PHD, for those profiles.

2- The vote against admission on absolute merit must be based on the following terms:

- a) The applicant does not have work experience as defined in a) of paragraph 1 of Point II;
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e) The applicant does not demonstrate the ability to disseminate scientific knowledge within the scientific community and to the general public, through scientific and citizenship projects, as well as scientific dissemination activities, in the area or sub-area of the tender, after the PHD.

3 - In order to assess the absolute merit of the applicants, each member of the selection committee presents the applications that they believe do not meet the requirements referred to in paragraph 1 of point II, through reasoned written proposals, and then a vote is held on each of these proposals. Abstentions will not be allowed.

4 – An application will be rejected on absolute merit if at least one such proposal receives favorable 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.

### **Selection process**

The assessment and selection based on relative merit is based on the criteria, parameters and respective weighting identified below.

2 - The assessment of the applicants' scientific and curricular background focuses on the activities developed in the scientific area of the tender, their suitability for the category of Principal Researcher and their relevance, quality and timeliness:

a) Scientific and technological production from the last five years considered most relevant by the applicant (45%). Particular consideration should be given to the relevance in the scientific field in which the tender is open, expressed by the number, quality, type, and relevance of publications and the recognition given to them by the scientific community.

b) Research activities carried out in the last five years and considered to have the greatest impact by the applicant (25%). The ability to obtain funding within the scope of competitive programs and projects, both national and international; participation in scientific projects as well as the quality of the scientific projects in which the applicant participated, in the area in which the tender is open; coordination and/or integration of teams; generation of new ideas, tools, methodologies and knowledge, should be considered.

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d) Organizational management activities and science, technology and innovation programs, or experience in observing and monitoring the scientific and technological system or higher education, in Portugal or abroad (15%).

i) Activities that fit within the strategic objectives of ICArEHB should be considered, which must be clearly identified in the applicant's curriculum vitae, and experience in the capacity to liaise between different national and foreign research groups (50%);

ii) The career development plan, particularly in its research and extension aspects (50%).

3 - The evaluation of the scientific and curricular path of the applicants is expressed on a scale of 0 to 20 points, with valuation to the nearest tenth, with the final classification of each applicant being obtained by the average of the scores awarded by each of the members of the selection committee, with the applicant who has obtained a classification lower than 9.5 points being excluded from the competitive procedure.

4 - The final ranking of applicants will result from the weighted arithmetic average of the rankings resulting from the application of the selection criteria.

5 - After completing the application of the selection criteria, the selection committee will rank the approved applicants in descending order of classification, on a scale of 0 to 20, with valuation to the nearest tenth.

### **Additional comments**

Public Administration, as an employer, actively promotes a policy of equal opportunities for employment and career progression among genders, taking every possible measure to avoid any kind of discrimination.

Website for additional job details <https://www.uaalg.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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