



**UNIVERSITY OF THE AZORES
RECTORY**

NOTICE NO. 10/2025

Announcement of an international tender for the recruitment of an Assistant Professor in the scientific area of Informatics, sub-area of Artificial Intelligence (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 Informatics, specialized in Artificial Intelligence, open for a period of 30 working days starting from February 24, 2025.

This recruitment procedure is open in partnership between the University of the Azores and the Regional Government of the Azores, the Luso-American Foundation for Development (FLAD), the Portuguese Space Agency (PORTUGAL SPACE), and the Association for the Development of the International Atlantic Research Center (AIR CENTRE), aiming to establish professorships focused on Earth Observation as a multidisciplinary field, combining technological and scientific advances from various areas, namely Remote Sensing and Satellite Technologies, Artificial Intelligence and Machine Learning, Data Science and Big Data, Cyber-Physical Systems and Drone Technology, essential areas for the advancement of Earth Observation, providing innovative tools and methods that significantly increase the quality and quantity of the creation and development of platforms, tools and applications that positively impact sectors that are strategic for the Autonomous Region of the Azores, namely open sea and deep-sea monitoring, precision agriculture and forestry, monitoring of risk areas and support for natural disaster management, nature conservation and biodiversity protection.

This tender is sponsored both by the Luso-American Foundation for Development (FLAD) and the Regional Government of the Azores.

The opening of this tender was authorized by the Rector of the University of the Azores through Order no. 21/2025, dated January 7th of 2025.

1 - Admission requirements

1.1 - Candidates may apply if they hold a doctoral degree in Computer Science with a specialization or dissertation in Artificial Intelligence, Machine Learning, or a related field.

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.

1.4 - If, for reasons not attributable to them, applicants who hold foreign qualifications do not submit the respective recognition, equivalence or registration with their application, they must justify their failure to do so and submit, along with the application form, the document proving the submission of the application for recognition, equivalence or registration.

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 or in paper, in person 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:

Arlindo Manuel Limide de Oliveira, Full Professor at Instituto Superior Técnico, University of Lisbon;

Paulo Jorge Freitas de Oliveira Novais, Full Professor at the School of Engineering, University of Minho;

Francisco Cipriano da Cunha Martins, Associate Professor at the Faculty of Science and Technology, University of the Azores;

Hélia Marília Goulart Ferreira Oliveira Guerra, Associate Professor at the Faculty of Science and Technology, University of the Azores;

José Manuel Veiga Ribeiro Cascalho, Associate Professor at the Faculty of Science and Technology, University of the Azores;

Goreti Carvalho Marreiros, Principal Coordinating Professor at the Polytechnic Institute of Porto.

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:

	Assessment Items	Weight
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 into:

A	Scientific production	Points
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) in the scientific area of this recruitment procedure.	0-40
A.2	Experience as principal investigator (PI) or team member of scientific and technological research projects, particularly within the scope of	0-25

	competitive tenders, as well as research and technological development services receiving funding in the area of this recruitment procedure.	
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
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D	Research project	Points
D.1	The rationale for the topic and the objectives of the project to be developed within the scope of the FLAD Chair, focusing on Earth Observation as a multidisciplinary field, in the domain of Artificial Intelligence and Machine Learning, highlighting its relevance to the research conducted in one or more R&D Units of the University of the Azores. It should also demonstrate its alignment with the pillar(s) of RIS3 Azores, the synergies to be fostered with the Air Centre and the Portuguese Space Agency, and its integration 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 cumulatively meet both Criteria 1 and 2, either over the last 10 years or since their doctorate, if it was obtained less than 10 years ago.

Criterion 1 – Scientific Production: A minimum of six scientific articles published or officially accepted in journals indexed in Web of Science or Scopus, two of which must be in Q1 or Q2 journals according to SCIMAGO or classified as A or A* by CORE, in the relevant scientific field of application.

Criterion 2 - Scientific Supervision: Having been the principal investigator of a research project or the promoter of a technological innovation project approved in a competitive call.

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).

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).

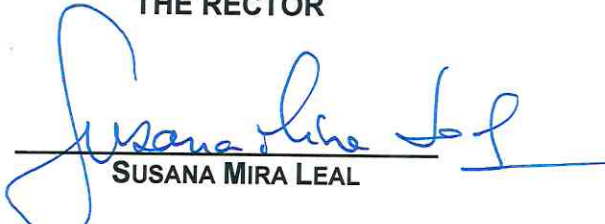
12 - Equal Opportunity Policy

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, February 24th of 2025.

THE RECTOR



SUSANA MIRA LEAL