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Curriculum

1) Education: Bsc Social and Organizational Psychology - ISPA 1989 Msc Organizational behaviour - ISPA 2003 Phd Management - HRM ISCTE IUL 2010 2) Professional Activity's (non academic): 1990-1991 Training and Recruitment chief - LAR Regional airlines 1991-1993 Human Resources manager - Lar Regional airlines 1992-1993 Training manager - ODS Iberica 1993 Human Resources manager - Euroair SA 1993 Human Resources manager - SERVICE AIR SA 1993-1997 Trainer - ICL, HCL, Hotel Roma, Páteo Alfacinha, Hotel do Mar, Hospital de São José, Hospital de vila Franca, Group A. Robalo, Centro de medicina física e reabilitação de Alcoitão, ARS Norte, ISSS, Sta Casa Misericordia. 1993-1997 HRM consultant 2000-2002 Consultant - Fernave 1997-2008 - Manager - DSHO Lda 3) Academic work 2020 - until now: ECTS coordinator Dept RHCO IBS 2005- until now - Researcher at Business Research Unit (BRU) ISCTE IUL 1996 - until now: Teacher at ISCTE IUL (senior teacher assistant since 2010) - IBS RH&CO Department 2009 - 2019: Languages and soft skills lab director ISCTE IUL 2002-2004 Guest speaker - IADE Photography department 1996-2004 Lecturer FCUL Lisbon 1993 a 1996 Assistant ULHT Psychology Department and HRM department 1994-1995 Guest speaker - ESE Lisbon 1995-1996 Lecturer - ESSS, Lisbon 1994-1996 Lecturer- ESCS Lisboa 1991-1995 Guest speaker - ISPA 1990-1993 Lecturer ISHT Lisbon

Research Interests

Competencies appraisal and development

Soft skills/competencies in higher education
HRM - Competencies in HRM
Organizational behaviour
Technological work
Teleworking and virtual teams
E-learning, E-training and blended learning
tourism and hospitality - job profiles

Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE	PhD	Gestão - Espec. ODRH	2009
Instituto Superior Psicologia Aplicada	M.Sc.	Comportamento Organizacional	1997
Instituto Superior Psicologia Aplicada	Licenciate	Psicologia	1989

External Professional Activities

Period	Employer	Country	Description
Since 2013	ISCTE IUL	--	Languages and Soft skills LAB director
2009 - 2013	ISCTE IUL	--	soft skills Lab coordinator
2000 - 2004	IADE	--	Guest speaker
2000 - 2001	Fernave	--	Consultant
1997 - 2008	DSHO Lda	--	Manager
1996 - 2004	FCUL	--	lecturer
1995 - 1996	ESSS lisbom	--	guest speaker
1994 - 1995	ESE Lisbon	--	guest speaker
1994 - 1996	ESCS Lisbon	--	guest speaker
1993 - 1997	Pateio Alfacinha	--	Professional trainer
1993 - 1997	Centro reabilitação de alcoitão	--	Professional trainer
1993 - 1999	Sociedade Pollux	--	RH consultant
1993 - 1997	Segurança Social	--	Professional trainer
1993 - 1997	Hotel do Mar	--	Professional trainer

1993 - 1997	Hospitais civis de Lisboa	--	Professional trainer
1993 - 1997	Hotal Roma	--	Professional trainer
1993 - 1997	Grupo Robalo	--	Professional trainer
1993 - 1993	Euroair SA	--	Human Resources Manager
1993 - 1997	ICL	--	Professional trainer
1992 - 1993	ODS Ibérica	--	Training manager
1991 - 1995	ISPA	--	lecturer
1991 - 1992	LAR Linhas aéreas Regionais SA	--	Human Resources Manager
1991 - 1991	3N	--	Training manager
1990 - 2006	ULHT	--	lecturer
1990 - 1991	LAR Linhas aereas regionais SA	--	Chief of training and recruitment department

Other Professional Activities

Period	Activity Type	Activity Description	More Info URL
2021	Consulting activities	Desenvolvimento de competências de gestão para dirigentes escolares - IPPS	--
Since 2019	Coordination of executive education programs	Coordenação científica dos curso Dessign Thinking INDEG	--
Since 2019	Coordination of executive education programs	Coordenação científica do curso Story telling - INDEG	--

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord
2025/2026	2º	Human Resources Management in Education		No
2025/2026	2º	Human Resources and Team Management		No
2025/2026	2º	Human Resources Management		No
2025/2026	1º	Management of School Organisations	Master Degree in School Administration;	Yes
2025/2026	1º	Quality Management in Education		No

2025/2026	1°	Internship in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	No
2025/2026	1°	Human Resources and Team Management	Bachelor Degree in Computer Science and Business Management;	No
2025/2026	1°	Human Resources Management		No
2024/2025	2°	Human Resources Management for Lawyers		Yes
2024/2025	2°	Human Resources Management in Education		Yes
2024/2025	2°	Human Resources Management	Bachelor Degree in Management;	Yes
2024/2025	1°	Management of School Organisations	Master Degree in School Administration;	Yes
2024/2025	1°	Quality Management in Education		Yes
2024/2025	1°	Internship in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2024/2025	1°	Human Resources and Team Management	Bachelor Degree in Computer Science and Business Management;	Yes
2023/2024	2°	Human Resources Management for Lawyers		Yes
2023/2024	2°	Human Resources Management in Education		Yes
2023/2024	2°	Human Resources Management	Bachelor Degree in Management;	Yes
2023/2024	1°	Management of School Organisations	Master Degree in School Administration;	Yes
2023/2024	1°	Quality Management in Education		Yes
2023/2024	1°	Internship in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2023/2024	1°	Human Resources and Team Management	Bachelor Degree in Computer Science and Business Management;	Yes
2022/2023	2°	Human Resources Management for Lawyers		Yes

2022/2023	2°	Human Resources Management in Education		Yes
2022/2023	2°	People Management, Leadership and Team Management		Yes
2022/2023	2°	Human Resources Management	Bachelor Degree in Management;	Yes
2022/2023	2°	Team Management		Yes
2022/2023	1°	Management of School Organisations	Master Degree in School Administration;	Yes
2022/2023	1°	Internship in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2022/2023	1°	Human Resources and Team Management	Bachelor Degree in Computer Science and Business Management;	Yes
2021/2022	2°	Human Resources Management for Lawyers		Yes
2021/2022	2°	Human Resources Management in Education		Yes
2021/2022	2°	People Management, Leadership and Team Management		Yes
2021/2022	2°	Human Resource Analytics and Internal Auditing		Yes
2021/2022	2°	Human Resources Management	Bachelor Degree in Management;	Yes
2021/2022	2°	Team Management		Yes
2021/2022	1°	Management of School Organisations	Master Degree in School Administration;	Yes
2021/2022	1°	Internship in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2021/2022	1°	Human Resources and Team Management	Bachelor Degree in Computer Science and Business Management;	Yes
2020/2021	2°	Human Resources Management	Bachelor Degree in Management;	Yes
2020/2021	1°	Management of School Organisations	Master Degree in School Administration;	Yes

2020/2021	1°	Internship in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2020/2021	1°	Human Resources and Team Management	Bachelor Degree in Computer Science and Business Management;	Yes
2019/2020	1°	Introduction to Word		No
2018/2019	2°	Diversity in Workplace		Yes
2018/2019	2°	Personal Branding		Yes
2018/2019	1°	Study Methods and Techniques		No
2018/2019	1°	Personal Branding		Yes
2017/2018	2°	Study Methods and Techniques		Yes
2017/2018	2°	Teamwork		Yes
2017/2018	2°	Entrepreneurship I - Introduction to Entrepreneurship and Business Opportunities		No
2017/2018	2°	Entrepreneurship II - the Entrepreneurial Process: Innovation in Practice		No
2017/2018	2°	Technical Report Writing		Yes
2017/2018	2°	Human Resources Management in Education	Master Degree in School Administration;	Yes
2017/2018	2°	Professional Presentations		Yes
2017/2018	2°	Personal Branding		Yes
2017/2018	2°	Communication Techniques		Yes
2017/2018	2°	Competencies for the Labor Market		Yes
2017/2018	1°	Study Methods and Techniques		Yes
2017/2018	1°	Teamwork		Yes
2017/2018	1°	Entrepreneurship I - Introduction to Entrepreneurship and Business Opportunities		No
2017/2018	1°	Technical Report Writing		Yes

2017/2018	1°	Professional Presentations		Yes
2017/2018	1°	Personal Branding		Yes
2017/2018	1°	Communication Techniques		Yes
2017/2018	1°	Competencies for the Labor Market		Yes
2017/2018	1°	Internship in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2016/2017	2°	Study Methods and Techniques		Yes
2016/2017	2°	Bibliographical Research and Information Analysis		Yes
2016/2017	2°	Technical Report Writing		Yes
2016/2017	2°	Team Management and Development		Yes
2016/2017	2°	Human Resources Management in Education	Master Degree in School Administration;	Yes
2016/2017	2°	Professional Presentations		Yes
2016/2017	2°	Personal Branding		Yes
2016/2017	2°	Communication Techniques		Yes
2016/2017	2°	Competencies for the Labor Market		Yes
2016/2017	1°	Study Methods and Techniques		Yes
2016/2017	1°	Bibliographical Research and Information Analysis		Yes
2016/2017	1°	Professional Presentations		Yes
2016/2017	1°	Personal Branding		Yes
2016/2017	1°	Communication Techniques		Yes
2016/2017	1°	Competencies for the Labor Market		Yes
2016/2017	1°	Internship in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2015/2016	2°	Study Methods and Techniques		Yes

2015/2016	2°	Bibliographical Research and Information Analysis		Yes
2015/2016	2°	Technical Report Writing		Yes
2015/2016	2°	Team Management and Development		Yes
2015/2016	2°	Human Resources Management in Education	Master Degree in School Administration;	Yes
2015/2016	2°	Professional Presentations		Yes
2015/2016	2°	Personal Branding		Yes
2015/2016	2°	Communication Techniques		Yes
2015/2016	2°	Competencies for the Labor Market		Yes
2015/2016	1°	Study Methods and Techniques		Yes
2015/2016	1°	Bibliographical Research and Information Analysis		Yes
2015/2016	1°	Technical Report Writing		Yes
2015/2016	1°	Professional Presentations		Yes
2015/2016	1°	Personal Branding		Yes
2015/2016	1°	Communication Techniques		Yes
2015/2016	1°	Competencies for the Labor Market		Yes
2015/2016	1°	Organizational Communication	Bachelor Degree in Human Resources Management;	Yes
2015/2016	1°	Internship in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2014/2015	1°	Study Methods and Techniques		Yes
2014/2015	1°	Bibliographical Research and Information Analysis		Yes
2013/2014	2°	Bibliographical Research and Information Analysis		Yes
2013/2014	2°	Human Resources Management	Bachelor Degree in Management;	No

Supervisions

• Ph.D. Thesis

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Inês Raquel da Costa Faina	Artificial Intelligence within taxation: competencies for employees	English	Developing	Iscte
2	Carlos Miguel Andrade dos Santos	Políticas de Promoção das Competências Digitais dos Professores: O Caso Português (2007-2023)	Portuguese	Developing	Iscte

• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Ana Carina Duarte Lento Marques	Partnerships in the school context: contributions and impacts on institutional development	--	Developing	Iscte
2	Rúben Alexandre Borges Guimarães Meneses Leitão	IA, HYGGE e ENSINO: uma ação para valorizar tempo, aprendizagens e bem-estar	--	Developing	Iscte
3	Joana Medroa Martins	The voice of students: perception about school environment and the experience of the inclusion in high schools	--	Developing	Iscte
4	Filipa Margarida Valente Fernandes de Matos	Challenges and Opportunities: The impact of Leadership on the promotion of Gender Equality in Football	--	Developing	Iscte
5	Maria Miguel Felicio de Oliveira	The impact of homeoffice: opportunities and challenges	--	Developing	Iscte
6	Teodora Cristina Vieira Pedras Sande	Impact of digital skills training on pedagogical practice: the perceptions of teachers in the 3rd cycle of basic education.	--	Developing	Iscte
7	Idadel Vasconcelos de Ceita Nazaré	School Manager Profile	--	Developing	Iscte
8	José Fernandes N'Tchude	The Principal's Role in School Management A Case Study in Guinea-Bissau: Catel Elementary School	--	Developing	Iscte
9	Nelson Da Silva	A Influência do Trabalho Infantil no Percurso Educacional de Crianças na Guiné-Bissau: Um Estudo de Caso na Escola Justado Vieira.	--	Developing	Iscte

10	Fernanda Lima da Luz Brito	School Influencer	--	Developing	Iscte
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- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Henriques Freitas Cabula	Teacher training and leadership in rural and urban areas: A comparative study conducted in schools in Angola	Portuguese	Iscte	2025
2	Xia Wei Wei	Remote Work in Portugal and China: A Comparative Study of Workers' Perceptions	Portuguese	Iscte	2025
3	Guilherme Valente Vieira Curto	Work-life balance, motivation and well-being in telework	English	Iscte	2024
4	Mariana de Deus Soares Tavares dos Santos	The relationship between work-life balance and young employee retention in a Portuguese company	English	Iscte	2024
5	Miguel de Melo Mendes Segurão Cardoso	Adapting to the New Normal: The Evolution of Work From Home Practices Amidst the COVID-19 Pandemic	English	Iscte	2024
6	Isabel Maria Dias Costa Braz	Recruitment and AI-based Technologies: Recruiters' perception and intention to use	English	Iscte	2024
7	Patrícia Alexandra Morais Freitas	Evidence on telework and its growth in the period before, during and after the COVID-19 pandemic: a systematic literature review	Portuguese	Iscte	2023
8	Mafalda Almeida Santos	Remote work and work/life balance	Portuguese	Iscte	2023
9	Maria de Jesus Borges da Silva	"The Student Residences, their relevance and contribution to the development of Education in Cape Verde"	Portuguese	Iscte	2023
10	Carlos Miguel Andrade dos Santos	Responses from School Managers to COVID-19 From the roles of managers to non-presential teaching.	Portuguese	Iscte	2022
11	Pascoalina Emílio Mendes	The training of kindergarten teachers for multicultural education	Portuguese	Iscte	2021
12	Catarina Frias Pais	The Importance of Transversal Skills in the Entry of New Graduates Into the Labour Market ? The Perspective of Recent Graduates and Employers	Portuguese	Iscte	2020
13	João Pedro Pereira Sinval	The Impact of Employer Branding on the Recruitment and Retention of Human Resources in the Portuguese Army.	Portuguese	Iscte	2019

14	Fabiano Hosken Pombo	Distance learning and knowledge transfer. A study in a private health institution in Rio de Janeiro	Portuguese	Iscte	2019
15	Alcemir de Oliveira Freire	The director's profile and the School results. A study in Bayeux-PB.	Portuguese	Iscte	2019
16	Filipa Alexandra Dias Silvério	The Importance of Transversal Competencies - Perspectives of Higher Education Students	Portuguese	Iscte	2018
17	Inês Raquel da Costa Faina	Key Competencies for Technological Work: Employers and Employees Opinion	English	Iscte	2018
18	Fátima Raquel Gonçalves Amaral	Inteligência Emocional e Percepção da Performance	Portuguese	Iscte	2012

• M.Sc. Final Projects

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Mariana Jordão Simões	Company project: Attracting and Retaining Young Talent in Agri-Business Outside Portugal's Major Centers: Jerónimo Martins Agro-alimentar Case	Portuguese	Iscte	2025
2	Jameson André Lisboa Fernandes da Silva	Social Learning Academy Project	Portuguese	Iscte	2023
3	Renata Gizatulina	Course for learning and development managers about learning experience design and product management	English	Iscte	2022
4	David Jorge Seie	A Diagnostic of Staff Turnover in a Mozambican Organization	Portuguese	Iscte	2018
5	Ana Filipa Gomes Califórnia	As Competências Transversais no ISCTE-IUL: Um estudo sobre a perspectiva dos diplomados da Business School	Portuguese	Iscte	2013
6	Cristina Isabel Pinto Infante Leal	A Avaliação da Formação num Instituto da Administração Pública Portuguesa	Portuguese	Iscte	2012
7	Francisco Lopes da Silva Marques Guerreiro	Gestão de Talento - Processos de Atracção e Desenvolvimento de Potencial numa Empresa Júnior (ISCTE Junior Consulting)	Portuguese	Iscte	2012
8	Vera Cristina Luís da Ponte	Políticas de Retenção: Uma aposta nas pessoas	Portuguese	Iscte	2012
9	Filipa Alexandra Araújo Teixeira	Trabalho em Equipa: Desenvolvimento de competências na Heidrick & Struggles	Portuguese	Iscte	2012

Total Citations

Web of Science®	350
Scopus	367

Publications

• Scientific Journals

- Scientific journal paper

1	Almeida, F., Junça Silva, A., Lopes, S. L. & Braz, I. (2025). Understanding recruiters' acceptance of artificial intelligence: Insights from the Technology Acceptance Model. <i>Applied Sciences</i> . 15 (2) - Times Cited Web of Science®: 25 - Times Cited Scopus: 23
2	Almeida, F., Rodrigues, H. & Freitas, P. (2024). "No Need to Dress to Impress" evidence on teleworking during and after the pandemic: A systematic review. <i>Administrative Sciences</i> . 14 (4) - Times Cited Web of Science®: 19 - Times Cited Scopus: 12
3	Correia, N., Aguiar, C., Taelman, H., Boderé, A., Petrogiannis, K., Penderi, E....Almeida, F. (2022). Children's right to participate: The Lundy model applied to early childhood education and care. <i>The International Journal of Children's Rights</i> . 30, 374-401 - Times Cited Web of Science®: 23 - Times Cited Scopus: 16 - Times Cited Google Scholar: 41
4	Rodrigues, H., Almeida, F., Figueiredo, V. & Lopes, S. L. (2019). Tracking e-learning through published papers: a systematic review. <i>Computers and Education</i> . 136, 87-98 - Times Cited Web of Science®: 275 - Times Cited Scopus: 304 - Times Cited Google Scholar: 674
5	Lopes, S. L., Almeida, F. & Ferreira, A. I. (2017). Ensino à distância: comparação entre Blended learning e ensino exclusivamente presencial numa escola de gestão portuguesa. <i>Psicologia, Educação e Cultura</i> . 21 (2), 70-92 - Times Cited Google Scholar: 2

• Books and Book Chapters

- Book author

1	Matias, A.R., Pinto, P.F., Rodrigues, V., Martins, P., Seabra, T., Neves, M....Almeida, F. (2023). Trovoada de ideias: Inclusão linguística e social dos estudantes internacionais dos PALOP no ensino superior português. Lisboa. Alto Comissariado para as Migrações (ACM). - Times Cited Google Scholar: 3
2	INOFOR & Almeida, F. (2000). O sector dos Transportes em Portugal: Aéreo. Lisboa. INOFOR.
3	Reto, L. & Almeida, F. (1999). Mudança e desenvolvimento organizacional. Lisboa. PROFISS.

4	Almeida, F. & Reto, L. (1999). Teorias e estruturas organizacionais. Lisboa. Profiss.
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- Book chapter

1	Almeida, F., Junça Silva, A., Lopes, S. L. & Ricardo, S. (2025). Artificial Intelligence (AI), Labor Relations and Human Resource Management. In Challenges and Opportunities in the Artificial Intelligence Era. (pp. 43-60).: Springer.
2	Almeida, F., Junça Silva, A. & Lopes, S. L. (2024). Artificial intelligence and people management in the 21st century. In Carolina Machado and J. Paulo Davim (Ed.), Artificial intelligence in production engineering and management. (pp. 41-64).: Elsevier. - Times Cited Scopus: 2
3	O'Neill, H., Langaro, D., Brito e Abreu, F., Almeida, F., Farinha, J., Domingues, L....Basto-Fernandes, V. (2023). COURSE@Iscte 2021/22: Uma experiência de utilização de cursos online na formação presencial. In Joana Alexandre, Alexandra Almeida, Ana Espírito-Santo, Ana Lúcia Martins, Cecília Aguiar, Nádia Simões (Ed.), Exemplos de práticas pedagógicas e estratégias de inovação pedagógica no Iscte. (pp. 64-92). Lisboa: Iscte - Instituto Universitário de Lisboa.
4	Faina, I. & Almeida, F. (2020). Key competencies for digital transformation in workplace. In Florinda Matos, Valter Vairinhos, Isabel Salavisa, Leif Edvinsson, Maurizio Massaro (Ed.), Knowledge, people, and digital transformation: Approaches for a sustainable future. (pp. 131-147).: Springer. - Times Cited Scopus: 9
5	Duarte, A., Nascimento, G. & Almeida, F. (2019). Gestão de Pessoas 4.0 - Entre a continuidade e a reinvenção. In Carolina Machado; J. Paulo Davim (Ed.), Organização e Políticas Empresariais. (pp. 15-53). Lisboa: Conjuntura Actual Editora . - Times Cited Google Scholar: 8
6	Almeida, F., Casquilho-Martins, I., Belchior-Rocha, H. & Rocha, A. (2019). Habilidades emocionais: competências para o sucesso. In Carolina Machado; J. Paulo Davim (Ed.), Resiliência e Inteligência Emocional. Lisboa: actual editora. - Times Cited Google Scholar: 9
7	Belchior-Rocha, H., Almeida, F. N. & Abreu, R. (2018). IoT sustainability in higher education: an exploratory study. In Dora Simões, Belem Barbosa, Sandra Filipe (Ed.), Smart Marketing with the Internet of Things. (pp. 185-197). Hershey: IGI Global.
8	Almeida, F. (2015). A análise do trabalho. In rh editora (Ed.), GRH para Gestores. (pp. 119-140). Lisboa Portugal: rh editora.

• Conferences/Workshops and Talks

- Publication in conference proceedings

1	Faina, I., Alturas, B. & Almeida, F. (2020). Expert systems within taxation: Competencies for employees. In Álvaro Rocha, Bernabé Escobar Pérez, Francisco Garcia Peñalvo, Maria del Mar Miras, Ramiro Gonçalves (Ed.), 2020 15th Iberian Conference on Information Systems and Technologies (CISTI). Sevilla: IEEE. - Times Cited Scopus: 1
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2	Lopes, A. L., Almeida, F. & Figueiredo, V. (2019). Online-learning at ISCTE-IUL: towards a sustainable education paradigm. In GFIC 2019 - Proceedings of the 2nd Global Forum of Intellectual Capital. (pp. 59-66). Lisboa - Times Cited Web of Science®: 3 - Times Cited Google Scholar: 6
3	Faina, I. & Almeida, F. (2019). Key competencies for digital transformation in workplace. In Matos, F. (Ed.), GFIC 2019: Proceedings of the 2nd Global Forum of Intellectual Capital. (pp. 31). Lisboa: ISCTE - Instituto Universitário Lisboa.
4	Rodrigues, H., Almeida, F., Figueiredo, V. & Lopes, S. (2018). Mapping key concepts of e-learning and educational-systematic review through published papers. In L. Gómez Chova, A. López Martínez, I. Candel Torres (Ed.), 11th annual International Conference of Education, Research and Innovation. (pp. 8949-8952). Sevilla: IATED. - Times Cited Google Scholar: 11
5	Abreu, R. & Almeida, F. (2018). E-learning in mixed reality landscape: emerging issues and key trends in scientific research. In Luis Gómez Chova; Agustín López Martínez; Ignacio Candel Torres; (Ed.), 12th International Technology, Education and Development Conference. (pp. 6181-6187). Valencia: IATED. - Times Cited Google Scholar: 2
6	Belchior-Rocha, H., Magalhães, A. B., Almeida, F., Ferreira, J. & Casquilho-Martins, I. (2017). Aprendizagem e competências transversais: um estudo de caso. In ESE Porto (Ed.), ICRE17 International Conference on Research in Education: livro de resumos. (pp. 225-225). Porto
7	Belchior-Rocha, H., Almeida, F., Casquilho-Martins, I. & Ferreira, J. (2017). Preparing students to apply transversal skills - a case study in higher education. In L. Gómez Chova, A. López Martínez, I. Candel Torres (Ed.), Edulearn17 Proceedings – 9th International Conference on Education and New Learning Technologies. (pp. 4156-4163). Barcelona: IATED. - Times Cited Web of Science®: 3 - Times Cited Google Scholar: 8
8	Simões, E., Rosado-Pinto, P. & Almeida, F. (2015). Learning from conflict in higher education. In L. Gómez Chova, A. López Martínez, I. Candel Torres (Ed.), INTED2015 Proceedings 9th International Technology, Education and Development Conference. (pp. 4797-4806). Madrid: IATED Publications. - Times Cited Web of Science®: 1 - Times Cited Google Scholar: 2

- Talk

1	Correia, N., Aguiar, C., Barros, S., Petrogiannis, K., Ribeiro, L., Taelman, H....Coelho, V. (2023). The PARTICIPA Project: Professional Development Tools to Support Participation Rights in Early Childhood Education and Care. 11th Child in the City World Conference.
2	Correia, N., Aguiar, C., Barros, S., Petrogiannis, K., Ribeiro, L., Taelman, H....Coelho, V. (2023). The PARTICIPA project: professional development tools to support participation rights in early childhood education and care. EECERA Annual Conference Children's Curiosity, Agency and Participation: Challenges for Professional Action and Development.
3	Correia, N., Aguiar, C., Barros, S., Taelman, H., Wyslowska, O., Penderi, E....Figueiredo, V. (2021). Professional development tools supporting participation rights in early childhood education and care. EECERA Online Festival 2021.
4	Lopes, A. L., Almeida, F. & Figueiredo, V. (2019). Online-learning at ISCTE-IUL: towards a sustainable education paradigm. Global forum Intellectual Capital 2019.

5	Almeida, F. (2019). Online-learning at ISCTE-IUL: towards a sustainable education paradigm. GFIC 2019.
6	Almeida, F. (2019). Flipped classroom no desenvolvimento de soft skills: A experiência do ISCTE IUL". eL@IES 2019.
7	Faina, I. & Almeida, F. (2019). Key Competencies for Digital Transformation in Workplace. Global forum Intelectual Capital 2019.
8	Lopes, S. L., Almeida, F. & Ferreira, A.I. (2018). Aplicação de um modelo de Online Training numa escola de gestão portuguesa: comparação entre formação presencial e formação à distância. IV Simpósio Formação e Desenvolvimento Organizacional.
9	Belchior-Rocha, H., Almeida, F. & Casquilho-Martins, I. (2018). Preparing students to apply transversal skills a case study in higher education – 2nd phase. wces 2018.
10	Belchior-Rocha, H., Casquilho-Martins, I., Almeida, F. & Simões, E. (2018). Competence training as a driver of competitive advantages for students in higher education. 9th World Conference on Learning, Teaching and Educational Leadership.
11	Junça Silva, A., Almeida, F. & Lopes, M. (2018). O papel das novas tecnologias de informação na educação do Ensino superior. IV Simpósio sobre Formação e Desenvolvimento Organizacional.
12	Junça Silva, A., Lopes, M. & Almeida, F. (2018). O papel da formação profissional no quotidiano afetivo, stress e bem-estar. IV Simpósio sobre Formação e Desenvolvimento Organizacional.
13	Almeida, F., Simões, E., Belchior-Rocha, H. & Casquilho-Martins, I. (2018). The importance of transversal skills in higher education curricula for today's labor market. 12th International Technology, Education and Development Conference. 7136-7136 - Times Cited Web of Science®: 1 - Times Cited Google Scholar: 3
14	Belchior-Rocha, H., Almeida, F. & Casquilho-Martins, I. (2018). Preparing students to apply transversal skills a case study in higher education – 2nd phase. WCES2018 - 10th World Conference of Education Sciences.
15	Junça Silva, A., Almeida, F. & Lopes, M. (2018). Diz-me que tipo de aulas tens, e eu dir-te-ei, que tipo de personalidade deves ter para atingir boas notas! . IX Simpósio em Comportamento Organizacional.
16	Casquilho-Martins, I., Belchior-Rocha, H., Almeida, F. & Picornell-Lucas, A. (2018). Methods and techniques of study as a complement to lifelong learning and professional life. WCLTA 2018 9th World Conference on Learning, Teaching and Educational Leadership.
17	Belchior-Rocha, H., Almeida, F., Ferreira, J., Casquilho-Martins, I. & Magalhães, A. (2017). Aprendizagem e Competências Transversais: Um estudo de Caso. ICRE17 -International Conference on Research in Education.
18	Belchior-Rocha, H., Almeida, F., Casquilho-Martins, I. & Ferreira, J. (2017). Preparing students to apply transversal skills - a case study in higher education. Edulearn17 – 9th International Conference on Education and New Learning Technologies .
19	Almeida, F. (2016). Competências transversais no ensino superior. Competências Transversais no ensino Superior.
20	Simões, E., Rosado Pinto, P. & Almeida, F. (2015). Learning from conflict in higher education. International Technology, Education and Development Conference.

21	Almeida, F. (2015). Importancia das competências transversais na empregabilidade dos alunos do ensino superior. Ciclo de conferencias sobre desenvolvimento de competências no ensino superior.
22	Almeida, F. (2013). As competências Transversais no ensino superior. Ciclo de workshops: Competências transversais no ensino superior". Faculdade de Ciências Médicas da Covilhã, Portugal.

- Conference paper not in proceedings

1	Almeida, F., Rocha, H. B. & Casquilho-Martins, I. (2018). Preparing students to apply transversal skills a case study in higher education – 2nd phase . WCES2018 - 10th World Conference of Education Sciences. 47-47
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• Other Publications

- Non-peer-reviewed papers

1	Correia, N., Aguiar, C., Correia, I., Magalhães, E., Almeida, F., Figueiredo, V....Mesquita, C. (2020). PARTICIPA - Instrumentos de desenvolvimento profissional para a promoção do direito de participação das crianças em contexto de jardim de infância. Cadernos de Educação de Infância. 120 (42-45), 42-45 - Times Cited Google Scholar: 1
2	Almeida, F., Dolores Prieto, Ferreira, A.I., Ferrando, Mercedes, Ferrandiz, Carmen, Bermejo, Rosario...Hernández (2011). Structural invariance of multiple intelligences, based on the level of execution. Psicothema.
3	Ferreira, M. C., Ferreira, M. C., Junça Silva, A. & Almeida, F. (2011). EFFECTIVENESS THE TREATMENTS WITH NATURAL MINERAL WATER IN LOW BACK PAIN FOR SPONDYLARTHROSIS. Value in Health.
4	Ferreira, A.I., Almeida, F. & Prieto, G. (2008). Factorial structure of a computer memory battery: A preliminary approach. International Journal of Psychology.

- Other publications

1	Casquilho-Martins, I., Almeida, F. & Abreu, R. (2018). Experiências de power users: ISCTE-IUL. Jornadas da Computação Científica 2018.
2	Almeida, F., Simões, E., Belchior-Rocha, H. & Casquilho-Martins, I. (2018). The importance of transversal skills in higher education curricula for today's labor market. 12th International Technology, Education and Development Conference. - Times Cited Google Scholar: 3
3	Belchior-Rocha, H., Almeida, F., Casquilho-Martins, I. & Ferreira, J. (2017). PREPARING STUDENTS TO APPLY TRANSVERSAL SKILLS - A CASE STUDY IN HIGHER EDUCATION . Edulearn17 – 9th International Conference on Education and New Learning Technologies .

Research Projects			
Project Title	Role in Project	Partners	Period

System approach to close the employment gap and create a more inclusive labor market for vulnerable groups	Researcher	BRU-Iscte (Management), CIES-Iscte, ISTAR-Iscte, TNO - Leader (Netherlands), ARC FUND - (Bulgaria), FIOH - (Finland), SDA - (Bulgaria), INAIL - (Italy), UvT - (Netherlands), UCC - (Ireland), AMF - (Netherlands), CENTAR - (Estonia), TERMCERTO - (Portugal), LAO - (Portugal), REDO - (Portugal), PACT - (Portugal), IEFP - (Portugal), KOK - (Finland)	2024
REMOVA - Remote working management skills for HR professionals	Researcher	BRU-Iscte (OB&HR), PAIZ Consulting Sp. z o.o. - Leader (Poland), Innovela sprl - (Belgium), EXELIA E.E. - (Greece), Strukovna udruga djelatnika u upravljanju ljudskim resursima - Centar HR - (Croatia), UNIVERZA V MARIBORU - (Slovenia)	2021 - 2022
PROFESSIONAL DEVELOPMENT TOOLS SUPPORTING PARTICIPATION RIGHTS IN EARLY CHILDHOOD EDUCATION	Researcher	CIS-Iscte (CED) - Leader, BRU-Iscte, HELLENIC OPEN UNIVERSITY - (Greece), Odisee vzw - (Belgium), APEI - (Portugal), IPP - (Portugal), UNIWERSYTET WARSZAWSKI - (Poland)	2019 - 2022

Academic Management Positions

Coordenador de ECTS (2023 - 2026)

Unit/Area: Department of Human Resources and Organizational Behavior

Coordenador de ECTS (2020 - 2023)

Unit/Area: Department of Human Resources and Organizational Behavior

Director (2019)

Unit/Area: Núcleo de Competências Transversais

Coordenador de ECTS (2018 - 2019)

Unit/Area: Núcleo de Línguas

Director (2017 - 2019)

Unit/Area: Institutional Degree in Softskills

Coordenador de ECTS (2017 - 2019)

Unit/Area: Núcleo de Competências Transversais

Coordenador de ECTS (2016 - 2017)

Unit/Area: Núcleo de Competências Transversais

Coordenador de ECTS (2013 - 2017)

Unit/Area: Núcleo de Línguas

Director (2013 - 2017)

Unit/Area: Laboratório de Competências Transversais

Membro (Docente) (2013 - 2017)

Unit/Area: Comissão Pedagógica

Coordenador do 2º Ano (2011 - 2012)

Unit/Area: Bachelor Degree in Human Resources Management

Membro (Docente) (2011 - 2013)

Unit/Area: Plenário do Conselho Pedagógico