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Job offer

JOB PORTUGAL

Universidade do Algarve | Posted on: 25 November 2026

International tender for the position of Assistant Professor, in the disciplinary area of Educational Sciences, at the Faculty of Human and Social Sciences of the University of Algarve

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Apply

25 Nov 2026

Job Information

Organisation/Company	Universidade do Algarve
Department	Faculty of Human and Social Sciences

Research Field	Psychological sciences » Psychology
Researcher Profile	Established Researcher (R3)
Positions	PhD Positions
Application Deadline	8 Jan 2027 - 23:59 (Europe/Lisbon)
Country	Portugal
Type of Contract	Permanent
Job Status	Full-time
Hours Per Week	35
Offer Starting Date	24 Nov 2026
Is the job funded through the EU Research Framework Programme?	Not funded by a EU programme
Reference Number	Edital nº 1498/2026 | OE202611/0947
Is the Job related to staff position within a Research Infrastructure?	No

Offer Description

By order dated October 27, 2026, 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 Educational Sciences, at the Faculty of Human and Social Sciences of the University of Algarve. The tender will be open for a period of 30 working days, starting on the working day immediately following the publication of this announcement in the Diário da República (the Journal of the Republic).

This tender is governed by the provisions of Articles 37 to 39, 41-A to 51, 61 and 62-A of the Estatuto da Carreira Docente Universitária (Career Statutes for University Academic Staff, forthwith referred to as ECDU), in its current version, as well as the Regulation for the Tendering of Personnel for Teaching Careers at the University of Algarve, Regulation no. 520/2010, published in Diário da República, 2nd series, no. 111, on 9 June 2010.

This tender will be published in the Public Employment Exchange (BEP), within 2 working days after its publication in Diário da República, as decreed by Law no. 78/2003, of 23 April, advertised on the Euraxess Portugal portal at https://www.euraxess.pt, and on the University's website, in both Portuguese and English, in accordance with Article 62-A, paragraph 1, of ECDU, in its current version.

The purpose of this tender is to fill one (1) position, in the form of a permanent public employment contract, in accordance with Article 25 of ECDU. The tender will end once the position has been filled.

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

In compliance with Article 9, paragraph h) of the Constitution of the Portuguese Republic, Public Administrations actively promote a policy of equal opportunities for employment and career progression between men and women, taking every possible measure to avoid any kind of discrimination.

I - Admission requirements

1 - Admission requirements

a) Applicants must hold a doctoral degree in Educational Sciences, or Education, or Pedagogy, in a speciality considered appropriate to the disciplinary area for which the tender is open, under the terms of Article 41-A of the ECDU.

i) Holders of a doctoral degree obtained outside Portugal must prove their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of 16 August, and other applicable legislation;

ii) Applicants to whom the previous subparagraph applies who do not provide proof of recognition before the end of the application period, will be excluded from the tender.

b) Proficiency in the Portuguese language, both spoken and written.

i) Non-native speakers of Portuguese must provide proof of proficiency through presentation of an officially recognized diploma, or a certificate or diploma of communicative competence in Portuguese 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 of the Law on Employment in Public Functions, contained in the Annex to 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 Educational Sciences, or Education, or Pedagogy, in a speciality considered appropriate to the disciplinary area for which the tender is open, under the terms of Article 41-A of the ECDU;

ii) Do not hold a recognized doctoral degree in Portugal, by the closing date of the tender, if their qualification is from a foreign institution;

iii) Do not submit the required documents or works 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 admission or 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 an overall curriculum that the selection committee considers to be of scientific merit and developed research capacity, compatible with the disciplinary area for which the tender is open, with a special focus on the field of school administration and management and

curriculum theory, with teaching and research experience in the area of teacher training, and appropriate to the respective teaching category;

b) The applicant is the author or co-author of at least ten (10) scientific texts in the form of articles, scientific books, or book chapters in peer-reviewed publications during the last five years and relevant to the disciplinary area for which the tender is open.

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

a) The candidate's overall curriculum vitae does not reveal scientific merit, research capacity, and value of pedagogical activity, as described in subparagraph a) of paragraph 1 of point II;

b) The candidate is not the author or co-author of at least ten (10) scientific texts, during the last five years, in the form of articles, scientific books, or book chapters, as described in subparagraph b) of paragraph 1 of point II.

3 - In order to assess the absolute merit of the applicants, each member of the selection committee will independently submit a list of the applicants that do not meet the requirements indicated in paragraph 1 of point II, and provide a written justification for their decision, and then the selection committee will proceed to vote on each of those proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU. Abstentions will not be allowed.

4. An application will be rejected on absolute merit if at least one such proposal receives favourable votes by the majority of the members of the selection committee present at the meeting. The proposals, voting, and respective justifications will form an integral part of the official minutes of the meeting.

5. The selection committee will notify applicants of their 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 , 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, dated and signed, must include copies of the following documents in electronic PDF format, in Portuguese:

a) Valid identification document at the date of application;

b) Certificate proving that the applicant holds a doctoral degree in a specialty appropriate to the subject area being applied for and its recognition, if the qualification is foreign;

c) One (1) printed copy of the curriculum vitae (CV), dated and signed, which includes details of the scientific, pedagogical, and other activities relevant to the mission of higher education institutions carried out by the candidate, integrating a table of contents and numbered appendices, 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 subparagraph. The CV must include information regarding the indexing of articles and journals or books, including Scopus/WoS impact factors or Qualis evaluation, if applicable;

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 disciplinary area in which the tender is opened, in accordance with Article 50, paragraph 6, subparagraph 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 they exist, for the purposes of Article 50, paragraph 6, subparagraph b) of the ECDU;

f) Indication of the results of the pedagogic surveys, carried out in relation to the curricular units taught by the applicant and/or 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) A career development plan document, not exceeding 5,000 words, containing objectives, a scientific and pedagogical development plan, and a synopsis of the research line the applicant intends to develop in the disciplinary area of the tender, with the aim of promoting the teaching and research activities associated with it. Regarding research activities, it must be clearly demonstrated how these can be articulated with the research areas of the Research Centre for Adult Education and Community Intervention (CEAD) at the University of Algarve;

h) Other documents which the applicant considers to be of interest for the selection committee to be able to fully appreciate his or her scientific performance, pedagogical skills, and other relevant activities that he or she may have undertaken and which would constitute a legally-founded reason for preference, although the selection committee shall only consider such activities as being duly proven if it should deem appropriate;

i) A criminal clearance certificate attesting to the fact that the applicant is not banned from working in government service or from exercising the professional functions for which he/she is applying to;

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

k) An up-to-date vaccination certificate.

3. The documents referred to in subparagraphs 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 in PDF format required in subparagraphs 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, if possible, to the web pages of curricular units which the applicant has taught or been responsible for.

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 candidate and maintained until the conclusion of the procedure, so that the selection committee members have access to the information.

6 - According to Article 7, paragraph 2 of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve, the hiring committee may request additional documentation related to the submitted curriculum.

IV – Public Hearings

1 - The selection committee may decide to hold public hearings, on an equal footing for all applicants, and pursuant to the terms of Article 50, paragraph 4, subparagraph b) of the ECDU and pursuant to Article 7, paragraph 2, of the Regulation governing tenders for the contracting of lecturing personnel for the University of Algarve.

2 - If the tender selection committee decides to hold the hearings referred to in the previous paragraph, the conditions and scheduling of the hearing shall be announced to the applicants at least eight (8) days in advance.

V - Evaluation parameters and seriation in relative merit, respective weighting and final valuation system

The evaluation and ranking based on relative merit is based on the ranking criteria and their respective weighting identified below, resulting in the ordering of the weighted average of the quantitative scores obtained in each of the evaluation parameters, within a scale of 0 to 100 points:

Curricular Evaluation (100%) — The Curricular Evaluation focuses on activities developed by the candidates in the disciplinary area of the tender during the last five years, with a special focus on the field of school administration and management and curriculum theory, with teaching and research experience in the area of teacher training, appropriate to the category of Assistant Professor, considering the following parameters:

A) Scientific Performance (50%) - In the evaluation of scientific performance in the disciplinary area of the tender, the following factors will be considered:

a) Scientific production - Quality and quantity of scientific production (books, book chapters, articles in indexed international journals, conference communications) 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 of the publication venues and reference made to them by other authors) (45%);

b) Research experience - evaluated by proven experience in the capacity to develop scientific research projects, considering the project's scale, scientific-technological level, degree of innovation, and project results, including final evaluation when available (20%);

c) Career development plan — assessment of the potential contribution of the submitted document to the scientific and pedagogical development of the disciplinary area of the tender, with the aim of promoting the teaching and research activities associated with it. Regarding research activities, it must be clearly demonstrated how these can be articulated with the research areas of the Research Centre for Adult Education and Community Intervention (CEAD) at the University of Algarve (35%).

B) Pedagogical capacity (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, 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 (40%);

b) Coordination and dynamization of pedagogical projects - Ability to coordinate and dynamize pedagogical projects, the reform and updating of existing projects, as well as the implementation of projects with an impact on the teaching/learning process (35%);

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 training internships for young graduates or master's degree holders (25%).

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

a) Participation in management activities in higher education/business institutions or research units in the area of Education, or in other entities of a scientific, technological, or cultural nature that carry out relevant activities within the scope of the mission of the aforementioned institutions (15%);

b) Participation in scientific, cultural, or technological outreach actions and publications (30%);

c) Participation in the development of extension projects, including scientific outreach and provision of services to the scientific/educational community, the economic-productive sector, and/or society in general (25%);

d) Organization of scientific or educational events in the area to which the candidate is applying (30%).

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, based on the evaluation of scientific performance, pedagogic skills, and 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, 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 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, by delegation of powers from the Rector of the University of Algarve: Doctor Pedro Jorge Gomes Teodósio Castelo Branco, Vice-Rector of the University of Algarve.

Members:

Doctor Alcides Almeida Monteiro, Full Professor at the University of Beira Interior;

Doctor Armando Paulo Ferreira Loureiro, Associate Professor with habilitation at the School of Human and Social Sciences of the University of Trás-os-Montes and Alto-Douro;

Doctor Maria João Mogarro, Associate Professor at the Institute of Education of the University of Lisbon;

Doctor Preciosa Teixeira Fernandes, Associate Professor at the Faculty of Psychology and Educational Sciences of the University of Porto;

Doctor Sandra Cristina Andrade Teodósio dos Santos Valadas, Associate Professor at the Faculty of Human and Social Sciences of the University of Algarve.

VIII – Access to the tender procedure

The tender process may be consulted at the University of Algarve's Human Resources Department, on floor 0 of the Penha Library Building at the Penha Campus of the University of Algarve, in Faro, from 9.30 a.m. to noon and from 2.30 p.m. to 4.30 p.m., by a previously scheduled appointment.

November 18, 2026. - The Vice-Rector of the University of Algarve, Doctor Pedro Jorge Gomes Teodósio Castelo Branco.

Where to apply

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

Requirements

Research Field	Psychological sciences » Psychology
Education Level	PhD or equivalent

Skills/Qualifications

Applicants must hold a doctoral degree in Educational Sciences, or Education, or Pedagogy, in a speciality considered appropriate to the disciplinary area for which the tender is open, under the terms of Article 41-A of the ECDU.

Specific Requirements

Admission requirements:

a) Applicants must hold a doctoral degree in Educational Sciences, or Education, or Pedagogy, in a speciality considered appropriate to the disciplinary area for which the tender is open, under the terms of Article 41-A of the ECDU.

i) Holders of a doctoral degree obtained outside Portugal must prove their degree is recognized in Portugal under the terms of Decree-Law No. 66/2018, of 16 August, and other applicable legislation;

ii) Applicants to whom the previous subparagraph applies who do not provide proof of recognition before the end of the application period, will be excluded from the tender.

b) Proficiency in the Portuguese language, both spoken and written.

i) Non-native speakers of Portuguese must provide proof of proficiency through presentation of an officially recognized diploma, or a certificate or diploma of communicative competence in Portuguese 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 of the Law on Employment in Public Functions, contained in the Annex to Law No. 35/2014, of 20 June, in its current version, unless exempted by the ECDU.

Languages	PORTUGUESE
Level	Excellent
Research Field	Psychological sciences » Psychology
Years of Research Experience	4 - 10

Internal Application form(s) needed

English application form.pdf

English (76.53 KB - PDF)
Download *(https://www.euraxess.pt/system/files/jobs/2026-11/English%20application%20form.pdf)*

Additional Information

Benefits

The purpose of this tender is to fill one (1) position, in the form of a permanent public employment contract. The gross monthly salary to be paid shall be 3.576,56€.

Eligibility criteria

Applicants will be excluded from the tender procedure if they:

i) Do not hold a doctoral degree in Educational Sciences, or Education, or Pedagogy, in a speciality considered appropriate to the disciplinary area for which the tender is open, under the terms of Article 41-A of the ECDU;

ii) Do not hold a recognized doctoral degree in Portugal, by the closing date of the tender, if their qualification is from a foreign institution;

iii) Do not submit the required documents or works 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

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 an overall curriculum that the selection committee considers to be of scientific merit and developed research capacity, compatible with the disciplinary area for which the tender is open, with a special focus on the field of school administration and management and curriculum theory, with teaching and research experience in the area of teacher training, and appropriate to the respective teaching category;

b) The applicant is the author or co-author of at least ten (10) scientific texts in the form of articles, scientific books, or book chapters in peer-reviewed publications during the last five years and relevant to the disciplinary area for which the tender is open.

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

a) The candidate's overall curriculum vitae does not reveal scientific merit, research capacity, and value of pedagogical activity, as described in subparagraph a) of paragraph 1 of point II;

b) The candidate is not the author or co-author of at least ten (10) scientific texts, during the last five years, in the form of articles, scientific books, or book chapters, as described in subparagraph b) of paragraph 1 of point II.

3 - In order to assess the absolute merit of the applicants, each member of the selection committee will independently submit a list of the applicants that do not meet the requirements indicated in paragraph 1 of point II, and provide a written justification for their decision, and then the selection committee will proceed to vote on each of those proposals, in accordance with Article 50, paragraph 1, subparagraph b) of the ECDU. Abstentions will not be allowed.

4. An application will be rejected on absolute merit if at least one such proposal receives favourable votes by the majority of the members of the selection committee present at the meeting. The proposals, voting, and respective justifications will form an integral part of the official minutes of the meeting.

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

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, based on the evaluation of scientific performance, pedagogic skills, and 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, 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 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.

Additional comments

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.

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

Work Location(s)

Number of offers available	1
Company/Institute	Universidade do Algarve
Country	Portugal
State/Province	Algarve
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

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