



**UNIVERSITATEA
DIN ORADEA**

**Facultatea de
Protecția Mediului**

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UNIVERSITY OF ORADEA

FACULTY OF ENVIRONMENTAL PROTECTION

**COMPETITION METHODOLOGY FOR OCCUPYING A
VACANT TEACHING AND RESEARCH POSITION AT THE
FACULTY OF ENVIRONMENTAL PROTECTION**

Valid starting with the second semester of the academic year 2024 - 2025

The Methodology was approved in the Faculty Council meeting on 27.02.2025

**Oradea
2025**



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I. GENERAL ASPECTS

Art. 1.

In the University of Oradea (U.O) and within the **Faculty of Environmental Protection** which is part of the University of Oradea, vacant teaching or research positions are filled for an indefinite period, only through public competition, in accordance with:

- Higher Education Law no. 199/2023
- G.D. no. 1339/2023 regarding the approval of the framework competition Methodology for filling vacant teaching and research positions in higher education,
- Own competition methodology for filling vacant teaching and research positions in the University of Oradea, approved by the U.O. Senate on 29.01.2024,
- this procedure, hereinafter referred to as the ***Own Competition procedure for filling vacant teaching and research positions at the Faculty of Environmental Protection.***

Art. 2.

(1) The occupation of a vacant teaching or research position in the U.O. 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 U.O..

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

Art. 3.

(1) The own methodology cannot refer to seniority and cannot contain discriminatory provisions regarding persons from outside the institution or the country compared to persons from the institution or the country.

Art. 4.

(1) The teaching positions that the Faculty of Environmental Protection tender are:

- a) assistant professor;
- b) university lecturer;
- c) associate professor;
- d) professor.

(2) In the U.O., the research positions are:

- a) research assistant;
- b) scientific researcher;
- c) scientific researcher grade III;
- d) scientific researcher grade II;
- e) scientific researcher grade I.

(3) 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 assistant professor, for persons holding a doctoral degree;
- b) scientific researcher III is equivalent to university lecturer;



c) scientific researcher II is equivalent to associate professor;

d) scientific researcher I is equivalent to university professor.

(4) Within the U.O., 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 doctoral degree.

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

(6) The minimum conditions for registering in the competition for the occupation of a vacant research position are established by the U.O., depending on the specifics of the position and in relation to the minimum national standards, approved according to art. 156 paragraph (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-development personnel, with subsequent additions, as appropriate.

Art. 5.

(1) The minimum requirements and standards for occupying the teaching position of **assistant professor** are as follows:

- a) the candidate must hold a doctoral degree or be enrolled in a doctoral program, without exceeding the maximum period of studies, which includes extensions admissible according to the law;
- b) publication of at least one paper (article, study), in extenso, in specialized journals or in volumes of national or international scientific events.

(2) The minimum requirements and standards for occupying the teaching position of **university lecturer** are as follows:

- a) holding of a doctoral degree/diploma;
- b) publication of at least 5 papers (articles, studies), in extenso, in specialized journals or in volumes of national or international scientific events;
- c) the elaboration of a specialized didactic material (at least in electronic format), posted on the e-learning platform of the U.O. (e.uoradea.ro), in the field of the job's disciplines, or a specialized book, in the field of the job.

(3) The requirements and standards for occupying the teaching position of **associate professor** are as follows:

- a) holding a doctoral degree/diploma;
- b) meeting the minimum national standards for the position of **associate professor**, standards approved according to art. 156 of the Higher Education Law no. 199/2023, with subsequent amendments and additions.

(4) The requirements and standards for occupying the teaching position of **university professor** are as follows:

- a) holding a doctoral degree/diploma;
- b) holding the habilitation certificate;
- c) meeting the minimum standards for occupying the position of university professor, standards approved according to art. 156 of the Higher Education Law no. 199/2023, with subsequent amendments and additions.



II. ORGANIZATION AND CONDUCT OF THE COMPETITION FOR OCCUPYING VACANT TEACHING AND RESEARCH POSITIONS IN HIGHER EDUCATION INSTITUTIONS

II.1. General framework

Art. 6.

- (1) The U.O. can organize a competition to fill a teaching or research position only if it is declared vacant.
- (2) A position is considered vacant if it is provided as such in the list of job titles, drawn up annually, or if it is vacant during the academic year.
- (3) The position is vacated in one of the following ways:
 - a) termination of the individual 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 promotion in the teaching career, under the law provisions.
- (4) Teaching and research positions cannot be tendered by transforming an occupied position into a higher rank position.

Art. 7.

- (1) The U.O. can organize a competition for the occupation of a teaching or research position for an indefinite period, only after the Ministry of Education and Research publishes the position proposed for competition in the Official Gazette of Romania, Part III.
- (2) In order to publish the announcement in the Official Gazette of Romania, Part III, the U.O. submits the following documents to the Ministry of Education and Research:
 - a) the list of positions proposed for competition and their structure, signed by the rector and stamped;
 - b) the excerpt from the list of positions containing the positions tendered for competition, signed by the rector, dean, head of department or head of the doctoral school;
 - c) in the case of teaching positions, the declaration on the rector's own responsibility certifying that all teaching positions proposed to be tendered have only subjects from the curricula of legally established specializations/study programs, including the form of education and the locality of their development;
- (3) The transmission to the Ministry of Education and Research of the request regarding the publication in the Official Gazette of Romania, Part III, of the tendered positions is carried out within 30 working days from the beginning of each semester of the academic year.
- (4) The Ministry of Education and Research verifies the submitted documentation and the position structure, in relation to the legal provisions in force, and submits it to the Official Gazette of Romania, in order to publish the proposed positions.
- (5) The initiation of tender procedures can only be started after the publication in the Official Gazette of Romania, Part III, of the positions proposed to be tendered. The first competition test must be scheduled at least two months after the publication of the announcement in the Official Gazette. The competition registration period begins with the day of publication of the



announcement in the Official Gazette of Romania, Part III, and ends 15 working days before the first competition test.

(6) The proposal to organize the competition for a vacant position is made by the head of the department or the head of the doctoral school in the structure of which the position is located, through a report approved by the Department Council or the Doctoral School Council and the Faculty Council.

(7) The list of positions proposed to be filled by competition is approved by the Faculty Council, approved by the dean and forwarded to the Administrative Council of the U.O. for approval, according to art. 139 letter. d) from the Higher Education Law no. 199/2023, with subsequent amendments and additions.

(8) Announcements regarding the competition for vacant teaching and research positions are published:

a) in a visible place, on the main page of the U.O. website.

b) on a specialized website, administered by the Ministry of Education and Research, called the webpage of the competition for filling vacant teaching and research positions in higher education.

(9) On the platform administered by the Ministry of Education and Research, dedicated to the publication of teaching and research vacancies, the following information will be published:

a) brief description of the tendered position;

b) the teaching workload and the types of activities included in it, in the case of teaching positions, respectively the research workload, in the case of research positions, as well as other specific duties of the tendered position;

c) the minimum employment salary corresponding to the tendered position;

d) the competition calendar;

e) the theme of the competition tests, including the lectures, courses or other similar topics, or the topics from which the competition committee can choose the theme of the tests actually held;

f) description of the competition procedure;

g) the complete list of documents that candidates must include in the competition file;

h) the address to which the competition file must be sent.

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

Art. 8.

(1) They will be published on the website of the UO within 5 working days, after the end of the registration period, complying with the personal data protection according to Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of individuals regarding 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 compliance criteria checklist for meeting the minimum requirements and standards;

c) complete list of publications.

(2) The same data are uploaded by the U.O. on the competition webpage, managed by the Ministry of Education and Research.



Art. 9.

- (1) Competitions are open.
- (2) The competition methodology cannot contain discriminatory provisions regarding candidates based on gender, ethnic or social origin, citizenship, religion or belief, disabilities, political opinions, social or economic condition.
- (3) The description of the tendered position will be made in comprehensive terms, which correspond to the real needs of the U.O., taking into account not to artificially limit the number of potential candidates.

Art. 10.

- (1) Persons considered to be involved in the competition procedure are those who:
 - a) take part in the decision-making process regarding the appointment of the competition committee;
 - b) are members or substitute members of the competition commission;
 - c) are involved in professional or administrative evaluation decisions within the contest;
 - d) are involved in the settlement of appeals.
- (2) Persons who are in one of the situations provided for in art. 201 paragraph (4) from the Higher Education Law no. 199/2023, with subsequent amendments and additions cannot be involved in the competition procedure..
- (3) In the event that, following the winning of a contest by a candidate, one or more persons from the U.O. will find themselves in a situation of incompatibility according to the provisions of art. 3 paragraph (3) from this methodology, the appointment and granting of the university title by the U.O. 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 and Research, within two working days from the solution.

II.2. Competition registration

Art. 11.

- (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 (Annex 2):
 - a) the application for registration to the competition, signed by the candidate, which includes a declaration on his own responsibility regarding the veracity of the information presented in the file (Annex 1);
 - b) a 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 making a decision on the candidates;
 - c) curriculum vitae signed by the candidate (Europass model);
 - d) list of publications, signed by the candidate;
 - e) compliance criteria checklist for meeting the minimum requirements and standards (Annex 3), the standard template of which is provided by the faculty's own procedure. The standards requested at the U.O. level cannot deviate from the minimum national standards approved according to art. 156 paragraph (1) letter a) and paragraph (2) from the Higher Education Law no.



199/2023, with subsequent amendments and additions. The checklist is completed and signed by the candidate;

f) documents related to holding the doctoral degree: copy in accordance with the original of the doctoral degree and, in case it was obtained abroad, a copy in accordance with the original of the certificate of recognition or equivalence thereof;

g) for candidates for the position of university professor, the copy of the minister's order certifying the qualification, and in case it was obtained abroad, the certificate of its recognition or equivalence by the Romanian state;

h) the summary in Romanian and in a language of international circulation of the doctoral thesis and, as the case may be, of the habilitation thesis, on a maximum of one page for each language;

i) declaration on the candidate's own responsibility indicating the situations of incompatibility provided by the Higher Education Law no. 199/2023, with subsequent amendments and additions, in which it would be in case of winning the competition or the absence of these incompatibility situations;

j) in the cases provided for in art. 4 paragraph (5) and (6) of this methodology, copies conforming to the original, certifying the possession of the respective medical titles;

k) copies of other diplomas certifying the candidate's studies (baccalaureate diploma, bachelor's degree, master's degree);

l) copies of diploma supplements, transcripts or school reports issued for each cycle of studies completed;

m) copy of the identity card or, if the candidate does not have an identity card, of the passport or another identity document drawn up for an equivalent purpose to the identity card or passport;

n) if the candidate has changed his/her name, copies of documents attesting to the change of name, namely the marriage certificate or proof of name change;

o) a maximum of 10 publications, patents or other works of the candidate, in electronic format, selected by him/her and considered to be the most relevant for his/her own professional achievements;

p) for candidates for the position of university lecturer/scientific researcher II, respectively university professor/scientific researcher I: 3 letters of recommendation, according to art. 13 of this methodology;

q) criminal record certificate;

r) behavioral integrity certificate;

s) medical certificate, issued on a specific form, adopted by joint order of the Ministry of Education and Research and the Ministry of Health;

t) the medical certificate for exercising the teaching profession, issued according to the provisions of the joint order of the Ministry of Education and Research and the Ministry of Health;

u) consent on the processing of personal data by the U.O.

(2) The candidate's curriculum vitae must include:

a) information about the studies completed and the diplomas obtained;

b) information about professional experience and relevant jobs previously held;

c) information about the research and development projects the candidate has led as a project manager 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) information about awards or other recognition elements of the candidate's scientific contributions.

(3) The documents provided for in paragraph (1) will be submitted both in written form and on electronic media, with its entire content scanned. The list of works, the curriculum vitae and the compliance criteria checklist will be scanned as separate files, not exceeding 10 MB together. The candidate's personal data will not appear on the scanned documents (photo, PIC, home address, signature, etc.).

(4) The competition file is prepared by the candidate and submitted to the address of the higher education institution specified on the competition web page, directly or through courier services that 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.

Art. 12.

The competition file will contain the articles/studies, publications produced by the candidate, relevant in the field of the job's disciplines, and their list will be structured as follows:

- a) the list of the maximum 10 publications considered by the candidate to be the most relevant for the field of disciplines included in the tendered position;
- b) doctoral thesis or theses;
- c) patents and other industrial/intellectual property titles;
- d) books and chapters in books;
- e) articles/studies in extenso, published in journals from the main international scientific stream;
- f) publications in extenso, appearing in papers of the main international specialized conferences;
- g) other works and scientific contributions.

Art. 13.

(1) Candidates for the positions of associate professor or scientific researcher II must include in the competition file at least three letters of recommendation, regarding the professional qualities of the candidate, from personalities in the respective field, from the country (outside the U.O.) or from abroad.

(2) Candidates for the positions of university professor or scientific researcher I must include in the competition file at least three letters of recommendation, relating to the candidate's professional qualities, from personalities in the respective field from abroad.

(3) In the case of scientific fields with Romanian specificity, letters of recommendation for candidates for the positions of university professor or scientific researcher I can also be provided by personalities in the respective field from Romania, outside the U.O..

Art. 14.

(1) The fulfillment by a candidate of the legal conditions for taking part in the competition is certified by the opinion of the legal department of the U.O..

(2) The legal opinion is issued by the specialized department, after the resolution of the scientific commission regarding the verification of the information from the checklist of the compliance with the minimum requirements and standards, provided for in art. 11 paragraph (1) letter e) from the



present methodology. The scientific commission is appointed by the decision of the rector, at the proposal of the U.O. Administrative Council.

(3) The legal opinion and the resolution of the scientific commission are communicated to the candidate within a maximum of 48 hours from issuance, but at least 5 working days before the first exam of the competition.

II.3. Conducting the competition

Art. 15.

- (1) The competitions may take place in maximum 45 days from the end of the registration period.
- (2) The competition consists in the evaluation of the scientific activity and teaching skills of the candidates for the didactic positions and, respectively, in the evaluation of the scientific activity and the research skills of the candidates for the research positions.

Art. 16.

(1) Candidates who meet the legal conditions for taking part in the competition and have received the favorable legal opinion will be invited by the U.O. to take the competition tests. On the website of the U.O., 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 the candidate 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/her knowledge and results to the economic or social environment or to disseminate his own scientific results;
- e) the candidate's ability to work in a team and the efficiency of his/her scientific collaborations, depending on the specifics of the candidate's field;
- f) the candidate's ability to lead research and development projects;
- g) the professional experience of the candidate in institutions other than U.O..

(3) In the situation where the position in question is that of professor assistant/university lecturer, the competition committee has the obligation to check and ascertain, from the point of view of didactic and scientific relevance, the compliance with 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 position in question is that of associate professor/university professor, the competition committee has the obligation to check and ascertain the compliance with the minimum standards and the additional requirements from the point of view of didactic and scientific relevance. The minimum standards and additional requirements cannot deviate from the minimum national standards approved according to art. 156 paragraph (1) letter 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 check and ascertain the fulfillment by the candidate of the minimum national standards for conferring professional research-development degrees approved according to art. 156 paragraph (2) from the Higher Education Law no. 199/2023, with subsequent amendments and additions.

(6) The criteria provided for in paragraph (2) are evaluated on the basis of the competition file and, as the case may be, additionally through one or more competition tests, which may include,



according to the provisions of the faculty's own procedure: lectures, delivering a course, seminar, etc.

(7) For professor assistant position, the competition will include a written test and/or a practical test (seminar, laboratory, project or other field-specific). 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 webpage, together with the day, time and place of the competition, thus inviting all candidates to take part in the competition tests.

(8) For the positions of lecturer, associate professor and university professor, at least one competition test is represented by a didactic lecture. This test must also contain a session of questions addressed by the committee. 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, together with the day, time and place of the competition, thus inviting all candidates to take part in the competition tests.

II.4. Competition commission: formation, attributions

Art. 17.

(1) Establishing the structure of the competition committee, for each tendered position, is carried out after the publication of the announcement of the tendered position 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 tendered position or in related fields.

(3) At least 2 substitute members are included in the structure of the competition committee (one of which is from outside the U.O., for the positions of professor or associate professor). In case of the unavailability of a member to participate in 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 of the doctoral school in whose structure the position is found makes proposals for the nominal structure of the competition committee.

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

(6) The nominal structure 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 Research, and the nominal structure of the competition committee is published on the competition webpage. In the case of the positions of associate professor, professor, scientific researcher II and scientific researcher I, U.O. will publish the list of the competition committee in the Official Gazette of Romania, Part III.



Art. 18.

- (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 meets the vote of at least 3 members of the commission.
- (2) The activity 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 abroad.
- (4) To fill in a position of associate professor, professor, scientific researcher I or scientific researcher II, 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 tendered position or, for members from abroad, meet the minimum standards corresponding to the teaching/research position of research related to the tendered position.
- (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 head of the department or the head of the doctoral school in which the open 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 U.O., 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).

II.5. Competition results

Art. 19.

- (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 (Annex 5), based on the evaluation reports (Annex 4) 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 assumed by the signature of each member of the competition committee.
- (4) The result of the contest is published on the web page of the contest, within 2 working days from the end of the contest.
- (5) Competition files, including the report on the competition and the evaluation reports of the committee members, are submitted to the dean of the faculty, who organizes their discussion by the faculty council. In order to validate the competition, the presence of at least two thirds of the members of the faculty council is required.



(6) The faculty council analyzes compliance with the procedures and gives its opinion or not to the report on the competition from this perspective. Any vote against or abstention will have to be justified and has the right of veto in case of proof of violation of the legal procedures in force. The hierarchy of candidates established by the competition committee cannot be changed by the faculty council.

(7) Based on the decision of the faculty council, an excerpt from the minutes of its meeting is drawn up, to which a copy of the meeting convening list (with the signatures of all those present) is attached. These documents are added to each candidate's file.

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

II.6. Appeal commission: formation, attributions

Art. 20.

(1) In the event that a candidate has elements that can demonstrate non-compliance with the evaluation procedure based on the criteria provided for in art. 16 paragraph (2) from the present methodology and/or non-compliance with the procedures regarding the organization and conduct 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 submitted to the appeal commission for resolution.

(3) The appeal committee analyzes the issues reported by the candidate through the appeal, which it resolves within maximum 2 working days from its registration and with regard to which it completes the report on the contest (Annex 5). The solution is announced no later than 2 working days after the submission of the appeal, on the webpage of the competition.

(4) The appeal resolution commissions are established at the same time and following the same procedure as when establishing the list of the competition commission.

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

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

II.7. Appointment to the position

Art. 21.

(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 position 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 U.O., are transmitted, within 5 days of issuance, in electronic format/on electronic media, with forwarding address to the National Commission for Attestation of University



Titles, Diplomas and Certificates (CNATDCU), through the specialized department within the Ministry of Education and Research.

II.8. Organizing and conducting the competitions for occupying vacant research positions in higher education institutions

Art. 22.

(1) By way of exception to the provisions of art. 15 paragraph (1) and of art. 17 para. (2) from this methodology, the provisions of Law no. 319/2003, with subsequent additions.

(2) In order to conduct competitions for research positions within the U.O., the attributions provided by Law no. 319/2003, with subsequent additions, are fulfilled as follows:

- a) those provided for the scientific council of the institution, by the faculty council;
- b) those provided for the institution's administrative board, by the university senate;
- c) those provided for the scientific secretary or scientific director of the unit, by the head of the department, the head of the doctoral school, dean or vice-dean, according to their own methodology.

III. FINAL AND TRANSITIONAL PROVISIONS

Art. 23. If the tendered position has not been filled, the competition can be resumed, with full compliance with the competition procedure, in the next semester or academic year, as the case may be.

Art. 24.

(1) The result of the competition is published on the website of the U.O., 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 and Research.

(2) U.O. 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 and Research.

Art. 25.

(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 the heads of department and deans, upon the justified proposal of the board of directors or the rector or ex officio, with their opinion.

(3) In the case of non-compliance with the legal provisions in the procedure for filling teaching and research positions, the Ministry of Education and Research 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.



Art. 26.

(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 Ministry of Education and Research and the Ministry 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 aggrieved 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, 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 determined by a committee consisting of 3-5 members, medical specialists, established at the level of the university center based on a protocol concluded between the Ministry of Education and Research and the Ministry of Health, which carries out the expertise of the ability 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.

Art. 27.

(1) The present methodology enters into force starting with the second semester of the academic year 2024-2025.

DEAN

Assoc.prof. dr. eng. Cristina Maria MAERESCU

List of annexes:

- 1 – Competition registration form
- 2 – Checklist of the documents included in the competition file
- 3 – Compliance checklist with the minimum standards
- 4 – Appreciation report
- 5 – Competition report
- 6 - Declaration on the candidate's own responsibility
- 7 - Consent on the personal data processing by the U.O.



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UNIVERSITY OF ORADEA
FACULTY OF ENVIRONMENTAL PROTECTION

*Annex no.1 to the
Competition procedure for vacant
teaching and research positions*

DEAR RECTOR,

The undersigned _____, born on (day, month, year) _____ in _____, with the residence _____ in _____ town _____, street _____, no. _____ block _____, floor _____, apartment _____, county _____ telephone _____, ID card series _____ no. _____ issued by _____ on _____, graduate of the Faculty _____, study programme _____, academic year _____, general grade _____ and the grade of the university/master degree examination _____ / _____, employee of _____, position _____, please approve my registration in the competition for the position of _____, disciplines _____.

_____, within the Department _____, Faculty of _____
Environmental Protection.

I mention that I hold a PhD degree in sciences since (MECT Order) _____, in the field of _____.

Knowing the provisions of art. 326 of the New Criminal Code regarding false declarations, I declare on my own responsibility that the information presented in the competition file is true and the data provided fully correspond to reality.

Date _____

Signature _____

Note: The candidates declared admitted will sign a full-time work contract with the University for an unlimited period of time.

To the

Management Board of the University of Oradea

We certify the legality of the competition enrollment

LEGAL OFFICE

Date _____ Signature _____



UNIVERSITY OF ORADEA
FACULTY OF ENVIRONMENTAL PROTECTION

Annex no. 2 to the
*Competition procedure for vacant
teaching and research positions*

CHECKLIST
COMPETITION FILE
for vacant teaching and research positions

CANDIDATE DATA

SURNAME _____ NAME _____ PIC _____

Tendered position _____ Position _____

Disciplines _____

Department _____

Faculty of Environmental Protection.

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

Crt. no.	LIST OF DOCUMENTS	YES	NO
1.	Competition registration form, signed by the candidate and accompanied by a declaration on own responsibility regarding the authenticity of the information presented in the file-standard form (Annex 1)		
2.	Candidate Career Development Proposal from both teaching and scientific research point of view - if applicable.		
3.	Curriculum vitae according to the framework Methodology, art. 14.		
4.	List of publications according to the framework Methodology, art. 15.		
5.	Checklist of the compliance with the minimum standards for occupying the position (Annex 3).		
6.	Copy of the doctoral diploma in science and, if it was obtained abroad, its certificate of recognition or equivalence by the Romanian state - the original document will be presented for compliance		
7.	For the positions of university professor, the copy of the order of the minister attesting the qualification/right of doctoral coordination and, if it was obtained abroad, the certificate of recognition or equivalence by the Romanian state.		
8.	The summary of the doctoral thesis and, as the case may be, of the habilitation thesis of maximum one page each, in Romanian and English.		
9.	Declaration on own responsibility that it is not in any situation of incompatibility provided by Law of National Education no.199/2023 in which they would be in the event of winning the competition or the absence of these incompatibility situations (Annex 6).		



10.	For candidates for the competition for a position in higher medical education, a copy of the certificate (original documents will be presented for compliance) attesting to the possession, in the specialty of the disciplines of the position for which they are applying, of at least the title of: - resident physician/dentist/pharmacist – for the position of university assistant; - specialist physician/dentist/pharmacist – for the position of head of works; - primary physician/dentist/pharmacist – for the position of associate professor or university professor. Exceptions are positions in disciplines that do not have a correspondent in the Ministry of Health network and those in preclinical disciplines.		
11.	Copies of other diplomas or certificates attesting the candidate's studies: baccalaureate diploma, bachelor's degree, master's degree - the original documents will be presented for compliance.		
12.	Copies of the transcripts of records, diploma supplements or school sheets issued for each cycle of studies - the original documents will be presented for compliance.		
13.	Copy of the identity card or passport, or other document equivalent to the identity card or passport - the original documents will be presented for compliance.		
14.	If the candidate has changed his/her name, copies of the documents attesting the change of name - marriage certificate or proof of name change - will be presented in the original documents for compliance.		
15.	Medical certificate certifying the capability of carrying out didactic activity.		
16.	Maximum 10 publications, patents or other works, selected by the candidate and considered to be the most relevant for their own professional achievements.		
17.	Declaration of consent for the processing of personal data by the U.O.		

2. If there are works that are not available in printed format or cannot be scanned (theatrical or musical performances, paintings, etc.) recordings or photographs will be submitted.
3. A CD / DVD or other electronic support is attached to the contest file, with all its contents scanned, for transmission to the contest commission and uploading the file to the site. The list of publications, the CV and the Checklist (Annex 3) will be scanned as separate files, but not having more than 10 MB. The personal data of the candidate (PIC, home address, signature, etc.) will not appear on the scanned documents.

Checked when file submission
D.H.R.

Candidate



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UNIVERSITY OF ORADEA
FACULTY OF ENVIRONMENTAL PROTECTION

*Annex no. 3 to the
Competition Procedure for
vacant teaching and research positions*

*(valid for the position of university professor –Plant and Animal Resource Engineering
Commission)(the rows in blue will be deleted when filling in the form)*

**CECKLIST OF COMPLIANCE
WITH THE MINIMAL STANDARDS**

for filling vacant teaching and research position of university professor

I CANDIDATE INFORMATION

NAME _____ SURNAME _____

PIC _____ tendered position _____

Disciplines _____

Position in the Job Title List _____ Department _____

Faculty _____.

Present teaching degree _____ Position in the Job Title List _____

Disciplines _____

Department _____

Faculty of Environmental Protection,

University _____

II DATA RELATED TO THE COMPLIANCE WITH CONTEST REQUIREMENTS

1. University studies of Bachelor's and Master's Degree

Crt. no.	Academic Institution	Field of activity	Period	Awarded title



2. PhD Studies

Crt. no.	PhD organizing institution	Field of activity	Period	Awarded scientific title

3. Post-doctoral studies and scholarships

Crt. no.	Organizing institution	Field of activity	Period	Obs.

4. Teaching/professional degrees

Crt. no.	Institution	Field of activity	Period	Title/teaching position professional degrees

III DATA REGARDING THE COMPLIANCE WITH THE MINIMAL STANDARDS

a) holding a doctoral degree/diploma;

b) holding habilitation certificate;

c) meeting the minimum standards for occupying the position of university professor, standards approved according to art. 156 of the Higher Education Law no. 199/2023, with subsequent amendments and additions:

1. Structure of candidate's activity							
Crt. No.	Field of Activities	Type of Activities	Categories and restrictions	Subcategories	Indices (kpi)	Score (Self-assessment)	Commission evaluation (average of evaluations)
0	1	2	3	4	5	6	
1	Didactic and Professional Activity (A1)	1.1 Books and chapters in specialized books	1.1.1 Books with ISBN/chapters as author; for Professor minimum 2 as a first author; at least one work published after the last promotion or in the last 5 years; For habilitation - the same conditions as the Professor	1.1.1.1 international	no. of pages/(2*no.authors)	-	
				1.1.1.2 national	no. of pages/(5*no.authors)	-	
				1.1.2.1 international	no. of pages/(3*no.authors)	-	
				1.1.2.2 national	no. of pages/(7*no.authors)	-	
		1.2 Didactic support	1.2.1 Manuals, course support including electronic versions -without restrictions		no. of pages/(8*no.authors)		
			1.2.2 Laboratory guides/aplications-without restrictions		no. of pages/(8*no.authors)		
					TOTAL A1		



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	scientific event once/year, regardless of the number of reviews)					
	3.5 Referee in Doctorate commissions		3.6.1 international	10 x no. commissions		
			3.6.2 national	5 x no. commissions		
	3.6 Awards		Romanian Academy	30	-	
			ASAS, AOSR, branch academies and CNCIS	15	-	
			International awards	10	-	
			National awards in the field	5	-	
	3.7 Member in academies, organizations, profesional associations and international, membership in organizations in the field of education and research	3.7.1 Romanian Academy		100	-	
		3.7.2 ASAS, AOSR and branch academies		30	-	
		3.7.3 Management of profesional associations	international	30	-	
			national	10	-	
		3.7.4 Profesional associations	international	5	-	
			national	2	-	
		3.7.5 Councils and organizations in education and research	management	15		
			Membre	10	-	
				TOTAL A3		
				TOTAL		

Note:

(1) The impact factor of the journal mentioned on the WOS (Web of Science) website in the year the article was published; for articles in Proceedings WOS (Web of Science-THOMSON REUTERS) and for WOS-Derwent indexed patents the impact factor considered to be 0.

(2) In the articles ISI and BDI in extenso for the main author/first author/correspondent author/coordinator (last author), the score resulting from the calculation is multiplied by the coefficient 2. A maximum of 2 articles in the same volume/edition is allowed. The quality of coordinator (last author) refers only to the doctoral supervisor. For the Professor/Scientific Researcher I, ISI papers can be equivalent to 2 WOS-Derwent indexed patents/varieties, and for the Associate Professor/Scientific Researcher II, an ISI paper can be equivalent to a WOS-Derwent/variety indexed patent, only if the applicant is the first author.

(3) for the consultancy contracts there must be proof of the collection of the money amount mentioned in the accounting of the beneficiary institution

(4) the international databases (BDI) considered for articles published in journals and in the volumes of scientific events, with the exception of articles published in ISI journals/proceedings, are those recognized internationally, as (non-limiting): Scopus, IEEE Xplore, Science Direct, Elsevier, Wiley, ACM, DBLP, Springerlink, Engineering Village, Cabi, Emerald, CSA, Compendex, INSPEC, Thomson Reuters Master Journal List, DOAJ, AGRICOLA.

(5) Self-quotes are excluded

2. Formula for calculating the merit index ($A = A_1 + A_2 + A_3$)

$$A = \sum_{i=1}^3 A_i = \sum_{p=1}^3 k_{1p} + \sum_{p=1}^5 k_{2p} + \sum_{p=1}^7 k_{3p}$$

where: kpi-index specific to the domain (i = 1, 2 and 3) of the activity type (p) (according to table 1). Note: The indicator refers to the entire activity of the candidate with distinct specifications for Criterion 2.1.

3. Minimal conditions (A_i , i = 1, 2 and 3)



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Crt. No.	Category		
	Field of activity	Requirements for professor/habilitation	Requirements SR I
1	Didactic/professional activity (A1)	Minimum 100 points	Without restrictions
2	Research activity (A2)	Minimum 260 points	Minimum 360 points
3	Recognition and impact of activity (A3)	Minimum 60 points	Minimum 60 points
TOTAL		Minimum 420 points	Minimum 420 points

ACCOMPLISHED/UNACCOMPLISHED

I hereby confirm that the data mentioned above are truthful and reflect my own professional and scientific activity.

Date _____

Candidate _____

Checked:

President of the commission _____

Members of the commission



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UNIVERSITY OF ORADEA
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*Annex no. 3 to the
Competition Procedure for
vacant teaching and research positions*

*(valid for the position of university professor –Environmental Engineering Commission) (the
rows in blue will be deleted when filling in the form)*

**CECKLIST OF COMPLIANCE
WITH THE MINIMAL STANDARDS**

for filling vacant teaching and research position of university professor

I CANDIDATE INFORMATION

NAME _____ SURNAME _____

PIC _____ tendered position _____

Disciplines _____

Position in the Job Title List _____ Department _____

Faculty _____.

Present teaching degree _____ Position in the Job Title List _____

Disciplines _____

Department _____

Faculty of Environmental Protection
University _____

II DATA RELATED TO THE COMPLIANCE WITH CONTEST REQUIREMENTS

1. University studies of Bachelor's and Master's Degree

Crt. no.	Academic Institution	Field of activity	Period	Awarded title



2. PhD Studies

Crt. no.	PhD organizing institution	Field of activity	Period	Awarded scientific title

3. Post-doctoral studies and scholarships

Crt. no.	Organizing institution	Field of activity	Period	Obs.

4. Teaching/professional degrees

Crt. no.	Institution	Field of activity	Period	Title/teaching position professional degrees

III. DATA REGARDING THE COMPLIANCE WITH THE MINIMAL STANDARDS AND REQUIREMENTS

a) holding a doctoral degree/diploma;

b) holding habilitation certificate;

c) meeting the minimum standards for occupying the position of university professor, standards approved according to art. 156 of the Higher Education Law no. 199/2023, with subsequent amendments and additions:

The following are defined as:

- TN = total number of articles in ISI journals

- CIF = cumulative impact factor (the sum of the impact factors of the journals at the time of the public defense of the doctoral thesis or at the time of registration to the competition for the occupation of a teaching position)

- NP = number of publications in ISI journals where the candidate is the main author (first author or corresponding author)

- NC = total number of citations from the SCOPUS or ISI Web of Science database, excluding self-citations

Associate Professor Competition/SR II

Minimum standards (cumulative):

a) $TN \geq 15$



b) $NP \geq 6$, with at least four papers published in journals with an impact factor > 1

c) $CIF \geq 12$

In this case, the CIF calculation takes into account the impact factor of the journal in which the candidate published an article as the main author and respectively the impact factor divided by/to

the number of authors for the journals in which the candidate has published an article for which the candidate is not the main author.

d) $NC \geq 60$

National ($IF = 1$) and international ($IF = 3$) patents are included in the CIF calculation from point c)

ACCOMPLISHED/UNACCOMPLISHED

I hereby confirm that the data mentioned above are truthful and reflect my own professional and scientific activity.

Date _____

Candidate _____

Checked:

President of the commission _____

Members of the commission



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*Annex no. 3 to the
Competition Procedure for
vacant teaching and research positions*

*(valid for the position of associate professor – Plant and Animal Resource Engineering
Commission)(the rows in blue will be deleted when filling in the form)*

**CECKLIST OF COMPLIANCE
WITH THE MINIMAL STANDARDS**

for filling vacant teaching and research position of associate professor

I CANDIDATE INFORMATION

NAME _____ SURNAME _____

PIC _____ tendered position _____

Disciplines _____

Position in the Job Title List _____ Department _____

Faculty _____

Present teaching degree _____ Position in the Job Title List _____

Disciplines _____

Department _____

Faculty of Environmental Protection,
University _____

II DATA RELATED TO THE COMPLIANCE WITH CONTEST REQUIREMENTS

1. University studies of Bachelor's and Master's Degree

Crt. no.	Academic Institution	Field of activity	Period	Awarded title

2. PhD Studies

Crt. no.	PhD organizing institution	Field of activity	Period	Awarded scientific title



3. Post-doctoral studies and scholarships

Crt. no.	Organizing institution	Field of activity	Period	Obs.

4. Teaching/professional degrees

Crt. no.	Institution	Field of activity	Period	Title/teaching position professional degrees

III DATA REGARDING THE COMPLIANCE WITH THE MINIMAL STANDARDS

a) holding a doctoral degree/diploma;

b) meeting the minimum standards for occupying the position of associate professor, standards approved according to art. 156 of the Higher Education Law no. 199/2023, with subsequent amendments and additions:

1. Structure of candidate's activity							
Crt. No.	Field of Activities	Type of Activities	Categories and restrictions	Subcategories	Indices (kpi)	Score (Self-assessment)	Commission evaluation (average of evaluations)
0	1	2	3	4	5	6	
1	Didactic and Professional Activity (A1)	1.1 Books and chapters in specialized books	1.1.1 Books with ISBN/chapters as author; for Associate professor: minimum 1 book/chapter as first author; CS I and CS II - without restrictions;	1.1.1.1 international	no. of pages/(2*no.authors)	-	
				1.1.1.2 national	no. of pages/(5*no.authors)	-	
			1.1.2 Books/Book chapters as editor/coordinator	1.1.2.1 international	no. of pages/(3*no.authors)	-	
				1.1.2.2 national	no. of pages/(7*no.authors)	-	
		1.2 Didactic support	1.2.1 Manuals, course support including electronic versions -without restrictions		no. of pages/(8*no.authors)		
			1.2.2 Laboratory guides/aplications-without restrictions		no. of pages/(8*no.authors)		
					TOTAL A1		
		1.3 Coordination of study programs, organization and coordination of lifelong training programs and educational projects (POS, Erasmus)	Unique score for each activity		15		
2	Research Activity (A2)	2.1 Articles <i>in extenso</i> in Thomson Reuters journals, Thomson-Reuters indexed volume proceedings and Web of Science indexed patents - Derwent	2.1.1. Associate professor/ CS II: Minimum 5 articles, of which at least 3 in ISI-rated journals; in 3 of the papers (of which 1 ISI-rated) to be the main/corresponding/coordinator author (last author - only if doctoral supervisor) (2). At least 2 papers to be published after the last promotion or in the last 5 years.		(35 + 20* impact factor (1)/ no. of authors		



		2.2 Papers in the journals and volumes of some scientific events indexed in other international databases (BDI (3))	2.2.1. Minimum 10 for Associate Professor/CS II		15/no. of authors		
		2.3 Intellectual property, invention patents, technologies and homologated products (breeds, hybrids, races etc)		2.3.1 intenational	40/no. of authors	-	
				2.3.2 national	30/no. of authors		
		2.4 Grants/projects awarded by competition including research projects/consultancy (minimum value of 10000 Euro/equivalent) (3)	2.4.1 Director/Responsable-Minimum 1 for Associate Professor/CS II	2.4.1.1 international	20*years of project duration		
				2.4.1.2 national	10*years of project duration		
			2.4.2 Member of a project team	2.4.2.1 intenational	4*years of project duration		
				2.4.2.2 national	2*years of project duration		
					TOTAL A2		
3	Recognition and Impact of Activity (A3)	3.1 Citations in ISI journals and volumes of WOS indexed conferences (4)		10/no. authors of the article quoted x no. citations			
		3.2 Citations in journals and volumes of BDI conferences (4) (5)		5/no. authors of the article quoted x no. citations			
		3.3 Invited presentations in the plenary of national and international scientific events and Visiting Professor (excluding POS, ERASMUS)	Unique score for each activity	3.3.1 intenational	20	-	
				3.3.2 national	5	-	
		3.4 Member of the editorial staff or scientific committees of journals and scientific events, scientific organizer, reviewer for scientific journals and national and international scientific events		3.4.1 ISI	15	-	
				3.4.2 BDI	10	-	
		3.5 Reviewer for national and international journals and scientific events (the score is awarded for each journal and scientific event once/year, regardless of the number of reviews)		3.4.3 National and international non-indexed	5	-	
		3.5 Referee in Doctorate commissions		3.5.1 ISI	10	-	
				3.5.2 BDI	5	-	
				3.6.1 intenational	10 x no. commissions		
				3.6.2 national	5 x no. commissions		
		3.6 Awards		Romanian Academy	30	-	
				ASAS, AOSR, branch academies and CNCISIS	15	-	



		3.7 Member in academies, organizations, profesional associations and international, membership in organizations in the field of education and research		International awards	10	-	
				National awards in the field	5	-	
			3.7.1 Romanian Academy		100	-	
			3.7.2 ASAS, AOSR and branch academies		30	-	
			3.7.3 Management of profesional associations	international	30	-	
				national	10	-	
			3.7.4 Professional associations	international	5	-	
				national	2	-	
			3.7.5 Councils and organizations in education and research	management	15		
				Membre	10	-	
					TOTAL A3		
					TOTAL		

Note:

(1) The impact factor of the journal mentioned on the WOS (Web of Science) website in the year the article was published; for articles in Proceedings WOS (Web of Science-THOMSON REUTERS) and for WOS-Derwent indexed patents the impact factor considered to be 0.

(2) In the articles ISI and BDI in extenso for the main author/first author/correspondent author/coordinator (last author), the score resulting from the calculation is multiplied by the coefficient 2. A maximum of 2 articles in the same volume/edition is allowed. The quality of coordinator (last author) refers only to the doctoral supervisor. For the Professor/Scientific Researcher I, ISI papers can be equivalent to 2 WOS-Derwent indexed patents/varieties, and for the Associate Professor/Scientific Researcher II, an ISI paper can be equivalent to a WOS-Derwent/variety indexed patent, only if the applicant is the first author.

(3) for the consultancy contracts there must be proof of the collection of the money amount mentioned in the accounting of the beneficiary institution

(4) the international databases (BDI) considered for articles published in journals and in the volumes of scientific events, with the exception of articles published in ISI journals/proceedings, are those recognized internationally, as (non-limiting): Scopus, IEEE Xplore, Science Direct, Elsevier, Wiley, ACM, DBLP, Springerlink, Engineering Village, Cabi, Emerald, CSA, Compendex, INSPEC, Thomson Reuters Master Journal List, DOAJ, AGRICOLA.

(5) Self-quotes are excluded

2. Formula for calculating the merit index ($A = A_1 + A_2 + A_3$)

$$A = \sum_{i=1}^3 A_i = \sum_{p=1}^3 k_{1p} + \sum_{p=1}^5 k_{2p} + \sum_{p=1}^7 k_{3p}$$

where: kpi-index specific to the domain ($i = 1, 2$ and 3) of the activity type (p) (according to table 1). Note: The indicator refers to the entire activity of the candidate with distinct specifications for Criterion 2.1.

3. Minimal conditions (A_i , $i = 1, 2$ and 3)

Crt. No.	Category		
	Field of activity	Requirements for associate profesor	Requirements SR II
1	Didactic/professional activity (A1)	Minimum 50 points	Without restrictions
2	Research activity (A2)	Minimum 130 points	Minimum 180 points
3	Recognition and impact of activity (A3)	Minimum 40 points	Minimum 40 points
TOTAL		Minimum 220 points	Minimum 220 points



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ACCOMPLISHED/UNACCOMPLISHED

I hereby confirm that the data mentioned above are truthful and reflect my own professional and scientific activity.

Date _____

Candidate _____

Checked:

President of the commission _____

Members of the commission



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*(valid for the position of associate professor –Environmental Engineering Commission) (the
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**CECKLIST OF COMPLIANCE
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for filling vacant teaching and research position of associate professor

I CANDIDATE INFORMATION

NAME _____ SURNAME _____

PIC _____ tendered position _____

Disciplines _____

Position in the Job Title List _____ Department _____

Faculty _____

Present teaching degree _____ Position in the Job Title List _____

Disciplines _____

Department _____

Faculty of Environmental Protection
University _____

II DATA RELATED TO THE COMPLIANCE WITH CONTEST REQUIREMENTS

1. University studies of Bachelor's and Master's Degree

Crt. no.	Academic Institution	Field of activity	Period	Awarded title

2. PhD Studies

Crt. no.	PhD organizing institution	Field of activity	Period	Awarded scientific title



3. Post-doctoral studies and scholarships

Crt. no.	Organizing institution	Field of activity	Period	Obs.

4. Teaching/professional degrees

Crt. no.	Institution	Field of activity	Period	Title/teaching position professional degrees

III. DATA REGARDING THE COMPLIANCE WITH THE MINIMAL STANDARDS AND REQUIREMENTS

a) holding a doctoral degree/diploma;

b) meeting the minimum standards for occupying the position of university professor, standards approved according to art. 156 of the Higher Education Law no. 199/2023, with subsequent amendments and additions:

The following are defined as:

- TN = total number of articles in ISI journals

- CIF = cumulative impact factor (the sum of the impact factors of the journals at the time of the public defense of the doctoral thesis or at the time of registration to the competition for the occupation of a teaching position)

- NP = number of publications in ISI journals where the candidate is the main author (first author or corresponding author)

- NC = total number of citations from the SCOPUS or ISI Web of Science database, excluding self-citations

Associate Professor Competition/SR II

Minimum standards (cumulative):

a) $TN \geq 15$

b) $NP \geq 6$, with at least four papers published in journals with an impact factor > 1

c) $CIF \geq 12$



In this case, the CIF calculation takes into account the impact factor of the journal in which the candidate published an article as the main author and respectively the impact factor divided by/to

the number of authors for the journals in which the candidate has published an article for which the candidate is not the main author.

d) $NC \geq 60$

National (IF = 1) and international (IF = 3) patents are included in the CIF calculation from point c)

ACCOMPLISHED/UNACCOMPLISHED

I hereby confirm that the data mentioned above are truthful and reflect my own professional and scientific activity.

Date _____

Candidate _____

Checked:

President of the commission _____

Members of the commission



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*Annex no. 3 to the
Competition Procedure for
vacant teaching and research positions*

(valid for the position of lecturer– Environmental Engineering Commission and Plant and Animal Resource Engineering Commission)(the rows in blue will be deleted when filling in the form)

**CECKLIST OF COMPLIANCE
WITH THE MINIMAL STANDARDS**

for filling vacant teaching and research position of lecturer

I CANDIDATE INFORMATION

NAME _____ SURNAME _____

PIC _____ tendered position _____

Disciplines _____

Position in the Job Title List _____ Department _____

Faculty _____

Present teaching degree _____ Position in the Job Title List _____

Disciplines _____

Department _____

Faculty of Environmental Protection
University _____

II DATA RELATED TO THE COMPLIANCE WITH CONTEST REQUIREMENTS

1. University studies of Bachelor's and Master's Degree

Crt. no.	Academic Institution	Field of activity	Period	Awarded title



2. PhD Studies

Crt. no.	PhD organizing institution	Field of activity	Period	Awarded scientific title

3. Post-doctoral studies and scholarships

Crt. no.	Organizing institution	Field of activity	Period	Obs.

4. Teaching/professional degrees

Crt. no.	Institution	Field of activity	Period	Title/teaching position professional degrees

III DATA REGARDING THE COMPLIANCE WITH THE MINIMAL STANDARDS AND REQUIREMENTS

- a) holding a doctoral degree/diploma;
- b) publication of at least 5 publications in extenso (articles, studies), in specialized journals or in volumes of national or international scientific events:

Crt. No.	Title	Authors	Journal/Volume

- c) elaboration, at least in electronic format, of a specialized didactic material or a specialized book, in the field of the disciplines included in the tendered position:

Crt. No.	Title	Authors	Year of publication	Place of publication

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I hereby confirm that the data mentioned above are truthful and reflect my own professional and scientific activity.

Date _____

Candidate _____

Checked:

President of the commission _____

Members of the commission



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UNIVERSITY OF ORADEA
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*Annex no. 3 to the
Competition Procedure for
vacant teaching and research positions*

*(valid for the position of university assistant– Environmental Engineering Commission and
Plant and Animal Resource Engineering Commission) (the rows in blue will be deleted when
filling in the form)*

**CECKLIST OF COMPLIANCE
WITH THE MINIMAL STANDARDS**

for filling vacant teaching and research position of university assistant

I CANDIDATE INFORMATION

NAME _____ SURNAME _____

PIC _____ tendered position _____

Disciplines _____

Position in the Job Title List _____ Department _____

Faculty _____

Present teaching degree _____ Position in the Job Title List _____

Disciplines _____

Department _____

Faculty of Environmental Protection
University _____

II DATA RELATED TO THE COMPLIANCE WITH CONTEST REQUIREMENTS

1. University studies of Bachelor's and Master's Degree

Crt. no.	Academic Institution	Field of activity	Period	Awarded title



2. PhD Studies

Crt. no.	PhD organizing institution	Field of activity	Period	Awarded scientific title

3. Post-doctoral studies and scholarships

Crt. no.	Organizing institution	Field of activity	Period	Obs.

4. Teaching/professional degrees

Crt. no.	Institution	Field of activity	Period	Title/teaching position professional degrees

III DATA REGARDING THE COMPLIANCE WITH THE STANDARDS AND REQUIREMENTS

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

b) publication of at least one publication in extenso (article, study), in specialized journals or in volumes of national or international scientific events:

Crt. No.	Title	Authors	Journal/Volume

ACCOMPLISHED/UNACCOMPLISHED

I hereby confirm that the data mentioned above are truthful and reflect my own professional and scientific activity.

Date _____

Candidate _____

Checked:



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President of the commission _____

Members of the commission



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**UNIVERSITY OF ORADEA
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*Annex no. 4 to the
Competition Procedure for
vacant teaching and research positions*

*(valid for the position of university professor– Environmental Engineering Commission) (the
rows in blue will be deleted when filling in the form)*

**APPRECIATION REPORT
of the candidate for occupying the position**

I. EVALUATION OF TEACHING AND SCIENTIFIC

DATA ABOUT THE CANDIDATE

NAME _____ FIRST NAME _____ PIC _____ Tendered
position _____ Disciplines _____
_____ Position in the Job Title List _____ Department
_____ Faculty of Environmental Protection.

I. EVALUATION OF THE TEACHING AND SCIENTIFIC ACTIVITY

			Punctaj (Autoevaluare)	Evaluare membru comisie
	1.1. Articles published in ISI journals	NT $\geq$ 25		
	...			
		TOTAL		
	1.2. Articles in ISI journals where the candidate is the main author (first author or corresponding author), with a minimum of 6 papers in journals with FI>1	NP $\geq$ 10		
	...			
		TOTAL		
	1.3. Cumulative impact factor (sum of the impact factors of the journals at the time of registration for the competition for a teaching position)	FIC $\geq$ 20		
	...			
		TOTAL		
	1.2. Number of citations from the SCOPUS or ISI Web of Science database, excluding self-citations	NC $\geq$ 100		
	...			
		TOTAL		
	2.1. Patents			
	2.1.1 International	Flequiv = 3		



...				
	2.1.2. National	<i>Flequiv = 1</i>		
...				

The grade for the first test is determined based on the following values of the indicators mentioned in the Minimum Standards:

For point 1.1. of the evaluation of scientific activity:

- for values between $NT \geq 25$ and $NT = 30$: Test grade I = 5
- for values between $NT > 30$ and $NT = 35$: Test grade I = 5.5
- for values between $NT > 35$ and $NT = 40$: Test grade I = 6
- for values between $NT > 40$ and $NT = 45$: Test grade I = 6.5
- for values between $NT > 45$ and $NT = 50$: Test grade I = 7
- for values between $NT > 50$ and $NT = 62$: Test grade I = 7.5
- for values between $NT > 62$ and $NT = 75$: Test grade I = 8
- for values between $NT > 75$ and $NT = 87$: Test grade I = 8.5
- for values between $NT > 87$ and $NT = 100$: Test grade I = 9
- for values between $NT > 100$ and $NT = 112$: Test grade I = 9.5
- for values of $NT > 112$: Test grade I = 10

For point 1.2. of the evaluation of scientific activity:

- for values between $NP \geq 10$ and $NP = 12$: Test grade I = 5
- for values between $NP > 12$ and $NP = 14$: Test grade I = 5.5
- for values between $NP > 14$ and $NP = 16$: Test grade I = 6
- for values between $NP > 16$ and $NP = 18$: Test grade I = 6.5
- for values between $NP > 18$ and $NP = 20$: Test grade I = 7
- for values between $NP > 20$ and $NP = 25$: Test grade I = 7.5
- for values between $NP > 25$ and $NP = 30$: Test grade I = 8
- for values between $NP > 30$ and $NP = 35$: Test grade I = 8.5
- for values between $NP > 35$ and $NP = 40$: Test grade I = 9
- for values between $NP > 40$ and $NP = 45$: Test grade I = 9.5
- for values of $NP > 45$: Test grade I = 10

For point 1.3. of the evaluation of scientific activity:

- for values between $FIC \geq 20$ and $FIC = 24$: Test grade I = 5
- for values between $FIC > 24$ and $FIC = 28$: Test grade I = 5.5
- for values between $FIC > 28$ and $FIC = 32$: Test grade I = 6
- for values between $FIC > 32$ and $FIC = 36$: Test grade I = 6.5
- for values between $FIC > 36$ and $FIC = 40$: Test grade I = 7
- for values between $FIC > 40$ and $FIC = 50$: Test grade I = 7.5
- for values between $FIC > 50$ and $FIC = 60$: Test grade I = 8
- for values between $FIC > 60$ and $FIC = 70$: Test grade I = 8.5
- for values between $FIC > 70$ and $FIC = 80$: Test grade I = 9
- for values between $FIC > 80$ and $FIC = 90$: Test grade I = 9.5
- for values of $FIC > 90$: Test grade I = 10



For **point 1.4.** of the evaluation of scientific activity:

- for values between $NC \geq 100$ and $NC = 120$: Test grade I = 5
- for values between $NC > 120$ and $NC = 140$: Test grade I = 5.5
- for values between $NC > 140$ and $NC = 160$: Test grade I = 6
- for values between $NC > 160$ and $NC = 180$: Test grade I = 6.5
- for values between $NC > 180$ and $NC = 200$: Test grade I = 7
- for values between $NC > 200$ and $NC = 250$: Test grade I = 7.5
- for values between $NC > 250$ and $NC = 300$: Test grade I = 8
- for values between $NC > 300$ and $NC = 350$: Test grade I = 8.5
- for values between $NC > 350$ and $NC = 400$: Test grade I = 9
- for values between $NC > 400$ and $NC = 450$: Test grade I = 9.5
- for values of $NC > 450$: Exam grade I = 10

Point 2.1. is included in the calculation of point 1.3. according to the Minimum Standards Score (obtained as the arithmetic mean, calculated with two exact decimals, of the grades obtained for the 4 points in the minimum standards) **test I** _____

REQUIREMENTS AND STANDARDS ACCOMPLISHED/
UNACCOMPLISHED

II. DIDACTIC LECTURE (for the positions of professor, associate professor, lecturer or supervisor)

The candidate **possesses / does not possess** the knowledge and skills necessary to fill the position. The grade awarded also takes into account the candidate's proposed academic career development.

Points awarded: minimum (obligatory to obtain) – 8 points, maximum – 10 points

If the candidate does not obtain a grade of 8, he/she does not pass the second test and, consequently, cannot occupy the position for which he/she is applying.

Score test II _____

FINAL SCORE _____

(obtained as the arithmetic mean, calculated with two exact decimals, of the grades from tests I and II)

Following the evaluation of the candidate _____,
_____, registered in the competition for the position of _____,
position _____, Department of _____,
Faculty of Environmental Protection, by ranking the results of the candidates (if applicable), the



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candidate takes the position _____ and I propose to fill / not fill the position for which the candidate applied.

Date _____

President / Member of commission



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**UNIVERSITY OF ORADEA
FACULTY OF ENVIRONMENTAL PROTECTION**

***Annex no. 4 to the
Competition Procedure for
vacant teaching and research positions***

***(valid for the position of university professor– Plant and Animal Resource Engineering
Commission) (the rows in blue will be deleted when filling in the form)***

**APPRECIATION REPORT
of the candidate for occupying the position**

I. EVALUATION OF TEACHING AND SCIENTIFIC

DATA ABOUT THE CANDIDATE

NAME _____ **FIRST NAME** _____ **PIC** _____

Tendered position _____ **Disciplines** _____

_____ **Position in the Job Title List** _____ **Department**

_____ **Faculty of Environmental Protection**

I. EVALUATION OF THE TEACHING AND SCIENTIFIC ACTIVITY

1. Structure of candidate's activity							
Crt. No.	Field of Activities	Type of Activities	Categories and restrictions	Subcategories	Indices (kpi)	Score (Self-assessment)	Commission evaluation (average of evaluations)
0	1	2	3	4	5	6	
1	Didactic and Professional Activity (A1)	1.1 Books and chapters in specialized books	1.1.1 Books with ISBN/chapters as author; for Professor minimum 2 as a first author; at least one work published after the last promotion or in the last 5 years; For habilitation - the same conditions as the Professor	1.1.1.1 international	no. of pages/(2*no.authors)	-	
				1.1.1.2 national	no. of pages/(5*no.authors)	-	
			1.1.2 Books/Book chapters as editor/coordinator	1.1.2.1 international	no. of pages/(3*no.authors)	-	
				1.1.2.2 national	no. of pages/(7*no.authors)	-	
		1.2 Didactic support	1.2.1 Manuals, course support including electronic versions - without restrictions		no. of pages/(8*no.authors)		
			1.2.2 Laboratory guides/aplications-without restrictions		no. of pages/(8*no.authors)		



					)		
					TOTAL A1		
		1.3 Coordination of study programs, organization and coordination of lifelong training programs and educational projects (POS, Erasmus)	Unique score for each activity		15		
2	Research Activity (A2)	2.1 Articles <i>in extenso</i> in Thomson Reuters journals, Thomson-Reuters indexed volume proceedings and Web of Science indexed patents - Derwent	2.1.1. Professor /SR 1: Minimum 8 articles, of which at least 4 in ISI journals; at 4 of the papers (of which 2 listed ISIs) be the main author / correspondent / coordinator (last author - only if he/she is a PhD supervisor) (2). At least 3 papers to be published after the last promotion or in the last 5 years.		(35 + 20* impact factor (1)/ no. of authors		
		2.2 Papers in the journals and volumes of some scientific events indexed in other international databases (BDI (3))	2.2.1. Minimum 15 for Professor/SR I		15/no. of authors		
		2.3 Intellectual property, invention patents, technologies and homologated products (breeds, hybrids, races etc)		2.3.1 intenational	40/no. of authors	-	
				2.3.2 national	30/no. of authors		
		2.4 Grants/projects awarded by competition including research projects/consultancy (minimum value of 10000 Euro/equivalent) (3)	2.4.1 Director/Responsable- Minimum 2 for Professor/SR I	2.4.1.1 international	20*years of project duration		
				2.4.1.2 national	10*years of project duration		
			2.4.2 Member of a project team	2.4.2.1 intenational	4*years of project duration		
				2.4.2.2 national	2*years of project duration		
					TOTAL A2		
3	Recognition and Impact of Activity (A3)	3.1 Citations in ISI journals and volumes of WOS indexed conferences (4)		10/no. authors of the article quoted x no. citations			
		3.2 Citations in journals and volumes of BDI conferences (4) (5)		5/no. authors of the article quoted x no. citations			
		3.3 Invited presentations in the plenary of national and international scientific events and Visiting Professor (excluding POS, ERASMUS)	Unique score for each activity	3.3.1 intenational	20	-	
				3.3.2 national	5	-	
		3.4 Member of the editorial staff or scientific		3.4.1 ISI	15	-	
				3.4.2 BDI	10	-	



		committees of journals and scientific events, scientific organizer, reviewer for scientific journals and national and international scientific events		3.4.3 National and international non-indexed	5	-	
		3.5 Reviewer for national and international journals and scientific events (the score is awarded for each journal and scientific event once/year, regardless of the number of reviews)		3.5.1 ISI	10	-	
				3.5.2 BDI	5	-	
		3.5 Referee in Doctorate commissions		3.6.1 international	10 x no. commissions		
				3.6.2 national	5 x no. commissions		
		3.6 Awards		Romanian Academy	30	-	
				ASAS, AOSR, branch academies and CNCSIS	15	-	
				International awards	10	-	
				National awards in the field	5	-	
		3.7 Member in academies, organizations, profesional associations and international, membership in organizations in the field of education and research	3.7.1 Romanian Academy		100	-	
			3.7.2 ASAS, AOSR and branch academies		30	-	
			3.7.3 Management of profesional associations	international	30	-	
				national	10	-	
			3.7.4 Professional associations	international	5	-	
				national	2	-	
			3.7.5 Councils and organizations in education and research	management	15		
				Membre	10	-	
					TOTAL A3		
					TOTAL		

Score test I _____

3. Minimal conditions (TOTAL= A1+A2+A3)

Crt. No.	Category		
	Field of activity	Requirements for professor/habilitation	Requirements SR I
1	Didactic/professional activity (A1)	Minimum 100 points	Without restrictions
2	Research activity (A2)	Minimum 260 points	Minimum 360 points
3	Recognition and impact of activity (A3)	Minimum 60 points	Minimum 60 points
	TOTAL	Minimum 420 points	Minimum 420 points



The grade for test I is determined based on the calculated value of the ratio "Test I score / Minimum standard score" as follows:

- for values between 1 and 1.199: Test score I = 5
- for values between 1.2 and 1.399: Test score I = 5.5
- for values between 1.4 and 1.599: Test score I = 6
- for values between 1.6 and 1.799: Test score I = 6.5
- for values between 1.8 and 1.999: Test score I = 7
- for values between 2 and 2.499: Test score I = 7.5
- for values between 2.5 and 2.999: Test score I = 8
- for values between 3 and 3.499: Test score I = 8.5
- for values between 3.5 and 3.999: Test score I = 9
- for values between 4 and 4.499: Test score I = 9.5
- for values above 4.5: Test score I = 10

The grade for test I _____

REQUIREMENTS AND STANDARDS ACCOMPLISHED/
UNACCOMPLISHED

II. DIDACTIC LECTURE (for the positions of professor, associate professor, lecturer or supervisor)

The candidate **possesses** / **does not possess** the knowledge and skills necessary to fill the position. The grade awarded also takes into account the candidate's proposed academic career development.

Points awarded: minimum (obligatory to obtain) – 8 points, maximum – 10 points

If the candidate does not obtain a grade of 8, he/she does not pass the second test and, consequently, cannot occupy the position for which he/she is applying.

Score test II _____

FINAL SCORE _____

(obtained as the arithmetic mean, calculated with two exact decimals, of the grades from tests I and II)

Following the evaluation of the candidate _____
_____, registered in the competition for the position of
_____, position _____, Department of _____, Faculty
of Environmental Protection, by ranking the results of the candidates (if applicable), the candidate



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takes the position _____ and I propose to fill / not fill the position for which the candidate applied.

Date _____

President / Member of commission



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UNIVERSITY OF ORADEA
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*Annex no. 4 to the
Competition Procedure for
vacant teaching and research positions*

*(valid for the position of associate professor– Plant and Animal Resource Engineering
Commission) (the rows in blue will be deleted when filling in the form)*

APPRECIATION REPORT of the candidate for occupying the position

I. EVALUATION OF TEACHING AND SCIENTIFIC

DATA ABOUT THE CANDIDATE

NAME _____ FIRST NAME _____ PIC _____

Tendered position _____ Disciplines _____

Position in the Job Title List _____ Department _____

Faculty of Environmental Protection

I. EVALUATION OF THE TEACHING AND SCIENTIFIC ACTIVITY

1. Structure of candidate's activity							
Crt. No.	Field of Activities	Type of Activities	Categories and restrictions	Subcategories	Indices (kpi)	Score (Self-assessment)	Commission evaluation (average of evaluations)
0	1	2	3	4	5	6	
1	Didactic and Professional Activity (A1)	1.1 Books and chapters in specialized books	1.1.1 Books with ISBN/chapters as author; for Associate professor: minimum 1 book/chapter as first author; CS I and CS II - without restrictions;	1.1.1.1 international	no. of pages/(2*no.authors)	-	
				1.1.1.2 national	no. of pages/(5*no.authors)	-	
			1.1.2 Books/Book chapters as editor/coordinator	1.1.2.1 international	no. of pages/(3*no.authors)	-	
				1.1.2.2 national	no. of pages/(7*no.authors)	-	
		1.2 Didactic support	1.2.1 Manuals, course support including electronic versions - without restrictions		no. of pages/(8*no.authors)		
				1.2.2 Laboratory	no. of		



			guides/applications-without restrictions		pages/(8*no.auth ors)		
					TOTAL A1		
		1.3 Coordination of study programs, organization and coordination of lifelong training programs and educational projects (POS, Erasmus)	Unique score for each activity		15		
2	Research Activity (A2)	2.1 Articles <i>in extenso</i> in Thomson Reuters journals, Thomson-Reuters indexed volume proceedings and Web of Science indexed patents - Derwent	2.1.1.Associate professor/ CS II: Minimum 5 articles, of which at least 3 in ISI-rated journals; in 3 of the papers (of which 1 ISI-rated) to be the main/corresponding/coordinator author (last author - only if doctoral supervisor) (2). At least 2 papers to be published after the last promotion or in the last 5 years.		(35 + 20* impact factor (1)/ no. of authors		
		2.2 Papers in the journals and volumes of some scientific events indexed in other international databases (BDI (3))	2.2.1. Minimum 10 for Associate Professor/CS II		15/no. of authors		
		2.3 Intellectual property, invention patents, technologies and homologated products (breeds, hybrids, races etc)		2.3.1 intenational	40/no. of authors	-	
				2.3.2 national	30/no. of authors		
		2.4 Grants/projects awarded by competition including research projects/consultancy (minimum value of 10000 Euro/equivalent) (3)	2.4.1 Director/Responsible-Minimum 1 for Associate Professor/CS II	2.4.1.1 international	20*years of project duration		
				2.4.1.2 national	10*years of project duration		
			2.4.2 Member of a project team	2.4.2.1 intenational	4*years of project duration		
				2.4.2.2 national	2*years of project duration		
					TOTAL A2		
3	Recognition and Impact of Activity (A3)	3.1 Citations in ISI journals and volumes of WOS indexed conferences (4)		10/no. authors of the article quoted x no. citations			
		3.2 Citations in journals and volumes of BDI conferences (4) (5)		5/no. authors of the article quoted x no. citations			
		3.3 Invited presentations in the plenary of national and international scientific events and Visiting Professor (excluding POS, ERASMUS)	Unique score for each activity	3.3.1 intenational	20	-	
				3.3.2 national	5	-	
		3.4 Member of the editorial staff or scientific committees of journals and scientific events, scientific organizer, reviewer for scientific journals		3.4.1 ISI	15	-	
				3.4.2 BDI	10	-	
				3.4.3 National and international non-indexed	5	-	



		and national and international scientific events					
		3.5 Reviewer for national and international journals and scientific events (the score is awarded for each journal and scientific event once/year, regardless of the number of reviews)		3.5.1 ISI	10	-	
				3.5.2 BDI	5	-	
		3.5 Referee in Doctorate commissions		3.6.1 international	10 x no. commissions		
				3.6.2 national	5 x no. commissions		
		3.6 Awards		Romanian Academy	30	-	
				ASAS, AOSR, branch academies and CNCIS	15	-	
				International awards	10	-	
				National awards in the field	5	-	
		3.7 Member in academies, organizations, professional associations and international, membership in organizations in the field of education and research	3.7.1 Romanian Academy		100	-	
			3.7.2 ASAS, AOSR and branch academies		30	-	
			3.7.3 Management of professional associations	international	30	-	
				national	10	-	
			3.7.4 Professional associations	international	5	-	
				national	2	-	
			3.7.5 Councils and organizations in education and research	management	15		
				Membre	10	-	
					TOTAL A3		
					TOTAL		

Score test I _____

3. Minimal conditions (TOTAL= A1+A2+A3)

Crt. No.	Category		
	Field of activity	Requirements for associate profesor	Requirements SR II
1	Didactic/professional activity (A1)	Minimum 50 points	Without restrictions
2	Research activity (A2)	Minimum 130 points	Minimum 180 points
3	Recognition and impact of activity (A3)	Minimum 40 points	Minimum 40 points
TOTAL		Minimum 220 points	Minimum 220 points



The grade for test I is determined based on the calculated value of the ratio "Test I score / Minimum standard score" as follows:

- for values between 1 and 1.199: Test score I = 5
- for values between 1.2 and 1.399: Test score I = 5.5
- for values between 1.4 and 1.599: Test score I = 6
- for values between 1.6 and 1.799: Test score I = 6.5
- for values between 1.8 and 1.999: Test score I = 7
- for values between 2 and 2.499: Test score I = 7.5
- for values between 2.5 and 2.999: Test score I = 8
- for values between 3 and 3.499: Test score I = 8.5
- for values between 3.5 and 3.999: Test score I = 9
- for values between 4 and 4.499: Test score I = 9.5
- for values above 4.5: Test score I = 10

The grade for test I _____

REQUIREMENTS AND STANDARDS ACCOMPLISHED/
UNACCOMPLISHED

II. DIDACTIC LECTURE (for the positions of professor, associate professor, lecturer or supervisor)

The candidate **possesses** / **does not possess** the knowledge and skills necessary to fill the position. The grade awarded also takes into account the candidate's proposed academic career development.

Points awarded: minimum (obligatory to obtain) – 8 points, maximum – 10 points

If the candidate does not obtain a grade of 8, he/she does not pass the second test and, consequently, cannot occupy the position for which he/she is applying.

Score test II _____

FINAL SCORE _____

(obtained as the arithmetic mean, calculated with two exact decimals, of the grades from tests I and II)

Following the evaluation of the candidate _____,
_____, registered in the competition for the position of
_____, position _____, Department of _____, Faculty



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of Environmental Protection, by ranking the results of the candidates (if applicable), the candidate takes the position _____ and I propose to fill / not fill the position for which the candidate applied.

Date _____

President / Member of commission



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UNIVERSITY OF ORADEA
FACULTY OF ENVIRONMENTAL PROTECTION

*Annex no. 4 to the
Competition Procedure for
vacant teaching and research positions*

*(valid for the position of associate professor– Environmental Engineering Commission) (the rows
in blue will be deleted when filling in the form)*

**APPRECIATION REPORT
of the candidate for occupying the position**

I. EVALUATION OF TEACHING AND SCIENTIFIC

DATA ABOUT THE CANDIDATE

NAME _____ FIRST NAME _____ PIC _____ Tendered
position _____ Disciplines _____
_____ Position in the Job Title List _____ Department
_____ Faculty of Environmental Protection.

I. EVALUATION OF THE TEACHING AND SCIENTIFIC ACTIVITY

			Punctaj (Autoevaluare)	Evaluare membru comisie
	1.1. Articles published in ISI journals	NT $\geq$ 15		
	...			
		TOTAL		
	1.2. Articles in ISI journals where the candidate is the main author (first author or corresponding author), with a minimum of 6 papers in journals with FI>1	NP $\geq$ 6		
	...			
		TOTAL		
	1.3. Cumulative impact factor (sum of the impact factors of the journals at the time of registration for the competition for a teaching position)	FIC $\geq$ 12		
	...			
		TOTAL		
	1.3. Number of citations from the SCOPUS or ISI Web of Science database, excluding self-citations	NC $\geq$ 60		
	...			
		TOTAL		
	2.1. Patents			
	<i>Flequiv = 3</i>	<i>Flequiv = 3</i>		



	...			
		<i>Flequiv</i> = 1	<i>Flequiv</i> = 1	
	...			

The grade for the first test is determined based on the following values of the indicators mentioned in the Minimum Standards:

For **point 1.1.** of the evaluation of scientific activity:

- for values between $NT \geq 15$ and $NT = 18$: Test grade I = 5
- for values between $NT > 18$ and $NT = 21$: Test grade I = 5.5
- for values between $NT > 21$ and $NT = 24$: Test grade I = 6
- for values between $NT > 24$ and $NT = 27$: Test grade I = 6.5
- for values between $NT > 27$ and $NT = 30$: Test grade I = 7
- for values between $NT > 30$ and $NT = 37$: Test grade I = 7.5
- for values between $NT > 37$ and $NT = 45$: Test grade I = 8
- for values between $NT > 45$ and $NT = 52$: Test grade I = 8.5
- for values between $NT > 52$ and $NT = 60$: Test grade I = 9
- for values between $NT > 60$ and $NT = 67$: Test grade I = 9.5
- for values of $NT > 67$: Test grade I = 10

For **point 1.2.** of the evaluation of scientific activity:

- • for values between $NP \geq 6$ and $NP = 7$: Test grade I = 5
- for values between $NP > 7$ and $NP = 8$: Test grade I = 5.5
- for values between $NP > 8$ and $NP = 10$: Test grade I = 6
- for values between $NP > 10$ and $NP = 11$: Test grade I = 6.5
- for values between $NP > 11$ and $NP = 12$: Test grade I = 7
- for values between $NP > 12$ and $NP = 15$: Test grade I = 7.5
- for values between $NP > 15$ and $NP = 18$: Test grade I = 8
- for values between $NP > 18$ and $NP = 21$: Test grade I = 8.5
- for values between $NP > 21$ and $NP = 24$: Test grade I = 9
- for values between $NP > 24$ and $NP = 27$: Test grade I = 9.5
- for values of $NP > 27$: Test grade I = 10

For **point 1.3.** of the evaluation of scientific activity:

- for values between $FIC \geq 12.1$ and $FIC = 14.4$: Test grade I = 5
- for values between $FIC > 12.4$ and $FIC = 16.8$: Test grade I = 5.5
- for values between $FIC > 16.8$ and $FIC = 19.2$: Test grade I = 6
- for values between $FIC > 19.2$ and $FIC = 21.6$: Test grade I = 6.5
- for values between $FIC > 21.6$ and $FIC = 24$: Test grade I = 7
- for values between $FIC > 24$ and $FIC = 30$: Test grade I = 7.5
- for values between $FIC > 30$ and $FIC = 36$: Test grade I = 8
- for values between $FIC > 36$ and $FIC = 42$: Test grade I = 8.5
- for values between $FIC > 42$ and $FIC = 48$: Test grade I = 9
- for values between $FIC > 48$ and $FIC = 54$: Test grade I = 9.5
- for values of $FIC > 54$: Test grade I = 10



For **point 1.4.** of the evaluation of scientific activity:

- for values between **NC $\geq$ 60 and NC=72: Test grade I = 5**
- for values between **NC>72 and NC=84: Test grade I = 5.5**
- for values between **NC>84 and NC=96: Test grade I = 6**
- for values between **NC>96 and NC=108: Test grade I = 6.5**
- for values between **NC>108 and NC=120: Test grade I = 7**
- for values between **NC>120 and NC=150: Test grade I = 7.5**
- for values between **NC>150 and NC=180: Test grade I = 8**
- for values between **NC>180 and NC=210: Test grade I = 8.5**
- for values between **NC>210 and NC=240: Test grade I = 9**
- for values between **NC>240 and NC=270: Test grade I = 9.5**
- for values of **NC>270: Test grade I = 10**

Point 2.1. is included in the calculation of point 1.3. according to the Minimum Standards

Score (obtained as the arithmetic mean, calculated with two exact decimals, of the grades obtained for the 4 points in the minimum standards) **test I** _____

**REQUIREMENTS AND STANDARDS ACCOMPLISHED/
UNACCOMPLISHED**

II. DIDACTIC LECTURE (for the positions of professor, associate professor, lecturer or supervisor)

The candidate **possesses / does not possess** the knowledge and skills necessary to fill the position. The grade awarded also takes into account the candidate's proposed academic career development.

Points awarded: minimum (obligatory to obtain) – 8 points, maximum – 10 points

If the candidate does not obtain a grade of 8, he/she does not pass the second test and, consequently, cannot occupy the position for which he/she is applying.

Score test II _____

FINAL SCORE _____

(obtained as the arithmetic mean, calculated with two exact decimals, of the grades from tests I and II)

Following the evaluation of the candidate _____
_____, registered in the competition for the position of _____,
position _____, Department of _____, **Faculty
of Environmental Protection**, by ranking the results of the candidates (if applicable), the candidate



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takes the position _____ and I propose to fill / not fill the position for which the candidate applied.

Date _____

President / Member of commission



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UNIVERSITY OF ORADEA
FACULTY OF ENVIRONMENTAL PROTECTION

*Annex no. 4 to the
Competition Procedure for
vacant teaching and research positions*

*(valid for the position of lecturer– Environmental Engineering Commission and Plant and Animal
Resource Engineering Commission) (the rows in blue will be deleted when filling in the form)*

**APPRECIATION REPORT
of the candidate for occupying the position**

I. EVALUATION OF TEACHING AND SCIENTIFIC

DATA ABOUT THE CANDIDATE

NAME _____ FIRST NAME _____ PIC _____

Tendered position _____ Disciplines _____

Position in the Job Title List _____ Department _____

_____ Faculty of Environmental Protection

I. EVALUATION OF THE TEACHING AND SCIENTIFIC ACTIVITY

1. Table with the structure of the candidate's activity

No.	Type of activity	Auto-evaluation	Evaluare președinte/membru comisie
1.	Published works (articles, studies), in full, in specialized journals or in volumes of national or international scientific events.		
2.	Specialized teaching materials developed, at least in electronic format, in the field of the job's disciplines, or a specialized book in the field of the job.		
	TOTAL (T) (sum of points)		



NOTE: The **Self-assessment** and **Evaluation** sections for the chairperson/committee member in the table above are completed as follows:

- Published works (articles, studies), in full, in specialized journals or in volumes of national or international scientific events: **1 point/work**.
- Specialized teaching materials developed, at least in electronic format, in the field of the job's disciplines, or a specialized book, in the field of the job: **2 points/material**.
- Specialized teaching materials/Books/Book chapters in the field of the job's disciplines published in CNCSIS recognized publishing houses: **4 points/material**.

Score test I is determined based on the following values of the total accumulated score as follows:

- for value **T=7: Test grade I = 5**
- for value **T=8: Test grade I = 5.5**
- for value **T=9: Test grade I = 6**
- for value **T=10: Test grade I = 6.5**
- for value **T=11: Test grade I = 7**
- for value **T=12: Test grade I = 7.5**
- for value **T=13: Test grade I = 8**
- for value **T=14: Test grade I = 8.5**
- for value **T=15: Test grade I = 9**
- for value **T=16: Test grade I = 9.5**
- for values **T>16: Test grade I = 10**

Score test I _____

REQUIREMENTS AND STANDARDS ACCOMPLISHED/ UNACCOMPLISHED

II. DIDACTIC LECTURE (for the positions of professor, associate professor, lecturer or supervisor)

The candidate **possesses / does not possess** the knowledge and skills necessary to fill the position. The grade awarded also takes into account the candidate's proposed academic career development.

Points awarded: minimum (obligatory to obtain) – 8 points, maximum – 10 points

If the candidate does not obtain a grade of 8, he/she does not pass the second test and, consequently, cannot occupy the position for which he/she is applying.

Score test II _____

FINAL SCORE _____

(obtained as the arithmetic mean, calculated with two exact decimals, of the grades from tests I and II)



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Following the evaluation of the candidate _____
_____, registered in the competition for the position of
_____, position _____, Department of _____, **Faculty
of Environmental Protection**, by ranking the results of the candidates (if applicable), the candidate
takes the position _____ and I propose to fill / not fill the position for which the candidate
applied.

Date _____

President / Member of commission



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UNIVERSITY OF ORADEA
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*Annex no. 4 to the
Competition Procedure for
vacant teaching and research positions*

(valid for the position of university assistant– Environmental Engineering Commission and Plant and Animal Resource Engineering Commission) (the rows in blue will be deleted when filling in the form)

**APPRECIATION/EVALUATION REPORT
of the candidate for occupying the position**

I. EVALUATION OF TEACHING AND SCIENTIFIC

DATA ABOUT THE CANDIDATE

NAME _____ FIRST NAME _____ PIC _____

Tendered position _____ Disciplines _____

Position in the Job Title List _____

Department _____ Faculty of Environmental Protection

I. EVALUATION OF THE TEACHING AND SCIENTIFIC ACTIVITY

1. Table with the structure of the candidate's activity

No.	Type of activity	Auto-evaluation	Evaluare președinte/membru comisie
1.	Published works (articles, studies), in full, in specialized journals or in volumes of national or international scientific events.		
	TOTAL (T) (sum of points)		

NOTE: The Self-assessment and Evaluation sections for the chairperson/committee member in the table above are completed as follows:

- Published works (articles, studies), in full, in specialized journals or in volumes of national or international scientific events: **1 point/work**.
- Specialized teaching materials developed, at least in electronic format, in the field of the job's



disciplines, or a specialized book, in the field of the job: **2 points/material**.

- Specialized teaching materials/Books/Book chapters in the field of the job's disciplines published in CNCSIS recognized publishing houses: **4 points/material**.

Score test I is determined based on the following values of the total accumulated score as follows:

- for value **T=7: Test grade I = 5**
- for value **T=8: Test grade I = 5.5**
- for value **T=9: Test grade I = 6**
- for value **T=10: Test grade I = 6.5**
- for value **T=11: Test grade I = 7**
- for value **T=12: Test grade I = 7.5**
- for value **T=13: Test grade I = 8**
- for value **T=14: Test grade I = 8.5**
- for value **T=15: Test grade I = 9**
- for value **T=16: Test grade I = 9.5**
- for values **T>16: Test grade I = 10**

Score test I _____

REQUIREMENTS AND STANDARDS ACCOMPLISHED/ UNACCOMPLISHED

II. WRITTEN-PRACTICAL TEST etc. (for university assistant positions)

The candidate **possesses / does not possess** the knowledge and skills necessary to fill the position. The grade awarded also takes into account the candidate's proposed academic career development.

Points awarded: minimum (obligatory to obtain) – 8 points, maximum – 10 points

If the candidate does not obtain a grade of 8, he/she does not pass the second test and, consequently, cannot occupy the position for which he/she is applying.

Score test II _____

FINAL SCORE _____

(obtained as the arithmetic mean, calculated with two exact decimals, of the grades from tests I and II)

Following the evaluation of the candidate _____
_____, registered in the competition for the position of
_____, position _____, Department of _____, Faculty



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of Environmental Protection, by ranking the results of the candidates (if applicable), the candidate takes the position _____ and I propose to fill / not fill the position for which the candidate applied.

Date _____

President / Member of commission



UNIVERSITY OF ORADEA
FACULTY OF ENVIRONMENTAL
PROTECTION

*Annex no.5 to the
Competition procedure for
vacant teaching and research positions*

COMPETITION REPORT
for occupying the teaching and research positions
Session _____

The members of the competition commission (surname, first name, didactic title, institution):

President: _____
Member: _____
Member: _____
Member: _____
Member: _____

appointed by the decision of the Rector of the University of Oradea no. _____ of
_____, for the evaluation of candidates registered for the competition for the vacancy
of _____, position _____, Disciplines _____

_____,
The _____ Department, **Faculty of Environmental Protection**,
following the competition procedure in accordance with the faculty's own Procedure, draw up the
following report:

I. DATA ABOUT REGISTERED CANDIDATES

1. Enrolled candidates:

2. Candidates present at the competition, at the written-practical test / didactic lecture:



II. OBTAINED RESULTS

(candidates will be mentioned in descending order according to the final score obtained)

Crt. No.	Enrolled candidates	Requirements and standards		Scoring of the president and commission members					Final grade for the competition *
		YES	NO	P	1	2	3	4	
1									
2									
3									
....									

* arithmetic average (calculated to two exact decimals) of the final grades awarded by the president and the members of the committee

The results of the contest were made public on _____, hour _____, by

_____.

III. DECISION OF THE COMPETITION COMMISSION

Following the evaluation of the professional, scientific activity and the competition tests held, the commission proposes, with _____ votes "for", _____ votes "against" and _____ "abstentions", that Mrs./Mr. _____ occupy the position for which the competition was organized.

Date: _____.

President of commission _____

Members of commission _____



IV. COMPLAINTS

No complaints were registered / The complaint was filed (appellant, motivation):

V. DECISION OF THE COMPLAINT RESOLUTION COMMISSION

The appeal was solutioned _____

Date: _____.

President of commission _____

Members of commission _____



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*Annex no. 6 to the
Competition procedure for vacant teaching and
research positions*

DECLARATION

The undersigned,, under the conditions of winning competition for the teaching position of, I declare under my own responsibility that:

a.	I am not in any of the incompatibility situations provided by the Higher Education Law no. 199/2023 and the Charter of the University of Oradea.
b.	I am in the following incompatibilities provided by the Higher Education Law no. 199/2023 and the Charter of the University of Oradea:

Name and surname:

Date:

Signature



UNIVERSITY OF ORADEA
FACULTY OF ENVIRONMENTAL
PROTECTION

*Annex no. 7 to the
Competition procedure for vacant teaching and
research positions*

Consent and information on personal data processing

The Undersigned....., resident in the locality, county, street no., bl., sc., ap., holder(s) of IC series, no....., issued by, on the date of....., PIC....., participant in the contest organized by University of Oradea, I express my agreement regarding the use and processing by the University of Oradea of my personal data, contained in the documents submitted for the competition file.

I agree to my first and last name being used to display contest results lists.

I declare that I have been informed of all my rights according to "*Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data*", as well as the fact that the data provided will be treated confidentially, they will be protected, they will not be transmitted to any third party except on legal grounds.

They will be used for the purpose of organizing and running the competition, in compliance with all legal provisions. Name and surname, telephone number and e-mail address will be processed and used for the appropriate information of the candidate during the competition.

Date _____

Signature _____