



UNIVERSITY OF THE AZORES
RECTOR'S OFFICE

Notice no. 54/2026

Announcement of an international tender for the recruitment of one Associate Professor in the scientific area of Management, sub-areas of Management or Finance

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. 5563/2026, dated April 28, published in *Diário da República*, 2nd series, no. 82, hereinafter referred to as RRPD, the Rector of the University of the Azores, Professor Susana da Conceição Miranda Silva Mira Leal, under the provisions of paragraph (i) of no. 1 of Article 83 of Normative Order no. 8/2022 of April 22, published in the *Diário da República*, Series II, no. 106 of June 1, approving the Statutes of the University of the Azores, hereby announces an international call for applications for one permanent position as Associate Professor in the scientific area of Management, sub-areas of Management or Finance at the University of the Azores. The application period shall be 30 working days from the day following publication of this notice in the *Diário da República*.

This is an international, document-based recruitment procedure under the provisions of articles 37 to 39, 41, 45, and 46 to 62–A of the ECDU and articles 19 and following of the RRPD.

The opening of this tender was authorized by Order no. 181/2026, April 28, of the Rector of the University of the Azores.

1 - Admission requirements

1.1 - In accordance with the ECDU, applicants must have held a doctoral degree obtained more than five years ago in the scientific field of Business and Economics or Management, subfields of Management or Finance.

1.2 - Candidates must have a good command of spoken and written Portuguese and may be subject to specific tests if they do not come from a Portuguese-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:

University of the Azores
Faculty of Economics and Management
Campus of Ponta Delgada
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 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 4.1, line p), must be submitted directly in the form, other articles or scientific works can be sent by email to reitoria.secretariado@uac.pt, with proof of delivery, or delivered in person or by registered mail in digital format or in paper, 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 the Portuguese version of this notice in 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 or accessible link 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 purpose of analyzing their application.

4.2 - The application must also include the research project that the candidate proposes to develop during the experimental period in the scientific disciplinary field/subfield open for competition, with a maximum of 30,000 characters, including spaces, pursuant to the provisions of the final part of paragraph 1 of Article 20 and paragraphs 2 and 3 of Article 16 of the RRPD.

4.3 – If 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.

4.4 - Failure to meet the admission requirements and documents, incorrect formalization of the application, submission after the deadline, or delivery 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:

Maria Manuela Medeiros Lima, Full Professor of the University of the Azores.

Members:

- Carlos Cabral Cardoso, Full Professor at the Faculty of Economics of the University of Porto;
- Helena Maria Baptista Alves, Full Professor at the Department of Management and Economics, University of Beira Interior;

- Zélia Maria da Silva Serrasqueiro, Full Professor at the Department of Management and Economics, University of Beira Interior;
- Helena Martins Gonçalves, Full Professor at the Institute of Economics and Management, Universidade Técnica de Lisboa;
- João Carvalho das Neves, Full Professor at the Institute of Economics and Management, Universidade Técnica de Lisboa.

5.2 - The powers of the selection board, as well as its secretarial support, operation, type of meetings and deadlines for decision announcement must comply with the provisions of articles 9 to 14 of the RRPD.

6 - Assessment criteria

6.1 - The selection board is responsible for the approval of the candidates' merit for the job, based on the selection criteria and the weight of each assessment item, in accordance with article 17 of the RRPD:

	Assessment Items	Weight
A	Scientific production	35%
B	Teaching experience	30%
C	Other activities	20%
D	Scientific and Pedagogical Project	15%

6.2 - Taking into account the quality and quantity of the different elements, the assessment criteria are the following:

A	Scientific production	Points
A.1	Scientific production of international scope, subject to peer review.	0-75
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.	
A.3	Participation in technology and/or knowledge transfer activities (including the protection of patents, utility models and industrial designs), taking into account their territorial scope, technological level and achieved outcomes, as well as entrepreneurial initiatives, copyright and related rights, and intellectual output in the literary, scientific and artistic fields.	
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.	0-25
A.5	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 scientific publications.	

B	Teaching experience	Points
B.1	Responsibility for processes involving the creation of new study programmes and the evaluation of existing study programmes (PEP) that have been positively assessed.	0-20
B.2	Coordination and teaching of course units within higher education study programmes.	0-40
B.3	Evidence-based indicators of evaluating pedagogical performance.	
B.4	Production of teaching materials and publication of didactic texts, particularly publications with an <i>International Standard Book Number</i> (ISBN), as well as the promotion of activities and publication of works aimed at the public communication of science.	
B.5	Supervision of post-doctoral researchers, doctoral candidates, and master's students who have successfully completed their degrees, as well as supervision of teaching or professional internships.	0-25
B.6	Certified pedagogical training, including courses, micro-credentials, or workshops in pedagogical innovation.	0-15
B.7	Awards and distinctions in the field of pedagogical innovation.	
B.8	Other teaching activities, including teaching short courses, micro-credentials and other training activities as part of university or cultural extension activities, particularly valuing those with an international dimension.	

C	Other activities	Points
C.1	Holding statutorily defined individual management positions and participation in completed university projects.	0-30
C.2	Leadership of study programmes, and coordination of short courses and training activities in the context of university or cultural outreach activities.	0-40
C.3	Chairing and elected membership of collegial bodies established under the statutes.	
C.4	Participation, by appointment, in selection committees for academic and research careers, as well as in institutional committees or working groups.	0-30
C.5	Other awards, distinctions and mentions.	
C.6	Other activities relevant to the duties of the post, including representation of the institution in external bodies and the holding of management positions in other institutions or in public or private entities.	

D	Scientific and Pedagogical Project	Points
D.1	The conceptual framework of the topic and the objectives of the project to be developed, considering its relevance to the strategy for the development of science and education at University of the Azores.	0-65
D.2	The characterization of the state of the art in teaching and research at the national and international levels.	
D.3	The relevance of the proposal within the context of European, national, and regional public policies, as well as societal, environmental, and/or other global and regional challenges, in one of the areas/subareas covered by the call.	
D.4	The description of the teaching and research activities to be developed, including how they relate to each other and the ways in which students may be involved in them, as well as the methodologies and expected outputs/results.	0-35
D.5	Planning and timetable of the activities to be carried out, including the definition of annual implementation indicators, as well as the identification of potential risks and mitigation measures.	

7 - Approval based on absolute merit

7.1. Holding the aggregation title is a sufficient condition for approval on absolute merit.

7.2. Approval on absolute merit is also granted to candidates who, in the field to which they apply, cumulatively meet criteria 1 to 8, and either criterion 9 or 10:

Criterion 1 – Publication of at least ten scientific articles in journals indexed in the Web of Science or Scopus databases.

Criterion 2 – Publication of at least two scientific articles in journals ranked in the 1st or 2nd quartile (Q1 or Q2) of the Journal Citation Reports – Clarivate Analytics (Academic Journal Guide 2024).

Criterion 3 – Publication of at least one scientific article in journals ranked 4 or 4* in the Academic Journal Guide (AJG) of the Association of Business Schools (ABS) (based on the 2024 edition).

Criterion 4 – Scopus h-index of at least 8.

Criterion 5 – Teaching of at least four different curricular units distributed across at least two of the three cycles of higher education studies (Bachelor's, Master's or Doctoral), in the field open for competition.

Criterion 6 – Course coordination (course leadership/lecturing responsibility) of at least six different curricular units distributed across at least two of the three cycles of higher education studies (Bachelor's, Master's or Doctoral), in the field open for competition.

Criterion 7 – Supervision (or co-supervision) completed, with successful defence, of at least thirty Master's or Doctoral students, including at least three doctoral theses.

Criterion 8 – Participation in academic evaluation activities in higher education, namely at least five doctoral examination panels and forty Master's examination panels.

Criterion 9 – Participation as principal investigator or co-investigator in at least one research project funded through competitive regional, national or international calls.

Criterion 10 – Participation in the institutional management of higher education institutions or of teaching or research units belonging to higher education institutions.

8 - Admission, application assessment, and result approval

The application and analysis procedure is defined in articles 37 to 44 of the RRPD.

9 - Public hearing

9.1 - In addition to curriculum evaluation, the selection process 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 19(2) of the RRPD.

10 - Completion of recruitment procedure

10.1 - This recruitment procedure will be concluded once the advertised position is filled or if no qualified candidates are admitted or approved in absolute merit.

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, number 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;
- b) On the Public Employment Exchange website;
- c) On the University of the Azores' website, both in Portuguese and in English;
- d) On Euraxess.

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.

September, 4, 2026

The Rector,

A handwritten signature in blue ink, appearing to read 'Susana Mira Leal', with a stylized flourish at the end.

Susana Mira Leal