



The Description of Competition Procedure

**for professor - 5th position - from staffing schedule within the Sociology,
Social Work, and Philosophy Department,**

Faculty of Social and Human Sciences

1. Entry for the competition

Entry for the competition for vacant teaching positions is done by submitting the contest file at the Human Resources Department of the University of Oradea. The application file must be prepared in accordance with the *List of documents required for the entry for the competition and the criteria for teaching positions* set up in the *Methodology of competition for occupying vacant teaching and research positions* Annex 3 of University of Oradea Charter.

2. Contest committee

- Contest committee establishment will be done after the publication of the contest for the vacant position
- The Sociology, Social Work, and Philosophy Department council in which structure we find the position, will make nominal proposals of contest committee
- The nominal composition of the committee will be presented by the Dean to faculty Council , for approval, according to department's Council proposal.
- The nominal composition of the contest committee together with the Council approval is transmitted to University Senate to be approved
- After the University Senate approval, the contest committee is being named through the chancellor's decision
- Within 48 hours from the chancellors decision, the decision will be transmitted to the Ministry of Education and Research and published both on the contest site and on the official gazette
- The contest committee is formed by 5 members, including its president, specialists in the vacant position domain of the contest or similar domains



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- The contest committee includes 2 substitute members
 - In case of inability of one of the members to participate, the respective member will be replaced by a substitute **member chosen by the president of the committee**
 - The committee decisions will be taken through members secret vote
 - A committee decision is valid if it gathered the vote of at least 3 members
 - The contest committee work is lead by a president
 - For occupying *a position of university professor or scientist researcher I degree*, at least three committee members must be from outside the UO, from the country and / or abroad.
 - The candidates for the academic professor positions or I grade science researcher must also include in the contest file **at least 3 names and contact addresses of personalities from the regarded field**, three renowned foreign specialists from their field which do not belong to the Competition Committee which have accepted to write endorsement letters about the professional qualities of the candidate.
 - The contest committee decision will be taken though members secret vote.
 - The contest committee members must have a more superior didactic or research status or at least equal to the vacant position.
 - For the sole purpose of participating in the competition commission, the equivalence of didactic titles of the foreign members with didactic titles from the country is done by the approval of the University Senate of the composition of the committee.
 - The chairman of the contest can be the head of the department, the head of the doctoral school, the dean or the vice-dean of the faculty, in which the position is found, a member of the Department council or of the Faculty council, delegated for this purpose by the vote of the respective council.

3. Evaluarea candidatului

- The professional competencies of the candidate is being evaluated by the contest committee according to its contest file and the public lecture of minimum 45 minutes in which the candidate presents the most significant professional anterior results and



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its future university development plan. This task will also include a questioning session from the committee and the public.

- The Competition Commission assesses the candidate from the perspective of the following aspects:
 - the relevance and impact of the scientific results of the candidate;
 - the candidate's ability to guide students and young researchers;
 - the candidate's teaching skills;
 - the applicant's ability to transfer knowledge and results to the economic or social environment or to disseminate his/her scientific results;
 - the candidate's ability to work in teams and the efficiency of his/her scientific collaborations;
 - the candidate's ability to conduct research-development projects;
 - the applicant's professional experience in other institutions than the institution which put the position in the competition.
- For the candidates that don't come from superior education, the lecture will be supported in front of the students, in the presence of the committee. **The lecture theme will be announced to candidates within 48 hours before the lecture, via webpage of U.O.**
- The competition committee for the post of *university professor / senior researcher I degree* realized according to the *Methodology of competition for occupying vacant teaching and research positions in University of Oradea*, shall proceed to hierarchy, given the provisions of Annexes no. 1-15 of Order 4204/18.07.2013 for amending annexes no. 5,9,18,19,24,25,26,27,28,29,30,31,33,34,35 of the Order of the Minister of Education, Research, Youth and Sport no. 6560/2012, published in the Official Gazette, Part I, no. 890 bic/27.12.2012, regarding the minimum mandatory standards necessary for conferring didactic titles of higher education and of professional degrees of research-development.



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- The contest committee president will make a report concerning the contest, based on the appreciative reviews typed by each member of the contest committee, respecting the candidate's hierarchy decided by the committee.
 - The report concerning the contest is approved through the contest committee decision and signed by each of its members and president.
 - The contest committee president will transmit the report, approved via committee's decision, the appreciative reviews and the original file of the candidate to the/faculty/department/centre board, respecting the given deadline for the contest.
 - The contest files are sent, through the head secretary of the university to the University Senate.
 - The contest report and the original file of the candidate will be sent by U.O. to the Ministry of Education and Research and CNATDCU, within the established deadline of the contest

4. Appeals

- The appeals will be exclusively submitted for the breaking of legal procedures
- If a candidate holds elements that can prove the breaking of contest legal procedures, he must write an appeal within 5 working days from the result.
- The appeal will be formulated in writing, it will be registered at the U.O. registry and will be solved by the contest committee.