

UNIVERSITY OF ORADEA
ART FACULTY

THE VACANCY-FILLING CONTEST PROCEDURE
FOR UNLIMITED PERIOD OF TIME TEACHING POSITIONS AT THE ART FACULTY

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I. GENERAL ASPECTS

This own procedure regulates the way of organizing, conducting and finalizing the public competitions for the indefinite occupation of vacant teaching and research positions in the positions of the departments within the Faculty of Arts, University of Oradea.

REFERENCE DOCUMENTS:

Higher Education Law no. 199/2023;

H. G. no. 1339/2023 regarding the approval of the Competition Framework Methodology for filling vacant teaching and research positions in higher education.

HS no. 59/29.01.2024 regarding the approval of the own competition methodology for filling vacant teaching and research positions in the University of Oradea

ABBREVIATIONS

UO – University of Oradea;

SUO – Oradea University Senate;

HS – Decision of the Senate of the University of Oradea;

PMA – Vice Chancellor responsible for Academic Management;

CA – Board of Directors;

DE – Economic Directorate;

SRU – Human Resources Service;

CNATDCU – National Commission for the Attestation of University Degrees, Diplomas and Certificates.

DESCRIPTION OF THE PROCEDURE

1st Article (1) The occupation of a vacant teaching or research position at the Faculty of Arts is carried out through a public competition. Employment for an indefinite period, on any teaching or research position, is possible only for the candidate who obtained the highest score following the public competition organized by the UO.

(2) Romanian or foreign citizens may participate in the competition for a teaching or research post, without any discrimination, under the law.

2nd Article. (1) The Faculty of Arts' own competition procedure for filling vacant teaching and research positions provides the minimum requirements for filling vacant teaching and research positions in the UO, in accordance with the minimum national standards approved

according to the provisions of art. 156 of the Higher Education Law no. 199/2023, with subsequent amendments and additions.

(2) The standards related to teaching and research functions provided for in art. 200 of the Higher Education Law no. 199/2023, with subsequent amendments and additions, are minimum and mandatory requirements for registering for the competition for the occupation of the respective positions

3rd Article. (1) The public competition for the indefinite occupation of a teaching or research post is organized only if it is vacant.

(2) A position is considered vacant if it is provided as such in the list of positions, drawn up annually, or if it is vacant during the academic year.

(3) The vacation is carried out in one of the following ways:

a) termination of the employment contract, through retirement, death, resignation, dismissal or by other means of termination of the employment contract, according to the law;

b) the transfer of the person occupying the position to another position within the same higher education institution, as a result of winning a competition or following a promotion in the teaching career, in accordance with the law.

(4) Teaching and research positions cannot be put out to competition by transforming an occupied position into a higher rank position.

4th Article. (1) The University of Oradea, Faculty of Arts, may organize a public competition for the occupation of a teaching or research position for an indefinite period only after the Ministry of Education publishes the position put up for competition in the Official Monitor of Romania, Part III.

(2) In order to publish in the Official Gazette of Romania, Part III, the UO submits the following documents to the Ministry of Education:

a) the list of positions proposed for competition and their structure, signed by the rector and stamped;

b) the extract from the list of positions containing the positions put up for competition, signed by the rector, the dean and the director of the department or the head of the doctoral school;

c) in the case of teaching positions, the declaration on his own responsibility of the rector of the University of Oradea, which certifies that all the positions proposed to be put out to competition have in their structure only subjects from the curricula of the legally established specializations / study programs, including the form of education and the locality of their implementation;

d) own competition methodology.

(3) The transmission to the Ministry of Education of the request regarding the publication in the Official Gazette of Romania, Part III, of the positions put out to competition is carried out within 30 working days from the beginning of each semester of the academic year.

bear.

(10) The announcements regarding the positions of university lecturer, university professor, scientific researcher grade II and scientific researcher grade I will also be published in English.

5th Article. (1) They will be published on the website of the UO within 5 working days, after the end of the registration period, respecting the protection of personal data according to Regulation (EU) 2016/679 of the European Parliament and The Council regarding the protection of natural persons with regard to the processing of personal data and regarding the free movement of such data and the repeal of Directive 95/46/EC (General Data Protection Regulation), for each candidate, information as follows:

a) curriculum vitae;

b) the verification sheet for meeting the minimum requirements and standards;

c) complete list of works.

(2) The same data are uploaded by the UO and on the competition web page, managed by the Ministry of Education.

6th Article. (1) The didactic positions (functions) that the University of Oradea, Faculty of Arts can open for competition are: a) university assistant;

b) university lecturer/head of works;

c) university lecturer;

d) university professor;

(2) In order to occupy a position or within 2 years of occupying it, higher education teaching staff complete a university psycho-pedagogical training program for higher education, of 30 ECTS/SECT transferable study credits.

(3) By way of exception to the provisions of para. (2), with a view to occupying a teaching position in the UO, graduates of a psycho-pedagogical training program corresponding to a number of 60 ECTS/SECT transferable study credits can also register for the competition.

(4) The research positions (functions) that the University of Oradea, Faculty of Arts can put out for competition are: a) research assistant;

b) scientific researcher;

c) scientific researcher grade III;

d) scientific researcher grade II;

e) first degree scientific researcher.

(5) The equivalence of research positions with teaching positions operates in both directions, only with the approval of the university senate, and is as follows:

a) scientific researcher is equivalent to university assistant, for persons holding a doctor's degree;

b) scientific researcher grade III is equivalent to university lecturer/head of works;

c) scientific researcher grade II is equivalent to university lecturer;

d) first degree scientific researcher is equivalent to university professor.

(6) Within the UO, in addition to other conditions established by law, the position of scientific research assistant can only be occupied by persons who are doctoral students or who hold a doctor's degree.

(7) Within the UO, in addition to other conditions established by law, the positions of scientific researcher, scientific researcher degree III, scientific researcher degree II and scientific researcher degree I can only be held by persons holding a doctorate degree.

(8) The minimum conditions for registering in the competition to fill a vacant research position are established by the UO, depending on the specifics of the position and in relation to the minimum national standards, approved according to art. 156 para. (2) from the Higher Education Law no. 199/2023, with subsequent amendments and additions, and according to the provisions of Law no. 319/2003 regarding the Statute of research and development personnel, with subsequent additions, as appropriate.

II. REGISTRATION OF CANDIDATES

7th Article. (1) Enrollment in the public competition for the occupation of a teaching or research position begins on the day of publication of the position put up for competition in M.O. of Romania, Part III.

(2) Registration ends 15 calendar days before the first competition test.

(3) The contest takes place in no more than 45 days from the end of the registration period.

8th Article. (1) The conditions for registering to the competition for the occupation of a teaching or research position are detailed by field and teaching degrees in chapter III, art. 19, 21, 23 of this document,

9th Article. (1) In order to register for the competition for a teaching and research position, the candidate prepares a file, in printed format, containing the following documents (see also Annex 2 to this procedure):

1. The application to register for the competition, signed by the candidate accompanied by a declaration on his own responsibility regarding the veracity of the information presented in the file - standard model (Annex 1A, 1B)
2. Proposal for the development of the candidate's university career, both from a teaching point of view, in the case of teaching positions, and from the point of view of scientific research activities; the proposal is drawn up by the candidate, it contains a maximum of 10 pages and is one of the main criteria for deciding the candidates;
3. Curriculum vitae of the candidate, signed by him, according to art. 11 this procedure
4. The candidate's list of works, signed by him, according to art. 12 this procedure
5. The verification sheet for meeting the minimum requirements and standards, completed and signed by the candidate (Appendices 3A/3B).
6. The original copy of the doctor's degree and, if it was obtained abroad, the original copy of its recognition or equivalence certificate - the original documents will be presented for compliance.
7. For candidates for the position of university professor, the copy of the minister's order attesting the qualification / the right to lead the doctorate and, if it was obtained abroad, the certificate of recognition or equivalence thereof by the Romanian state.
8. The summary of the doctoral thesis and, as the case may be, of the habilitation thesis, on a maximum of one page each, in Romanian and in a language of international circulation.
9. Declaration on the candidate's own responsibility indicating the incompatibility situations provided by the Higher Education Law no. 199/2023, with subsequent amendments and additions, in which it would be, in case of winning the contest, or the absence of these incompatibility situations;
10. Copies of other diplomas or recognition certificates attesting to the candidate's studies: baccalaureate diploma, bachelor's degree, master's degree - the original documents will be presented for compliance.
11. Copies of the transcripts, diploma supplements or school reports issued for each cycle of studies completed - the original documents will be presented for compliance.
12. Copy of the identity card or passport, or another document equivalent to the identity card or passport - the original documents will be presented for compliance.
13. If the candidate has changed his name, copies of the documents certifying the name change - marriage certificate or proof of name change - the original documents will be presented for compliance.

14. Maximum of 10 publications, patents or other works of the candidate in electronic format, selected by him and considered to be the most relevant for his own professional achievements.

15. For candidates for the position of university lecturer/scientific researcher grade II, respectively university professor/scientific researcher grade I, 3 letters of recommendation, regarding the professional qualities of the candidate, from personalities in the respective field, from the country (outside the UO) or from abroad.

16. For candidates for the position of university professor/scientific researcher first degree, 3 letters of recommendation, regarding the professional qualities of the candidate, from personalities in the respective field from abroad.

17. Criminal record certificate

18. Certificate of behavioral integrity

19. Medical certificate issued on a specific form, adopted by joint order of the Minister of Education and the Minister of Health

20. The medical certificate for exercising the teaching profession, issued according to the provisions of the joint order of the Minister of Education and the Minister of Health;

21. Consent to the processing of personal data by U.O.

(2) If there are works that are not available in electronic format or cannot be scanned (theatrical or musical performances, paintings, etc.) recordings or photographs will be submitted.

(3) The documents provided for in para. (1) will be submitted both in written format and on electronic media, with its entire content scanned. The list of works, the CV and the Check Sheet (Appendix 3) will be scanned as separate files, not exceeding 10 MB together. The candidate's personal data will not appear on the scanned documents (photo, CNP, home address, signature, etc.).

10th Article. (1) Candidates for the positions of university lecturer or scientific researcher grade II must include in the competition file at least 3 letters of recommendation, referring to the professional qualities of the candidate, from personalities in the respective field, from the country (from outside the UO) or from abroad.

(2) Candidates for the positions of first-degree university professor or scientific researcher must include in the competition file at least 3 letters of recommendation, regarding the candidate's professional qualities, from personalities in the respective field from abroad.

(3) In the case of fields with national specificity, letters of recommendation for candidates for the positions of university professor or scientific researcher first degree may also come from

recognized specialists in the respective field in Romania, who are not holders of the University of Oradea.

11th Article. The candidate's curriculum vitae must include information about:

- a) studies completed and diplomas obtained;
- b) professional experience and relevant jobs held previously;
- c) information about the research and development projects he led as project director and the grants obtained, if there are such projects or grants, indicating for each funding source, the volume of funding and the main publications or patents results;
- d) awards or other recognition elements of the candidate's research/artistic contributions.

12th Article. The complete list of works of the candidate will be structured as follows:

- a) a list including a maximum of 10 works considered by the candidate to be the most relevant for their own professional achievements, which are included in electronic format in the file and which can also be found in the other categories of works provided for in this article. For the position of university professor, the list of works will specify the works carried out after acquiring the qualification certificate, required to be held by the candidate in accordance with the legislation in force.
- b) doctoral thesis or theses;
- c) exhibitions, concerts
- d) books and chapters in books;
- e) articles/studies in extenso, published in representative journals at the international and national level in the field;
- f) publications in extenso, appearing in papers of the main international specialized conferences;
- g) other scientific works and contributions or in the field of artistic creation.

13th Article (1) The competition file is created by the candidate and, together with the electronic support containing the scanned file, is submitted to the address U.O. specified on the contest web page, directly or through postal or courier services, which allow confirmation of receipt. The competition file is sent to the members of the competition committee starting from the closing date of the process of submitting the competition files, but no later than 5 working days before the first test of the competition.

14th Article (1) Îndeplinirea de către candidat a condițiilor legale de prezentare la concurs este certificată prin avizul compartimentului juridic al universității.

(2) Avizul juridic este emis de compartimentul de specialitate, după rezoluția comisiei științifice privind verificarea informațiilor din fișa de verificare a îndeplinirii cerințelor și standardelor

minimale, prevăzută la art. 11 alin. (1) lit. e) din prezenta metodologie. Comisia științifică este numită prin decizie a rectorului, la propunerea Consiliului de Administrație al UO.

(3) Avizul juridic și rezoluția comisiei științifice sunt comunicate candidatului în maximum 48 de ore de la emiterea, dar cu minimum 5 zile lucrătoare înaintea desfășurării primei probe a concursului.

III. CONTEST UNFOLDING

15th Article (1) Candidates who meet the legal conditions for submission to the competition and have received a favorable legal opinion will be invited by the UO to take the competition tests. On the website of the UO, the following are announced: the day, time and place of the competition tests.

(2) The competition committee evaluates the candidate from the perspective of the following criteria:

- a) the relevance and impact of the candidate's scientific results, in relation to the field of disciplines of the position for which he is applying;
- b) the candidate's ability to guide students or young researchers;
- c) didactic skills of the candidate, in the case of didactic positions;
- d) the candidate's ability to transfer his knowledge and results to the economic or social environment or to popularize his own scientific results;
- e) the candidate's ability to work in a team and the efficiency of his scientific collaborations, depending on the specifics of the candidate's field;
- f) the candidate's ability to lead research and development projects;
- g) the candidate's professional experience in institutions other than UO.

(3) In the situation where the position in question is that of assistant/head of work/university lecturer, the competition committee has the obligation to verify and ascertain, from the point of view of didactic and scientific relevance, the fulfillment of the standards for the occupation of didactic positions, specific the position, approved by the university senate, according to the law.

(4) In the situation where the post in question is that of lecturer/university professor, the competition committee has the obligation to check and ascertain the fulfillment, from the point of view of didactic and scientific relevance, by the candidate of the minimum standards and the additional requirements. The minimum standards and additional requirements cannot

deviate from the national minimum standards approved according to art. 156 para. (1) lit. a) from the Higher Education Law no. 199/2023, with subsequent amendments and additions.

(5) In the situation where the targeted position is research, the competition commission has the obligation to verify and ascertain the fulfillment by the candidate of the minimum national standards for conferring professional research-development degrees approved according to art. 156 para. (2) from the Higher Education Law no. 199/2023, with subsequent amendments and additions.

(6) The candidate's

professional skills are evaluated based on the competition file and, additionally, through one or more tests as specified, detailed by fields and teaching degrees in art. 19, 21, 23 of ch. III of this document.

16th Article (1) The composition of the competition commission, for each position put out to competition, is established after the publication of the announcement of the position to competition in the Official Gazette of Romania, Part III.

(2) The competition commission is made up of 5 members, including its president, specialists in the field of disciplines of the position put up for competition or in related fields.

(3) At least 2 alternate members are included in the composition of the competition committee (one of which is from outside the UO, for the positions of professor or lecturer). In the case of the unavailability of a member to participate in the work of the commission, the respective member is replaced by the substitute member, appointed according to the same procedure as the members of the commission.

(4) The council of the department or doctoral school in whose structure the position is located makes proposals for the nominal composition of the competition committee.

(5) Based on the proposal mentioned in para. (4), the dean requests the opinion of the faculty council regarding the nominal composition of the competition committee.

(6) The nominal composition of the competition committee, accompanied by the opinion of the faculty council, is sent to the university senate for approval. Following approval by the university senate, the competition committee is appointed by decision of the rector.

(7) Within two working days of issuing the rector's decision, the decision is sent to the Ministry of Education, and the nominal composition of the competition committee is published on the competition web page. In the case of the positions of university lecturer, university professor, scientific researcher grade II and scientific researcher grade I, UO will publish the composition of the competition committee in the Official Gazette of Romania, Part III.

17th Article. (1) The decisions of the competition commission are taken by the open vote of the members. A decision of the commission is valid if it met the vote of at least 3 members of the commission.

(2) The work of the competition commission is led by the president of the commission.

(3) The commission members can be from inside or outside the UO, from the country or from abroad.

(4) To occupy a position of university lecturer, university professor, first degree scientific researcher or second degree scientific researcher, at least 3 members of the commission must be from outside the UO, from the country or from abroad.

(5) The members of the competition committee must have a higher teaching or research title or at least equal to that of the teaching/research position corresponding to the position put up for competition or, for members from abroad, meet the minimum standards corresponding to the teaching/research position of research related to the position put out to competition.

(6) For the exclusive purpose of participating in the competition committee, the didactic or research titles of the members from abroad will be equated with the didactic or research titles from the country, on the basis of which the university senate approves the nominal composition of the competition committee.

(7) The president of the competition committee can be:

a) the director of the department or the head of the doctoral school in which the position is found;

b) the dean or vice-dean of the faculty in which the position is found;

c) a tenured teaching staff in the UO, specialist in the field of the job's disciplines or in a related field, delegated for this purpose by the vote of the department council, respectively of the faculty council that organizes the competition.

(8) When appointing the president of the competition commission, an alternate president will also be appointed (who will also be able to perform the function of substitute member of the competition commission).

18 th Article (1) Persons who: are considered to be involved in the competition procedure.

a) participates in the decision-making process regarding the appointment of the competition commission;

b) they are members or substitute members of the competition committee;

c) are involved in professional or administrative evaluation decisions within the contest;

d) are involved in the resolution of appeals.

(2) Persons who are in one of the situations provided for in art. cannot be involved in the competition procedure. 201 para. (4) from the Higher Education Law no. 199/2023, with subsequent amendments and additions.

(3) In the event that, following the winning of a competition by a candidate, one or more persons from the UO will find themselves in a situation of incompatibility according to the provisions of art. 3 paragraph (3) from this methodology, the appointment to the post and the granting of the university title by the UO or the professional research-development degree can only take place after the resolution of the incompatibility situation/situations. The method of solving the incompatibility situation is communicated to the Ministry of Education, within two working days from the solution.

19 th Article. The university assistant, the research assistant and the scientific researcher can be hired through a public competition from among the graduates of accredited higher education institutions, if they meet the following minimum conditions:

A. Minimum conditions required of the candidate for the position of university assistant, research assistant and scientific researcher at the Music Department:

- the candidate must hold a doctor's degree/diploma or be enrolled in a doctoral study program without exceeding the maximum study period, which includes admissible extensions, according to the law;

Theoreticians: published at least 3 works (articles, studies), in full or in summary, in specialized magazines or in volumes of national or international scientific events;

Performers: gave at least 3 recitals or concerts as a soloist with an orchestra, conductor, member of a chamber ensemble with up to 10 artists, in the country or abroad;

- meets the minimum conditions provided in annex 3.A.1. - theorists and 3.A.2 interpreters.

B. Minimum conditions required of the candidate for the position of university assistant, research assistant and scientific researcher at the Department of Visual Arts:

- the candidate must hold a doctor's degree/diploma or be enrolled in a doctoral study program without exceeding the maximum study period, which includes admissible extensions, according to the law;

Practitioners: participated in at least 3 group, national or local exhibition events / curated / exhibited design project / product (or international equivalent)

Theoreticians: has published at least 3 papers, in full or in summary, in specialized magazines or in volumes of national or international scientific events

- meets the minimum conditions provided in annex 3.B.1.

20 th Article. Competition tests for the position of university assistant:

The competition for the post of university assistant consists of three tests at both departments. For the practical test, the bibliography is announced on the university's website together with the publication of the job opening notice. The topic of the practical test is established by the president of the competition committee, with the consultation of its members, and is announced at least 3 working days before the test on the competition web page, together with the day, time and place of the competition, thus inviting all candidates to take the tests of competition.

A. Music Department

1. The competition file is evaluated by each member of the commission following the verification of the achievements declared by the candidate in the Minimum Standards Fulfillment Sheet and the supporting documents submitted to the file. The test is graded by awarding points based on the score obtained on the minimum standards fulfillment sheet, according to the following grid:

The score obtained on the Sheet of meeting the minimum standards	Awarded score
50-75	8
75-100	9
Above 100	10

2. Written test: for theoreticians and interpreters, the subject of the written paper will be determined by the committee based on the topic displayed on the website. The written test will be completed within 2 hours of the competition. The evaluation is done by awarding points from 1 to 10. The minimum score for passing the test is 8 points.

3. The practical test: it consists, both for theoreticians and for practitioners, in holding a seminar or some practical works in front of the students and in the presence of the competition committee. The competition commission sets the topic for the practical test 48 hours before it is held and it is published on the website of the U.O. The test includes the evaluation of the career development proposal and the committee members can ask the candidate questions in this regard. The test is graded by awarding points from 1 to 10. The minimum score for passing the test is 8 points.

The members of the committee score each sample individually and check the fulfillment of the minimum criterion per sample; the final score given by each committee member is the arithmetic mean of the test scores obtained by the candidate. The final result obtained by the candidate in the competition is the arithmetic mean of the points awarded by the committee members

B. Department of Visual Arts

1. The competition file is evaluated by each member of the commission following the verification of the achievements declared by the candidate in the Minimum Standards Fulfillment Sheet and the supporting documents submitted to the file. The test is graded by awarding points based on the score obtained on the minimum standards fulfillment sheet, according to the following grid:

The score obtained on the Sheet of meeting the minimum standards	Awarded score
20 - 40	8
40 - 60	9
Above 60	10

2. Written test: for theoreticians and practitioners, the subject of the written paper will be determined by the committee based on the topic displayed on the website. The written test will be completed within 3 hours of the competition. The evaluation is done by awarding points from 1 to 10. The minimum score for passing the test is 7 points.

3. Practical test: The practical test consists, both for theoreticians and for practitioners, in holding a seminar or some practical works in front of the students and in the presence of the competition committee. The competition commission sets the topic for the practical test 48 hours before it is held and it is published on the website of the U.O. The test includes the evaluation of the career development proposal and the committee members can ask the candidate questions in this regard. The test is graded by awarding points from 1 to 10. The minimum score for passing the test is 8 points.

The members of the committee score each sample individually and check the fulfillment of the minimum criterion per sample; the final score given by each member of the committee is the arithmetic mean of the scores on tests obtained by the candidate. The final result obtained by the candidate in the competition is the arithmetic mean of the points awarded by the committee members.

21 th Article. In order to occupy a position of University Lecturer / Head of Works or Scientific Researcher degree III, candidates, graduates of accredited higher education institutions, must cumulatively fulfill the following conditions:

A. Minimum conditions required of the candidate for the position of university lecturer / supervisor or scientific researcher grade III at the Music Department

- possession of the title/diploma of doctor

- meets the minimum standards for occupying teaching positions, specific to the teaching position of university lecturer/head of work, provided by the own procedure Annex no. 3.A.2.

Theoreticians: has published at least 5 works (in extenso or in summary) in specialized journals or in volumes of national or international scientific events;

- has developed, at least in electronic form, a specialized didactic material, posted on the UO e-learning platform (e.uoradea.ro), in the field of job disciplines, or a specialized book in the field of the job;

Performers: gave at least 5 recitals or concerts as a soloist with an orchestra, conductor, member of a chamber ensemble with up to 10 artists, in the country or abroad;

- has developed, at least in electronic form, a specialized didactic material for the use of students, posted on the e-learning platform of the UO (e.uoradea.ro), in the field of job disciplines, or a specialized book in the field of the job.

B. Minimum conditions for the position of university lecturer/head of works or scientific researcher grade III at the Department of Visual Arts

- holding a doctorate title/diploma;

- meets the minimum conditions provided in annex 3.B.2.

Practitioners:

- has at least 1 personal exhibition event, national or local level / review, art critique, design project fully exhibited or entered in the competition (or equivalent personal exhibition event / curated, international level, design project capitalized)

- participated in at least 4 national or local group exhibition events, small graphic design projects (e.g. posters) / review, art criticism (or equivalent group exhibition events / international curation)

- has developed, at least in electronic form, a specialized didactic material, posted on the UO e-learning platform (e.uoradea.ro), in the field of job disciplines, or a specialized book in the field of the job;

Theoreticians: has at least 1 authored book, published at a nationally or internationally recognized publishing house)

- has at least 4 works published (in extenso or in summary) in specialized magazines or in volumes of national or international scientific events.

- has developed, at least in electronic form, a specialized didactic material, posted on the UO e-learning platform (e.uoradea.ro), in the field of job disciplines, or a specialized book in the field of the job;

22 th Article. (1) Competition tests for the position of university lecturer / supervisor or scientific researcher grade III:

The competition for the position of university lecturer / supervisor or scientific researcher grade III consists of the analysis of the competition file and the presentation of lectures/recitals of a didactic/scientific nature, as the case may be, in the presence of the competition committee.

(2) The topic related to the competition is published on the website of the U.O., together with the publication of the announcement of the job opening.

(3) The topic of the didactic lecture is established by the president of the competition committee, with the consultation of its members, and is announced at least 3 working days before the test on the competition website, along with the day, time and place of the competition, thus inviting all candidates when supporting the competition tests. This trial must also include a question session from the committee and the audience.

A. Music Department

1. The competition file is evaluated by each member of the commission following the verification of the achievements declared by the candidate in the Minimum Standards Fulfillment Sheet and the supporting documents submitted to the file. The test is graded by awarding points based on the score obtained on the minimum standards fulfillment sheet, according to the following grid:

The score obtained on the Sheet of meeting the minimum standards	Awarded score
100 - 150	8
150 - 200	9
Above 200	10

2. Recital / lecture

- for performers: recital of at least 30 minutes with the interpretation of 2 works from different stylistic eras and giving a didactic lecture of at least 20 minutes in front of the committee and the students, on the topic chosen by the committee from the topic displayed on the UO web page. The candidate can combine the lecture with the interpretation of the musical repertoire. The repertoire will be chosen by the candidate and proposed to the committee 52 hours before the contest.

- for theoreticians: delivering a didactic/scientific lecture (course) on the topic chosen by the committee from the topic displayed on the UO web page. The duration of the didactic lecture will be 50 minutes.

The test includes the evaluation of the career development proposal and the committee members can ask the candidate questions in this regard. The test is graded by awarding points from 1 to 10. The minimum score for passing the test is 8.

The members of the committee score each sample individually and check the fulfillment of the minimum criterion per sample; the final score given by each committee member is the arithmetic mean of the test scores obtained by the candidate. The final result obtained by the candidate in the competition is the arithmetic mean of the points awarded by the committee members.

B. Department of Visual Arts

1. The competition file is evaluated by each member of the commission following the verification of the achievements declared by the candidate in the Minimum Standards Fulfillment Sheet and the supporting documents submitted to the file. The test is graded by awarding points based on the score obtained on the minimum standards fulfillment sheet, according to the following grid:

The score obtained on the Sheet of meeting the minimum standards	Awarded score
30 - 60	8
60 - 90	9
Above 90	10

2. The didactic/scientific lecture

- for practitioners: support of a personal didactic project, the lecture will be at least 20 minutes long, will be delivered in front of the committee and the students, on a topic chosen by the committee based on the topic displayed on the website of the Faculty of Arts.

- for theorists, giving a didactic lecture (course) on a topic chosen by the committee based on the topic displayed on the UO web page. The duration of the didactic lecture will be 30 minutes.

The test includes the evaluation of the career development proposal and the committee members can ask the candidate questions in this regard. The test is graded by awarding points from 1 to 10. The minimum score for passing the test is 8.

The members of the committee score each sample individually and check the fulfillment of the minimum criterion per sample; the final score given by each committee member is the arithmetic mean of the scores on tests obtained by the candidate. The final result obtained by the candidate in the competition is the arithmetic mean of the points awarded by the committee members.

23 th Article. To occupy the post of University Lecturer or scientific researcher degree II/ university professor or scientific researcher degree I, candidates, graduates of accredited higher education institutions, must cumulatively fulfill the following conditions:

A. Minimum conditions required of the candidate for the position of university lecturer or scientific researcher grade II / university professor or scientific researcher grade I at the Music Department:

- holds the title/diploma of doctor
- proves the possession of the doctorate qualification / management right - for the post of university professor or scientific researcher first degree;
- meets the minimum national standards for the occupation of teaching positions, specific to the teaching position of university lecturer / university professor, standards approved according to art. 156 of the Higher Education Law no. 199/2023, with subsequent amendments and additions. The specific standards of the Music Department are identical to these minimum standards, annex 3.B.3.

B. Minimum conditions required of the candidate for the post of university lecturer or scientific researcher grade II / university professor or scientific researcher grade I Department of Visual Arts

- possession of a doctor's degree/diploma;
- proves the possession of the doctorate qualification / management right - for the post of university professor or scientific researcher first degree;
- meets the minimum national standards for the occupation of teaching positions, specific to the teaching position of university lecturer/university professor, standards approved according to art. 156 of the Higher Education Law no. 199/2023, with subsequent amendments and additions. The specific standards of the Visual Arts Department are identical to these minimum standards, annex 3.B.3.

24 th Article (1) Competition tests for the position of university lecturer or scientific researcher grade II and university professor or scientific researcher grade I:

The competition for the post of university lecturer or scientific researcher grade II and university professor or scientific researcher grade I consists of the analysis of the competition file and the presentation of a public lecture.

A. Music Department

1. The competition file is evaluated by each member of the commission following the verification of the achievements declared by the candidate in the Minimum Standards Fulfillment Sheet and the supporting documents submitted to the file. The test is graded by

awarding points based on the score obtained on the minimum standards fulfillment sheet, according to the following grid:

The score obtained on the Sheet of meeting the minimum standards		Awarded score
Associate professor / scientific researcher grade II	University professor / first grade scientific researcher	
210-300	340-700	8
300-500	700-1000	9
Above 500	Above 1000	10

2. The didactic / scientific lecture (course) in front of the students takes place in the presence of the competition committee. The lecture can be exemplified by a micro-recital, in the case of performers, containing at least 2 works from different stylistic periods, of approximately 15-20 minutes.

The topic of the didactic lecture is established by the president of the competition committee, with the consultation of its members, and is announced at least 48 hours before the test on the competition web page, together with the day, time and place of the competition, thus inviting all candidates to take the tests of competition. This trial must also include a question session from the committee and the audience. The test includes the evaluation of the career development proposal and the committee members can ask the candidate questions in this regard. The test is graded by awarding points from 1 to 10. The minimum passing score for the test is 8.

The members of the committee score each sample individually and check the fulfillment of the minimum criterion per sample; the final score given by each committee member is the arithmetic mean of the test scores obtained by the candidate. The final result obtained by the candidate in the competition is the arithmetic mean of the points awarded by the committee members.

B. Department of Visual Arts

1. The competition file is evaluated by each member of the commission following the verification of the achievements declared by the candidate in the Minimum Standards Fulfillment Sheet and the supporting documents submitted to the file. The test is graded by awarding points based on the score obtained on the minimum standards fulfillment sheet, according to the following grid:

The score obtained on the Sheet of meeting the minimum standards		Awarded score
Associate professor / scientific researcher grade II	University professor / first grade scientific researcher	
400-1200	650-1950	8
1200 - 2400	1950 - 3900	9
Above 2400	Above 3900	10

2. The didactic / scientific lecture (course) in front of the students is held in the presence of the competition committee. The lecture can be supported by practical examples. The topic of the lecture is announced to the candidates 48 hours before the presentation, by posting it on the website of the U.O. The test includes the evaluation of the career development proposal and the committee members can ask the candidate questions in this regard. The test is graded by awarding points from 1 to 10. The minimum passing score for the test is 8.

The members of the committee score each sample individually and check the fulfillment of the minimum criterion per sample; the final score given by each member of the committee is the arithmetic mean of the scores on tests obtained by the candidate. The final result obtained by the candidate in the competition is the arithmetic mean of the points awarded by the committee members.

25 th Article (1) Following the completion of the evaluation process, the competition committee establishes, for each position, the hierarchy of candidates and nominates the candidate who obtained the best results.

(2) The president of the competition committee draws up a report on the competition, based on the appraisal reports drawn up by each member of the competition committee and respecting the hierarchy of candidates decided by the committee.

(3) The report on the competition is approved by decision of the competition commission and is signed by each of the members of the competition commission and by the president of the commission. The result of the contest is published on the web page of the contest, within 2 working days from the end of the contest.

(4) The president of the competition committee submits the report on it, approved by the decision of the committee, the evaluation reports and the original file of the candidate to the head of the faculty/department/centre, respecting the deadline set for the competition.

26 th Article (1) Competition files, including the report on the competition, are submitted to the dean of the faculty, or the responsible vice-dean, who organizes their discussion by the Faculty Council and ensures the conditions for consulting the competition materials by the members of the council.

(2) In order to validate the competition, the presence of two thirds of the Faculty Council members is required.

(3) The faculty council analyzes the compliance with the procedures and gives its opinion or not to the report on the competition from this perspective. Any vote against or abstention must be justified and has the right of veto in the case of proof of violation of the legal procedures in force.

(4) The hierarchy of candidates established by the competition committee cannot be changed by the Faculty Council.

27 th Article. Based on the decision of the Faculty Council, an extract from the minutes of its meeting is drawn up, to which a copy of the convener of the meeting is attached (with the signatures of all those present). These documents are added to each candidate's file and submitted to the Human Resources Service of the U.O.

28 th Article (1) Competition files are sent to the Senate of the University of Oradea.

(2) The university senate analyzes compliance with the procedures established by U.O.'s own methodology. and approve or not the report on the competition. The hierarchy of candidates established by the competition committee cannot be changed by the University Senate.

29 th Article (1) In the situation where a candidate has elements that can demonstrate non-compliance with the legal procedures of the competition, the candidate can file an appeal within 3 working days from the communication of the result.

(2) The appeal is formulated in writing, registered at the U.O. registry. and it is submitted to the appeals committee for resolution.

(3) The appeals committee analyzes the issues reported by the candidate through the appeal, which it resolves in no more than 2 working days after its registration and with regard to which it completes the report on the contest. The solution is announced no later than 2 working days after the submission of the appeal, on the web page of the competition.

(4) The appeals resolution commissions are established at the same time and following the same procedure as when establishing the composition of the contest commission.

(5) The members of the competition committee cannot be part of the appeals resolution committee.

(6) Following approval by the university senate, the appeals resolution committee is appointed by decision of the rector.

30 th Article (1) Following the approval of the result of the competition by the university senate, the rector issues a decision for the appointment to the position and the awarding of the related university title for the winning candidate. Appointment to the post is made starting with the semester following the one in which the competition was held.

(2) Decisions on the appointment to the position and the awarding of the related university title for the winning candidates, accompanied by a synthetic report on the organization and conduct of the competitions within the UO, are transmitted, within 5 days of issuance, in electronic format/on electronic media , with forwarding address to the National Commission for the Attestation of University Titles, Diplomas and Certificates (CNATDCU), through the specialized department within the Ministry of Education.

31 th Article If the position put up for competition has not been filled, the competition can be resumed, with full compliance with the competition procedure.

32 th Article. (1) The result of the contest is published on the website of the UO, within two working days from the end of the contest. The result of the competition is also uploaded on the electronic platform managed by the Ministry of Education.

(2) UO prepares annually, by September 1 at the latest, a synthetic report, in electronic format, regarding the organization, conduct and completion of competitions for teaching and research positions. The report is sent, for notification to CNATDCU, through the specialized department of the Ministry of Education.

33 th Article (1) The heads of the departments, the deans of the faculties and the rector are responsible to the university senate for the smooth conduct of the competitions for the occupation of teaching and research positions, in compliance with the norms of quality, university ethics and deontology and the legislation in force .

(2) If irregularities are found, the university senate can apply sanctions specified in its own regulations, including the dismissal of department directors and deans, upon the justified proposal of the board of directors or the rector, or ex officio, with their approval.

(3) In the case of non-compliance with the legal provisions in the procedure for filling teaching and research positions, the Ministry of Education can apply the sanctions provided by law, based on a report drawn up by CNATDCU.

(4) If the courts find a violation of the competition procedures for the teaching and research positions in the UO, the competition is canceled and restarted.

34 th Article (1) Admission to a teaching position is conditioned by the presentation of a medical certificate issued on a specific form, adopted by joint order of the Minister of Education and the Minister of Health. The permits required for exercising the profession are established by the joint order of the Minister of Education and the Minister of Health, which is published in the Official Gazette of Romania, Part I.

(2) Maintaining a teaching position is conditioned by a periodic medical check-up. The periodicity and granting of permits for the exercise of the profession are regulated by the order provided for in paragraph. (1), and the necessary funds for these controls are provided from the state budget.

(3) Teaching staff who consider themselves wronged can request an expert assessment of their work capacity in the field of education.

(4) In situations of professional incapacity of a psycho-behavioral nature of the employed staff, the UO may request, upon notification of any factor involved in the educational process, by decision of the Board of Administration, a new complete medical examination.

(5) Situations of professional incapacity of a psycho-behavioral nature are analyzed and established by a commission consisting of 3-5 members, medical specialists, constituted at the level of the university center on the basis of a protocol concluded between the Ministry of Education and the Ministry of Health, which carries out the expertise of the capacity to work in the field of education.

(6) Refusal of the teaching staff to attend the medical examination constitutes a disciplinary offense and may lead to the termination of the individual employment contract.

35 th Article This procedure enters into force on the date of its approval in the University Senate.

Head of the Visual Arts Department

Associate professor PhD Teofil Ioan Știop

Head of the Music Department

Associate professor PhD Ariadna Mircescu

Dean

Associate professor PhD Corina Andor

UNIVERSITY OF ORADEA, FACULTY OF ARTS ANNEX NO. 1.B.

DEPARTAMENTUL ARTE VIZUALE

to the Contest Methodology for Vacant Teaching Positions

Mr. RECTOR,

The undersigned....., born on (day, month, year) , in
....., residing in street.....
county..... block of flats apt..... floor..... telephone no....., ID
series..... no.....issued by the Police of at , graduate of the
Faculty
of, study program,
promotion
....., general grade:..... and the grade of the university degree/master's
examination....., employee of
position, please approve my registration in the contest for the position
of
....., disciplines
.....
.....
..... at the Department, Faculty of
.....

I mention that I hold a PhD title (MECTS Order) from the in the field of
..... and I had the following grades during the faculty years at the
disciplines for the position I am applying for:.....

The contest was published in the Official Gazette and in the
newspaper of.....

Note:

The candidates which are admitted will sign a full-time work contract with the University of Oradea
for an unlimited period of time.

Date..... Signature.....

To,

The Rectorate of the University of Oradea

JURIDICAL OFFICE

Date.....Signature.....

OPIS
CONTEST FILE
for vacant teaching positions

CANDIDATE DATA

SURNAME _____ NAME _____ PNC _____

Position to apply for _____ Position _____

Disciplines _____

Department _____

Faculty _____

1. In order to enter the competition for a teaching or research position, the candidate prepares a dossier containing the following documents:

No.	LIST OF DOCUMENTS	Yes	No
1.	Application for the contest, registered at the University of Oradea, signed by the candidate, accompanied by a statement on the veracity of the information provided in the file.		
2.	A proposal for the development of the University career of the candidate, both in terms of teaching and scientific research;		
3.	Curriculum vitae of the candidate art. 14.		
4.	The list of published works of the candidate, art. 15.		
5.	Checklist of compliance with the minimum standards of entering the contest		
6.	A copy of the PhD Diploma and, if the original PhD Diploma was obtained abroad, the attestation of equivalence or recognition by the Romanian State (the original document will be presented for compliance).		
7.	For a university professor position, a copy of the order of the minister attesting the doctoral qualification / right and, in case it was obtained abroad, the attestation of its recognition or equivalence by the Romanian state.		
8.	Summary of PhD thesis in maximum one page in English and Romanian.		
9.	Statement that he/she is not in a situation of incompatibility provided by Law 1/2011 (National Education Law) and the Methodology framework issued		

	at a national level.		
10	Pentru un post de profesor universitar, lista referenților care conține cel puțin 3 nume și adrese de contact ale unor personalități din domeniul respectiv, din străinătate, care au acceptat să elaboreze scrisori de recomandare privitoare la calitățile profesionale ale candidatului (<i>Anexa 4</i>).		
11	Candidates for the positions of Associate Professor or 2nd degree researcher must include in the contest file a list of at least 3 names and contact addresses of personalities in the field, in the country or abroad, outside the higher education institution with the vacant position, who have agreed to write letters of recommendation on the candidate's professional qualities		
12	In order to fill the positions in higher medical education as head of works or associate professor, except for the positions from the disciplines that do not have a correspondent in the network of the Ministry of Health and those from the preclinical disciplines, the condition of holding the title of specialist doctor must be additionally fulfilled.		
13	Copies of transcripts, diploma supplements or school statements issued for each course of study - the original documents for compliance will be presented.		
14	Transcripts or diploma supplements or school sheets issued for each study cycle – the original documents shall also be presented for conformity		
15	A copy of the identity card or passport, or other identity document drawn up for a purpose equivalent to the identity card or passport – the original documents shall also be presented for conformity		
16	If the candidate has changed his/her name, copies of documents proving the name change - marriage certificate or proof of name change – the original documents shall also be presented for conformity		
17	Medical certificate which shows that they are suited to carry out the teaching task.		
18	No more than 10 publications or other works of the candidate, considered to be most relevant for their professional achievements.		
19	Consent for personal data processing by the U.O.		

2. If there are works that are not available in electronic format or cannot be scanned (theatrical or musical performances, paintings, etc.) recordings or photographs will be submitted.

3. A CD / DVD or other electronic format, with its entire scanned content, shall be attached to the competition dossier, in order to be sent to the competition commission and uploaded to the website.

The personal data of the candidate (CNP, home address and signature) will not appear on the scanned documents.

Verified at the file submitting

Candidate

D.R.U.
