



ROMANIA
MINISTERUL EDUCAȚIEI NAȚIONALE ȘI CERCETĂRII ȘTIINȚIFICE
UNIVERSITATEA DIN ORADEA
FACULTATEA DE ȘTIINȚE
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COMPETITION PROCEDURES

FOR OCCUPYING VACANT TEACHING POSITIONS IN THE FACULTY OF SCIENCE

1. *Own procedure for filling vacancies contest* provides evidence supporting the stages of competitions and the competition for vacant teaching positions in the Faculty of Science for the following teaching positions :

- a) university assistant hired for an indefinite period;
- b) university lecturer;
- c) associate professor;
- d) professor .

2. The procedure to fill in vacant teaching positions for an indefinite period shall be carried out only by public contest, organized by the institution of higher education in accordance with the provisions of the framework Methodology approved through Government decision No. 457/2011, H.G. nr. 88/11.02.2013, in accordance with University of Oradea's own Methodology and in compliance with the provisions of law No. 1/2011.

3. The works of the competition commission are headed by the President of the Commission.

4. The competition for vacant teaching positions consists of:

- *analysis of the application file and evaluation of teaching and scientific activity* of the applicant on the basis of the file and representative publications, in electronic form;
- *3 step- testing: writing – oral – practice* (only for the posts of Assistant Professor)
- *sustaining a public lecture* (only for the positions of lecturer, Associate Professor, full Professor).

The date, time and venue of this evidence are announced on the website of the competition with at least 5 working days prior to conducting the test.

3. *Theme of testing (written - oral - practice)* and the *public lecture* topic are determined by the competition commission based on the topics and bibliography announced, and candidates will be notified by displaying on the competition website, 48 hours before the competition.

The public lecture comprises of two parts:

- *public lecture presentation* by the candidate, of the most significant professional results and previous teaching achievements in the presence of competition commission;
- *public lecture topic*, duration of at least 45 minutes: the candidate delivers a lecture to students in the presence of competition commission or in the presence of the commission only if the contest does not take place during teaching activities periods, *the theme chosen by the commission* and *announced by displaying on the website*.

4. *Professional skills and teaching* of the candidate shall be assessed by the commission on the basis of the competition file and lectures.

5. Evaluation of scientific and teaching activities of the candidates shall be made *by each Member of the Commission* based on a **grid of points** approved by the Council of the Faculty of Sciences, at the initiative of the Departments of the Faculty Councils, the *ANNEXES* of the present procedure.

6. For evaluation of scientific publications, the works emerging in science disciplines defined by job position are considered.

7. The competition evaluates each candidate in terms of the following aspects:

- a) the relevance and impact of the results of the candidate;
- b) the candidate's ability to guide students;
- c) didactic competencies of the candidate, for positions that require teaching activities;

d) ability of the candidate to transfer its knowledge and the results into the economic or social environment or to popularize its own scientific results;
e) ability of the candidate to work in a team and the effectiveness of its assistance, depending on the specifics of the candidate;
f) ability of the candidate to lead research and development projects;
g) professional experience of the candidate in different institutions, other than the University of Oradea, by filling in the *individual assessment of scientific activity forms*, form completed and signed by each member of the commission.

8. For each position, competition commission decides a hierarchy for the candidates, taking into account the *score* obtained by each candidate based on scoring grid and *the "admitted" rating* at the public lecture topics, and nominate the candidate who obtained the best results.

9. Decisions of the competition commission shall be taken *by secret vote of members*. A Commission decision is valid if the vote of at least 3 members of the commission is in its favor.

10. The President of the competition commission shall write up a report on the competition, on the basis of essays written by each member of the competition commission and respecting the hierarchy of candidates decided by the commission.

11. Report on the competition is approved by *decision of the competition commission* and signed by each of the competition commission members and by the commission president.

12. If the open position was not filled, the competition can be resumed with full respect for competition procedure.

13. The result of the competition will be published on the website of the competition within two working days * after completion of competition.

14. Faculty Council analyzes the completion of the procedures established by the higher education institution's own methodology and grants or denies the report on the competition. The hierarchy of the candidates determined by the competition commission cannot be changed by the faculty council.

Dean
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