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Job offer

JOB PORTUGAL

[Universidade do Algarve](#) | Posted on: 15 December 2025

International tender for the position of Full Professor, in the field of Medicine and Biomedical Sciences, subarea of Biomedical Sciences”, disciplinary group “Oncobiology”, at the Faculty of Medicine and Biomedical Sciences of the University of Algarve

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15 Dec 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Medicine and Biomedical Sciences
Research Field	Medical sciences » Medicine
Researcher Profile	Other Profession
Positions	PhD Positions

Country	Portugal
Application Deadline	26 Jan 2026 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	12 Dec 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital n.º 1935/2025 OE202512/0267
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

PUBLIC ANNOUNCEMENT

By ordinance dated November 10, 2025 issued by the Rector of the University of Algarve, an international tender has been opened for the filling of one (1) the position of Full Professor in the field of Medicine and Biomedical Sciences, subarea of Biomedical Sciences, disciplinary group “Oncobiology”, at the Faculty of Medicine and Biomedical Sciences of the University of Algarve.

The tender will be open for a period of 30 working days, starting from the working day immediately following the publication of this announcement in Diário da República (the Official Portuguese Gazette).

The purpose of this tender is to fill the position, in the form of a non-fixed-term contract as a government employee, in accordance with Article 19 of ECDU. The tender will close once the position has been filled.

This tender is governed by the provisions of Article 38 and Article 40 and following 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 rector is authorized under Article 92, paragraphs d), e) and q) of Law 62/2007 of September 10, to cancel the tender in the event of extenuating circumstances.

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations, actively promotes 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 specialty considered appropriate for the area, subarea and disciplinary group in which the tender was opened,

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 or the request for recognition, before the end of the application period, will be excluded from the tender;

b) Applicants must hold the title of aggregate in a branch of knowledge that includes or is related to the disciplinary area of the tender;

c) Applicants must be fluent 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 applicant, with the hiring proposal being transferred to the next applicant.

d) Applicants must meet the general requirements for employment in public functions foreseen in the Law No. 35/2014, of 20 June, unless exempted by the ECDU.

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

a) Do not hold a doctoral degree for more than five years in a specialty considered appropriate for the area, subarea and disciplinary group in which the tender was opened,

b) Do not hold a recognized doctoral degree or proof that they requested its recognition, by the closing date of the tender, if their qualification is from a foreign institution;

c) Do not hold the title of aggregate in a branch of knowledge that includes or is related to the disciplinary area of the tender;

e) 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;

d) Do not submit the required documents stipulated in the Public Notice, within the designated deadline.

3 - The selection committee will notify the applicants of their admission or exclusion, by e-mail with receipt of delivery, for the purpose of prior hearing.

II – Admission requirements in absolute merit and their assessment:

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

a) Having published at least thirty (30) scientific articles with a DOI, impact factor, and peer review in the top two quartiles (Q1 and Q2) within the area, subarea and disciplinary group for which the tender is open:

i) Being the first or last author in at least fifteen (15) articles;

ii) Having at least fifteen (15) of these articles published in the last five years as an author;

b) Have participated in at least five (5) approved R&D projects for funding, assuming the coordination of at least two (2) of those projects as the principal investigator (PI);

c) Have had responsibilities in postgraduate education, demonstrated by the principal supervision of at least five (5) completed Doctoral theses or completed Master's dissertations and/or Integrated Master's theses in the disciplinary area for which the tender is open;

d) Have experience in teaching and/or pedagogical coordination of a course or group of courses at the undergraduate or postgraduate level in the disciplinary area for which the tender is open;

e) Have experience in performing tasks related to university extension, scientific dissemination, and economic and social valorization of knowledge;

f) Have participated for at least three years in academic management positions;

g) Have an h-index (SCOPUS or Clarivate Analytics Web of Science) of 25 or higher and a number of citations of 5000 or higher.

2 - A vote against admission on absolute merit must be justified by the fact that the applicant does not meet at least one of the requirements listed in the previous number.

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, which will be followed by the voting of all members of the selection committee on each of the proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU, no abstentions are allowed.

4 - An application will be rejected on absolute merit if a majority of the members of the selection committee present at the meeting will vote in favor of this. The justification for exclusion of the applicant will be an integral part of the meeting minutes.

5 - The selection committee will notify applicants of the admission or exclusion based on absolute merit, by means of e-mail with a receipt of delivery, 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>, by accessing Documents – Teaching Staff – Application Form. 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, dated and signed, must include the following documents, in Portuguese or English and in electronic format:

a) A valid identification document at the time of application;

b) Certificate proving that the applicant holds of an academic degree or the recognition of the degree (when applicable) in an area relevant to the tender;

c) Certificate proving the title of aggregate, in an area suitable for the tender;

d) One (1) copy of the curriculum vitae, dated and signed, including an index and numbered attachments, which details the scientific, pedagogical, and other activities relevant to the mission of higher education institutions carried out by the applicant, for the purposes of Article 50, No. 6, of the ECDU, strictly following the order of the parameters and factors stated in Point V of this announcement and the list of works to be presented according to the following paragraph;

e) One (1) copy of each of the works selected by the applicant for the purposes specified in Point V.A) a), up to a maximum of five, that have contributed to the advancement of the area or sub-areas/disciplinary group in the tender, and optionally, a contextual document explaining the relevance of the selected publications;

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 and if applicable, as foreseen in Article 50, paragraph 6, subparagraph b) of the ECDU;

g) Document with a career development plan, indicating the disciplinary group to which the applicant is applying, a maximum of four (4) A4 pages, in Times New Roman 12 font, 1.15 spacing, containing objectives, a scientific and pedagogical development plan, and a synopsis of the research line that the applicant intends to implement, as well as the pedagogical and/or clinical activities associated with it;

h) Other documents which the applicant considers important to further demonstrate his/her scientific performance, pedagogic skills, and other relevant activities and which would constitute a legal basis for ranking applicants, should the selection committee deem them appropriate and duly proven;

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;

j) A statement confirming that the applicant has the physical robustness and mental profile indispensable 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 declare under oath 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 publications associated with clickable links (links) to the documents/domains that contain the publication, which may be recorded in the same digital media or exist in a repository for free access in the Internet. There should also be clickable links to the web pages of the entities or events referred to in the curriculum vitae, and when relevant, and feasible, to the web pages of the courses (curricular units) for which the applicant has been responsible.

5 – The curriculum vitae and respective annexes must be systematized in the order of the parameters and factors listed in point V of this Announcement. Failure to comply with this order may result in the information not being considered for evaluation.

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 evaluation system

The evaluation and ranking based on relative merit is based on the evaluation of the applicant's curriculum vitae and focuses on the activities carried out by the applicants in the area and/or subarea and/or disciplinary group under consideration, and their suitability for the category of Full Professor, taking into account the following parameters:

- A) Scientific Performance (40%);
- B) Pedagogical Capacity (30%);
- C) Other activities relevant to the mission of the University (30%).

The assessment for each parameter is based on the ratings obtained for the factors listed below and their respective weightings, and will be expressed on a scale of 0-100 points.

A) Scientific performance (30%) of the applicant in the area and/or sub-areas for which the tender is open, considering the following evaluation parameters:

a) Scientific publications: takes into consideration books, book chapters, articles in scientific journals and international conference proceedings authored or co-authored by the applicant, considering: their nature; impact factor; the importance of contributions to the advancement of the current state of knowledge and to the development and evolution of the scientific area/sub-area for which the competition is open (40%);

b) Scientific projects: coordination and participation in scientific or clinical projects within competitive programs, distinguishing between national and international programs. The ability to attract competitive funding and the challenges and results (scientific and/or clinical, technological and/or innovative) should be highlighted (20%);

c) Autonomy and leadership: participation and coordination of initiatives to create or strengthen of experimental and/or computational laboratory infrastructures to support research and/or clinical activity. Coordination and leadership of research teams (20%);

d) Peer recognition: awards from scientific societies or obtained at scientific meetings, editorial and review activities in scientific journals, peer review activities (programs, projects, grants, awards), coordination or participation in program committees for scientific events, invited lectures at scientific or clinical meetings, participation as a member of competitively admitted scientific societies, and other similar distinctions (10%);

e) Career development plan: the potential contribution of the submitted document to the scientific and pedagogical development of the area/subarea and disciplinary groups of the application, related to this tender will be evaluated, with the aim of promoting the associated teaching and research activities (10%).

B) Pedagogical capacity (30%) considering the following evaluation parameters:

a) Teaching: teaching of coordinated and/or taught curricular units, and/or related to the area/sub-area of the tender: diversity and, if possible, the range of students and results of surveys on teaching activity (pedagogical) (40%);

b) Pedagogical innovation: promotion of new pedagogical initiatives: well-founded and coherent proposals for the creation and/or reformulation of curricular units, creation or enhancement of laboratory infrastructures to support teaching (experimental and/or computational in nature), and creation or restructuring of groups of curricular units or study plans (30%);

c) Student supervision: a parameter that takes into account the supervision of doctoral students, master's students, and undergraduate students, taking into consideration the number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final course projects, with particular emphasis on international recognition. Cases of supervision, co-supervision, or guidance should be distinguished (30%).

C) Other relevant activities (30%), considering the following evaluation parameters:

C1) Management Position Performance – (80%)

a) Academic management duties, including directing undergraduate or graduate courses in the subject area in which the applicant teaches and conducts research (50%).

b) Management positions in research or multidisciplinary units or centers in the subject area of the tender (50%).

C2) Community Intervention – (20%)

a) Ability to intervene in scientific or clinical communities, expressed, in particular, through participation in working groups, organization of events, collaboration in the editing of journals, presentation of lectures by invitation, participation in academic or clinical evaluation activities, particularly outside the institution itself, and consulting activities (30%);

b) Participation in actions and publications for scientific, clinical, cultural, or technological dissemination, development of extension projects, and provision of services to the scientific/educational community, with an emphasis on the area to which the applicant is applying (35%);

c) Organization of scientific, clinical or educational events in the area to which the applicant is applying (35%);

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 ordering 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 applicant with the best evaluation in the parameter C) 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 applicants who did not receive any votes in the first voting and also eliminating the least voted applicant 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 still a draw between two or more applicants, the selection committee president breaks the tie by eliminating the applicant with the worst score in the parameter C), and if the tie still remains, the applicant with the earliest 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: Vice-Rector of the University of Algarve, Professor Doctor Nuno Gonçalo Viana Pereira Ferreira Bicho, by delegation of powers from the Rector.

Vowels:

Doctor Manuel António da Silva Santos, Scientific Director at the MIA-Portugal and Full Professor at the Faculty of Medicine of the University of Coimbra;

Doctor Cecília Maria Pereira Rodrigues, Full Professor at the Faculty of Pharmacy of the University Nova of Lisbon;

Doctor Arsénio do Carmo Sales Mendes Fialho, Full Professor at the Higher Technical Institute of the University of Lisbon;

Doctor Luísa Maria Ferreira Romão Loison, Coordinating Researcher at the National Institute of Health Dr. Ricardo Jorge.

Doctor Maria Leonor Quintais Cancela da Fonseca, Retired Full Professor at the Faculty of Medicine and Biomedical 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 9.30am to noon and from 2.30pm to 5pm, through previously scheduled appointment.

December 4, 2025. — The Vice-Rector of the University of Algarve, Professor Doctor Nuno Gonçalves Viana Pereira Ferreira Bicho

Where to apply

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

Requirements

Research Field Medical sciences » Medicine

Education Level PhD or equivalent

Skills/Qualifications

Applicants must hold a doctoral degree for more than five years in a specialty considered appropriate for the area, subarea and disciplinary group in which the tender was opened.

Specific Requirements

Admission requirements

a) Applicants must hold a doctoral degree for more than five years in a specialty considered appropriate for the area, subarea and disciplinary group in which the tender was opened,

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 or the request for recognition, before the end of the application period, will be excluded from the tender;

b) Applicants must hold the title of aggregate in a branch of knowledge that includes or is related to the disciplinary area of the tender;

c) Applicants must be fluent 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 applicant, with the hiring proposal being transferred to the next applicant.

d) Applicants must meet the general requirements for employment in public functions foreseen in the Law No. 35/2014, of 20 June, unless exempted by the ECDU.

Languages	PORTUGUESE
Level	Excellent
Research Field	Medical sciences » Medicine
Years of Research Experience	4 - 10

Internal Application form(s) needed

requerimentocandidaturaconcursodocumental_0.pdf

English (254.19 KB - PDF)

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Additional Information

Benefits

The purpose of this tender is to fill the position, in the form of a non-fixed-term contract, as a government employee.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

- a) Do not hold a doctoral degree for more than five years in a specialty considered appropriate for the area, subarea and disciplinary group in which the tender was opened,
- b) Do not hold a recognized doctoral degree or proof that they requested its recognition, by the closing date of the tender, if their qualification is from a foreign institution;
- c) Do not hold the title of aggregate in a branch of knowledge that includes or is related to the disciplinary area of the tender;
- e) 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;

d) Do not submit the required documents stipulated in the Public Notice, within the designated deadline.

Selection process

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

a) Having published at least thirty (30) scientific articles with a DOI, impact factor, and peer review in the top two quartiles (Q1 and Q2) within the area, subarea and disciplinary group for which the tender is open:

i) Being the first or last author in at least fifteen (15) articles;

ii) Having at least fifteen (15) of these articles published in the last five years as an author;

b) Have participated in at least five (5) approved R&D projects for funding, assuming the coordination of at least two (2) of those projects as the principal investigator (PI);

c) Have had responsibilities in postgraduate education, demonstrated by the principal supervision of at least five (5) completed Doctoral theses or completed Master's dissertations and/or Integrated Master's theses in the disciplinary area for which the tender is open;

d) Have experience in teaching and/or pedagogical coordination of a course or group of courses at the undergraduate or postgraduate level in the disciplinary area for which the tender is open;

e) Have experience in performing tasks related to university extension, scientific dissemination, and economic and social valorization of knowledge;

f) Have participated for at least three years in academic management positions;

g) Have an h-index (SCOPUS or Clarivate Analytics Web of Science) of 25 or higher and a number of citations of 5000 or higher.

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 extenuating circumstances.

Website for additional job details <https://www.ualg.pt/en/tender-procedures>

Work Location(s)

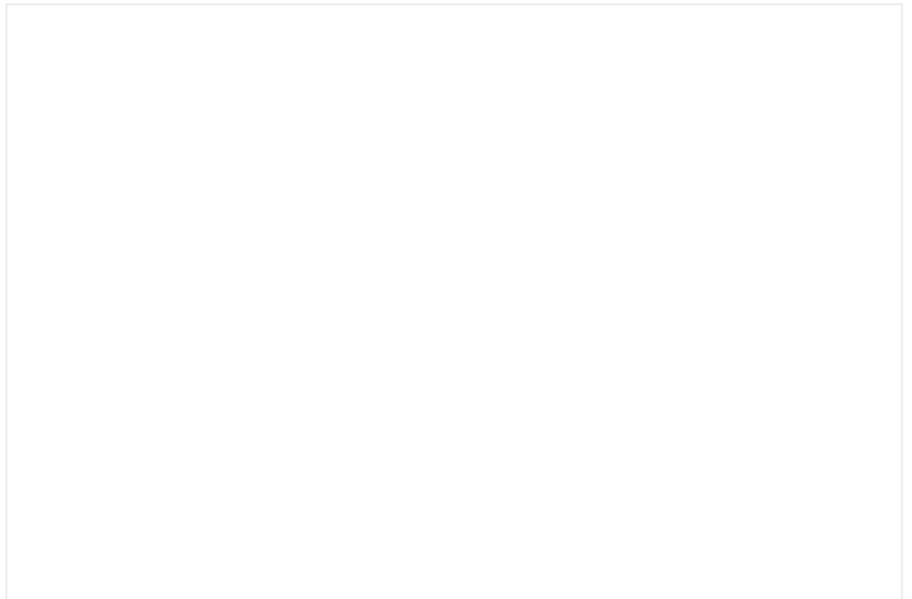
Number of offers available	1
Company/Institute	University of Algarve
Country	Portugal

City Faro

Postal Code 8005-139

Street Campus da Penha - Estrada 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

Phone 289800100

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