



**UNIVERSITY OF THE AZORES**  
**RECTORY**

**NOTICE NO. 3/2026**

**Announcement of an international tender for the recruitment of an Assistant Professor in the scientific area of Engineering Sciences (public employment contract for a permanent position)**

Under the terms of articles 38 et seq. of the University Teaching Career Statute, approved by Decree- Law no. 448/79, dated November 13, republished by Decree-Law no. 205/2009, dated August 31, and amended by Law no. 8/2010, dated May 13, hereinafter referred to as ECDU, as well as the Regulations for the Recruitment of University and Polytechnic Teaching Staff of the University of the Azores, approved by Order no. 11824-B/2019, dated December 9, published in Diário da República, 2nd series, no. 239, on December 12, amended by Order no. 11606/2024, published in Diário da República, 2nd series, no. 190, on October 1, hereinafter referred to as RRPD, the Rector of the University of the Azores, Professor Susana da Conceição Miranda Silva Mira Leal, hereby announces an international recruitment application process for a permanent position as Assistant Professor for the University of the Azores in Engineering Sciences, open for a period of 30 working days starting from the day after the publication of this notice in the Diário da República.

The opening of this tender was authorized by the Rector of the University of the Azores through Order no. 400/2025, dated october 13<sup>th</sup> of 2025.

**1 - Admission requirements**

1.1 - Candidates may apply if they hold a doctoral degree in Electrical Engineering, Electronic Engineering, Telecommunications Engineering, or related fields.

1.2 - Candidates must have a good command of spoken and written Portuguese and/or English, and may be subject to specific tests if they do not come from a Portuguese or English-speaking country.

1.3 - Applicants who hold foreign qualifications must provide proof of recognition, equivalence or registration in Portugal of all the qualifications referred to in 1.1, in accordance with Decree-Law no. 66/2018, dated August 16, amended by Decree-Law no. 86/2023, dated October 10, by the deadline listed in article 43(1) of the RRPD.

**2 – Location of workplace**

The location of the workplace of the position available is:

Faculty of Science and  
Technology University of the  
Azores  
Ponta Delgada University  
Campus Rua Mãe de Deus  
9500-321 Ponta Delgada  
Portugal

### **3 - Form and deadline for submitting applications**

3.1 - Applications must be submitted electronically in Portuguese or English using a form available for this purpose on the University of the Azores services portal (<https://servicosonline.uac.pt>).

3.2 - The copy of the articles and/or works referred to in the form can be submitted in digital format attached to the form itself, or delivered in digital format by email to [reitoria.secretariado@uac.pt](mailto:reitoria.secretariado@uac.pt) or by registered mail with acknowledgement of receipt, to the Rector's Office of the University of the Azores, Rua Mãe de Deus, 9500-321 Ponta Delgada, Portugal.

3.3 - Applications must be submitted within 30 working days of the day following the publication of this notice in the Diário da República.

3.4 - The provisions of the previous paragraph do not apply to the articles and/or works listed in the form and sent by registered mail, which although may be received after the deadline for submitting applications, must be post marked by the date and time set in the previous paragraph.

### **4 - Application form**

4.1 - The form referred to in paragraph 3.1 must include, among other items, the following information:

- a) Identification of the recruitment procedure the candidate is applying for, with reference to the number of the notice;
- b) Identification of the scientific area of the recruitment procedure and, where applicable, the sub- area;
- c) The candidate's full name;
- d) Civil identification number and expiration date of the document;
- e) Date and place of birth;
- f) Nationality;
- g) Profession, if applicable;
- h) Residence and postal address;
- i) E-mail address and telephone number;
- j) Express mention of the candidate's consent to communications and notifications within the scope of the recruitment procedure to take place by email;
- k) A document identifying the candidate's position, group or discipline, length of service time as a teacher/researcher and the higher education institution(s) where the candidate has worked, where applicable;
- l) A copy of the education certificates, or other suitable document legally recognized for this purpose, proving that the conditions set out in the notice have been met, namely a certificate proving that the required degrees and qualifications have been obtained, unless otherwise stated in the notice;



m) Declaration by the candidate, under oath, that:

i) They are not disqualified from working in the public sector or barred from holding the job they are applying for;

ii) They are physically and mentally fit to perform the job and comply with compulsory vaccination laws;

iii) All the information and documents included on the form are true.

n) Curriculum vitae with a maximum of 5,000 characters, including spaces;

o) List of the projects carried out and works published, as well as teaching, university management or other activities carried out and of interest to the job they are applying for;

p) A copy of the scientific publications that the candidate considers to be the most representative of their production in the area and sub-area of the recruitment procedure, up to a maximum of five;

q) A copy of the other items and documentation set out in the notice;

r) Other documents that the candidate considers relevant for the purposes of analyzing their application.

4.2 - The form must also include the research project that the candidate intends to carry out during the probationary period in the scientific area/sub-area the candidate is applying for, with a maximum of 30,000 characters, including spaces, under the terms of article 24(1)(d) of the RRPD.

4.3 - If and when it deems it necessary, the selection board may request supporting documents relating to curriculum items listed on the form, which must be delivered to the address referred to in 3.2 or by email within 10 working days (non-extendable deadline) of the notification to that effect.

4.4 - Failure to meet the admission requirements, incorrect formalization of the application, failure to submit the documents required under the terms of the notice, submission after the deadline, or submission of false documents or false statements will result in exclusion from this recruitment procedure.

## **5 - Selection board**

5.1 - The selection board is made up as follows:

Chairperson:

Susana da Conceição Miranda Silva Mira Leal, Rector;

Members:

Nuno Cavaco Gomes Horta, Full Professor at the Instituto Superior Técnico, University of Lisbon

Paulo Luís Serras Lobato Correia, Full Professor at the Instituto Superior Técnico, University of Lisbon

Ana Maria Rodrigues de Sousa Faria de Mendonça, Full Professor at the Faculty of Engineering, University of Porto

Armando Jorge Miranda de Sousa, Associate Professor at the Faculty of Engineering, University of Porto

José Nuno Panelas Nunes Lau, Associate Professor at the University of Aveiro.

5.2 The powers of the jury, as well as the corresponding secretarial support, operation, type of meetings, and deadlines for issuing decisions comply with the provisions of Articles 9 to 14 of the RRPD

## 6 - Assessment criteria

6.1 - It is the selection board's responsibility to decide on the merit of the candidates for the job they are applying for, based on the selection criteria and the weight of each assessment item, in accordance with article 25 of the RRPD:

	<b>Assessment Items</b>	<b>Weight</b>
A	Scientific production	50%
B	Teaching experience	15%
C	Other activities	10%
D	Research project	25%

6.2 - Taking into account the quality and quantity of the different elements, the assessment criteria and items are broken down, valuing scientific production, training, and academic and/or professional experience in the areas of Electrical Engineering and Electronic Engineering:

A	<b>Scientific production</b>	<b>Points</b>
A.1	Scientific production (books, book chapters, articles in indexed international journals with scientific arbitration) translated into the number and impact factor of the journal (Web of Knowledge), author's position (sole author, first or last author, or corresponding author).	0-40
A.2	Experience as principal investigator (PI) or team member of scientific and technological research projects, particularly within the scope of competitive tenders, as well as research and technological development services receiving funding.	0-25
A.3	Participation in knowledge transfer activities for public or private entities, involvement in technology-based companies and patent registration, taking into account their nature, territorial scope, technological level and results obtained.	0-15
A.4	Organization and oral presentation of papers at congresses and other scientific meetings, particularly international events, as well as lectures and conferences as a guest speaker.	0-10
A.5	Scientific prizes, scholarships, distinctions and mentions.	0-5
A.6	Other scientific activities, especially in the field of scientific assessment, including participation in committees that award postgraduate degrees, and evaluation panels for grants and research projects, as well as membership of editorial boards and reviewing work in indexed scientific publications; membership of professional/scientific associations; participation in the drafting of international and/or national technical standards.	0-5



B	Teaching experience	Points
B.1	Teaching curricular units in higher-education study cycles.	0-30
B.2	Supervising post-doctoral, doctoral and master's students.	0-30
B.3	Producing teaching materials and publishing educational texts, particularly with ISBNs.	0-10
B.4	Promotion of events and publication of scientific dissemination works.	0-10
B.5	Awards, distinctions and mentions.	0-5
B.6	Teaching specialization courses and other training activities as part of university or cultural extension activities, providing training to the public or private sector.	0-15

C	Other activities	Points
C.1	Experience in similar roles at other institutions and at public or private entities that is relevant to the responsibilities of the job.	0-30
C.2	Consulting work and involvement in committees or working groups focused on the development, implementation, monitoring, or evaluation of public policies.	0-30
C.3	Leading and coordinating courses and training programs.	0-15
C.4	Participation in mobility and international relations initiatives that enhance the visibility of the scientific area or sub-area of this recruitment procedure.	0-15
C.5	Other awards, distinctions and mentions.	0-5
C.6	Other activities relevant to the responsibilities of the job.	0-5

D	Research project	Points
D.1	The justification of the topic and the objectives of the project to be developed, focusing on areas of expertise in Electrical Engineering, highlighting its relevance to research carried out in one or more R&D Units of the University of the Azores, its alignment with the pillar(s) of RIS3 Azores, and the synergies to be fostered with the Portuguese Space Agency in coordination with the national and international scientific system.	0-30
D.2	State-of-the-art overview.	0-10
D.3	Detailed project description, including activities, methodologies, and anticipated products/results, in line with the objectives outlined in D1.	0-25
D.4	Project timeline, incorporating annual implementation indicators, potential risks, and mitigation strategies.	0-15
D.5	Identification of opportunities to broaden the University of the Azores' training offerings in the scientific area of the professorship.	0-20

## 7 - Approval based on absolute merit

Candidates will be approved on absolute merit if, in the scientific field of their application, they meet at least one of the following criteria in the last 5 years.

**Criterion 1 – Scientific Output:** A minimum of three scientific articles published or formally accepted in publications indexed in Web of Science or Scopus, in the field of Engineering Sciences, ranked in quartile Q2 or Q1.

**Criterion 2 – Participation in Funded Projects:** Principal investigator in at least one national or international R&D or innovation project, completed or ongoing, with funding obtained through a competitive national or international public call.

**Criterion 3 – Participation in Innovation Initiatives:** Involvement in innovation initiatives that have resulted in international patent registration.

## **8 - Admission, application assessment, and result approval**

The procedure for admitting and assessing applications, and for result approval, is defined in articles 37 to 44 of the RRPD.

## **9 - Public hearing**

9.1 - In addition to curriculum evaluation, candidate selection may include a public hearing under the terms of article 5 of the RRPD.

9.2 - This public hearing may be waived at the selection board's discretion, as stated in article 23 of the RRPD.

## **10 - Completion of recruitment procedure**

10.1 - This recruitment procedure will conclude once the advertised position is filled or if it cannot be filled due to the lack of qualified candidates meeting the absolute merit criteria.

10.2 - In exceptional cases, the procedure may be terminated by a reasoned decision of the rector, particularly if the results are not approved as outlined in article 44(3) of the RRPD.

## **11 - Publication of the notice**

The recruitment procedure will be published:

- a) In the 2nd series of the Diário da República (in Portuguese);
- b) On the Public Employment Exchange website (in Portuguese);
- c) On the EURAXESS Portal (in English);
- d) On the University of the Azores' website (in Portuguese and English).

## **12 - Equal Opportunity Policy**

In accordance with Article 9(h) of the Constitution, the Public Administration, as an employer, upholds a policy of equal opportunities for all individuals, regardless of gender, when accessing employment and professional advancement, ensuring that all forms of discrimination are strictly avoided. Therefore, terms like "candidate," "recruit," "teacher," and other similar expressions are used in this notice without reference to gender. Furthermore, no candidate will be favored, disadvantaged, or deprived of rights or exempted from any duties based on factors such as ancestry, age, sexual orientation, marital status, family situation, financial status, education, social background, genetic heritage, reduced working capacity, disability, chronic illness, nationality, ethnic origin, race, place of origin, religion, political or ideological beliefs, or trade union membership.

Ponta Delgada, January 6th of 2026.

THE RECTOR



SUSANA MIRA LEAL