

UNIVERSIDADE ABERTA

Notice No. 276/2026

Summary: International documentary competition for the filling of a position in the category of Assistant Professor, in the disciplinary area of Information Technology, sub-area of Artificial Intelligence.

It is hereby made public that, by my order of February 20, 2026, an international documentary competition is open for a period of 30 (thirty) working days, starting from the working day immediately following the publication of this Notice in the Official Gazette, for the filling of a position in the university teaching career, in the category of Assistant Professor, under a public service employment contract for an indefinite period, with a probationary period of five years, in the disciplinary area of Informatics, sub-area of Artificial Intelligence, at the Universidade Aberta (UAb), a public distance learning university.

In this competition, experience in research and/or development in Large Language Models (LLM) and their respective applications is valued.

This competition is governed by the provisions contained in articles 37 to 51 and 62-A of the Statute of the Higher Education Teaching Career (ECDU), in its current wording, and other applicable legislation.

I- Authorization Order

The opening of this competition was authorized by the Order of the Rector of the Universidade Aberta, dated February 20, 2026, after confirmation of the existence of adequate budgetary allocation and that the job position being advertised is included in the UAb staff chart.

II — Workplace

Universidade Aberta, Lisbon, Portugal

III- Validity period of the competition

The validity of the competition ceases with the occupation of the advertised job position or due to the lack of candidates for the competition.

IV— General and Special Requirements for Admission to the Competition

IV.1 – General Requirements – those defined in Article 17 of the General Law on Public Service Employment (LTFP) approved by Law No. 35/2004, of June 20, as amended.

IV.2 – Special Requirements – to hold, on the date of the deadline for registration, a doctoral degree in Computer Engineering, Artificial Intelligence, or related fields.

If the doctorate was awarded by a foreign higher education institution, candidates must hold recognition of the doctoral degree, in accordance with Decree-Law No. 66/2018, of August 16, as amended.

IV.3 – To have proficiency in spoken and written English and fluency in Portuguese.

V — Applications

V.1 — Submission of applications:

Applications must be submitted by the deadline, exclusively through the electronic platform available at <https://concursos.uab.pt/>

V.2 — Application instructions:

The application must include the following documents, under penalty of exclusion from the competition:

a) Application form for this Notice (personal data and declarations), which is mandatory, fully completed, dated and signed, available at <https://concursos.uab.pt/>, and the candidate must consent to receiving communications and notifications within this competitive procedure via email, indicating the respective address on the form.

b) Detailed Curriculum Vitae of the candidate, in PDF format, dated and signed, clearly identifying the 5 (five) works selected by the candidate as most relevant and impactful in terms of their scientific, technological or cultural production in relation to their contribution to the development of the disciplinary area in which the competition is open.

The candidate must organize their Curriculum Vitae in the same order as the aspects and parameters indicated in section VI of this notice, sequentially listing scientific performance, teaching ability, and other activities considered relevant to the thematic area and sub-area in which the competition is open, with clear identification of the 5 (five) works selected by the candidate as most representative.

c) Electronic version in PDF format of 5 (five) works selected by the candidate as most representative.

d) Scientific-pedagogical project, in PDF format, that the candidate proposes to develop to promote teaching and research activities in the disciplinary area and sub-area in which the competition is open.

This project must include the presentation of the program of a curricular unit in an asynchronous online format where the candidate demonstrates their teaching ability and how they propose to relate their research interests to online teaching activities relevant to the development of the Institution's mission.

e) Internationally recognized certification of proficiency in the Portuguese language at a level that allows teaching in this language, if the candidate is not of Portuguese nationality, or is not from a country whose official language is Portuguese. Alternatively, a declaration from a reputable person may be submitted proof of proficiency in the Portuguese language.

f) Document proving the holding of a Doctorate degree in the disciplinary area to which the competition refers or in a branch of knowledge considered appropriate to the disciplinary area of the competition.

Holders of a Doctorate degree obtained abroad must submit, in addition to the document proving the degree that mentions the disciplinary area in which it was granted, a document proving its recognition or equivalence by a Portuguese institution, by the deadline for submitting the application.

g) Any other elements that the candidate considers relevant for the jury's assessment.

V.3 - The documents that accompany the application must be submitted in Portuguese or English, except for the application form, which must be submitted in Portuguese.

V.4 - Applications that do not meet the requirements for admission to the competition, under the terms of the law and this Notice, will not be accepted. Failure to submit any documentation required under the terms of the Notice, or its submission after the stipulated deadline, also determines non-admission to the competition.

VI — Selection Methods and Evaluation Criteria

VI.1 Requirements for Absolute Merit Approval

1-Once applications are admitted, the absolute merit approval of candidates depends on the fulfillment of the following cumulative requirements:

a) A comprehensive curriculum that the committee considers indicative of scientific merit, research capacity, and value of the pedagogical activity already developed, compatible with the disciplinary area and category for which the competition is open;

b) Evidence of publication or acceptance for publication of at least two scientific texts in the disciplinary area of the competition or in related areas in scientific journals indexed in the WoS Clarivate JCR (Journal Citation Reports) and/or Scopus SJR (Scientific Journal Rankings) databases.

2 - A candidate is considered to have been approved on absolute merit if approved by an absolute majority of the voting members of the committee, in a justified nominal vote, where abstentions are not permitted.

VI.2 — Selection criteria and parameters for evaluation and ranking based on relative merit, respective weighting and final valuation system

1 - Candidates approved on absolute merit will be subject to the curriculum evaluation selection method, on a scale of 0 to 100 points.

2 - The curriculum evaluation, considering the general functions assigned to university professors by article 4 of the ECDU, focuses on the following aspects and respective valuation factors:

A) Teaching — 30%;

B) Research — 40%;

C) Dissemination, social promotion of knowledge and Academic Management — 10%;

D) Scientific-pedagogical project in the disciplinary area for which the competition was opened — 20%.

In each of the aspects, the parameters that are discriminated below will be evaluated, with special emphasis given to all activities developed in open, distance and networked teaching.

A. Teaching (30%)

This aspect includes the following parameters:

1) Teaching (35%) - teaching of coordinated and/or taught curricular units related to the disciplinary area of the competition, highlighting which were taught in an asynchronous online format: diversity, pedagogical practices and, if possible, student body and research results on teaching activity (pedagogical);

2) Pedagogical materials (25%) - quality and diversity of publications, computer applications, experimental prototypes, texts and materials of a pedagogical and didactic nature that you have produced/prepared or in which you participated in the creation/preparation, preferably with an indication of the respective pointer in an open access repository;

3) Pedagogical Innovation (15%) - promotion of new pedagogical initiatives: well-founded and coherent proposals for the creation and/or reformulation of curricular units, creation or restructuring of groups of curricular units or study plans, highlighting those directed towards the asynchronous and/or hybrid online regime;

4) Supervision (20%) - experience in supervising doctoral, master's and undergraduate students: number, quality, scope and scientific/technological impact of the resulting publications, theses, dissertations and final course projects. Award-winning works and international recognition should be highlighted. Cases of supervision and co-supervision should be distinguished;

5) Other (5%) - relevant elements of professional and/or volunteer experience, awards and recognition, or technological artifacts, carried out outside the academic environment, in the disciplinary area of the competition.

B. Research (40%)

This aspect includes the following parameters:

1) Scientific publications (50%):

- indexed in the databases indicated in IV, 1, b), organized by the following types:

i. Articles in scientific journals;

ii. Communications in conference proceedings, including those published as books;

iii. Books and book chapters that are not proceedings

of conferences.

- not indexed in those databases, and organized by the same typology.

Each publication must be characterized with the following elements:

1. journal quartile, specifying the index (JCR/Scopus) and scientific area of that quartile;
2. JCR and/or SJR (SCImago Journal Rank) impact factor;
3. number of citations, indicating where and when it was obtained.

2) Scientific projects (25%): coordination and participation in scientific projects in competitive programs, distinguishing between programs internal to the institutions where the employee was contracted, and national and international programs. The ability to attract competitive funding and the challenges and results (scientific and/or technological and/or innovation) should be highlighted;

3) Peer Recognition (25%) - awards from scientific societies or obtained at scientific meetings, editorial and evaluation activities in scientific journals, peer review activities (programs, projects, scholarships, awards), coordination or participation in program committees of scientific events, invited lectures at scientific meetings or at other universities, participation as a member of scientific societies with competitive admission and other similar distinctions;

C. Dissemination, Social Promotion of Knowledge and Academic Management (10%)

This aspect includes the following parameters:

1) Scientific dissemination activities (30%) - articles in national journals and conferences and other publications of scientific and technological dissemination, actions, lectures and seminars of scientific dissemination, considering their professional and social impact.

2) Provision of services and consultancy (25%) - participation in activities involving the public sector, the business environment and other civil society organizations, taking into account the type of participation, size, diversity, technological intensity and innovation.

3) Services to the scientific community and society (25%) – participation in and coordination of scientific and technological dissemination initiatives, taking into account the nature and results achieved by these, when carried out with the media (or other means of communication), the public sector, the business environment and other civil society organizations.

4) Professional training actions (20%) - participation in and coordination of training actions aimed at the public sector, the business environment and other civil society organizations, taking into account their nature and the results achieved.

D. Scientific-Pedagogical Project (20%)

Presentation of a scientific-pedagogical project (as defined in III. 2) d)) in the scientific area and sub-area in which the competition is open and suitable to the mission of the Open University, which the candidate proposes to develop to promote teaching and research activities in the scientific area and sub-area in which the competition is open. This project must include the presentation of the program, teaching/learning methodologies, and evaluation strategies for a curricular unit built from open, distance, and networked teaching methodologies, specifically the UAb virtual pedagogical model, where the candidate demonstrates their pedagogical capacity and how they propose to relate their research interests to teaching activities relevant to the development of the Institution's mission.

The project should not exceed 4,000 words, and its evaluation will value: the clarity of its structure and the quality of presentation; the timeliness, adequacy, and framing presented for the discipline; the suitability to the teaching method; and the demonstrated link between research and teaching.

VII— Ranking and methodology of ranking

1 – The decision is made by an absolute majority, that is, by half plus one of the votes of the members of the panel present at the meeting.

2 — To this end, each member of the panel submits a written document, which will be attached to the minutes, in which they propose the ranking of the candidates, duly justified, considering the criteria referred to in point VI.

3- In the various votes, each member of the panel must respect the ranking they presented in the document referred to in the previous paragraph, abstentions not being allowed, observing the following in the votes:

a) The first vote is intended to determine the candidate to be placed in first place, counting the number of votes that each candidate obtained for that place;

b) If a candidate obtains an absolute majority of the votes for first place, they are placed in the respective position and are removed from the scrutiny, starting the procedure to choose the candidate who will occupy second place;

c) If no candidate obtains an absolute majority of the votes for first place, a new scrutiny begins, only among the candidates who obtained votes for first place, after removing the candidate with the fewest votes for that place in the previous vote;

d) If there is a tie between two or more candidates for the position with the fewest votes, a tie-breaking vote will be held only between these candidates, and the candidate with the fewest votes will be eliminated.

e) If a tie persists between two or more candidates, the jury president decides which candidate to eliminate. After this elimination, the process returns to the first vote, but only with the remaining candidates. The process is repeated until a candidate obtains more than half of the votes for first place;

f) Once the candidate for first place is chosen, they are removed from the voting, and the selection procedure begins for the candidate to place them in second place, repeating the process referred to in the previous paragraphs for the subsequent places;

g) Whenever there is an equal number of votes for all candidates in the voting, the jury president has a casting vote;

h) Once the application of the evaluation and ranking criteria is completed, the panel creates a single ranking list of the candidates.

VIII — Public Hearings and Request for Documentation

1 — The panel decides at the first meeting whether or not to hold public hearings for candidates approved on absolute merit, which are intended exclusively to clarify issues related to documentary elements presented by the candidates, taking into account the criteria set forth in § 2 of item V, pursuant to subparagraph b) of § 4 of article 50 of the ECDU.

2 — If there is a need to hold public hearings, which will have a maximum duration of 1 (one) hour, they will take place within 30 (thirty) days after the first meeting of the jury, with all candidates being informed, at least 5 (five) days in advance, of the date and place where these public hearings will take place.

3 — Public hearings may be held by videoconference, and the jury must ensure that they take place under equal conditions for all candidates.

4 — The selection committee may also request candidates to submit supplementary documentation related to the submitted curriculum, based on the provisions of subparagraph a) of paragraph 4 of article 50 of the ECDU.

IX - Notifications and hearing of interested parties

1- There is a hearing of interested parties, in accordance with the provisions of articles 121 and 122 of the Administrative Procedure Code.

2- Notifications are made by email.

3 — The selection process can be consulted by candidates, by scheduling an appointment requested via email sent to the Human Resources Division's email address: rh@uab.pt.

X —Composition of the Selection Committee

The jury is composed of the following members:

President: Dr. Carla Maria Bispo Padrel de Oliveira, Rector of the Universidade Aberta

Members:

Dr. Cláudia Martins Antunes, Associate Professor of the Department of Computer Engineering of the Instituto Superior Técnico of the University of Lisbon;

Dr. Ana Cristina Marinho da Costa, Associate Professor at the Higher Institute of Statistics and Information Management/NOVA IMS, NOVA University of Lisbon;

Dr. Diogo Nuno Pereira Gomes, Associate Professor at the Department of Electronics, Telecommunications and Informatics at the University of Aveiro;

Dr. José Henrique Pereira São Mamede, Associate Professor with Habilitation at the Department of Science and Technology at the Universidade Aberta;

Dr. José Pedro Fernandes da Silva Coelho, Associate Professor at the Department of Science and Technology at the Universidade Aberta.

In compliance with point h) of article 9 of the Constitution, the Open University, as an employer, actively promotes a policy of equal opportunities between men and women in access to employment and professional advancement, scrupulously ensuring that all forms of discrimination are avoided.

For the record, this Notice has been drawn up, which will be published in the 2nd series of the Diário da República (Official Gazette), on the Public Employment Exchange (BEP), and in Portuguese and English, on the Universidade Aberta portal and on the EURAXESS Portugal portal, at <https://www.euraxess.pt/>.

March 3, 2026. — The Rector, Carla Maria Bispo Padrel de Oliveira.