

Portugal



Job offer

JOB PORTUGAL

[Universidade do Algarve](#) | Posted on: 23 February 2026

International tender to recruit one (1) post-doctoral initial level researcher to perform duties in the scientific for the area of Archaeology, under the research project "FINISTERRA" - ICArEHB

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23 Feb 2026

Job Information

Organisation/Company	Universidade do Algarve
Department	Interdisciplinary Center for Archaeology and the Evolution of Human Behaviour
Research Field	Other
Researcher Profile	First Stage Researcher (R1)
Positions	PhD Positions
Application Deadline	9 Mar 2026 - 23:59 (Europe/Lisbon)

Country	Portugal
Type of Contract	Temporary
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	23 Mar 2026
Is the job funded through the EU Research Framework Programme?	Horizon Europe - ERC
Reference Number	Aviso n.º 3872/2026/2 OE202602/0638
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

ANNOUNCEMENT

INTERNATIONAL TENDER FOR THE RECRUITMENT OF A POST-DOCTORAL ASSOCIATE RESEARCHER

1. Pursuant to the Doctoral Hiring regime to stimulate Scientific and Technological Employment in all knowledge areas approved by the Decree-Law 57/2016 of 29 August, with the wording given by Law 57/2017 of 19 July, and by order of the Vice-Rector for Research and Innovation of the Universidade do Algarve dated February 2, 2026, authorisation has been given for the opening of an international tender to recruit one (1) post-doctoral initial level researcher to perform duties in the scientific area of Archaeology or related areas, under the research project “FINISTERRA: Population Trajectories and Cultural Dynamics of Late Neanderthals in Far Western Eurasia”, for the Research Unit ICArEHB – Interdisciplinary Center for Archaeology and Evolution of Human Behaviour of Universidade do Algarve in the form of a fixed-term public service contract.
2. The research project, with reference 101045506-FINISTERRA-ERC-2021-COG and with title “Population Trajectories and Cultural Dynamics of Late Neanderthals in Far Western Eurasia” is funded by the the European Research Council (ERC) Consolidator Grant.
3. The employment contract has a duration of three (3) years, automatically renewable for further periods of one (1) year, up to a total duration of six (6) years, unless, without prejudice for other grounds for termination or extinction covered by the law, the institution's scientific body proposes to terminate the contract, which must be notified to the interested party within 90 days before the expiry date of the initial contract or of the renewal, based on an unfavourable evaluation of the work developed by the post-doctoral researcher, carried out under the terms of the regulation to be approved, being decisive, in addition to other tasks, the promotion and obtaining of sources of external funds to guarantee future research in the area for which he or she was hired.
4. The tender is open for a period of ten (10) business days. The tender notice has been published on the BEP (Public Employment Exchange) under the URL www.bep.gov.pt, on Euraxess Portugal Portal at <https://www.euraxess.pt/at> and on the website of the Universidade do Algarve, at <https://www.ualg.pt/procedimentos-concursais>.
5. Applicable legislation: Decree-Law 57/2016 of 29 August, amended by Law 57/2017 of 19 July, which approves the Doctoral Hiring regime to stimulate Scientific and Technological Employment in all knowledge areas (“RJEC”); the General Law for Public Service Employment approved in the appendice to Law 35/2014 of 20 June (“LTFP”), in its current wording, Regulatory Decree n.º 11-A/2017 of 29th December and the Code of Administrative Procedure (“CPA”).
6. Pursuant to article 16 of Decree-Law 57/2016 of 29 August, amended by Law 57/2017 of 19

July, this tender does not require:

- a) authorisation from the members of the Government responsible for the areas of taxation and Public Administration, specifically those made reference to in article 7, paragraph 3, of the General Law for Public Service Employment;
- b) a favourable preliminary opinion from the members of the Government responsible for the areas of taxation and Public Administration, as made reference to in article 30, paragraph 5, of the General Law for Public Service Employment;
- c) the recruitment procedure for workers undergoing retraining, as made reference to in article 265 of the General Law for Public Service Employment.

7. Pursuant to article 13 of the RJEC, the tender jury panel shall comprise the following members:

President:

João Miguel Mico Cascalheira, Coordinating Researcher, Universidade do Algarve

Effective members:

Célia Maria Alves Gonçalves, Principal Researcher, Universidade do Algarve

Miguel Cortés Sánchez, Full Professor, Universidade do Algarve

Substitute members:

Milena Carvalho, Assistant Researcher, Universidade do Algarve

Ana Isabel de Sousa Horta Dias Gomes, Assistant Researcher, Universidade do Algarve

8. The recruited postdoctoral researcher will perform his/her duties at the Universidade do Algarve Gambelas campus in Faro, notwithstanding occasional situations in which he/she will be asked to perform the duties for which he/she was recruited at a different location.

9. Job responsibilities and duties: Research activities in Archaeology.

10. The postdoctoral researcher may be asked to teach 4 hours per week of curricular units within his/her area of expertise, within a limit of 90 teaching hours per year.

11. The gross monthly salary to be paid shall be € 2.408,11 €, pursuant jointly to: article 15, paragraph 1, of Decree-Law 57/2016 of 29 August, with the amendments introduced by Law 57/2017 of 19 July; and to Regulatory Decree 11-A/2017 of 29 December, corresponding to level 33 on the Single Salary Scale approved by Ordinance 1553-C/2008 of 31 December.

12. This tender is open to Portuguese citizens, nationals of other countries and stateless persons who hold a doctoral degree in the scientific area of Archaeology and to holders of a scientific and professional curriculum with a profile appropriate for the activity to be developed.

When the PhD has been awarded by a foreign higher education institution, it must comply with the rules established in the Portuguese legal regime for the recognition of foreign higher academic degrees, and the candidate must comply with the formalities required by law until the expiry date of the period allowed for the contract signature, under penalty of exclusion from the tender proceedings.

13. The requirements listed in article 17 of the LTFP are general requirements for applications.

14. The requirements set out in point 12 are special requirements, more specifically the successful candidate must:

- a) Have proven experience in lithic raw material analysis using petrographic and geochemical methods, including pXRF, SEM and XRD;
- b) Have fieldwork experience in Middle and Upper Paleolithic archaeological sites in southern Iberia, particularly in Andalusia and Southern Portugal, and experience in lithic raw material survey fieldwork in the same regions;
- c) Have advanced knowledge in the R programming language for statistical analysis and for the creation of open data compendia through the GitHub platform;
- d) Have excellent knowledge in English (oral and written).

15. Pursuant to article 5 of the RJEC, selection will be based on the assessment of the scientific and curricular background of each applicant.

16. The evaluation of the scientific and curricular background of each applicant will focus on relevance, quality and topicality of:

- a) scientific, technological, cultural or artistic production in the last five years considered as most relevant by the applicant;
- b) research activities, applied or based in practice, conducted in the last five years and considered as being most impactful by the applicant;

- c) activities to expand and disseminate knowledge carried out in the last five years, specifically in the context of the promotion of culture and scientific practices, considered as most relevant by the applicant;
- d) management activities related to science, technology and innovation programmes, or experience in observing and monitoring the scientific and technological or higher education system in Portugal or abroad.

17. The five-year period mentioned in the previous point may be increased by the panel, at the applicant's request, if the said applicant has suspended his/her scientific activity for reasons such as maternity/paternity leave, prolonged serious illness and other situations of legally-provided-for unavailability to work

18. The assessment criteria defined by the panel in the minutes of the meeting held on February 16, 2026, pursuant to point 13, are:

a) The scientific, technological and cultural production in the last 5 years considered most relevant by the applicant (15 points)

Should be consider in particular the relevance in the area for which the tender is opened, expressed by the number and type of publications (books, articles in international peer-reviewed journals, and communications at international conferences) and by the recognition given by the scientific community, reflected in the quality of the publication venues and in the references made by other authors;

b) The applied research or practice based activities developed in the last five years and considered of highest impact by the applicant (3 points)

c) The extension and knowledge dissemination activities in the last five years, specifically in the context of promotion of scientific culture and practice considered more relevant by the applicant (1 point)

d) Science, technology and innovation management activities, or experience in the observation and monitoring of the scientific and technological system, or the higher education system in Portugal or abroad (1 point)

19. Candidates who have scored below 9.5 points are excluded from the tender procedure.

20. During a second stage of the evaluation process, the panel may, if it deems appropriate, interview the two top-scoring/short-listed applicants for the sole purpose of clarifying aspects related to their research findings in order to better assess how suited they are for the job.

21. The final scoring for each applicant will be presented on a scale of 0-20, calculated to decimals.

Final scoring (if there are interviews): the final scoring and consequent rank order of the applicants will be calculated using the formula below and will be expressed on a scale of 0-20:

$$FS = ASCP (90\%) + I (10\%)$$

Where:

FS = Final Score;

ASCP = Assessment of Scientific and Curricular Background;

I = Interview.

If there is a tie, the President of the panel shall have the casting vote.

22. The panel decide by means of a substantiated roll-call vote based on the selection criteria adopted and advertised; abstentions are not permitted.

23. Minutes will be drawn up of each meeting of the panel, with a summary of each meeting's proceedings and the vote cast by each member along with their justification. The applicants will be given access to the minutes whenever they request them.

24. Once the selection criteria have been applied, the panel will draw up an ordered list of the approved applicants and their respective scores.

25. The panel's final decision will be ratified by the Rector of the Universidade do Algarve, who also has the final say on the recruitment.

26. Applications must be formalised by means of a request form provided for the purpose at the Universidade do Algarve's website (<https://www.ualg.pt/en/tender-procedures>), addressed to the Rector of the Universidade do Algarve and delivered by email to the address srhconcurso@ualg.pt until 11.59pm of the last day of the tender application period.

27. Applications must contain the following: the identification of this job announcement; the applicant's full name, his/her parents' names, the number of their identity document (citizen's card, identity card or equivalent document for non-Portuguese applicants, or passport; the expiry date of the document must be stated); taxpayer number; date and place of birth; marital status; occupation;

subject field of their doctoral degree and date of conclusion; address; telephone number; and e-mail address. Applicants must also give their consent to any communication or notifications within the scope of this tender sent by e-mail.

28. Applications must be accompanied by documentary evidence of the conditions provided for in points 12 and 14 for admission to the tender, i.e.

- a) A copy of the applicant's doctoral certificate or diploma (one copy in electronic format and printed copy, if delivery by registered post or in person);
- b) A cover letter highlighting the most significant scientific activities and contributions over the last five years (maximum of 3,000 characters including spaces) pursuant to article 5(2) of the RJEC; a list and copies of three to five published articles considered by the applicant to be representative or most impactful in the subject field (in English) (one copy in electronic format and printed copy, if delivery by registered post or in person);
- c) A detailed curriculum vitae containing information about the applicant's scientific and curricular background, organised according to the established assessment criteria (in English) (one copy in electronic format and printed copy, if delivery by registered post or in person);
- d) Other relevant documents for the assessment of the applicant's qualifications in the appropriate subject field (if applicable, a copy in electronic format);
- e) Other documents which the applicant considers relevant for the appreciation of their application (if applicable, a copy in electronic format);

29. Applications submitted after the closing date stipulated in point 3, as well as those which fail to adhere to all of the formalities or do not contain the required evidence of eligibility, will be rejected.

30. False statements made by the applicant will be punished pursuant to the applicable legislation. Should there be any doubts about the veracity of any statement, the panel may require the applicant to submit further documentary evidence should it deems necessary.

31. Details of meeting/interview dates and times for the purposes of selection will be sent by e-mail with acknowledgement of receipt.

32. The list of admitted and rejected applicants, as well as the final ranking, will be affixed at the Universidade do Algarve's Human Resources Department and published on the University's website, applicants will also be sent this information by e-mail with acknowledgement of receipt.

33. Pursuant to article 121 of the CPA, applicants will be notified of the exclusion decision and of the final classification list draft and will be granted a period of 10 working days to proceed with a preliminary hearing, by which they can, if they so wish, say whatever they deem appropriate.

34. This tender is intended solely for the purpose of filling the indicated positions. It may be cancelled up until the final ordered list of applicants is ratified, and it will expire once the positions in question have been filled.

35. The Universidade do Algarve actively promotes a policy of non-discrimination and equal access. Consequently, no applicant may be privileged, benefited, impaired or denied any right or exempted from any duty because of, specifically, their ancestry, age, gender, sexual orientation, marital status, family circumstances, financial circumstances, education, origin or social condition, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, country of origin, native language, religion, political or ideological beliefs or union membership.

36. The panel approved this announcement at the meeting held on February 16, 2026.

37. Pursuant to Decree-Law 29/2001 of 3 February, disabled applicants take precedence in the event of a tie, the said precedence prevailing over any other legal precedence. On their application form, disabled applicants must state, upon their honour, the degree of their incapacity, the type of disability and the means of communication or expression to be used in the selection process.

38. The Universidade do Algarve states, for the purposes of no. 5 of article 6 of the RJEC, that it does not assume any commitment to consider that it is in its strategic interest to open tender procedures for a scientific research career job or for a teaching career job in higher education.

The Rector, Alexandra Teodósio.

Where to apply

Requirements

Research Field	Other
Education Level	PhD or equivalent

Skills/Qualifications

This tender is open to Portuguese citizens, nationals of other countries and stateless persons who hold a doctoral degree in the scientific area of Archaeology and to holders of a scientific and professional curriculum with a profile appropriate for the activity to be developed.

When the PhD has been awarded by a foreign higher education institution, it must comply with the rules established in the Portuguese legal regime for the recognition of foreign higher academic degrees, and the candidate must comply with the formalities required by law until the expiry date of the period allowed for the contract signature, under penalty of exclusion from the tender proceedings.

Specific Requirements

The requirements set out in point 12 are special requirements, more specifically the successful candidate must:

- Have proven experience in lithic raw material analysis using petrographic and geochemical methods, including pXRF, SEM and XRD;
- Have fieldwork experience in Middle and Upper Paleolithic archaeological sites in southern Iberia, particularly in Andalusia and Southern Portugal, and experience in lithic raw material survey fieldwork in the same regions;
- Have advanced knowledge in the R programming language for statistical analysis and for the creation of open data compendia through the GitHub platform;
- Have excellent knowledge in English (oral and written).

Languages	ENGLISH
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Level	Excellent
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Research Field	Other
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Internal Application form(s) needed

reqcandidaturaporinv.pdf

English (77.37 KB - PDF)

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Additional Information

Benefits

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Eligibility criteria

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Selection process

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Additional comments

The research project, with reference 101045506-FINISTERRA-ERC-2021-COG and with title “Population Trajectories and Cultural Dynamics of Late Neanderthals in Far Western Eurasia” is funded by the the European Research Council (ERC) Consolidator Grant.

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
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
Street	Campus da Penha - Estrada da Penha
Postal Code	8005-139
E-Mail	srhconcurso@ualg.pt
Phone	289800100

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