

22 Dec 2025

Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Medicine and Biomedical Sciences
Research Field	Medical sciences » Medicine
Researcher Profile	Recognised Researcher (R2)
Positions	PhD Positions
Country	Portugal
Application Deadline	4 Feb 2026 - 23:59 (Europe/Lisbon)
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	23 Dec 2025
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital nº 1989/2025 OE202512/0558
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

By order dated October 10th, 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 Medicine and Biomedical Sciences, sub-area Biomedical Sciences, disciplinary group of Molecular and Cellular Biology, 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 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 three (3) positions, in the form of a permanent public employment contract, in accordance with Article 25 of ECDU. The tender will end once all positions 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 Biology or Biochemistry or Biomedical Sciences or related areas appropriate to the sub-area and disciplinary group in which the tender was opened, 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) Holders of doctoral degrees obtained abroad must prove recognition of their degree in accordance with Decree-Law No. 66/2018 of 16 August and other applicable legislation by the end of the contract signing period. Failure to submit the degree recognition document within that period will prevent the contract from being signed with the applicant, and the hiring proposal will be passed on to the next applicant.

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 Biology or Biochemistry or Biomedical Sciences or related areas, appropriate to the sub-area and disciplinary group in which the tender was opened, under the terms provided for in 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 submit the required documents as determined in the Public Notice, within the deadline stipulated for this purpose.

iv) 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;

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 already developed that is compatible with the sub-area and disciplinary group for which the tender was opened and appropriate to the respective teaching category;

b) Being the author of at least 10 scientific articles, being the first or last author in at least 5 articles relevant to the sub-area for which the tender is open, or the first or last author of 2 articles published in journals with an impact factor greater than 15;

c) Have proven ability in supervising or co-supervising completed scientific work by at least one doctoral student or two master's students (excluding integrated master's degrees) related to the subject area or sub-area of the tender.

d) Have coordinated at least one project as Principal Investigator (PI) or Co-Principal Investigator (Co-PI), and participated as a member of a scientific team in at least one other scientific project obtained through competitive funding in the disciplinary area or sub-area of the tender.

2 – A vote against admission on absolute merit must be based on non-compliance with one or more of the criteria indicated in the previous paragraph.

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.

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 tender, as well as recognition of the degree, if the qualification is foreign, and possession of any other academic degrees held;
- c) One (1) curriculum vitae, dated and signed, organised in accordance with the evaluation parameters, 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 sub-area and disciplinary 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, where available, for the purposes of Article 50, paragraph 6, point b) of the ECDU;
- f) Results of pedagogical surveys carried out in relation to the curricular units for which the applicant has been responsible, where applicable, and also for the purposes of Article 50(6)(b) of the ECDU;
- g) Career development plan document containing objectives, scientific development plan and synopsis of the line of research the applicant intends to implement, and pedagogical development plan with a maximum of 5000 words;
- h) Other documents which the applicant considers to be of interest for the selection committee in order to fully assess their scientific performance, pedagogical skills, and other relevant activities they 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 curriculum evaluation and focuses on the activities carried out by the applicants during the last five years in the sub-area and disciplinary group of the tender, and their suitability for the category of Assistant Professor, considering the following parameters and respective weightings:

A) Scientific performance (50%);

B) Pedagogical capacity (30%);

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

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

A) Scientific Performance, weighted at 50%. The following factors will be considered in the evaluation of scientific performance:

a) Scientific production: Quality of scientific production (books, book chapters, articles in indexed international journals, conference papers, other publications) 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) (25%);

b) Participation and/or coordination of scientific research projects with competitive external funding, considering the size of the project, the scientific and technological level, the degree of innovation, and the results of the project, including the final evaluation, when applicable (25%);

c) Supervision of academic work: supervision of advanced training, namely (co-)supervision of doctoral or master's degrees in the last 5 years (15%);

d) Capability to intervene in the scientific and professional communities, expressed, in particular, through the organisation of and participation in events, membership of professional organisations, presentation of lectures and consultancy activities (15%);

e) Scientific development plan and synopsis of the line of research to be implemented (20%).

B) Pedagogical capacity, weighted at 30%. In the evaluation of pedagogical capacity, the following factors will be considered:

a) Teaching activity: Quality and diversity of the teaching activity carried out by the applicant, with emphasis on having been a lecturer in one or more UCs in the sub-area of the tender or related areas, 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. Proven experience in teaching undergraduate and master's degree classes in the area and sub-area for which the tender is open in the last 5 years should be valued (50%);

b) Participation in academic examination boards (15%);

c) 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 (15%);

d) Pedagogical development plan (20%).

C) Other relevant activities for the University's mission, weighted at (20%) - In the evaluation of other relevant activities, the following factors will be considered:

a) Participation in scientific, technological, cultural or artistic publications (35%);

b) Organisation and participation in the development of extension projects, including scientific, educational or artistic-cultural dissemination and the provision of services to the scientific/educational community, the economic-productive sector and/or society in general (65%).

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 date of the doctorate as the tiebreaker criterion, with the most recent one prevailing;

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

Members:

Doctor Carlos Jorge Alves Miranda Bandeira Duarte, Full Professor at the Faculty of Science and Technology, University of Coimbra;

Doctor Sólveig Thorsteinsdóttir, Full Professor at the Faculty of Science, University of Lisbon;

Doctor José António Henriques de Conde Belo, Full Professor at the Nova Medical School of the New University of Lisbon;

Doctor Gabriela Araújo da Silva, Associate Professor with Aggregation at the Nova Medical School of the New University of Lisbon;

Doctor Graça Maria Fernandes Baltazar, Associate Professor at the Department of Medical Sciences of the University of Beira Interior;

Doctor José Eduardo Marques Bragança, Associate Professor with habilitation at the Faculty of Medicine and Biomedical Sciences of the University of Algarve;

Doctor Raquel Pego de Andrade, Associate 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 9.30 a.m. to noon and from 2.30 p.m. to 4.30 p.m., by a previously scheduled appointment.

December 2, 2025. — The Vice-Rector for Research and Culture of the University of Algarve, Professor Nuno Gonçalo Viana Pereira Ferreira Bicho

Where to apply

Website

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

Requirements

Research Field

Medical sciences » Medicine

Education Level

PhD or equivalent

Skills/Qualifications

Applicants must hold a doctoral degree in Biology or Biochemistry or Biomedical Sciences or related areas appropriate to the sub-area and disciplinary group in which the tender was opened, under the terms of Article 41-A of the ECDU.

Specific Requirements

Admission requirements:

a) Applicants must hold a doctoral degree in Biology or Biochemistry or Biomedical Sciences or related areas appropriate to the sub-area and disciplinary group in which the tender was opened, 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;

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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

Good

Research Field

Medical sciences » Medicine

Internal Application form(s) needed

English application form.pdf

English (76.53 KB - PDF)

[Download](#)

Additional Information

Benefits

The purpose of this tender is to fill three (3) positions, in the form of a permanent public employment contract.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

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- 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 submit the required documents as determined in the Public Notice, within the deadline stipulated for this purpose.
- iv) 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.

Selection process

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 already developed that is compatible with the sub-area and disciplinary group for which the tender was opened and appropriate to the respective teaching category;
- b) Being the author of at least 10 scientific articles, being the first or last author in at least 5 articles relevant to the sub-area for which the tender is open, or the first or last author of 2 articles published in journals with an impact factor greater than 15;
- c) Have proven ability in supervising or co-supervising completed scientific work by at least one doctoral student or two master's students (excluding integrated master's degrees) related to the subject area or sub-area of the tender.
- d) Have coordinated at least one project as Principal Investigator (PI) or Co-Principal Investigator (Co-PI), and participated as a member of a scientific team in at least one other scientific project obtained through competitive funding in the disciplinary area or sub-area of the tender.

2 – A vote against admission on absolute merit must be based on non-compliance with one or more of the criteria indicated in the previous paragraph.

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.

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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.

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.uaig.pt/en/tender-procedures>

Work Location(s)

Number of offers available	3
Company/Institute	Universidade do Algarve
Country	Portugal
State/Province	Faro
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/en
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	289800900