

### Secțiunea a 3-a. Completarea informațiilor

PROFESOR, 5<sup>TH</sup> POSITION, SOCIOLOGY, SOCIAL WORK AND PHILOSOPHY  
DEPARTMENT, FACULTY OF HUMANITIES AND SOCIAL SCIENCES

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Nume câmp	Informații introduse
Universitatea	University of Oradea
Facultatea	Faculty of Humanities and Social Sciences
Departamentul	Sociology, Social Work and Philosophy Department
Poziția în statul de funcții	5 <sup>th</sup> position
Funcție	Professor
Discipline din planul de învățământ	<ul style="list-style-type: none"> <li>- Human Resources Management</li> <li>- Financing of social services</li> <li>- Employment policies and social assistance of unemployed</li> </ul>
Domeniu științific	Economy
Descrierea postului scos la concurs	<p>The <b>professor</b> the 5<sup>th</sup> position of staff establishment in the Sociology, Social Work and Philosophy Department of Humanities and Social Sciences Faculty, within the University of Oradea, includes:</p> <ul style="list-style-type: none"> <li>- Teaching didactic norm of minimum 7 and maximum 16 conventional hours;</li> <li>- Normalized activities within the staff establishment include teaching activities ,seminar and laboratory activities;</li> <li>- Research norm ;</li> <li>- Other activities-didactic preparation, students guidance, training, material elaboration- a limit of 40 physical hours/week, respectively 720 hours in the 1<sup>st</sup> semester and 920 hours in the second semester;</li> </ul> <p>The occupation of this position implies specialized study in the Economy field at PhD level.</p>

	<p>The holder of this position is directly subordinated to the department director and collaborates with the colleagues within the department.</p> <p><b>Tasks and responsibilities:</b></p> <ul style="list-style-type: none"> <li>- Conceive , plan and organize didactic and scientific activities,</li> <li>- Didactic material usage</li> <li>- Conceive and apply students evaluation instruments,</li> <li>- Use proper methods of communication with students,</li> <li>- Publish didactic and scientific methods,</li> <li>- Participate in pedagogical and specialty field training activities</li> <li>- Students preparation guidance: consultation, scientific circle, elaboration of study finalization papers.</li> </ul>
<b>Atribuții</b>	<p>Normalized activities within staff establishment – teaching and seminar activities and practical work;</p> <ul style="list-style-type: none"> <li>- Study discipline: Human Resources Management</li> <li>- Activity type: course and seminar; Study program: Human Resources Management Study year: I</li> <li>- Study Discipline: Financing of social services; Activity type : course and seminar ; Study program : Management of Social Services, Study year: II</li> <li>- Study Discipline: Employment policies and social assistance of unemployed; Activity type : course and seminar ; Study program : Social Work, Study year: III</li> </ul> <p>Other attributions:</p> <ul style="list-style-type: none"> <li>- Normalized activities preparation within staff establishment</li> <li>- Study finalization project guidance</li> <li>- Evaluation within direct didactic activities</li> <li>- Evaluation and complementary activities within university</li> </ul>

	<p>finalization study commissions;</p> <ul style="list-style-type: none"> <li>- Consultation</li> <li>- Scientific circles guidance</li> <li>- Students guidance when choosing the professional route within transferable credits system</li> <li>- Participate at meeting, committees and assemblies for education interest;</li> <li>- Methodic and scientific preparation activities- individual preparation (self development) ;</li> <li>- Course audition or do course modules ;</li> <li>- Conference, symposiums, congress participation organized within the main activity field or collateral fields;</li> <li>- Participate at the conference , symposiums, congress organization within the main activity field or collateral fields;</li> <li>- Book, guidelines and other didactic material elaboration;</li> <li>- Scientific research activities foreseen within the internal plan and research center;</li> <li>- Treaties elaboration, monographies and specialty books;</li> </ul>
<b>Salariul de încadrare</b>	
Data publicării anunțului în monitorul oficial	MO, no. 277 from 19.07.2013, part III
Perioada de început și sfârșit de înscriere	
<b>Data, ziua din săptămână și ora susținerii prelegerii</b>	<p><b>a. Didactic /scientific lecture</b> sustained in front of the specialty commission and students- only for the candidates that do not come from Higher Education – 20.09.2013, ora 17,00</p> <p><b>b. Public election</b> on "Perspectives in his academic career" – 20.09.2013, ora 18,00</p>
Locul susținerii prelegerii	<p>University of Oradea, Faculty of Humanities and Social Sciences, Sociology, Social Work and Philosophy Department</p> <p><b>Sala PractiPass</b></p>
Datele de susținere a probelor de concurs, inclusiv a prelegerilor, cursurilor etc.	<p><b>a. Public election</b> on "Perspectives in his academic career" – 20.09.2013</p> <p><b>b. Didactic /scientific lecture</b> sustained in front of the specialty commission and students- only for the candidates that do not</p>

	come from Higher Education – 20.09.2013
Data de comunicare a rezultatelor	
Perioada de început și sfârșit de contestații	
<b>Tematica probelor de concurs</b>	<p>a) <b>Public election</b> on "Perspectives in his academic career" with the presentation of the most significantly professional results and the development plan of the academic career (10 pages maximum)</p> <p>b) <b>Didactic /scientific lecture</b> sustained in front of the specialty commission and students- only for the candidates that do not come from Higher Education</p> <p>Theme and bibliography of the didactic lecture:</p> <ol style="list-style-type: none"> <li>1. Recruitment and selection of personnel.</li> <li>2. Training and development of staff.</li> <li>3. Personnel assessment</li> <li>4. Financial decision making.</li> <li>5. Principles for the allocation of funds for public providers of social services</li> <li>6. Policies of preventing and reducing unemployment</li> </ol> <p>Bibliography:</p> <ul style="list-style-type: none"> <li>○ Pânișoară, G., Pânișoară, I.O. (2004). <i>Management of human resources</i>. Iași: Polirom</li> <li>○ Ștefănescu, F.(2012). "Social and Economic Change –Windows of Opportunity for the Young Generation", in <i>Higher education for regional social cohesion</i> (HERJ, Special Issue), p.11-24, Budapest</li> <li>○ UE, 2020</li> <li>○ Csoba Judit. (2011). <i>The shift of the work paradigm</i>. Debrecen</li> <li>○ Vandemoortele, J., &amp; Reddy, S. (1996). <i>User Financing of Basic Social Services: A review of theoretical arguments and empirical evidence</i>. New York: UNICEF.</li> </ul>
<b>Descrierea procedurii</b>	<b>Contest committee</b>

<p><b>de concurs</b></p>	<ul style="list-style-type: none"> <li>- The Establishment of the contest committee component is made after the free position and the contest is announced.</li> <li>- The contest committee component can include substitute members.</li> <li>- The Sociology, Social Work and Philosophy Department council in which the position is encountered, will make proposals concerning the nominal component of the contest committee.</li> <li>- The contest committee component is presented by the Faculty Dean, to be approved according to the Committee Department proposals .</li> <li>- The nominal component of the contest committee together with the approval of the faculty Committee will be submitted to the University Senate to be approved.</li> <li>- After the university Senate approval, the contest committee will be named through chancellor decision.</li> <li>- Within 48 hours from the release of the chancellor's decision, the decision will be send to the Ministry of Education and Research, and published both on the contest site and the official gazette.</li> <li>- The contest committee is formed of 5 members, including its president, specialists in the opened position's field or similar fields.</li> <li>- In case of unavailability of a member in the committee work, the respective member will be replaced by the substitute member named after following the same procedure as for the committee.</li> <li>- The committee decisions are taken through secret vote of its members.</li> <li>- At least 3 members of the committee must be outside U.O., from universities within the country or abroad</li> <li>- The contest committee members must have a superior didactic or scientific title or at least equal with the position placed in the contest</li> </ul>
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### Candidate Evaluation

- The professional competencies of the candidate are evaluated by the contest committee according to the contest file and according to the 45 minutes public lecture in which the candidate presents the most significant professional anterior results and its development university career plan.
- For the candidates that do not come from Higher Education the will be also a lecture in front of the students ,in the presence of the committee. The lecture theme will be announce to the candidates 48 hours before the lecture, through the web page of U.O.
- The contest committee for the position professor / scientific researcher I degree, composed according to *Proper contest Methodology for the occupation of a vacancy didactic or scientific position in the University of Oradea*, proceeds to hierarchy , keeping into account the foresight of Annexes no. 1-16 of the Order for amending annexes no.3, 5, 9, 18, 19, 24, 25, 26, 27, 28, 29, 30, 31, 33, 34, 35 of *The order concerning minimal approved necessary and needed standards for giving didactic titles in the superior education and of giving professional research- development degrees*, no. 6.560/2012, published in MO, PART I, No. 440 /18.07.2013
- The committee president draws the report concerning the contest based on the appreciation noted by each member of the committee, respecting the candidates hierarchy decided by the committee.
- The report concerning the contest will be approved through committee's decision and signed by each of its members and the president.
- The committee president will transmit the contest report, the appreciation reviews of the committee and the original file of the candidate to the head faculty/department /center respecting the previewed deadline for the contest .
- The contest files will be sent, through the university head

	<p>secretary at the university Senat.</p> <ul style="list-style-type: none"> <li>- 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 term previewed in the contest enrollment.</li> </ul> <p><b>Appeal</b></p> <ul style="list-style-type: none"> <li>- Appeals will be submitted exclusively for inobservance of legal procedures.</li> <li>- If a candidate held elements that can prove the inobservance of the contest legal procedures, he can formulate an appeal within 5 working days from the result communication.</li> </ul> <p>The appeal will be addressed in written. Will be registered at the U.O. registry and solved by the contest committee.</p>
<b>Lista de documente</b>	<ul style="list-style-type: none"> <li>a) the contest application form, signed by the candidate, accompanied by an affidavit concerning the authenticity of the information presented in the file (Annex 1- Application form);</li> <li>b) opis documents file to occupy didactic and research positions (<b>Annex 2- documents file to occupy didactic and research positions</b>);</li> <li>c) a proposal concerning the development of academic career, both from a didactic and scientific activities point of view; the proposition will be drawn by the candidate, will contain 10 pages maximum and will be one of the main criteria in candidates selection;</li> <li>d) the candidate's Curriculum Vitae will be written/ electronic format;</li> <li>e) the work list of the candidate in written/ electronic format;</li> <li>f) the evaluation list of presentation standard accomplishment at the contest and/ or position occupancy (<b>Annex 3 Minimal standards accomplishment evaluation sheet</b>); for the occupancy of professor position this sheet will be related to the minimal standards that correspond to <b>Ministry of education , research and sports order no. 4204/18.07.2013</b> concerning minimal necessary and compulsory standards to confer didactic titles within higher education and research-development professional grades;</li> <li>g) the legalized PhD copy diploma and if the original PhD diploma has been obtained abroad, the certificate of recognition or its</li> </ul>

	<p>validation by the state of Romania;</p> <p>h) the summary in Romanian and English of the PhD thesis and, if needed, the habilitation thesis, of maximum a page;</p> <p>i) an affidavit of the candidate that he isn't in any incompatibility situation foresighted in Law 1/2011 (National Education Law) and Methodology issued at a national level;</p> <p>j) copies of other diplomas that testify the candidate's studies: baccalaureate diploma or validation certificate, bachelor diploma or validation certificate, masters diploma or validation certificate;</p> <p>k) transcripts, diploma supplements or other school records issued for every study cycle;</p> <p>l) identity card copy;</p> <p>m) if the candidate changed his name, copies of documents that confirm the name change- marriage certificate or name changing proof;</p> <p>n) medical certificate from each results that he is able to unroll the didactic activity;</p> <p>o) maximum 10 publications, patents or other works of the candidate, electronic, selected by himself and considered to be the most relevant for his professional accomplishments;</p> <p>If there are papers that are not available in an electronic format or cannot be scanned (theatrical, musical painting etc interpretation ) photos and recordings will be submitted.</p> <p>The contest file will also have attached a CD/DVD or other electronic form, with the whole content scanned, so it would be send to the contest committee.</p> <p>p) The candidates for the academic professor positions or I grade science researcher must also include in the contest file <b>at least 3 names and contact addresses of personalities from the regarded field</b>, 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.</p>
Adresa unde se trimite dosarul de concurs	Departamentul de resurse umane, Universitatea din Oradea, str. Universității nr.1-3, Oradea
Comisie	
Metodologie	