

OPEN UNIVERSITY**Notice No. 248/2026**

Summary: International documentary competition, in the category of assistant professor, in the subject area of Social Sciences, subarea of Sociology, at the Open University (UAb).

It is hereby made public that, by my order of 16 February 2026, an international document-based competition is open for a period of 30 (thirty) working days, starting on the working day immediately following the publication of this Notice in *the Diário da República*, for a position in the university teaching career, in the category of Assistant Professor, under a permanent public service employment contract, with a trial period of five years, in the disciplinary area of Social Sciences, subarea of Sociology, at Universidade Aberta (UAb), a public distance learning university. In this competition, research and/or social intervention experience is valued, with skills to teach courses in the fields of Social Intervention Methodologies.

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

I- Authorisation order

This competition was authorised by the Order of the Rector of the Open University, dated 14 November 2025, after confirmation of the existence of adequate budgetary provision and that the position to be filled is included in the UAb's staffing plan.

II — Place of work

Open University, Lisbon, Portugal

III- Validity period of the competition

The competition shall cease to be valid once the advertised position has been filled or if there are no candidates to continue 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 20 June, in its current wording.

IV. 2 Special requirements - Hold, on the closing date for applications, a PhD in Social Work.

If the doctorate was awarded by a foreign higher education institution, candidates must hold recognition of their doctorate, under the terms of Decree-Law No. 66/2018, of 16 August, in its current wording.

IV.3 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 on the electronic platform available at <https://concursos.uab.pt/>

V.2 — Application requirements:

Applications must be accompanied by the following documents, under penalty of exclusion from the competition:

a) Application form for this Notice (personal details and declarations), which must be used, fully completed, dated and signed, available at <https://concursos.uab.pt/>, and the candidate must give their consent for communications and notifications within the scope of this competition to be sent by email, indicating their email address on the form.

b) Detailed Curriculum Vitae of the candidate, in pdf format, dated and signed, with clear identification of the five (5) works selected by the candidate as most relevant and of greatest impact in terms of their scientific, technological or cultural production with regard to their contribution to the development of the disciplinary area in which the competition is open.

The candidate must organise their Curriculum Vitae in the same order as the areas and parameters indicated in point VI of this notice, listing in sequential order their scientific performance, teaching ability and other activities considered relevant to the subject area and sub-area in which the competition is open, with clear identification of the five works selected by the candidate as most representative.

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

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

This project must include the presentation of an asynchronous online course programme in which the candidate demonstrates their pedagogical 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 recognised certification of proficiency in the Portuguese language at a level that allows teaching in this language, if the candidate is not a Portuguese national or is not from a country whose official language is Portuguese. Alternatively, a statement from a reputable person attesting to proficiency in the Portuguese language may be submitted.

f) Document proving that the candidate holds a PhD in the subject area covered by the competition or in a field of knowledge considered appropriate to the subject area of the competition.

Holders of a PhD obtained abroad must submit, in addition to the document proving the degree that mentions the subject area in which it was awarded, a document proving its recognition or equivalence by a Portuguese institution, by the deadline for submission of applications.

g) Any other information that the candidate considers relevant to the assessment of the jury.

V.3 - The documents accompanying 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 admission requirements for the competition, in accordance with the law and this Notice, will not be accepted. Failure to submit any documentation required under the terms of the Notice, or submission after the deadline stipulated for this purpose, will also result in non-admission to the competition.

I — Selection methods and evaluation criteria

VI.1 Requirements for approval on absolute merit

1-Once applications have been accepted, the approval of candidates on absolute merit depends on the fulfilment of the following cumulative requirements:

a) An overall curriculum vitae that the jury considers to be indicative of scientific merit, research ability and the value of the teaching activity already carried out, compatible with the subject 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 subject area of the competition or in related areas in scientific publications indexed in the WoS Clarivate JCR (Journal Citation Reports) and/or Scopus SJR (Scientific Journal Rankings) databases and/or collections or indexed in other databases considered relevant to the scientific area.

2 - Candidates who are approved by an absolute majority of the voting members of the jury, in a justified roll-call vote, where abstentions are not allowed, are considered approved on absolute merit.

VI.2 — Selection criteria and parameters for evaluation and ranking in relative merit, respective weighting and final assessment system

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

2 - The curriculum evaluation, bearing in mind the general duties assigned to university lecturers by Article 4 of the ECDU, focuses on the following areas and respective assessment factors:

A) Teaching — 30%;

B) Research — 40%;

C) Dissemination, social promotion of knowledge and academic management — 10%;

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

In each of these areas, the parameters listed below will be evaluated, with particular emphasis on all activities carried out in open, distance and networked teaching.

A. Teaching (30%)

This area includes the following parameters:

1) Teaching (35%) — teaching of coordinated and/or taught courses related to the subject area of the competition, highlighting those taught in an asynchronous online format: diversity, pedagogical practices and, if possible, the student body and results of surveys on teaching activity (pedagogical);

2) Teaching materials (25%) - quality and diversity of publications, computer applications, experimental prototypes, texts and teaching and learning materials that you have produced/prepared or participated in producing/preparing, 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 aimed at asynchronous and/or hybrid online regimes;

4) Supervision (20%) - experience in supervising doctoral, master's and bachelor's 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 voluntary experience, awards and recognition, or technological artefacts, carried out outside the academic environment, in the subject area of the competition.

B. Research (40%)

This section covers the following parameters:

1) Scientific publications (50%):

- Indexed in the databases indicated in IV, 1, b), organised 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 conference proceedings.

- Not indexed in those databases, and organised by the same type.

Each publication must be characterised by the following elements:

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

2) Scientific projects (25%): coordination and participation in scientific projects in competitive programmes, distinguishing between internal programmes at the institutions where the candidate was employed, national programmes and international programmes. 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 (programmes, projects, scholarships, awards), coordination or participation in scientific event programme committees, guest lectures at scientific meetings or other universities, participation as a member of competitive scientific societies 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 scientific and technological dissemination publications, actions, lectures and seminars on scientific dissemination, taking into account their professional and social impact.
- 2) Provision of services and consultancy (25%) - participation in activities involving the public sector, the business community and other civil society organisations, taking into account the type of participation, size, diversity, technological intensity and innovation.
- 3) Services to the scientific community and society (25%) - participation and coordination of scientific and technological dissemination initiatives, taking into account their nature and results, when carried out with the media (or other means of communication), the public sector, the business community and other civil society organisations.
- 4) Professional training actions (20%) – participation and coordination of training actions aimed at the public sector, the business community and other civil society organisations, taking into account their nature and the results achieved.

D. Scientific-Pedagogical Project (20%)

Presentation of a scientific-pedagogical project (as defined in V. 2) d)) in the scientific area and sub-area in which the competition is open and appropriate 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 programme, teaching/learning methodologies and assessment strategies for a course unit based on open, distance and network teaching methodologies, specifically the UAb's virtual pedagogical model, in which the candidate demonstrates their pedagogical ability 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 will be assessed on the basis of: the clarity of its structure and the quality of its presentation; the relevance, appropriateness and framework presented for the course unit; its suitability for the teaching method; and the demonstrated link between research and teaching.

VII— Ordering and methodology of ranking

1 – The decision is taken by absolute majority, i.e. by half plus one of the votes of the jury members present at the meeting.

2 — For this purpose, each member of the jury submits a written document, which will be attached to the minutes, proposing a duly justified ranking of candidates, considering the criteria referred to in point VI.

3- In the various votes, each member of the jury must respect the ranking they presented in the document referred to in the previous point, with no abstentions 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 each candidate has obtained for that place;

b) If a candidate obtains an absolute majority of votes for first place, they shall be placed in that position and removed from the ballot, and the procedure for choosing the candidate who will occupy second place shall begin;

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

d) If there is a tie between two or more candidates in the position with the fewest votes, a tiebreaker vote is held only between them, and the candidate with the fewest votes is removed;

e) If there is still a tie between two or more candidates, the chair of the jury shall decide which candidate to eliminate from among them. After this elimination, the first vote shall be repeated, but only with the remaining candidates. The process shall be repeated until one candidate obtains more than half of the votes for first place;

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

g) Whenever there is a tie in the number of votes for all candidates, the chair of the jury has the casting vote;

h) Once the evaluation and ranking criteria have been applied, the jury shall draw up a single list ranking the candidates.

VIII — Public hearings and request for documentation

1 — At its first meeting, the jury shall decide whether or not to hold public hearings for candidates who have been approved on absolute merit, which shall be intended exclusively to clarify any questions relating to the documentary evidence submitted by the candidates, taking into account the criteria set out in point V(2), in accordance with Article 50(4)(b) of the ECDU.

2- If there is a need to hold public hearings, which shall last a maximum of one (1) hour, they shall take place within thirty (30) days after the first meeting of the jury, and all candidates shall be informed, at least five (5) 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 shall ensure that they are held under equal conditions for all candidates.

4 — The jury may also request candidates to submit additional documentation related to the curriculum vitae submitted, based on the provisions of Article 50(4)(a) of the ECDU.

IX - Notifications and hearing of interested parties

1- Interested parties shall be heard, in accordance with the provisions of Articles 121 and 122 of the Code of Administrative Procedure.

2- Notifications shall be made by email.

3 - The competition process may be consulted by candidates, by appointment requested by email sent to the Human Resources Division's email address: rh@uab.pt.

X —Composition of the Selection Panel

Under the terms of Article 92(4) of the Legal Framework for Higher Education Institutions, approved by Law No. 62/2007 of 10 September, in its current wording, and Article 27(3) of the Statutes of the Open University, approved by Normative Order No. 6/2025, of 29 March, published in the Official Gazette, 2nd series, No. 75, of 16 April 2025, in conjunction with the provisions of Articles 44 to 50 of the Code of Administrative Procedure, approved by Decree-Law No. 4/2015, of 7 January, in its current wording, I delegate to the Vice-Rector for Research and Open Science, Dr Sandra Sofia Ferreira da Silva Caeiro, the power to chair this competition procedure.

The jury is composed of the following members:

Chair: Dr Sandra Sofia Ferreira da Silva Caeiro, by delegation of authority.

Members:

Dr. Maria Irene Lopes Bogalho de Carvalho, Associate Professor with Aggregation, from the Higher Institute of Social and Political Sciences of the University of Lisbon;

Dr. João Filipe de Jesus Marques, Associate Professor with Aggregation, Faculty of Economics, University of Algarve;

Dr Sílvia Margarida Violante Portugal Correia, Associate Professor at the Faculty of Economics of the University of Coimbra;

Dr Maria de Fátima Pereira Alves, Associate Professor, Department of Social Sciences and Management, Open University;

Dr. Cristina Maria Lopes Pereira Vieira, Associate Professor, Department of Social Sciences and Management, Open University.

In compliance with Article 9(h) 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 career progression, taking scrupulous care to avoid any form of discrimination.

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

Lisbon, 25 February 2026 — The Rector, *Carla Maria Bispo Padrel de Oliveira*.