



COMPETITION PROCEDURE

A. The competition procedure

I. (1) The competition for the position of **university assistant professor** for an indefinite period consists of three parts: analysis of the application dossier, a written test, as well as a practical examination, specific to the position. The topic for the practical examination is established by the Committee and it is communicated to all candidates 48 hours before the competition.

(2) The results of the competition are assessed through grades from 1 to 10.

(3) Each member of the Committee, including the president, assess with whole grades and the examination assessment is obtained as the arithmetic average of the grades with two decimals without rounding the grade. Differences of more than 1 point between the individual grades of the committee members are not allowed for the same examination. In case such differences exist, the extremes will be eliminated, taking into account the grades which do not differ by more than 1 point.

(4) The practical examination consists in delivering a lecture, a practical session or a case study for students in the presence of the competition committee or in front of the competition committee alone if there is no teaching activity during the competition period. Only the candidate who obtained at least an average of 8.00 (eight) and no grade below 7.00 (seven) may be recommended.

(5) In case candidates obtain equal averages, the commission will differentiate between them on account of an analysis of the documents submitted by each candidate.

II. (1) The contest for the position of **university lecturer / senior assistant professor** consists of three parts: the analysis of the application dossier, a presentation of the most significant professional results and an academic career development plan, as well as a public lecture on the assigned topics delivered to students in the presence of the competition committee or before the competition committee alone if there is no teaching activity during the competition period.

(2) The topic of the presentation is established by the Committee, and it is communicated to all candidates 48 hours before the competition.

(3) The results of the competition are assessed through grades from 1 to 10.

(4) Each member of the Committee, including the president, assess with whole grades and the examination assessment is obtained as the arithmetic average of the grades with two decimals without rounding the grade. Differences of more than 1 point between the individual grades of the committee members are not allowed for the same examination. In case such differences exist, the extremes will be eliminated, taking into account the grades which do not differ by more than 1 point. Only the candidate who obtained at least an average of 8.00 (eight) and no grade below 7.00 (seven) may be recommended.

(5) In case the candidates obtain equal averages, the commission will differentiate between them on account of an analysis of the documents submitted by each candidate.

III. (1) The contest for the position of university associate professor and university professor consists of 3 parts: the analysis of the candidate's application dossier, a presentation of the most significant professional results and an academic career development plan, as well as a public lecture from the assigned topics delivered to the students in the presence of the competition committee or before the competition committee alone if there is no teaching activity during the competition period.

(2) The topic of the presentation is established by the Committee, and it is communicated to all candidates 48 hours before the competition.

(3) The results of the competition are assessed through grades from 1 to 10.

(4) Each member of the Committee, including the president, assess with whole grades and the examination assessment is obtained as the arithmetic average of the grades with two decimals without rounding the grade. Differences of more than 1 point between the individual grades of the committee members are not allowed for the same examination. In case such differences exist, the extremes will be eliminated, taking into account the grades which do not differ by more than 1 point. Only the candidate who obtained at least an average of 8.00 (eight) and no grade below 7.00 (seven) may be recommended.

(5) In case the candidates obtain equal averages, the commission will differentiate between them on account of an analysis of the documents submitted by each candidate.

IV. (1) The competition for the position of research assistant for an indefinite period / scientific researcher consists of two parts: the analysis of the candidate's application dossier and an examination of the candidate's theoretical and practical knowledge (written, oral, and practical) specific to the research disciplines and activities required by the position for which the candidates have applied.

(2) The result of the competition examinations is assessed by marks from 10 to 1.

(3) Each member of the commission, including the president, gives whole grades, and the evaluation is calculated as the arithmetic mean of the grades, with two decimals without rounding. Differences of more than 1 point are not allowed between the individual grades of the committee members, on the same test. If such differences occur, the extremes will be eliminated, taking into account the grades that do not differ by more than 1 point. Only the candidate who has obtained at least an average of 8.00 (eight) and no grade below 7.00 (seven) may be recommended.

(4). In case candidates obtain equal averages, the competition committee will make an eliminatory assessment based on the analysis of the documents submitted by the candidates.

(5) In the event that the candidates obtain equal averages, the commission will proceed to further selection based on the analysis of the documents submitted by the candidate.

V. (1) The competition for the position of **scientific researcher III** consists of two parts: the analysis of the application dossier and an oral or written examination on topics specific to the position.

(2) The result of the tests is evaluated by grades from 10 to 1.

(3) Each member of the commission, including the president, gives whole marks, and the final assessment is a result of the arithmetic mean of the marks, with two decimals without rounding. Differences of more than 1 point are not allowed between the individual grades of the committee members on the same examination. If these differences occur, the extremes will be eliminated, taking into account the marks that do not differ by more than 1 point. Only the candidate who obtained at least an average of 8.00 (eight) and no grade below 7.00 (seven) can be recommended.

(5) In the event that the candidates obtain equal averages, the commission will proceed to further selection based on the analysis of the documents submitted by the candidate.

VI. (1) The competition for the positions of **scientific researcher II and scientific researcher I** consists of three parts: the analysis of the application dossier for the competition, verification of compliance with the conditions provided by the law and the evaluation of the candidate's performance by scoring based on a grid.

(2) The result of the competition examinations is evaluated by grades from 10 to 1.

(3) Each member of the commission, including the president, gives whole marks, and the evaluation is calculated as a result of the arithmetic mean of the grades, with two decimals without rounding. Differences of more than 1 point are not allowed between the individual grades of the committee members on the same examination. If these differences occur, the extremes will be eliminated, taking into account the scores that do not differ by more than 1 point. Only the candidate who obtained at least an average of 8.00 (eight) and no grade below 7.00 (seven) may be recommended.

(5) In the event that the candidates obtain equal averages, the commission will proceed to further selection based on the analysis of the documents submitted by the candidate.

B. Completion of the competition

(1) The competition takes place in no more than 45 days after the end of the registration period.

(2) The competition consists of assessing the scientific activities and teaching skills of the candidates for teaching positions and, respectively, assessment of the scientific activity and research skills of the candidates for research positions.

(3) The President of the committee prepares a competition report based on the assessment presented by each member of the competition committee, respecting the candidate hierarchy as decided by the committee.

(4) The competition report is assumed by signature by each member of the competition committee. The President the competition committee transmits the report and related documents to the faculty dean.

(5) The report by the competition commission, after being approved by decision of the faculty council, is presented by the faculty dean for approval during the faculty Council meeting.



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(6) The faculty Council, with at least 2/3 of the total number of teaching staff members present, approves the result of the competition by an open nominal vote and simple majority. An abstract from the Council meeting minutes and the list of members present are attached to the application dossier.

(7) The candidate hierarchy established by the competition committee cannot be altered by the faculty council. The competition report contest, approved by the faculty council, will be presented to the dean in the Senate meeting.

(8) The university Senate examines whether the procedures have been observed as established by the methodology and whether it approves the competition report or does not approve it.

(9) The university Senate, with at least 2/3 of the total number of teaching staff members present, approves the result of the competition by an open nominal vote and simple majority. An abstract from the university Senate meeting minutes and the list of members present are attached to the application dossier.

(10) The candidate hierarchy established by the competition committee cannot be altered by the university Senate.

(11) The appointment on the position and the granting of the academic/professional degree (ACS, CS, CS III) by the university, following the approval of competition results by the university senate, is made by decision of the rector, starting with the semester following the competition.

(12) The appointment on the position and the granting of the professional degree by the university for the degree CS I and CS II, is done by decision of the rector, starting with the next semester of the validation of competition results by CNATDCU and confirmed by order of the competent Ministry.

(13) The appointment decisions and the granting of the respective academic titles to the winning candidates, accompanied by a synthetic report on the organization and development of the competition / competitions in the higher education institution, are to be sent, **within 5 days of issuance**, in electronic format / on electronic support, with an address for submission to the National Council for the Attestation of Academic Degrees, Diplomas and Certificates (CNATDCU), through the specialty department within the Ministry of Education.