UNIVERSITATEA
DIN ORADEA

# CONTEST METHODOLOGY
# FOR VACANT TEACHING AND RESEARCH POSITIONS
# AT THE UNIVERSITY OF ORADEA

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# 1. PURPOSE OF METHODOLOGY

The methodology submitted here regulates in detail the organization and the in-progress aspects of public contests for tenure as regards vacant teaching and research positions within the Positions Rolls in the Departments of the University of Oradea.

# 2. REFFERENCES

- Higher Education Law No. 199/2023;
- Government Decision No. 1339/2023 approving the Framework Methodology for Competitive Selection to Fill Vacant Teaching and Research Positions in Higher Education;
- Ministerial Order No. 3019/2025 approving the necessary and mandatory national minimum standards for the conferral of the titles of associate professor and professor in higher education, as well as the certificate of habilitation

# 3. ABBREVIATIONS

- **UO –** University of Oradea
- **SUO –** The Senate of the University of Oradea
- **SD** – Senate's Decree/Decision
- **PMA** – Vice rector for Academic Management
- **CA** – University Administration Council
- **DE –** University Economic Department
- **SRU –** University Human Resources Office
- **CNATDCU –** National Council for the Validation of Titles, University Diplomas and Certificates

# 4. METHODOLOGY DESCRIPTION

## 4.1. General Aspects

**Art. 1. -** (1) The filling of a vacant teaching or research position at the UO is conducted through a public contest. Employment for an indefinite period of time in a position of teaching or research is awarded to the applicant who has obtained the highest score in the public contest organized by the UO.
(2) Both Romanian citizens and foreign nationals are eligible to participate in the contest for a teaching or research position, with no discrimination, in accordance with the provisions of the law.

**Art. 2. -** (1) The UO's specific procedure for appointing teaching and research positions, hereinafter referred to as "UO's own methodology", sets forth the minimum criteria for filling teaching and research vacancies in the UO, in line with the national qualification standards established by Article 156 of the Higher Education Law No. 199/2023, as amended.
(2) UO's own methodology may not include references to seniority and may not contain any discriminatory clauses against individuals from outside the institution or country, compared to individuals from within the institution or country.
(3) The qualification standards for teaching and research positions stipulated in Article 200 of the Higher Education Law No. 199/2023, including any later amendments and additions, represent the minimum and mandatory requirements needed to enter the contest for these positions.

(4) In addition to the baseline criteria established under Article 156 paragraph (1) subparagraph a, and paragraph (2) of the Higher Education Law No. 199/2023, including any later amendments and additions, the UO has the authority to impose extra minimum requirements for participation in the competition.
(5) The UO is prohibited from determining through its own methodology or any other documents that a candidate meets the national minimum standards for the positions of associate professor and university professor, using standards, criteria or indicators other than those outlined in the national minimum standards, approved by order of the Minister of Education, in accordance with Article 156, paragraph (1), subparagraph a, , and paragraph (2) of the Higher Education Law No. 199/2023, including any later amendments and additions.
(6) The UO's own methodology includes provisions for managing appeals internally within the UO.

## 4.2. Minimum requirements for occupying teaching and research positions at the University of Oradea

**Art. 3. -** (1) (1) In the UO, the teaching positions include:
a) Assistant Lecturer;
b) University Lecturer/Senior Lecturer;
c) Associate Professor;
d) Professor.
(2) The UO announces all available positions along with the competition syllabus, at least two months prior to the competition. The announcement of positions open for competition shall be made at least on the UO's own website and on a specialized website managed by the Ministry of Education.
(3) It is not allowed for spouses, in-laws, and family members up to the third degree to simultaneously occupy roles in which one has direct managerial, supervisory, authoritative, or evaluative responsibilities over the other at any level within the UO.
(4) Infringement of the stipulations of paragraph. (2) and (3) shall lead to the invalidation of the competition and to the sanctioning of the guilty parties based on the provisions of the Framework Methodology and of this Methodology.
(5) The responsibility for appointing teaching positions, evaluating, motivating, providing ongoing training, and dismissing teaching and research personnel falls to the UO. This is carried out in accordance with current legislation, the Framework Methodology, this methodology, and the University Charter.
(6) Individuals who have a final conviction for an offense and have not been rehabilitated are not eligible to occupy a teaching position in higher education.
(7) Teaching staff in higher education are required to complete a university-level psycho-pedagogical training program specific to higher education, consisting of 30 ECTS/SECT transferable study credits, either before starting their position or within two years of commencement.
(8) As an exception to paragraph (7), graduates of a psycho-pedagogical training program equivalent to 60 ECTS/SECT transferable study credits are eligible to apply for a teaching position at the UO.
(9) In order to apply for a teaching position, only candidates who are eligible to hold the position on a permanent basis may enter the competition.

**Art. 4. -** (1) The minimum requirements and standards for the teaching position of **university assistant** are as follows:

a) the candidate should hold a doctoral degree/diploma or be actively enrolled in a doctoral programme, ensuring that the total duration of study, including any legally allowed extensions, is not surpassed;
b) the publication of at least 1 paper (article, study), *in extenso* in specialized journals or in volumes, *i.e.* proceedings of national or international scientific events, conferences;
    - For the fields of Visual Arts and Architecture and Urbanism (with the exception of The History and Theory of Art), a minimum of one achievement (in terms of scientific

research) or participation is required in the following categories of events: personal exhibitions, group exhibitions, fashion runway shows, design projects, architecture projects, presented in a relevant context for the field at a national or international level.

- For the field of Music (for vocal artists only), a minimum of one achievement pertaining to the following categories: recitals or concerts as a solo artist/lead singer, participation as a member of a chamber music band with up to ten musicians, conductor, or solo artist with an orchestra abroad or nationally.

c) Meeting the minimum standard for professional competencies:

| The candidate's circumstances | Score awarded |
|---|---|
| The candidate holds a doctoral degree in the field related to the position | 60 points |
| The candidate holds a doctoral degree in the core field of the position's discipline | 50 points |
| The candidate is a doctoral student in the field related to the position and has not previously held a full-time, fixed-term teaching assistant position at UO (8 hours/day, 40 hours/week) | 40 points |
| The candidate is a doctoral student in the core field of the position and has not previously held a full-time, fixed-term teaching assistant position at UO (8 hours/day, 40 hours/week) | 30 points |
| The candidate is a doctoral student in the field related to the position and has held a full-time, fixed-term position as a teaching assistant at UO (8 hours/day, 40 hours/week) | 20 points |
| The candidate is a doctoral student in the core field of the position and has held a full-time, fixed-term position as a teaching assistant at UO (8 hours/day, 40 hours/week) | 10 points |
| The candidate holds a Ph.D. or is a Ph.D. candidate in a field other than the disciplines relevant to the position | 0 points |

A candidate meets the minimum standard for professional competencies if he or she earns at least 30 points..

d). other additional standards, specific to each faculty/department/center, as set forth in the faculty's own procedures and approved by the University of Oradea's Senate, without imposing any seniority requirements, in accordance with the law.

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

a) holding a doctoral degree,

b) the publication of at least 5 full-length works (articles, studies) in specialized journals or in proceedings of national or international scientific conferences

or:

- for the fields of Visual Arts and Architecture and Urban Planning (excluding Art History and Theory): a minimum of 5 achievements and/or participations, as artistic research activities, in the following categories: solo exhibitions, group exhibitions, fashion shows, design or architecture projects presented in a professional setting relevant to the field of activity, at the national or international level.
- for the field of Music (for performers only): a minimum of 5 achievements in the following categories: recitals or concerts as a soloist, member of a chamber ensemble with up to 10 performers, conductor, or soloist with an orchestra in Romania or abroad.

c) the preparation, at least in electronic format, of a specialized teaching material, uploaded to the University of Oradea's e-learning platform (e.uoradea.ro), in the field of the courses associated with the position, or of a specialized book in the field of the position;
d) other additional standards, specific to each faculty/department/center, provided for in the faculty's own procedure and approved by the University of Oradea Senate, without imposing any seniority requirements, in accordance with the law.

(3) The requirements and standards for the position of **associate professor** are as follows:
a) holding a doctoral degree;
b) meeting the minimum national standards for the position of associate professor, as approved pursuant to Article 156 of the Higher Education Law No. 199/2023, as subsequently amended and supplemented;
c) other additional standards specific to each faculty/department/center, as set forth in the faculty's own procedures and approved by the University Senate of UO, without imposing any seniority requirements, in accordance with the law.
(4) The requirements and standards for the academic position of university professor are as follows:
a) holding a doctoral degree;
b) holding a certificate of habilitation;
c) meeting the minimum standards for the position of university professor, as approved pursuant to Article 156 of the Higher Education Law No. 199/2023, as subsequently amended and supplemented;
d) other additional standards, specific to each faculty/department/center, as set forth in the faculty's own procedures and approved by the University of Oradea's Senate, without imposing any seniority requirements, in accordance with the law.
(5) In medical higher education, candidates applying for the position of university assistant must hold at least the title of resident physician/resident dentist/resident pharmacist in the specialty corresponding to the position for which they are applying. Exceptions are made for positions in disciplines that have no equivalent within the Ministry of Health's network and for positions in preclinical disciplines.
(6) In medical higher education, candidates for the competitive selection process for the position of assistant professor must also hold the title of specialist physician/specialist dentist/specialist pharmacist, and candidates for the competitive selection process for associate professor or full professor positions must also hold the title of senior physician/senior dentist/senior pharmacist in the specialty corresponding to the position for which they are applying. Exceptions are made for positions in disciplines that have no equivalent within the Ministry of Health's network and for positions in preclinical disciplines.
(7) In state-run and private religious higher education institutions, candidates must obtain approval from the religious denomination in order to register for the competitive entrance exam.

**Art. 5. -** (1) At the UO, the research positions are:
a) research assistant;
b) research scientist;
c) research scientist, Grade III;
d) research scientist, Grade II;
e) research scientist, Grade I.
(2) The equivalence between research and teaching positions applies in both directions, subject to the approval of the university senate, and is as follows:
a) a scientific researcher is equivalent to a university assistant for individuals holding a doctoral degree;
b) a scientific researcher, Grade III, is equivalent to a university lecturer/senior lecturer;
c) a Grade II scientific researcher is equivalent to an associate professor;
d) a Grade I scientific researcher is equivalent to a full professor.
(3) Within the UO, in addition to other conditions established by law, the position of research assistant may be filled only by individuals who are doctoral students or who hold a doctoral degree.

(4) Within the UO, in addition to other conditions established by law, the positions of scientific researcher, Grade III scientific researcher, Grade II scientific researcher, and Grade I scientific researcher may be filled only by individuals who hold a doctoral degree.
(5) The minimum requirements for applying to a competition to fill a vacant research position are established by the academic unit, based on the specific nature of the position and in accordance with the national minimum standards approved pursuant to Article 156, paragraph (2) of the Higher Education Law No. 199/2023, as subsequently amended and supplemented, and in accordance with the provisions of Law No. 319/2003 on the Status of Research and Development Personnel, as subsequently supplemented, as applicable.

## 4.3. Organization and Conduct of the Competition to Fill Vacant Teaching and Research Positions at Institutions of Higher Education

### 4.3.1. General Framework

**Art. 6. -** (1) The UO may hold a competitive selection process to fill a teaching or research position only if that position has been declared vacant.
(2) A position is considered vacant if it is designated as such in the annual staffing plan or if it becomes vacant during the academic year.
(3) A position becomes vacant through one of the following means:
a) termination of the individual employment contract, in accordance with the law;
b) the transfer of the person occupying the position to another position within the same institution of higher education, as a result of winning a competitive selection process or following promotion in the teaching career, in accordance with the law.
(4) Teaching and research positions may not be opened for competitive selection by converting an occupied position into a higher-ranking position.

**Art. 7. -** (1) The UO may organize a competitive selection process to fill a teaching or research position for an indefinite term only after the Ministry of Education and Research has published the position in the Official Gazette of Romania, Part III.
(2) For the purpose of publication in the Official Gazette of Romania, Part III, the higher education institution shall submit the following documents to the Ministry of Education and Research:
a) the list of positions proposed for open competition and their structure, signed by the rector and stamped;
b) an extract from the staffing table containing the positions open for competition, signed by the rector, the dean, and the department chair or the director of the doctoral school;
c) in the case of teaching positions, a sworn statement by the rector certifying that all teaching positions proposed for the competitive selection process consist solely of courses from the curricula of legally established majors/study programs, including the mode of instruction and the location where they are taught;
d) the institution's own competitive selection methodology.
(3) The request to the Ministry of Education and Research for the publication in the Official Gazette of Romania, Part III, of the positions open for competition shall be submitted within 30 working days of the start of each semester of the academic year.
(4) The Ministry of Education and Research shall review the submitted documentation and the structure of the positions in light of the applicable legal provisions and shall forward it to the Official Gazette of Romania for the publication of the proposed positions.
(5) The competitive selection process may begin only after the positions to be filled have been published in the Official Gazette of Romania, Part III. The first exam must be scheduled at least two months after the announcement appears in the Official Gazette. The application period begins on the day the

announcement is published in the Official Gazette of Romania, Part III, and ends 15 business days before the first exam is held.
(6) The proposal to hold a competitive selection process for a vacant position is made by the department chair or the director of the doctoral school within 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 through a competitive selection process is reviewed by the faculty council, approved by the dean, and submitted to the University of Oradea's Board of Trustees for approval, in accordance with Article 139(d) of Higher Education Law No. 199/2023, as subsequently amended and supplemented.
(8) Announcements regarding the opening of competitive selection processes for vacant teaching and research positions will be made available as follows:
a) in a prominent location on the main page of the university's website;
b) on a specialized website administered by the Ministry of Education and Research, known as the website for the competition to fill vacant teaching and research positions in higher education.
(9) The following information will be published on the platform administered by the Ministry of Education and Research, which is dedicated to posting vacant teaching and research positions:
a) a brief description of the position being advertised;
b) the teaching load and the types of activities included therein, in the case of teaching positions, or the research load, in the case of research positions, as well as other duties specific to the position being advertised;
c) the minimum starting salary corresponding to the position being advertised;
d) the competition schedule;
e) the topics for the competitive exams, including lectures, courses, or similar activities, or the topics from which the selection committee may choose the actual exam topics;
f) a description of the selection procedure;
g) a complete list of the documents that candidates must include in their application package;
h) the address to which the application file must be sent.
(10) Job postings for associate professor, full professor, Level II research scientist, and Level I research scientist positions will also be published in English.

**Art. 8. -** (1) The information will be published on the UO's website within 5 business days after the end of the registration period, in compliance with personal data protection requirements under Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation), the following information for each candidate:
a) curriculum vitae;
b) a checklist verifying compliance with the minimum requirements and standards;
c) a complete list of publications.
(2) The same data shall also be uploaded by the implementing unit to the competition's website, administered by the Ministry of Education and Research.

**Art. 9. -** (1) Competitive selection processes are open to all.
(2) The competitive selection methodology may not contain discriminatory provisions regarding candidates based on gender, ethnic or social origin, citizenship, religion or belief, disability, political opinions, or social or economic status.
(3) The job description for the position being advertised shall be drafted in broad terms that correspond to the actual needs of the organizational unit, taking care not to artificially limit the number of potential candidates.

**Art. 10. -** (1) The following persons are considered to be involved in the competitive selection process:

a) those who participate in the decision-making process regarding the appointment of the selection committee;
b) members or alternate members of the selection committee;
c) those involved in professional or administrative evaluation decisions within the competitive selection process;
d) those involved in resolving appeals.
(2) Persons who are in any of the situations provided for in Article 201(4) of the Higher Education Law No. 199/2023, as subsequently amended and supplemented, may not participate in the competitive selection process.
(3) In the event that, following a candidate's success in a competitive selection process, one or more persons within the UO are found to be in a situation of incompatibility pursuant to the provisions of Article 3, paragraph (3) of this methodology, the appointment to the position and the conferral of the academic title by the university or the professional research-and-development rank may take place only after the incompatibility situation(s) has/have been resolved. The method used to resolve the incompatibility situation shall be communicated to the Ministry of Education and Research within two business days of its resolution.

**4.3.2. Registration for the contest**

**Art. 11. -** (1) To apply for a teaching and research position, the candidate must submit a printed application package containing the following documents (Annex 2):
a) the application for the competition, signed by the candidate, which includes a sworn statement regarding the accuracy of the information presented in the application package (Annex 1);
b) a proposal outlining the candidate's academic career development, both in terms of teaching—for teaching positions—and in terms of scientific research activities; the proposal is drafted by the candidate, consists of no more than 10 pages, and is one of the main criteria for evaluating candidates;
c) the candidate's curriculum vitae, signed by the candidate (Europass format);
d) a list of the candidate's publications, signed by the candidate;
e) the checklist for compliance with minimum requirements and standards (Annex 3), the standard format of which is specified by the faculty's own procedure. The standards imposed at the academic unit level may not deviate from the national minimum standards approved pursuant to Article 156(1)(a) and (2) of the Higher Education Law No. 199/2023, as subsequently amended and supplemented. The compliance checklist is completed and signed by the candidate;
f) documents regarding the possession of a doctoral degree: a certified copy of the doctoral degree and, if it was obtained abroad, a certified copy of the certificate of recognition or equivalence
g) for candidates for the position of university professor, a copy of the ministerial order certifying their qualification; and, if the qualification was obtained abroad, a certificate of recognition or equivalence issued by the Romanian government;
h) a summary, in Romanian and in a language of international circulation, of the doctoral dissertation and, where applicable, the habilitation thesis, limited to a maximum of one page per language;
i) a sworn statement by the candidate indicating any situations of incompatibility provided for by Higher Education Law No. 199/2023, as subsequently amended and supplemented, in which the candidate would find themselves if they were to win the competition, or the absence of such situations of incompatibility;
j) in the cases provided for in Article 4, paragraphs (5) and (6) of this methodology, certified copies attesting to the possession of the respective medical degrees;
k) copies of other diplomas attesting to the candidate's education (high school diploma, bachelor's degree, master's degree);
l) copies of diploma supplements, academic transcripts, or academic records issued for each completed level of study;

m) a copy of the diploma/certificate attesting to the completion and graduation of a university-level psychopedagogical training programme for higher education, comprising 30 transferable ECTS/SECT credits; if the candidate does not hold such a document (diploma/certificate), the application file shall include a written undertaking (Annex 8), signed by the candidate, whereby the candidate commits to submitting to the employer, within two years from the date of appointment to the position following the competition, proof of completion of a university-level psychopedagogical training programme for higher education comprising 30 transferable ECTS/SECT credits;
n) a copy of the candidate's identity card or, if the candidate does not have an identity card, a copy of the candidate's passport or another identity document issued for a purpose equivalent to that of an identity card or passport;
o) if the candidate has changed their name, copies of documents certifying the name change, such as a marriage certificate or proof of the name change;
p) a maximum of 10 of the candidate's publications, patents, or other works, in electronic format, selected by the candidate and considered to be the most relevant to their professional achievements;
q) for candidates for the position of associate professor/level II research scientist or full professor/level I research scientist: 3 letters of recommendation, in accordance with Article 13 of this methodology;
r) a criminal record certificate;
s) a certificate of good conduct;
t) a medical certificate issued by an occupational medicine specialist using the specific form adopted by Order No. 4060/1052/2024 of the Minister of Education and the Minister of Health, Annex 1;
u) the medical clearance for practising the teaching profession, issued by a specialist psychiatrist, in accordance with the provisions of Order No. 4060/1052/2024 of the Minister of Education and the Minister of Health, Annex 2;
v) consent to the processing of personal data by the University.
(2) The candidate's curriculum vitae must include:
a) information about the candidate's education and degrees earned;
b) information about the candidate's professional experience and relevant previous positions held;
c) information about research and development projects the candidate has led as project director and grants obtained, if such projects or grants exist, indicating for each the funding source, the amount of funding, and the main resulting publications or patents;
d) information regarding awards or other forms of recognition of the candidate's scientific contributions.
(3) UO faculties shall specify, as part of their own competitive selection procedures, the regulations that apply to a candidate's work that is not available in electronic format.
(4) The documents referred to in paragraph (1) shall be submitted both in hard copy and in electronic format, with their entire content scanned. The list of works, the curriculum vitae, and the verification form shall be scanned as separate files, with the total size not exceeding 10 MB. The scanned documents must not contain the candidate's personal data (photograph, personal identification number, home address, signature, etc.).
(5) The application package is prepared by the candidate and submitted to the address of the higher education institution specified on the competition's website, either in person or via a courier service that provides confirmation of receipt. The application package is forwarded to the members of the selection committee starting on the deadline for submission of application packages, but no later than 5 business days before the first exam of the competition takes place.
(6) The application file may not be supplemented after the end of the application period.

**Art. 12. -** The application file shall contain the candidate's works, articles/studies, and publications relevant to the disciplines of the position, and the list of these shall be structured as follows:
a) a list of up to 10 works that the candidate considers most relevant to the disciplines of the position for which they are applying;
b) doctoral dissertation(s);

c) patents and other industrial property rights;
d) books and book chapters;
e) full-text articles/studies published in journals within the mainstream international scientific community;
f) full-text publications appearing in the proceedings of major international conferences in the field;
g) other scientific works and contributions or, as applicable, works in the field of artistic creation.

**Art. 13. -** (1) Candidates for the positions of associate professor or Grade II research scientist must include in their application file at least three letters of recommendation, attesting to the candidate's professional qualities, from prominent figures in the relevant field, either from within the country (outside the university) or from abroad.
(2) Candidates for the positions of full professor or Grade I scientific researcher must include in their application portfolio at least three letters of recommendation, attesting to the candidate's professional qualities, from prominent figures in the relevant field from abroad.
(3) In the case of scientific fields specific to Romania, letters of recommendation for candidates for the positions of university professor or Grade I scientific researcher may also come from prominent figures in the respective field in Romania, from outside the University of Oradea.

**Art. 14. -** (1) A candidate's fulfillment of the legal requirements for participation in the competition is certified by the legal department of the UO.
(2) The legal opinion is issued by the relevant department following the resolution of the scientific committee regarding the verification of the information in the checklist for compliance with the minimum requirements and standards, as provided for in Article 11(1)(e) of this methodology. The scientific committee is appointed by decision of the rector, upon the proposal of the University's Board of Directors.
(3) The legal opinion and the resolution of the scientific committee are communicated to the candidate within a maximum of 48 hours of their issuance, but at least 5 business days before the first exam of the competition takes place.

### 4.3.3. Conduct of the contest

**Art. 15. -** (1) Competitions shall be held no later than 45 days after the end of the registration period.
(2) The competition consists of evaluating the scientific work and teaching skills of candidates for teaching positions and, respectively, evaluating the scientific work and research skills of candidates for research positions.

**Art. 16. -** (1) Candidates who meet the legal requirements for participation in the competition and have received a favorable legal opinion will be invited by the UO to take the competition exams. The date, time, and location of the competition exams are announced on the UO's website.
(2) The competition committee evaluates the candidate based on the following criteria:
a) the relevance and impact of the candidate's scientific results in relation to the academic disciplines of the position for which they are applying;
b) the candidate's ability to mentor students or young researchers;
c) the candidate's teaching skills, in the case of teaching positions;
d) the candidate's ability to transfer their knowledge and findings to the economic or social sphere or to disseminate their own scientific findings;
e) the candidate's ability to work in a team and the effectiveness of their scientific collaborations, depending on the specific field of the candidate;
f) the candidate's ability to lead research and development projects;

g) the candidate's professional experience at institutions other than the University of Oradea.
(3) If the position in question is that of assistant professor, associate professor, or lecturer, the selection committee is required to verify and confirm, from the perspective of pedagogical and scientific relevance, that the candidate meets the standards for teaching positions specific to that role, as approved by the university senate in accordance with the law.
(4) If the position in question is that of associate professor or full professor, the selection committee is required to verify and confirm, from the perspective of pedagogical and scientific relevance, that the candidate meets the minimum standards and additional requirements. The minimum standards and additional requirements may not deviate from the national minimum standards approved pursuant to Article 156(1)(a) of the Higher Education Law No. 199/2023, as subsequently amended and supplemented.
(5) If the position in question is a research position, the selection committee is required to verify and confirm that the candidate meets the national minimum standards for the conferral of professional research and development degrees approved pursuant to Article 156, paragraph (2) of the Higher Education Law No. 199/2023, as amended and supplemented.
(6) The criteria set forth in paragraph (2) are evaluated based on the application materials and, where appropriate, supplemented by one or more examination components, which may include, in accordance with the faculty's own procedures: lectures, teaching a course, a seminar, etc.
(7) For assistant professor positions, the competition shall include a written test and/or a practical test (seminar, laboratory, project, or other field-specific activities). The topic of the practical test is determined by the chair of the selection committee, in consultation with its members, and is announced at least 3 business days before the test takes place on the competition's website, along with the date, time, and location of the competition, thereby inviting all candidates to take the competition tests.
(8) For the positions of lecturer, associate professor, and full professor, at least one part of the competitive examination consists of a teaching demonstration. This part must include a question-and-answer session with the selection committee. The topic of the teaching lecture is determined by the chair of the selection committee, in consultation with its members, and is announced at least 3 business days before the test takes place on the competition's website, along with the date, time, and location of the competition, thereby inviting all candidates to take the competition tests.

### 4.3.4. Formation and Responsibilities of the Contest Committee

**Art. 17. -** (1) The composition of the contest committee for each position open for competition shall be determined following the publication in the Official Gazette of Romania, Part III, of the announcement regarding the opening of the position for competition.
(2) The contest committee consists of 5 members, including its chair, who are specialists in the field of the position being filled or in related fields.
(3) The contest committee shall also include at least 2 alternate members (one of whom must be from outside the academic unit, for positions of professor or associate professor). If a member is unable to participate in the committee's proceedings, that member is replaced by an alternate member, appointed according to the same procedure as the committee members.
(4) The council of the department or doctoral school within which the position is located makes proposals regarding the specific composition of the contest committee.
(5) Based on the proposal referred to in paragraph (4), the dean shall request the opinion of the faculty council regarding the specific composition of the contest committee.
(6) The specific composition of the contest committee, accompanied by the opinion of the faculty council, shall be submitted to the university senate for approval. Following approval by the university senate, the contest committee is appointed by decision of the rector.

(7) Within two business days of the rector's decision being issued, the decision is forwarded to the Ministry of Education and Research, and the list of members of the contest committee is published on the competition's website. For the positions of associate professor, full professor, second-degree scientific researcher, and first-degree scientific researcher, the university shall publish the composition of the contest committee in the Official Gazette of Romania, Part III.

**Art. 18. -** (1) The decisions of the contest committee are made by an open vote of its members. A decision of the committee is valid if it receives the votes of at least 3 committee members.
(2) The proceedings of the contest committee are presided over by the committee chair.
(3) Committee members may be from within or outside the university, from Romania or from abroad.
(4) To fill a position as associate professor, full professor, first-level research scientist, or second-level research scientist, at least three committee members must be from outside the university, from Romania or from abroad.
(5) Members of the contest committee must hold a teaching or research title that is higher than or at least equal to that of the teaching/research position for which the competition is held or, for members from abroad, must meet the minimum standards corresponding to the teaching/research position for which the competition is held.
(6) For the sole purpose of participation in the contest committee, the academic or research titles of members from abroad shall be equated with domestic academic or research titles; the University Senate shall approve the nominal composition of the contest committee based on this equivalence.
(7) The chair of the contest committee may be:
a) the department chair or the director of the doctoral school where the position is located;
b) the dean or associate dean of the college where the position is located;
c) a tenured faculty member at the university, who is a specialist in the disciplines relevant to the position or in a related field, delegated for this purpose by a vote of the department council or the faculty council organizing the competition.
(8) Upon the appointment of the chair of the contest committee, an alternate chair shall also be appointed (who may also serve as an alternate member of the contest committee).

### 4.3.5. Contest Results

**Art. 19. -** (1) Upon completion of the evaluation process, the contest committee shall rank the candidates for each position and nominate the candidate who achieved the best results.
(2) The chair of the contest committee shall prepare a report on the contest (Annex 5), based on the evaluation reports (Annex 4) drafted by each member of the contest committee and in accordance with the ranking of candidates determined by the committee.
(3) Each member of the contest committee shall sign the report on the competition to certify its accuracy.
(4) The results of the contest shall be published on the contest's website within 2 business days of the contest's conclusion.
(5) The contest files, including the contest report and the evaluation reports of the committee members, shall be submitted to the dean of the faculty, who shall arrange for them to be discussed by the faculty council. For the contest to be validated, the presence of at least two-thirds of the members of the faculty council is required.
(6) The faculty council reviews compliance with procedures and, based on this review, decides whether or not to approve the report on the contest. Any vote against or abstention must be justified, and the council has the right to veto the report if a violation of the applicable legal procedures is proven. The ranking of candidates established by the contest committee may not be altered by the faculty council.

(7) Based on the faculty council's decision, an excerpt from the minutes of its meeting is prepared, to which a copy of the meeting notice (bearing the signatures of all those present) is attached. These documents are added to each candidate's file.
(8) The University Senate reviews compliance with the procedures established by the university's own methodology and by the faculties' own procedures and approves or rejects the report on the contest. The ranking of candidates established by the contest committee cannot be altered by the University Senate.

### 4.3.6. Appeals Committee: Composition and Responsibilities

**Art. 20. -** (1) If a candidate has evidence demonstrating a failure to comply with the evaluation procedure based on the criteria set forth in Article 16(2) of this methodology and/or a failure to comply with the procedures governing the organization and conduct of the competition, the candidate may file an appeal within 3 business days of being notified of the result.
(2) The appeal must be filed in writing, registered with the administrative unit's registry office, and forwarded to the appeals committee for resolution.
(3) The Appeals Committee reviews the issues raised by the candidate in the appeal, resolves them within a maximum of 2 business days from the date of registration, and includes its findings in the competition report (Annex 5). The decision is announced on the competition's website within a maximum of 2 business days from the submission of the appeal.
(4) The appeals committees are established at the same time and through the same procedure as that used to determine the composition of the contest committee.
(5) Members of the contest committee may not serve on the appeals committee.
(6) Following approval by the university senate, the appeals committee is appointed by decision of the rector.

### 4.3.7. Appointment to the Position

**Art. 21. -** (1) Following the University Senate's approval of the contest results, the rector issues a decision appointing the successful candidate to the position and conferring the corresponding academic title. The appointment takes effect beginning with the semester following the one in which the competition was held.
(2) Decisions appointing the successful candidates to the position and granting them the corresponding academic title, accompanied by a summary report on the organization and conduct of the competitions within the higher education institution, shall be submitted, within 5 days of issuance, in electronic format or on electronic media, with a cover letter addressed to the National Commission for the Accreditation of Academic Titles, Diplomas, and Certificates (CNATDCU), through the relevant department within the Ministry of Education and Research.

### 4.3.8. Organization and Conduct of Contests for Filling Vacant Research Positions at Institutions of Higher Education

**Art. 22. -** (1) Notwithstanding the provisions of Article 15(1) and Article 17(2) of this methodology, the provisions of Law No. 319/2003, as amended, shall apply to research positions.
(2) For the purpose of conducting contests for research positions within the UO, the duties provided for in Law No. 319/2003, as subsequently amended, shall be fulfilled as follows:
a) those provided for the institution's scientific council shall be fulfilled by the faculty council;
b) those provided for the institution's board of directors shall be carried out by the university senate;
c) those provided for the scientific secretary or scientific director of the unit shall be carried out by the department director, the head of the doctoral school, the dean, or the associate dean, in accordance with their own methodology.

## 4.4. Final and Transitional Provisions

**Art. 23. -** If the position advertised has not been filled, the recruitment process may be repeated, in full compliance with the recruitment procedure, during the following semester or academic year, as appropriate.

**Art. 24. -** (1) The results of the contest shall be published on the UO's website within two business days of the contest's conclusion. The results shall also be uploaded to the electronic platform managed by the Ministry of Education and Research.
(2) The UO shall prepare annually, no later than September 1, a summary report, in electronic format, regarding the organization, conduct, and completion of contests for teaching and research positions. The report shall be sent to the CNATDCU for information purposes through the relevant department of the Ministry of Education and Research.

**Art. 25. -** (1) Department heads, deans of faculties, and the rector are accountable to the university senate for the proper conduct of contest processes for teaching and research positions, in accordance with standards of quality, academic ethics and professional conduct, and applicable legislation.
(2) If irregularities are found, the University Senate may impose sanctions specified in its own regulations, which may include the dismissal of department heads and deans, upon a justified proposal by the Board of Trustees or the rector, or on its own initiative, with their approval.
(3) If noncompliance with legal provisions in the procedure for filling teaching and research positions is found, the Ministry of Education and Research may impose the sanctions provided by law, based on a report prepared by CNATDCU.
(4) If the courts find that the procedures for conducting the competition to fill teaching and research positions at the higher education institution have been violated, the competition shall be annulled and restarted.

**Art. 26. -** (1) Appointment to a teaching position is contingent upon the submission of a medical certificate issued on a specific form, adopted by joint order of the Minister of Education and the Minister of Health. The requirements for practicing the profession are established by a joint order of the Minister of Education and the Minister of Health, which is published in the Official Gazette of Romania, Part I.
(2) Continued employment in a teaching position is contingent upon periodic medical examinations. The frequency of these examinations and the issuance of certifications authorizing the practice of the profession are regulated by the order referred to in paragraph (1), and the funds necessary for these examinations are provided from the state budget.
(3) Teaching staff who consider themselves to have been treated unfairly may request an assessment of their ability to work in the field of education.
(4) In cases of professional unsuitability of a psycho-behavioral nature among employed staff, the educational institution may, upon notification by any party involved in the educational process, request a new comprehensive medical examination by resolution of the Board of Directors.
(5) Cases of professional unfitness of a psychobehavioral nature are reviewed and determined by a committee consisting of 3–5 members—specialist physicians—established at the university level pursuant to a protocol concluded between the Ministry of Education and Research and the Ministry of Health, which assesses work capacity in the field of education.
(6) A teaching staff member's refusal to undergo a medical examination constitutes a disciplinary offense and may result in the termination of the individual employment contract.

**Art. 27. -** 1) This methodology shall take effect as of the first semester of the 2026–2027 academic year.

(2) The faculties within the University of Oradea (UO) shall update their respective competition procedures for filling teaching and research positions and shall submit them for review by the Board of Directors and approval by the UO Senate no later than the meetings scheduled for September 2026.
(3) Each faculty's own competitive selection procedure for filling teaching and research positions must fully comply with the provisions of this methodology; the faculty's own procedure may not establish standards lower than those set forth in this methodology.

**Approved,**

***RECTOR,***

***Annex no. 1 to the Contest Methodology for Vacant Teaching and Research Positions at the University of Oradea***

***TO THE RECTOR***
***OF THE UNIVERSITY OF ORADEA,***

I, the undersigned..... born on (day, month, year) ..... in the city of....., domiciled in the city of....., street... ..... no. ..... block..... sc..... ap..... floor.....county..... telephone....., identity card series ..... no. ..... issued by ..... on ....., graduate of the Faculty .....,
study program ....., class ....., with the overall average ..... and average ..... / ..... in the bachelor's / master's final examination, employee of ..... in the position of ....., please approve my application for the contest for the position of ....., position ....., disciplines .....
.....
.....
at the Department..... Faculty.....

I mention that I hold a doctoral degree/diploma obtained on ..... (Order ME) in the field of .....

**Being aware of the provisions of Article 326 of the New Penal Code concerning false statements, I declare on my own responsibility that the information provided in the contest file is true and that the data provided correspond entirely to the truth.**

Date ……

Signature……

Note: Successful candidates will conclude a full-time employment contract with the University of Oradea for an indefinite period of time.

***To***
***The University of Oradea***

We certify the legality of the application for the contest
**LEGAL OFFICE**

**Date.....Signature.....**

**UNIVERSITY OF ORADEA**

***Annex no. 2 to the Contest Methodology for Vacant Teaching and Research Positions at the University of Oradea***

# OPIS

## CONTEST FILE
***for vacant teaching and research positions***

**CANDIDATE DATA**

SURNAME_____NAME_____PNC_____

Position to apply for_____Position_____

Disciplines_____

Department _____

Faculty _____

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

| ***No.*** | LIST OF DOCUMENTS | ***YES*** | ***NO*** |
|---|---|---|---|
| 1. | Application form for the contest entry, signed by the candidate, accompanied by a statement on his/her own responsibility for the veracity of the information provided in the file. (*Annex 1)* | | |
| 2. | A proposal for the development of the academic career of the candidate, both in terms of teaching and scientific research | | |
| 3. | Curriculum vitae according to the Contest Methodology, Art. 11, paragraph (1) and (2) | | |
| 4. | The list of published works of the candidate according to the Contest Methodology, Art.12 | | |
| 5. | Checklist for the verification of compliance with the minimum requirements and standards for occupying the position *(Annex 3)* | | |
| 6. | A copy of the PhD Diploma and, if the PhD Diploma was obtained abroad, the attestation of equivalence or recognition by the Romanian State – the original document will be presented for conformity.<br>For candidates applying for the position of Assistant Professor who do not hold a doctoral degree, a certificate attesting that they are enrolled in a doctoral study programme and have not exceeded the maximum duration of doctoral studies, including any extensions permitted by law. | | |
| 7 | For the position of University Professor, a copy of the ministerial decree to attest the habilitation title and, in the case of such a title obtained abroad, a copy of its attestation of equivalence or | | |

| | | | |
|---|---|---|---|
| | recognition by the Romanian State - the original document will be presented for conformity | | |
| 8. | Summary of PhD thesis or, where appropriate, of the habilitation thesis, in Romanian and in a language of international circulation, in maximum one page for each language | | |
| 9. | Declaration on the applicant's responsibility indicating the incompatibility situations provided by Higher Education Law Nr. 199/2023 in which he/she might find himself/herself in the case of winning the contest or the absence of such incompatibility situations (*Annex 6*) | | |
| 10. | For candidates applying for a post in higher medical education, a copy of the certificate (original documents must be presented for conformity) attesting to the possession of at least the title of:<br>- resident doctor - for the position of assistant lecturer;<br>- specialist doctor - for the position of senior lecturer;<br>- primary physician - for the post of associate professor or university professor<br>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 of recognition attesting to the candidate's studies: baccalaureate diploma, bachelor's degree, master's degree - original documents must be submitted for conformity | | |
| 12. | Copies of diploma supplements, transcripts or transcripts issued for each course of study - original documents must be submitted for conformity | | |
| 13. | A copy of the diploma/certificate attesting to the completion and graduation of a university-level psycho-pedagogical training programme for higher education, comprising 30 transferable ECTS credits.<br>If the candidate does not hold such a document (diploma/certificate), the application file shall include a signed undertaking (Annex 8), whereby the candidate commits to submitting to the employer, within two years from the date of appointment to the position following the competition, proof of completion of a university-level psycho-pedagogical training programme for higher education comprising 30 transferable ECTS credits. | | |
| 14. | A copy of the identity card or passport or other identity document issued for a purpose equivalent to the identity card or passport - original documents must be submitted for conformity | | |
| 15. | Copies of documents certifying the change of name if the candidate has changed his/her name: marriage certificate or proof of change of name - original documents must be submitted for conformity | | |
| 16. | A maximum of 10 publications, patents or other works of the candidate, selected by him/her and considered to be the most relevant for his/her professional achievements - in electronic format only | | |
| 17. | At least three letters of recommendation (according to the Framework Methodology, Art. 13) from personalities in the field of the post: | | |

| | | | |
|---|---|---|---|
| | - from abroad - for candidates for the position of university professor;<br>- from the country (outside the UO) or from abroad - for candidates for the position of associate professor | | |
| 18. | Criminal record certificate | | |
| 19. | Certificate of behavioral integrity | | |
| 20. | Medical certificate issued by an occupational medicine specialist using the specific form adopted by Order No. 4060/1052/2024 of the Minister of Education and the Minister of Health, Annex 1 | | |
| 21. | Medical clearance for practising the teaching profession, issued by a specialist psychiatrist, in accordance with the provisions of Order No. 4060/1052/2024 of the Minister of Education and the Minister of Health, Annex 2 | | |
| 22. | Acceptance of processing of personal data by the UO (*Annex 7*) | | |

**2.** If there are papers not available electronically or that cannot be scanned (theatrical or musical performances, paintings etc.) recordings or photos will be submitted.

**3.** A CD /DVD/memory stick or other electronic media will be attached to the contest file with all its contents scanned for its sending to the contest committee and for uploading the file on the website of the contest. The List of publications, the CV and the Checklist (*Annex 3*) will be scanned as separate files, not larger than 10 MB. On the scanned documents no personal data of the candidate (photo, PNC, address, signature etc.) will be visible.

Verified when submitting the file

H.R.S.

_____

Candidate

_____

**UNIVERSITY OF ORADEA**

***Annex no. 3 to the Contest Methodology for Vacant Teaching and Research Positions at the University of Oradea***

**CHECKLIST - VERIFICATION OF COMPLIANCE**

**with the minimal standards**

**for the filling of teaching and research positions**

***MODEL***
***will be adapted to the specific requirements and standards of each scientific field managed by the faculty, for each teaching position***
***(according to Ministerial Order nr. 3019/2025)***

## I. CANDIDATE DATA

SURNAME_____NAME_____PNC_____

Position_____Disciplines_____

_____

Position in the staffing plan _____ Department_____

Faculty_____

Present teaching position_____ Position in the staffing plan _____

Disciplines_____

Department_____Faculty_____

University_____

## II. DATA RELATED TO THE COMPLIANCE WITH THE CONTEST CONDITIONS

### 1. *Bachelor's Degree and Master's Degree*

| No. | Higher Education Institution | Field | Period | Title |
|---|---|---|---|---|
| | | | | |

**2. *PhD Studies***

| No. | PhD Organizing Institution | Field | Period | Scientific title |
|---|---|---|---|---|
| | | | | |

**3. *Studies and post-doctoral scholarships***

| No. | Organizing Institution | Field | Period | Obs. |
|---|---|---|---|---|
| | | | | |

**4. *Teaching/professional degrees***

| No. | Institution | Field | Period | Title/teaching function/ professional degree |
|---|---|---|---|---|
| | | | | |

## III. SPECIFIC DATA REGARDING THE COMPLIANCE WITH REQUIREMENTS AND STANDARDS

1. ***Assistant Lecturer***

a) the candidate must hold a doctoral degree/diploma or be enrolled in a doctoral programme, without exceeding the maximum period of study, which includes extensions permitted by law;

b) publication of at least 1 work (article, study), in extenso, in specialized journals or in volumes of national or international scientific events, or

- for the fields of *Visual Arts and Architecture and Urbanism* (excluding History and Theory of Art): at least 1 artistic research activity and/or participation in the following categories: solo exhibitions, group exhibitions, fashion shows, design or architecture projects presented in a professional setting relevant to the field, at national or international level
- for *Music* (only for performers): at least 1 achievement in the categories: recitals or concerts as a soloist, member of a chamber ensemble with up to 10 performers, conductor, soloist with orchestra at home or abroad.

c) fulfilment of the minimum standard concerning professional competence:

| Candidate's status | Points awarded |
|---|---|
| The candidate holds a PhD degree in the field of the disciplines covered by the position. | 60 points |
| The candidate holds a PhD degree in the fundamental field of the disciplines covered by the position. | 50 points |
| The candidate is a PhD student in the field relevant to the advertised position and has not previously held a full-time fixed-term Teaching Assistant position at the University of Oradea (8 hours/day, 40 hours/week) | 40 points |
| The candidate is enrolled in a doctoral programme in the fundamental field of the disciplines associated with the advertised position and has not previously been employed as a full-time, fixed-term Teaching Assistant at the University of Oradea (8 hours per day, 40 hours per week). | 30 points |
| The candidate is enrolled in a doctoral programme in the field of the disciplines associated with the advertised position and has previously held a full-time, fixed-term Teaching Assistant position at the University of Oradea (8 hours per day, 40 hours per week). | 20 points |
| The candidate is enrolled in a doctoral programme in the fundamental field corresponding to the disciplines of the advertised position and has previously held a full-time, fixed-term Teaching Assistant position at the University of Oradea (8 hours per day, 40 hours per week). | 10 points |
| The candidate holds a PhD degree or is enrolled in a doctoral programme in a fundamental field other than that corresponding to the disciplines of the advertised position. | 0 points |

The minimum standard of professional competence is considered to be met if the candidate obtains at least 30 points.

d) Other additional standards specific to each faculty/department/centre, provided in the faculty's own procedure and approved by the University Senate of the University of Oradea (UO), without imposing seniority requirements, in accordance with the law:
- ..... (*The additional standards will be specified.*)
- .....

***NOTE:***
***Details of the scientific works/achievements certifying the compliance with the standards will be mentioned (including the scores obtained)***

***ACCOMPLISHED/NOT ACCOMPLISHED***

***2. Senior Lecturer***

a) the candidate must hold a doctoral degree/diploma

b) publication of at least 5 papers (articles, studies), in extenso, in specialist journals or in volumes of national or international scientific events, or:

- for the fields of *Visual Arts and Architecture and Urbanism* (excluding History and Theory of Art): at least 5 achievements and/or participations, as an artistic research activity, in the categories: solo exhibitions, group exhibitions, fashion shows, design or architecture projects presented in a professional setting relevant to the field of activity, at national or international level.
- for *Music* (only for performers): at least 5 achievements in the categories: recitals or concerts as a soloist, member of a chamber orchestra with up to 10 performers, conductor, soloist with orchestra at home or abroad.

c) the production, at least in electronic format, of specialist teaching material, posted on the UO's e-learning platform (e.uoradea.ro), in the field of the disciplines included in the position, or a specialist book, in the field of the job;

d) other additional standards, specific to each faculty/department/centre, mentioned in the faculty's own procedure, approved by the UO University Senate, without the imposition of seniority requirements, as required by law:

- ..... (additional standards will be mentioned)

-……..

***NOTE:***
***Details of the scientific works/achievements certifying the compliance with the standards will be mentioned (including the scores obtained)***

***ACCOMPLISHED/NOT ACCOMPLISHED***

***3. Associate Professor***

a) the candidate must hold a doctoral degree/diploma

b) fulfilment of the minimum national standards required and mandatory for the awarding of the academic title of Associate Professor, standards approved by Ministerial Order

No. 3019/2025, pursuant to Article 156 of the Higher Education Law No. 199/2023, as subsequently amended and supplemented.

***NOTE:***
***The minimum national standards required and mandatory for the awarding of the academic title of Associate Professor, specific to each scientific field managed by the faculty and established by Ministerial Order No. 3019/2025, shall be used (including the points obtained)***

c) other additional standards, specific to each faculty/department/centre, mentioned in the faculty's own procedure, approved by the UO University Senate, without the imposition of seniority requirements, as required by law:
- ..... (additional standards will be mentioned)
-……..

***ACCOMPLISHED/NOT ACCOMPLISHED***

***4. Professor***

a) the candidate must hold a doctoral degree/diploma
b) the candidate must hold a habilitation certificate
c) Fulfilment of the minimum national standards required and mandatory for the awarding of the academic title of University Professor, standards approved by Ministerial Order No. 3019/2025, in accordance with Article 156 of the Higher Education Law No. 199/2023, as subsequently amended and supplemented.

***NOTE:***
***The minimum national standards required and mandatory for the awarding of the academic title of University Professor, specific to each scientific field managed by the faculty and established by Ministerial Order No. 3019/2025, shall be used (including the points obtained).***

d) other additional standards, specific to each faculty/department/centre, mentioned in the faculty's own procedure, approved by the UO University Senate, without the imposition of seniority requirements, as required by law:
- ..... (additional standards will be mentioned)
-……..

***ACCOMPLISHED/NOT ACCOMPLISHED***

***I hereby confirm that the above-mentioned data are true and refer to my own professional and scientific work.***

Date _____ Candidate_____

**UNIVERSITY OF ORADEA**

***Annex no. 4 to the Contest Methodology for Vacant Teaching and Research Positions at the University of Oradea***

**APPRAISAL REPORT**

**of the candidate for the position**

***MODEL***
***will be adapted to the specific requirements and standards of each scientific field managed by the faculty, for each teaching position***

**CANDIDATE DATA**

SURNAME_____NAME_____PNC_____

Position to apply for _____Disciplines_____

_____

Position in the staffing plan _____Department_____

Faculty_____

**I. EVALUATION OF TEACHING AND SCIENTIFIC ACTIVITY**

***NOTE:***
***It shall be adapted to the requirements and standards specific to each teaching position and each scientific field managed by the faculty, indicating the minimum score from the standard for each field and teaching position.***

**Score of test 1**_____

**The score for Test I shall be 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 I score = 5
- for values between 1.2 and 1.399: Test I score = 5.5
- for values between 1.4 and 1.599: Test I score = 6
- for values between 1.6 and 1.799: Test I score = 6.5
- for values between 1.8 and 1.999: Test I score = 7
- for values between 2 and 2.499: Test I score = 7.5
- for values between 2.5 and 2.999: Test I score = 8
- for values between 3 and 3.499: Test I score = 8.5
- for values between 3.5 and 3.999: Test I score = 9

• for values between 4 and 4.499: Test I score = 9.5
• for values above 4.5: Test I score = 10

**Grade of test I**_____

**REQUIREMENTS AND STANDARDS ACCOMPLISHED / NOT ACCOMPLISHED**

**II. WRITTEN - PRACTICAL TEST, etc.** (for assistant lecturer positions)

**TEACHING LECTURE** (for university professor, associate professor, senior lecturer positions)

The candidate **has/does not have** the knowledge and skills required for the position. The grade awarded also takes into account the candidate's proposed academic career development.

*Points awarded: minimum (compulsory) - 8 points, maximum - 10 points*
*If the candidate does not obtain a score of 8, they shall not pass Test II and, consequently, cannot be appointed to the position for which they are applying.*

**Grade of test II** _____

**FINAL SCORE** _____ **(obtained in tests I and II)**

Following the evaluation of the candidate _____, registered in the contest for the position of _____, position nr. ____, Department _____, Faculty _____, by ranking the results of the candidates (if applicable), he/she occupies the position _____ and I propose that he/she should **fill / not fill** the position for which he/she applied.

Date _____ **Committee member**_____

**UNIVERSITY OF ORADEA**

***Annex no. 5 to the Contest Methodology for Vacant Teaching and Research Positions at the University of Oradea***

**REPORT**
**on the contest for filling teaching and research positions**
**Session _____**

Members of the contest committee (surname, name, teaching title, institutional affiliation):

President: _____

Member: _____

Member: _____

Member: _____

Member: _____

appointed by the decision of the Rector of the University of Oradea no. _____ on the _____, for the evaluation of the candidates applying for the contest for filling the vacancy of _____, position_____,

Disciplines _____

_____,

Department _____, Faculty _____,

following the running of the contest in accordance with the Faculty's own procedure, draw up the following report:

## I. DATA OF THE APPLYING CANDIDATES

1. Applying candidates:

_____

_____

2. Candidates present in the contest: at the written – practical test/teaching lecture

_____

_____

_____

## II. OBTAINED RESULTS

(candidates will be listed in descending order of final score)

| No. | Applying candidates | Accomplishment of requirements and standards | | Score given by the president and the members of the committee | | | | | Final score |
|---|---|---|---|---|---|---|---|---|---|
| | | YES | NO | P | 1 | 2 | 3 | 4 | |
| 1 | | | | | | | | | |
| 2 | | | | | | | | | |
| 3 | | | | | | | | | |
| .... | ..... | | | | | | | | |

- The arithmetic mean (calculated to two decimal places) of the final scores awarded by the chair and the members of the committee.

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

_____.

## III. DECISION OF THE CONTEST COMMITTEE

Following the evaluation of the professional and scientific activity and of the competition tests held, the committee proposes, with _____ votes 'for', _____ votes 'against' and _____ votes 'abstentions', that Mrs/Mr _____ be appointed to the position for which the contest was held.

Date: _____

**Committee President** _____

**Committee Members** _____

_____

_____

_____

## IV. APPEALS

There were no appeals / The following appeal was registered (appeal register, motif) _____
_____
_____
_____.

## V. DECISION OF THE APPEAL COMMITTEE

Handling of the appeal_____
_____
_____
_____
_____

Date: _____.

**President of the appeal committee** _____

**Members of the appeal committee** _____

_____

_____

_____

**UNIVERSITY OF ORADEA**

***Annex no. 6 to the Contest Methodology for Vacant Teaching and Research Positions at the University of Oradea***

**STATEMENT**

I, ....., in the case of winning the contest for the teaching position of ....., declare on my own responsibility that:

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

Full name: _____

Date: _____

Signature:

**UNIVERSITY OF ORADEA**

***Annex no. 7 to the Contest Methodology for Vacant Teaching and Research Positions at the University of Oradea***

## Agreement and information on the processing of personal data

I, the undersigned, ……residing in (city) ....., county ....., street ....., no. ....., bl. ....., sc. ....., ap. ....., holder of the ID card series ....., number ....., issued by ....., on the date ....., PNC ....., participant in the contest organized by the University of Oradea, I hereby give my consent to the use and processing by the University of Oradea of my personal data contained in the documents submitted for the contest file.

**I agree** that my name and surname be used for the display of the lists of the results of the contest.

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

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

Date _____ Signature_____

**UNIVERSITY OF ORADEA**

***Annex no. 8 to the Contest Methodology for Vacant Teaching and Research Positions at the University of Oradea***

# UNDERTAKING

I, the undersigned, ....., residing in ....., County ....., Street ....., No. ....., Building ....., Entrance ....., Apartment ....., holder of Identity Card series ....., no. ....., issued by ....., on ....., Personal Numerical Code (CNP) ....., participant in the competition organized by the University of Oradea,

hereby undertake that, in accordance with **Article 201(8) of Law No. 199/2023**, within **two years from the date of appointment to the position following the competition**, I shall submit to the **Human Resources Department of the University of Oradea** proof of the completion and graduation of a **university-level psycho-pedagogical training programme for higher education comprising 30 transferable ECTS credits**.

This obligation shall be included in the **Employment Contract** or, as applicable, in an **Addendum to the Employment Contract**.

In the event of failure to comply with this obligation, the **Employment Contract shall terminate by operation of law**, in accordance with the applicable legal provisions.

Date _____ Signature_____