Competition methodology for filling teaching and research positions at the "Carol Davila" University of Medicine and Pharmacy in Bucharest in the academic year 2025-2026

Chapter I. General provisions

The own competition methodology for filling teaching and research positions at the "Carol Davila" University of Medicine and Pharmacy of Bucharest, hereinafter referred to as UMFCD, is developed in accordance with the provisions of Law no. 199/2023, with subsequent amendments and completions, Government Decision no. 1339/2023 of December 29, 2023 on the approval of the Framework Competition Methodology for filling vacant teaching and research positions in higher education, published in the Official Gazette of Romania no. 3/03.01.2024, part I, hereinafter referred to as M-C, MENCS Order no. 6129/20.12.2016 on the approval of the minimum necessary and mandatory standards for the award of teaching titles in higher education, professional research-development degrees, the quality of doctoral supervisor and the habilitation certificate, published in the Official Gazette no. 123 bis of February 15, 2017, Law no. 183/2024 on the status of research, development and innovation personnel and the Charter of the "Carol Davila" University of Medicine and Pharmacy in Bucharest, 7th edition.

Art. 1 (1) The filling of a vacant teaching or research position in UMFCD is carried out through a public competition. Employment for an indefinite period, in any teaching or research position, is possible only for the candidate who obtained the highest score following the public competition organized by the higher education institution ***(art.1/par. 1 of M-C).***

(2) Romanian or foreign citizens may participate in the competition for a teaching or research position, without any discrimination, under the conditions of the law ***(art.1/par. 2 of M-C).***

Art. 2 (1) The own competition methodology provides minimum requirements for filling vacant teaching and research positions in UMFCD, in accordance with the national minimum standards approved according to the provisions of art. 156 para. (1) let. a) and para. (2) of the Higher Education Law no. 199/2023, with subsequent amendments and supplements ***(art.2/para. 1 of the M-C).***

(2) The own methodology cannot refer to seniority and cannot contain discriminatory provisions regarding persons from outside the institution or country compared to persons from within the institution or country ***(art. 2/par. 2 of the M-C).***

(3) The standards related to teaching and research positions provided for in art. 200 of the Law on Higher Education no. 199/2023, as subsequently amended and supplemented, are minimum and mandatory requirements for registration in the competition for the respective positions and are hereinafter referred to as the UMFCD standards ***(art. 1/para. 3 of the M-C).***

(4) UMFCD may establish additional minimum standards for presentation at the competition, in addition to the minimum standards established in accordance with the provisions of art. 156 para. (1) letter a) and para. (2) of the Higher Education Law no. 199/2023, with subsequent amendments and completions ***(art.2/para. 4 of the M-C).***

(5) UMFCD cannot establish through its own methodology or through other documents the equivalence of a candidate's fulfillment of the national minimum standards, for the positions of associate professor and university professor, through standards, criteria or indicators different from those provided for by the national minimum standards, approved by order of the Minister of Education, according to the provisions of art. 156 paragraph. (1) letter a) of the Law on Higher Education no. 199/2023, with subsequent amendments and completions ***(art.2/paragraph 5 of the M-C).***

(6) The own methodology contains provisions regarding the resolution of complaints within the UMFCD ***(art. 2/par. 6 of the M-C).***

CHAPTER II. Minimum conditions for occupying vacant teaching and research positions at UMFCD

Art. 3 (1) The own competition methodology for filling vacant positions in UMFCD provides minimum standards for the following teaching positions:

a) teaching assistant
b) lecturer
c) asociate pofessor
d) professor ***(art. 3/para. 1 of M-C)***.

(2) UMFCD publishes all positions put out to competition, accompanied by the syllabus for the competition, at least two months before the competition. The publication of positions put out to competition is done at least on its own website and on a specialized website, administered by the Ministry of Education ***(art. 3/para. 2 of the M-C)***, and research positions are also published on the Euraxess website.

(3) It is prohibited for spouses, in-laws and relatives up to the third degree, inclusive, to hold positions in which each person is in a direct position of management, control, authority or institutional evaluation, at any level, in the same higher education institution.
(art. 3/para. 3 of M-C).

(4) Violation of the provisions of paragraphs (2) and (3) leads to the invalidation of the competition and the sanctioning of those guilty based on the provisions of Government Decision no. 1339/2023
(art. 3/para. 4 of M-C).

(5) The filling of teaching positions, the evaluation, motivation, continuous training and dismissal of teaching and research staff are the competence of UMFCD, based on the legislation in force, GD no. 1339/2023 and the University Charter ***(art. 3/para. 5 of M-C)***.

(6) Persons definitively convicted of a criminal offense for which rehabilitation has not occurred cannot hold a teaching position in higher education ***(art. 3/para. 6 of M-C)***.

(7) In order to occupy a position or within 2 years of occupying it, in addition to the minimum requirements for the position, teaching staff in higher education complete a university program of psycho-pedagogical training for higher education, of 30 transferable ECTS/SECT study credits. ***(art. 3/para. 7 of M-C).***

(8) By way of exception to the provisions of paragraph (7), in order to occupy a teaching position in higher education institutions, graduates of a psycho-pedagogical training program corresponding to a number of 60 transferable ECTS/SECT study credits may also register for the competition. ***(art. 3/para. 8 of M-C)***.

Art. 4 The conditions for registering for the competition for vacant teaching positions are as follows:

(1) To occupy the teaching position of **teaching assistant**, the following are cumulatively required ***(art. 4/para. 1 of the M-C, art. 75/para. 6 of Law 199/2023, art. 206/para. 7 of Law 199/2023):***

a) holding a doctorate or being a doctoral student enrolled in a doctoral study program, without exceeding the maximum period of study, which includes extensions admissible according to the law;

b) meeting the standards for occupying teaching positions, specific to the teaching position of university assistant, without imposing seniority conditions, approved by the university senate, according to the law **(Annex I.A);**

c) holding the title of resident physician/resident dentist/resident pharmacist or a higher professional title in the specialty of the position for which they are applying. Exceptions are positions in disciplines that do not have a counterpart in the Ministry of Health network and those in preclinical disciplines.

(2) For the position of ***university lecturer***, the following are cumulatively required ***(art. 4/para. 2 of the M-C, art. 75/para. 6 of Law 199/2023, art. 206/para. 7 of Law 199/2023):***

a) holding a doctorate;

b) meeting the standards for occupying teaching positions, specific to the position of head of works, approved by the university senate, without imposing any seniority conditions, according to the law ***(Annex I.A***);

c) holding the title of specialist doctor/specialist dentist/specialist pharmacist in the specialty of the position for which they are applying. Exceptions are positions in disciplines that do not have a correspondent in the Ministry of Health network and those in preclinical disciplines.

(3) For the position of **associate professor**, the following are cumulatively ***required (art. 4/para. 3 of the M-C, art. 75/para. 6 of Law 199/2023, art. 206/para. 7 of Law 199/2023):***

a) holding a doctorate;

b) meeting the minimum national standards for occupying the position of associate professor, standards approved according to art. 156 paragraph (1) letter a) of the Law on Higher Education no. 199/2023, with subsequent amendments and completions;

c) meeting the standards for occupying teaching positions, specific to the position of associate professor, approved by the university senate, without imposing any seniority conditions, according to the law ***(Annex I.A);***

d) holding the title of care consultant/dentist/pharmacist in the specialty of the position for which they are applying. Exceptions are positions in disciplines that do not have a counterpart in the Ministry of Health network and those in preclinical disciplines.

(4) For the position of **university professor**, the following are cumulatively required ***(art. 4/par. 4 of the M-C, art. 75/par. 6 of Law 199/2023, art. 206/para. 7 of Law 199/2023):***

a) holding a doctoral degree;

b) holding a habilitation certificate;

c) meeting the 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 supplements;

d) meeting the standards for occupying teaching positions, specific to the position of university professor, approved by the university senate, without imposing seniority conditions, according to the law ***(Annex I.A);***

e) holding the title of primary care physician/primary dentist/primary pharmacist in the specialty of the position put up for competition. The exceptions are positions in disciplines that do not have a correspondent in the Ministry of Health network and those in preclinical disciplines.

Art. 5 (1) The own competition methodology for filling vacant positions in UMFCD provides minimum standards for the following research positions:

a) a)research assistant
b) scientific researcher
c) scientific researcher level III
d) scientific researcher level II
e) scientific researcher level I ***(art. 5/para. 1 of M-C)***.

(2) 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 a university assistant, for persons holding a doctoral degree;
b) scientific researcher level III is equivalent to a university lecturer/head of works;
c) scientific researcher level II is equivalent to a university associate professor;
d) scientific researcher level I is equivalent to a university professor ***(art. 5/para. 2 of the M-C).***

(3) In higher education institutions, in addition to other conditions established by law, the position of scientific research assistant may only be held by persons who are doctoral students or who hold a doctoral degree ***(art. 5/para. 3 of the M-C)***.

(4) In higher education institutions, in addition to other conditions established by law, the positions of scientific researcher, scientific researcher level III, scientific researcher level II and scientific researcher level I may only be held by persons holding a doctorate ***(art. 5/para. 4 of the M-C)***.

(5) The minimum conditions for registering for a vacant research position in UMFCD, established according to the specifics of the position and in relation to the minimum national standards, approved according to art. 156 paragraph (2) of the Higher Education Law no. 199/2023, with subsequent

amendments and completions, and according to the provisions of Law no. 183/2024 on the status of research, development and innovation personnel ***(art. 5/para. 5 of the M-C)***, are included in **Annex I.B.**

CHAPTER III. Organization and conduct of the competition for filling vacant teaching and research positions at UMFCD

SECTION 1. General framework

Art. 6 (1) UMFCD organizes a competition for the filling of a teaching or research position only if it is declared vacant.

(2) A position is considered vacant if it is so provided in the annual staff list, or if it is vacant during the academic year.

(3) The position is vacant in one of the following ways:

a) termination of the individual employment contract, according to the law;

b) 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 conditions of the law.

(4) Teaching and research positions cannot be put up for competition by transforming an occupied position into a higher-ranking position ***(art. 6 of the M-C).***

(5) Teaching and research positions cannot be put up for competition by transforming an occupied position into a higher-ranking position (art. 6 of the M-C).

Art. 7 The competition for the **permanent occupation** of a teaching or research position may be organized only after the Ministry of Education publishes the position put up for competition in the Official Gazette of Romania, Part III.

(2For publication in the Official Gazette of Romania, Part III, UMFCD will submit the following documents to the Ministry of Education:

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

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

c) in the case of teaching positions, the affidavit of the rector of the higher education institution attesting that all teaching positions proposed to be put up for competition have in their structure only disciplines from the curricula of the legally established specializations/study programs, including the form of education and the location of their development;

d) their own methodology.

(3) The request for the publication of the position advertised in the Official Gazette of Romania, Part III, shall be submitted to the Ministry of Education within 30 working days from the beginning of each semester of the academic year.

(4) The Ministry of Education shall verify the submitted documentation and the structure of the positions, in relation to the legal provisions in force, and shall forward it to the Official Gazette of Romania, in order to publish the positions proposed by the UMFCD.

(5) The launch of the competition procedures may only be initiated after the publication of the position advertised in the Official Gazette of Romania, Part III. 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 shall begin on the day of publication of the announcement in the Official Gazette of Romania, Part III, and shall end 15 working days before the first competition test.

(6) The proposal to organize a competition for a vacant position is made by the department director or the head of the doctoral school in whose structure the position is located, through a report approved by the department council or the doctoral school council and the faculty/CSUD council.

(7) The list of positions proposed for filling through competition is approved by the faculty/CSUD council, approved by the dean, respectively by the director of CSUD in the case of positions within the doctoral school, and submitted to the board of directors of the higher education institution for approval in accordance with art. 139 letter d) of the Higher Education Law no. 199/2023, with subsequent amendments and supplements. In special situations, related to the institutional strategy of the University and following a financial analysis, the Board of Directors may approve the opening of some positions to competition.

(8) Announcements regarding the competition for teaching and research vacancies in UMFCD shall be published, including:

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

b) on a specialized website, administered by the Ministry of Education, called the competition webpage for teaching and research vacancies in higher education, and research positions shall also be published on the Euraxess website. Announcements for fixed-term positions are an exception, which shall be published only under the conditions of letter a).

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

a) a brief description of the position put up for competition;

b) the teaching norm and the types of activities included therein, in the case of teaching positions, respectively the research norm, in the case of research positions, as well as other specific duties of the position put up for competition;

c) the minimum salary corresponding to the position put up for competition;

d) the competition calendar;

e) the subject matter of the competition tests, including lectures, courses or other similar subjects, or the subjects from which the competition committee may choose the subject matter of the tests actually taken;

f) the 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 associate professor, university professor, scientific researcher level II and scientific researcher level I will also be published in English ***(art. 7 of the M-C).***

Art. 8 (1) The following information will be published on the UMFCD website within 5 working days after the end of the registration period, in compliance with the protection of personal data in accordance with 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), for each candidate:

a) curriculum vitae;

b) standard compliance checklist **(Annex III.A).**

c) complete list of papers organized in accordance with Art. 12.

(2) The same data are uploaded by UMFCD on the competition website, administered by the Ministry of Education ***(art. 8 of M-C).***

Art. 9 (1) The competition for the teaching and research positions in UMFCD is open.

(2) The competition methodology may not 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 position put up for competition will be made in comprehensive terms, which correspond to the real needs of the institution, taking into account not to artificially limit the number of potential candidates ***(art. 9 of the M-C).***

Art. 10 (1) The persons who are considered to be involved in the competition procedure are those who:

a) participate in the decision-making process regarding the appointment of the competition committee;

b) are members or alternate members of the competition committee;

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

d) are involved in resolving complaints.

(2) Persons who are in one of the situations provided for in art. 201 paragraph (4) of the Law on Higher Education no. 199/2023, as subsequently amended and supplemented, may not be involved in the competition procedure.

(3) In the event that, following the winning of a competition by a candidate, one or more persons from the UMFCD are to be in a situation of incompatibility according to the provisions of art. 3 paragraph (3), the appointment to the position and the granting of the university title by UMFCD or the professional degree in research and development may take place only after the resolution of the incompatibility situation/situations. The method of resolving the incompatibility situation shall be communicated to the Ministry of Education, within two working days of the resolution ***(art. 10 of the M-C).***

SECȚIUNEA 2. Contest registration

Art. 11 (1) In order to register for the competition for a teaching and research position, the candidate shall prepare a file, in printed format, containing at least the following documents:

a) the application for registration for the competition, signed by the candidate, which includes a declaration on his/her own responsibility regarding the veracity of the information presented in the file;

b) a proposal for the development of the candidate's academic career both from a teaching point of view, in the case of teaching positions, and from a scientific research point of view; the proposal shall be written by the candidate, shall comprise a maximum of 10 pages and shall be one of the main criteria for the selection of candidates. For the positions of head of works/CSIII, associate professor/CSII and university professor/CSI, the proposal for the development of the teaching career shall be presented in the form of a public lecture.

c) the candidate's curriculum vitae in printed format and in electronic format (Europass model);

d) the candidate's list of works in printed and electronic format, specifying the DOI (Digital Object Identifier) or the link to the article;

e) the verification sheet of the fulfillment of the UMFCD standards, the standard format of which is provided by its own methodology **(Annex III.A)**. The UMFCD standards cannot derogate from the national minimum standards approved according to art. 156 para. (1) let. a) and para. (2) of the Law on Higher Education no. 199/2023, as subsequently amended and supplemented. The verification form is completed and signed by the candidate;

f) documents relating to the possession of the doctoral diploma: a true copy of the doctoral diploma and, if the original doctoral diploma is not recognized in Romania, a true copy of the doctoral diploma and a true copy of the certificate of its recognition or equivalence; in the case of candidates for the position of university assistant/research assistant who have the quality of doctoral student, a certificate stating the quality of doctoral student, the field of doctoral studies, the year of enrollment, the year of study (except for UMFCD doctoral students); for the position of professor, the document regarding the possession of the habilitation certificate will be submitted; g) the summary in Romanian and in an internationally spoken language of the doctoral thesis, on a maximum of one page for each language, except for candidates for the position of university assistant/research assistant who have the quality of doctoral student;

g) the summary in Romanian and in an internationally spoken language of the doctoral thesis, on a maximum of one page for each language, except for candidates for the position of university assistant/research assistant who have the quality of doctoral student;

h) affidavit of the candidate indicating the incompatibility situations provided for by the Higher Education Law no. 199/2023, with subsequent amendments and completions, in which he would be in the event of winning the competition or the absence of these incompatibility situations;

i) in the cases provided for in art. 4 para. (1, c), para. (2, c), para. (3, d), and para. (4, e), copies conforming to the original, which attest to the possession of the respective medical titles, respectively certificates attesting to the quality of resident physician/resident dentist/resident pharmacist;

j) copies of other diplomas attesting to the candidate's studies;

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

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

m) 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 professional achievements;

n) for candidates for the position of associate professor/scientific researcher level II, respectively university professor/scientific researcher level I: 3 letters of recommendation, according to art. 13;

o) criminal record certificate;

p) certificate of behavioral integrity;

q) medical certificate, issued on a specific form adopted by joint order of the Minister of Education and the Minister of Health;

r) medical opinion for the exercise of the teaching profession, issued according to the provisions of the joint order of the Minister of Education and the Minister of Health ***(art. 11/par. 1 of the M-C).***

s) the candidate's self-evaluation form and evaluation by the competition committees for the filling of teaching positions within the UMFCD, the standard format of which is provided for in this own Methodology **(Annex III.B)**, completed and signed by the candidate, including in electronic format (scanned in PDF format); the supporting documents that form the basis of the score in the self-evaluation form will be submitted exclusively in electronic format;

t) for candidates who are taking part in a competition for a teaching or research position at UMFCD for the first time, the language proficiency certificate valid within 2 years from the date of registration for the competition and issued by the Modern Languages Department of UMFCD or the TOEFL, JELTS, DALF Certificate valid on the date of registration.

u) proof of graduation from a university psycho-pedagogical training program for higher education, of 30 transferable ECTS/SECT study credits/proof of graduation from a psycho-pedagogical training program corresponding to 60 transferable ECTS/SECT study credits or a declaration on one's own responsibility regarding compliance with the obligation to complete a program of this type within 2 years of taking up the position. For graduates who have completed long or short-term university studies with a bachelor's/graduation diploma until 2005 in full-time education, respectively until 2006 in evening or part-time education, the condition of psycho-pedagogical training is considered fulfilled, if through the transcript they prove completion of the disciplines with the following names or with equivalent names: school psychology, pedagogy, teaching methodology of the specialty and pedagogical practice in the specialty listed on the bachelor's/graduation diploma. For graduates of bachelor's studies in the field of Educational Sciences, the condition of training through the psycho-pedagogical training program is considered fulfilled, as long as the disciplines of this program are included in their bachelor's program **(art. 106, Law 199/2023).**

The candidate's curriculum vitae must include:

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

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

c) information about the research and development projects he/she has led as a project director and the grants obtained, if there are such projects or grants, indicating for each funding source, the amount of funding and the main publications or patents obtained;

d) information about awards or other elements of recognition of the candidate's scientific contributions.

(3) The documents provided for in paragraph (1) shall be submitted both in paper and electronic format.

(4) The competition file is created by the candidate in a physical version and in an electronic version, with the page numbering by the candidate in the printed version, and is submitted to the secretariat of the UMFCD Rectorate (also specified on the competition web page), directly or through courier services that allow confirmation of receipt, or electronically, to the e-mail address specified on the

competition web page, with confirmation of receipt. The University may make available to candidates online facilities for registration.

(5) The works mentioned in the List of works shall be submitted in full only in electronic format.

(6) The competition file is sent to the members of the competition committee starting from the closing date of the submission of competition files, but no later than 5 working days before the first round of the competition (art. 11 of the M-C).

(7) The candidate undertakes by declaration on his own responsibility that the documents submitted both in paper and electronic format are identical.

(8) Applications that do not contain all the documents provided for in paragraph (1) will not be accepted upon registration.

(9) The application file submitted upon registration cannot be completed after submission. No other evidence of scientific and professional achievements appearing after the date of registration, regardless of the official date of the evidence, will be taken into account.

Art. 12 12 The competition file will contain the works, articles/studies, publications carried out by the candidate, relevant to the field of the position's disciplines (only in electronic format), and their list (in paper and electronic format) will be structured as follows ***(art. 12 of the M-C):***

a) a list of a maximum of 10 works considered by the candidate to be the most relevant to the field of the position's disciplines for which he/she is applying with an active link to the journal or repository in which the complete work appears;

b) the doctoral thesis or theses, except for candidates for the position of university assistant/research assistant who have the status of doctoral student;

c) patents and other industrial property titles;

d) books and chapters in books;

e) articles/studies in extenso, published in journals from the main international scientific flow (in ISI-listed journals, PubMed-indexed or in other BDIs);

f) publications in extenso, published in proceedings of the main international specialized conferences;

g) other scientific works and contributions or, as the case may be, in the field of artistic creation.

Art. 13 (1) Candidates for the positions of associate professor or scientific researcher level II must include in the application file at least three letters of recommendation from personalities in the respective field, from the country or abroad, external to the UMFCD whose position is put up for competition, who have agreed to draft letters of recommendation regarding the candidate's professional qualities.

(2) Candidates for the positions of professor or scientific researcher level I must include in the application file at least three letters of recommendation from personalities in the respective field from abroad, who have agreed to draft letters of recommendation regarding the candidate's professional qualities.

(3) In the case of scientific fields with Romanian specificity, letters of recommendation for candidates for the positions of professor or scientific researcher level I may also come from personalities in the respective field in Romania, external to the UMFCD. ***(art. 13 of the M-C).***

Art. 14 (1) The fulfillment by a candidate of the legal conditions for presenting to the competition is certified by the opinion of the legal department of the UMFCD.

(2) The legal opinion is issued by the specialized department, after the resolution of the scientific commission regarding the verification of the information in the verification sheet of the fulfillment of the standards of the higher education institution, provided for in art. 11 para. (1) letter e). The scientific commission is appointed by decision of the rector, upon the proposal of the board of directors of the UMFCD.

(3) The legal opinion and the resolution of the scientific commission are communicated to the candidate within a maximum of 48 hours from the issuance, but at least 5 working days before the first test of the competition ***(art. 14 of the M-C).***

(4) Certification of compliance with the legal conditions for presenting at the competition, including compliance with the minimum national criteria (analyzed by the scientific committee), entitles the candidate to participate in the competition tests, according to the schedule displayed on the noticeboard of the rectorate/dean's offices of the UMFCD faculties and on the UMFCD website.

SECTION 3: Contest running:

Art. 15 (1) The competitions shall be held no later than 45 days after the end of the registration period.

(2) The competition consists of the evaluation of the scientific activity and teaching skills of the candidates for teaching positions and, respectively, the evaluation of the scientific activity and research skills of the candidates for research positions ***(art. 15 of the M-C).***

Art. 16 (1) The candidates who meet the legal conditions for presenting themselves to the competition and have received a favorable legal opinion will be invited by the UMFCD to take the competition tests. The following are announced on the UMFCD website: the day, time and place of the competition tests.

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

a) the relevance and impact of the candidate's scientific results, in relation to the field of disciplines of the position for which he/she is applying;

b) the candidate's ability to supervise students or young researchers;

c) the candidate's teaching skills, in the case of teaching positions;

d) the candidate's ability to transfer his knowledge and results to the economic or social environment or to popularize his own scientific results;

e) the candidate's ability to work in a team and the efficiency of his scientific collaborations, depending on the specifics of the candidate's field;

f) the candidate's ability to lead research and development projects;

g) the candidate's professional experience in institutions other than the institution organizing the competition.

(3) In the event that the position in question is that of assistant/head of thesis/ lecturer, the competition committee is obliged to verify and ascertain, from the point of view of didactic and scientific

relevance, the fulfillment of the standards for occupying teaching positions, specific to the position, approved by the university senate, according to the law.

(4) In the event that the position in question is an associate professor/professor, the selection committee is required to verify and ascertain the candidate's compliance, from the point of view of didactic and scientific relevance, with the standards of the higher education institution. The standards of the higher education institution cannot derogate from the national minimum standards approved according to art. 156 paragraph (1) letter a) of the Higher Education Law no. 199/2023, as subsequently amended and supplemented.

(5) In the event that the position in question is a research position, the selection committee is required to verify and ascertain the candidate's compliance with the national minimum standards for the award of professional degrees in research and development approved according to art. 156 para. (2) of the Higher Education Law no. 199/2023, as subsequently amended and supplemented.

(6) The criteria set out in para. (2) are evaluated based on the competition file and, where appropriate, additionally through one or more competition tests, which may include, according to the provisions of their own methodology: lectures, attending a course, seminar, etc. (**art. 16 of the M-C).**

(7) The type and manner of conducting the tests for the competitions for the filling of vacant teaching and research positions in UMFCD are described in Annex II.A and II.B.

(8) The evaluation of the candidate's activity, presented during the public lecture, must also take into account a qualitative analysis regarding the value and impact for the targeted field of the works and results obtained by each candidate in the teaching, research and medical/pharmaceutical activity, this analysis being exclusively the responsibility of the competition committee.

SECTION 4. Competition committee: establishment, duties

Art. 17 (1) The composition of the competition committee, for each position put up for competition, is established after the publication in the Official Gazette of Romania, Part III, of the announcement of the position being put up for competition.

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

(3) The composition of the competition committee includes two alternate members. In the event of the unavailability of a member to participate in the work of the committee, the respective member is replaced by the alternate member, appointed according to the same procedure as the members of the committee.

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

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

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

(7) Within two working days from the issuance of the rector's decision, the decision is submitted to the Ministry of Education, and the nominal composition of the competition committee is published on the competition website. In the case of the positions of associate professor, university professor,

scientific researcher level II and scientific researcher level I, UMFCD will publish the composition of the competition committee in the Official Gazette of Romania, Part III. **(art. 17 of the M-C).**

Art. 18 (1) The decisions of the competition committee are taken by open vote of the members. A decision of the committee is valid if it has gathered the vote of at least 3 members of the committee.

(2) The work of the competition committee is led by the chairman of the committee.

(3) The members of the committee may be from within or outside UMFCD, from the country or from abroad.

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

(5) In the case of committees for the positions of associate professor/CSII, university professor/CSI, at least one alternate member must be from outside UMFCD.

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

(7) For the exclusive purpose of participating in the competition committee, the teaching or research titles of the members from abroad will be equated with the teaching or research titles from the country, an equivalence based on which the university senate approves the nominal composition of the competition committee.

(8) The president of the competition committee may be, according to the UMFCD's own methodology:

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

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

c) a tenured professor in the higher education institution, a specialist in the field of the position's disciplines or in a related field, delegated for this purpose by the vote of the department council, respectively the faculty council organizing the competition **(art. 18 of the M-C).**

(9) In exceptional situations in which the president of the competition committee cannot fulfill this duty, the dean or a vice-dean designated by the dean may take over the duties of the president.

SECTION 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 chairman of the competition committee draws up a report on the competition, based on the appraisal reports written 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 signature by each member of the competition committee. The chairman of the competition committee sends the report and the related documentation to the dean of the faculty. The documents related to the competition are submitted by the secretary of the competition committee to the dean's office of the faculty that organized the competition within a maximum of 3 days from the completion of the competition.

(4) The report of the competition committee, after its validation by the faculty council, is submitted by the dean of the faculty to the senate of the higher education institution, for approval.
(5) The university senate analyzes the compliance with the procedures established by the higher education institution's own methodology and approves or not the report on the competition. The hierarchy of candidates established by the competition committee cannot be modified by the university senate **(art. 19 of the M-C).**

SECTION 6. Appeals Commission: establishment, powers

Art. 20 In the event that a candidate has elements that may demonstrate non-compliance with the evaluation procedure based on the criteria provided for in art. 16 par. (2) and/or non-compliance with the procedures regarding the organization and conduct of the competition, the candidate may file an appeal within 3 working days of the communication of the result.
(2) The appeal shall be formulated in writing, registered at the registry of the higher education institution and submitted to the appeals committee for resolution.
(3) The appeals committee shall analyze the aspects notified by the candidate through the appeal, which it shall resolve within 48 hours at the latest from its registration and on which it shall draw up a report, before publishing the results of the competition.
(4) In order to establish the composition of the appeals settlement committees, the same procedure shall be followed as for establishing the composition of the competition committee.
(5) The members of the competition committee may not be part of the appeals settlement committee.
(6) Following approval by the university senate, the appeals resolution committee is appointed by decision of the rector, which is published in the Official Gazette of Romania, Part III, together with the publication of the rector's decision appointing the competition committee.
(7) The report of the appeals committee, after its approval in the faculty council, and the report of the competition committee are submitted by the dean of the faculty to the senate of the higher education institution, for approval **(art. 20 of the M-C).**
(8) The Appeals Committee shall examine the compliance by the Competition Committee with all the competition procedures provided for in this Methodology, based on the evidence submitted by the contesting candidate or candidates. The Appeals Committee shall not have the authority to re-evaluate the candidates' files or to resume the teaching test or the public lecture. Decision to accept or reject the contest is made by open vote of the members of the appeals committee. A decision of the appeals committee is valid if it has received the vote of at least 3 members of the committee. At the end of the analysis of the appeal/appeals, the chairman of the appeals committee will draw up a Report approved by decision, signed by all members of this committee. The result of the appeal or appeals is displayed at the headquarters of the competition discipline, and the related documents are submitted by the secretary of the appeals committee to the dean's office of the faculty that organized the competition.
(9) The appeals committee is obliged to motivate the result of the appeal within the Report, in the sense of detailing the reasons for accepting/rejecting the appeal by reporting on all the criticisms/arguments invoked by the appellant.

SECTION 7. Appointment to the post

Art. 21 (1) Following the approval of the competition result by the university senate, the rector of UMFCD issues a decision for the appointment to the position and the award of the corresponding university title for the winning candidate. The appointment to the position is made starting with the semester following the one in which the competition was held.

(2) The decisions for the appointment to the position and the award of the corresponding university title for the winning candidates, accompanied by a summary report on the organization and conduct of the competition/competitions in the higher education institution, are transmitted, within 5 days of issuance, in electronic format/on electronic support, with a forwarding address to the National Commission for the Attestation of University Titles, Diplomas and Certificates (CNATDCU), through the specialized department within the Ministry of Education.

(art. 21 din M-C).

SECTION 8 Specific aspects regarding the organization and conduct of competitions for filling vacant research positions

Art. 22 (1) By way of exception to the provisions of art. 15 paragraph (1) and art. 17 paragraph (2), the provisions of Law no. 183/2024 shall apply to research positions.

(2) In order to conduct competitions for research positions in higher education institutions, the duties provided for by Law no. 183/2024 shall be fulfilled as follows:

a) those provided for the scientific council of the institution, by the faculty council;

b) those provided for the administrative council of the institution, by the university senate;

c) those provided for the scientific secretary or scientific director of the unit, by the department director, head of the doctoral school, dean or vice-dean, according to their own methodology.

(art. 21 in the M-C).

(3) By way of exception to the provisions of art. 15 para. (1), registration for a vacant research position shall be made within 30 calendar days from the date of publication of the announcement. The duration and completion of the competition shall be 15 days from the date of closing of registration, at the level of the competition committee, and 45 days, at the level of the institution, from the submission of the report of the competition committee.

(4) By way of exception to the provisions of art. 17 paragraph (2), in the case of vacant research positions, the competition committees and appeal committees shall have the following structure:

a) For the positions of research assistant and scientific researcher, the Competition Committee shall be composed of a chairman and 2 members, specialists in the profile of the position, with a function and professional rank equal to or higher than that of the position put up for competition;

b) For the position of scientific researcher, grade III, the competition committee is composed of a chairman and 3 members, specialists in the profile of the position, with a function and professional grade equal to or higher than that of the position put up for competition.

c) For the position of scientific researcher, grade I and grade II, the competition committee is composed of a chairman and 4 members, university teaching staff or scientific researchers, of which at least 2 are from outside the institution. University professors and CS I are appointed to the committees for filling CS I positions, and university professors or university lecturers and CS I or CS II are appointed to fill CS II positions.

d) The committees have at least one alternate member in their structure who, in the case of CSI and CSII competitions, is from outside the UMFCD.

CHAPTER IV. Occupation of fixed-term teaching positions

Art. 23 (1) UMFCD may organize a competition for the filling of a teaching position of university assistant or research assistant for a fixed period, only if it is declared vacant.

(2) By way of exception to the provisions of labor legislation, the duration of a fixed period is a maximum of 4 years. Doctoral students may be employed for a fixed period of a maximum of 6 years.

(3) Teaching and research staff employed for a fixed period have the status of associate teaching and research staff.

(4) The fixed-term employment contract concluded between UMFCD and members of the teaching and research staff following a competition may be renewed, depending on personal professional results, evaluated on the basis of criteria adopted by the university senate, as well as depending on the employment needs and financial resources of the institution, within the approved budget and the teaching norms approved according to the law.

Art. 24 (1) Competitions for fixed-term teaching and research positions are held under the same conditions as those for an indefinite period, according to the provisions of this Methodology.

(2) If the person employed for a fixed-term period as a university assistant maintains his/her status as a doctoral student after the 4 years of fixed-term employment, his/her employment period may be extended annually by up to 12 months, the total duration of fixed-term employment being a maximum of 6 years, in accordance with art. 202 para. (3) and para. (4) of Law 199/2023, with subsequent additions and amendments, in conjunction with the provisions of art. 82, para. (4)-(5) of the republished and updated Labor Code;

(3) In order to prove the quality of a doctoral student, the doctoral student must annually provide proof of the status of a doctoral student, namely that he has the approval of the University Senate to extend the doctoral studies, as well as the period of extension of these studies, as the case may be.

Art. 25 (1) The procedure for putting out to competition a fixed-term teaching and research position involves the following:

(2) The proposal to organize a competition for a vacant position is made by the director 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/CSUD.

(3) The list of positions proposed for filling by competition is approved by the faculty council/CSUD, approved by the dean/director of CSUD and submitted to the board of directors of UMFCD for approval in accordance with art. 139 letter d) of the Law on Higher Education no. 199/2023, as subsequently amended and supplemented.

(4) The public announcement of fixed-term vacancies, put out to competition by UMFCD, is made by publishing on the UMFCD website and by posting at the UMFCD headquarters, at least 2 months before the first round of the competition. The organization of the competition for the fixed-term filling of a teaching or research position is made only after the publication of the position.

Art. 26 Employment for participation in research projects in the field of education and vocational training or in national/European/international projects can be done for a fixed period, without going through other prior formalities and/or selection processes, for the staff nominated in the staff lists as members of the project team, as well as for the staff of UMFCD. In the case of the staff of UMFCD,

employment within a project is carried out based on the decision of the rector, by concluding an individual employment contract, without affecting the basic norm of the employee. The salary will be granted within the limit of the available funds, according to the provisions of the financing contract/funder's rules.

CHAPTER V. Final and transitional provisions

Art. 27 If the position put up for competition was not filled, the competition may be resumed, in full compliance with the competition procedure, in the following semester or academic year, as the case may be.
(art. 23 in M-C).

Art. 28 (1) The result of the competition is published at the headquarters and on the UMFCD website, within two working days from the completion of the competition. The result of the competition is also uploaded on the electronic platform managed by the Ministry of Education.

(2) UMFCD prepares annually, no later than September 1, a summary report, in electronic format, on the organization, conduct and completion of competitions for the filling of teaching and research positions. The report is sent, for notification to CNATDCU, through the specialized department of the Ministry of Education ***(art. 24 in M-C)***.

Art. 29 1) Department directors, faculty deans and the rector are responsible to the university senate for the proper conduct of competitions for the occupation of teaching and research positions, in compliance with the quality standards, university ethics and deontology and the legislation in force.

(2) In the event of irregularities being found, the university senate may apply disciplinary sanctions, in compliance with the provisions of Art. 176, 177, 178 and 179 of the Higher Education Law, including the dismissal of department directors and deans, upon the justified proposal of the board of directors or the rector or ex officio, with the approval of the board of directors or the rector.

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

(4) If the courts find a violation of the procedures for conducting the competition for teaching and research positions in higher education institutions, the competition is canceled and resumed.

(art. 25 in M-C).

Art. 30 (1) Appointment to a teaching position is conditional upon the presentation of a medical certificate issued on a specific form, adopted by joint order of the Minister of Education and the Minister of Health. The necessary approvals for exercising the profession are established by joint order of the Minister of Education and the Minister of Health, which is published in the Official Gazette of Romania, Part I.

(2) Retention in a teaching position is conditional upon a periodic medical check-up. The periodicity and granting of approvals for exercising the profession are regulated by the order provided for in paragraph (1), and the funds necessary for these checks are provided from the state budget.

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

(4) In cases of professional incapacity of a psychobehavioral nature of the staff employed in a higher education institution, the institution may request, upon notification by any factor involved in the educational process, by decision of the board of directors, a new complete medical examination.

(5) Cases of professional incapacity of a psychobehavioral nature are analyzed and established by a commission consisting of 3-5 members, specialist doctors, established at the level of the university center based on a protocol concluded between the Ministry of Education and the Ministry of Health, which carries out the work capacity expertise in the field of education.

(6) The refusal of the teaching staff to present themselves for the medical check-up constitutes a disciplinary offense and may lead to the termination of the individual employment contract (art. 26 of the M-C).

Art. 31 The competition for filling vacant research positions within the Institute for Research and Development in Genomics (ICDG), an institute subordinate to UFMCD, with legal personality, will be organized in compliance with the legal framework mentioned in Chapter I of this Methodology, the provisions of GD 693/24.06.2021 and the Regulation on the Organization and Functioning of the ICDG, approved by UMFCD Senate Decision no. 2/16.02.2023.

ANNEXES

Annex I
A. – Minimum mandatory standards for enrolling in the competition to fill teaching positions in UMFCD.
B. – Minimum mandatory standards corresponding to the specifics of the disciplines in the Faculty of Dentistry.
C. – Minimum mandatory standards for enrolling in the competition to fill research positions in UMFCD.

Annex II
A. – Conducting competitions for teaching positions in UMFCD and specific evaluation criteria.
B. – Conducting competitions for research positions in UMFCD and specific evaluation criteria.

Annex III
A. – Verification form for meeting the minimum standards for participation in the competition for teaching/research positions in UMFCD.
B – Candidate self-evaluation form and evaluation by the competition committes for teaching/research positions in UMFCD.

Annex I

A. Minimum mandatory standards for enrolling in the competition to fill teaching positions in UMFCD.

1. T**eaching assistant for all faculties in the university**
(**1**) Holding a doctoral degree in medicine/dentistry/pharmacy or another doctoral field, depending on the position applied for or the status of doctoral-student enrolled in the field of medicine/dentistry/pharmacy or another doctoral field, depending on the specifics of the position.
(**2**) The title of resident physician/resident dentist or stomatologist/resident pharmacist in the speciality of the position applied for for clinical disciplines with a correspondencein the M.H. network, supported by the evidence certificate or Diploma of completion of undergraduate academic studies (for preclinical disciplines or without a correspondence in the M.H. network).

2. Lecturer in all faculties of the university toate facultățile universității
(**1**) Holding a doctoral degree in medicine/dentistry/pharmacy or another doctoral field, depending on the position applied for.
(**2**) The title of specialist physician/specialist dentist or stomatologist/ specialist pharmacist in the speciality of the position applied for, for clinical disciplines with a correspondence in the

M.H.network (for clinical disciplines). Positions in dissciplines without a corrspondent in the Ministry of Health network and those in preclinical disciplines are excepted.
(**3**) Fulfilling the minimum scientific performance UMFCD standards, according to **Annex III.A**;

3. **Associate professor**

3.1. Associate professor in the Faculty of Medicine, Faculty of Dentistry (according to the discipline classification in Annex I.B), Faculty of Pharmacy, Faculty of Midwifery and Nursing
(**1**) Holding a doctoral degree in medicine/pharmacy or another doctoral degree, depending on the specifics of the position for which they are applying;
(2) Holding the title of consultant/consultant pharmacist in the specialty of the position for which they are applying. Exceptions are positions in disciplines that do not have a correspondent in the Ministry of Health network and those in preclinical disciplines.
(3) Meeting the minimum scientific performance standards of UMFCD and national, according to Annex III.A
3.2. Associate Professor in the Faculty of Dentistry (according to the discipline classification in Annex I.B)
(**1**) Holding a doctoral degree in dental medicine/dentistry or in another doctoral field, depending on the specifics of the position for which the candidate is applying;
(2) Holding the title of consultat/dentist or consultant dentist in the specialty of the position for which the candidate is applying. Exceptions are positions in disciplines that do not have a counterpart in the Ministry of Health network and those in preclinical disciplines.
(3) Meeting the minimum scientific performance standards of UMFCD and national, according to Annex III.A;
4. Professor

4.1 University professor in the Faculty of Medicine, Faculty of Dentistry (according to the classification of the discipline in Annex I.B), Faculty of Pharmacy and Faculty of Midwifery and Nursing
(1) Holding a doctorate in medicine/pharmacy or in another doctoral field, depending on the specifics of the position for which they are competing;
(2) Holding a habilitation certificate in medicine/pharmacy or in another field, depending on the specifics of the position for which they are competing;
(3) Holding the title of consultant/consultant pharmacist in the specialty of the position for which they are running. Exceptions are positions in disciplines that do not have a correspondent in the Ministry of Health network and those in preclinical disciplines.
(4) Meeting the minimum scientific performance standards of UMFCD and national, according to Annex III.A;

4.2. Professor in the Faculty of Dentistry (according to the classification of the discipline in Annex I.B)
(1) Holding a doctoral degree in dentistry/stomatology or in another doctoral field, depending on the specifics of the position for which they are competing;

(2) Holding a habilitation certificate in dentistry/stomatology or in another field, depending on the specifics of the position for which they are competing;
(3) Holding the title of consultant/ consultant dentist or consultant pharmacist in the specialty of the position for which they are running. Exceptions are positions in disciplines that do not have a counterpart in the Ministry of Health network and those in preclinical disciplines.
(4) Fulfillment of the minimum scientific performance standards of the UMFCD and national, according to Annex III.A;

For registration in the competition for teaching positions in the disciplines of Modern Languages, Physical Education and Sports, Ethics and Academic Integrity, for the positions of associate professor and professor, the minimum criteria are those specific to them.

For registration in the competition for teaching positions in the disciplines of Modern Languages, Physical Education and Sports, Ethics and Academic Integrity for the positions of supervisor and assistant professor, the criteria are those approved by the University Senate.

B. – Minimum standards corresponding to the specifics in the Faculty of Dentistry

DISCIPLINE	THE DOMAIN OF MINIMUM MANDATORY STANDARDS
DEPARTMENT I	
Dental prosthetics –Emergency Teaching Hospital Bucharest	Dentistry
Implant-prosthetic therapy	Dentistry
Oral rehabilitation	Dentistry
Anatomy	Medicine
Biophysics	Medicine
Biochemistry	Medicine
Genetics	Medicine
Psihychiatry and Psychology	Medicine
Pediatrics – Clinical Emergency Hospital for Children”Gr.Alexandrescu”	Medicine
Morphology of teeth and dental arches and dental materials	Dentistry
Technology of dentures	Dentistry
DEPARTMENT II	
Maxillo-facial and oral surgery	Dentistry
Preventive Dentistry	Dentistry
Periodontology – Emergency Teaching Hopital Bucharest	Dentistry
Pathophysiology and Immunology	Medicine

Pathological anatomy	Medicine
Internal medicine – Ilfov County Emergency Clinical Hospital	Medicine
General surgery ”Sf.Ioan” Emergency Clinical Hospital	Medicine
Surgical semiology – Oncological Institute ”Prof. Dr. Alexandru Trestioreanu”	Medicine
Endocrinology	Medicine
Dermatology - Clinical Hospital ”Dr. Victor Babeș”	Medicine
Forensic Medicine and Bioethics	Medicine
Dental and General Radiology –Emergency Teaching Hospital Bucharest	Dentistry
Obstetrics and Gynecology – Filantropia Clinical Hospital for Obsetrics and Gynecology	Medicine
E.N.T, - ”Sf.Maria” Clinical Hospital	Medicine
Hygiene	Medicine
Scientific research methodology - ergonomics	Dentistry
Physiotherpy	Medicine
Public Health	Medicine
Histology	Medicine
Behavioral sciences	Dentistry
Organization, professional legislation and management of the dental office	Dentistry
DEPARTMENT III	
Restorative odontotherapy – Emergency Teaching Hospital Bucharest	Dentistry
Oral pathology - Emergency Teaching Hospital Bucharest	Dentistry
Pedodontics - Emergency Teaching Hospital Bucharest	Dentistry
Orthodontics and Dento-Facial Orthopedics - Emergency Teaching Hospital Bucharest	Dentistry
Infections Diseases- National Institute of Infections Diseases ”Prof. Dr. Matei Balș”	Medicine
Neurology – Clinical Institute Fundeni	Medicine
Oftalmology	Medicine
Endodontics	Dentistry
Oral health and community dentistry	Dentistry
Esthetics in dentistry - Emergency Teaching Hospital Bucharest	Dentistry
Embriology and microbiology	Medicine
Physiology	Medicine
Medical Informatics and Biostatistics	Medicine

C. Minimum mandatory standards for registering for the competition to fill vacant research positions within UMFCD

1. Research assistant
(1) Holding a doctoral degree in medicine/dental medicine/pharmacy or another doctoral field, depending on the specifics of the position for which they are applying, or the quality of a doctoral student enrolled in the doctoral field of medicine/dental medicine/pharmacy or another doctoral field, depending on the specifics of the position.

2. Scientific Researcher
(1) Holding a doctoral degree in medicine/dentistry/pharmacy or another doctoral field, depending on the specifics of the position for which they are competing.

3. **Scientific researcher level III**
(1) Holding a doctoral degree in medicine/dentistry/pharmacy or another doctoral field, depending on the specifics of the position for which they are competing.
(2) Meeting the minimum scientific performance standards of UMFCD, according to **Annex III.A**;

4. Scientific researcher level II
(**1**) Holding a doctoral degree in medicine/dentistry/pharmacy or another doctoral field, depending on the specifics of the position for which they are competing.
(**2**) Meeting the minimum scientific performance standards of UMFCD, according to **Annex III.A**;

5. Scientific researcher level I
(**1**) Holding a doctoral degree in medicine/dentistry/pharmacy or another doctoral field, depending on the specifics of the position for which they are competing.
(**2**) Holding a habilitation certificate in medicine/dentistry/stomatology/pharmacy or in another field, depending on the specifics of the position for which they are competing;
(**3**) Meeting the minimum scientific performance standards of UMFCD, according to **Annex III.A**;
In medicine, dentistry, pharmacy or in another field, depending on the specifics of the position applied for. .

Annex II

A. – Conducting competitions for teaching positions in UMFCD and specific evaluation criteria.

(1) The competition consists of evaluating the scientific activity and teaching skills of candidates for teaching positions, based on specific tests, differentiated according to the level of the position.

(2) Unauthorized audio and/or video recording of the competition tests is prohibited.

(3) For the positions of university assistant, the written test is the first competition test. The other competition tests, including for the positions of supervisor, associate professor and university professor, are established by the competition committee, with mandatory compliance with this Methodology.

(4) The date, time and place of the teaching test for all competition tests will be displayed on the UMFCD website. The data may be modified from the initially published data, only with the consent of the Dean of the Faculty and automatically lead to written/online information of all candidates and committee members, with a written motivation from the President of the competition committee, only exceptionally and with approval.

I. For the position of university **teaching assistant** for all faculties of the university, the competition consists of evaluating the candidate based on the following tests:

- Written test, lasting 3 hours, on the topic by specialty (medical, surgical, dentistry/dental medicine, pharmaceutical), announced together with the recommended bibliography – at least 60 days before the competition by posting on the UMFCD website. For preclinical disciplines or without a correspondent in the Ministry of Health network, the topic and bibliography will be written at the discipline level and, after approval by the Dean's Office of the faculty, will be published under the same time conditions at the headquarters of the disciplines and on the UMFCD website.

Type of test: editorial, with 10 topics formulated by the competition committees on the announced topic. The grading is with grades from 1 to 10, based on a scale drawn up by the competition committees (for each subject) and displayed at the discipline headquarters after the end of the written test.

Minimum passing grade: 7.

- Clinical test - based on the topic and the competition regulations of the Ministry of Health for the specialist medical exam in the specialty for which they are competing.

- for preclinical disciplines, the clinical test will be represented by a test specific to the competition discipline.

Minimum passing grade: 7.

- Didactic test - consists of the presentation, in 15-20 minutes, of a topic formulated by the committee from the competition topic and announced to the candidate 48 hours before the conduct of this test.

Minimum passing grade: 7.

The final grade will be the arithmetic average of the competition tests.

The competition tests will be held on different days(2 competitions tests cannot be held on the same day).

II. For the position of lecturer for all faculties of the university, the competition consists of analyzing the file and evaluating the candidate based on the following tests:

- **Didactic test:** consists of the presentation in 20-30 minutes of a chosen by the commission from the competition topics and announced to the candidate 48 hours before the test. The didactic test will be mandatory for all candidates, regardless of whether they come from higher education, from the same discipline/subject of study.

Grading: pass/fail grade

Candidates who obtain the reject grade are eliminated eliminated from the competition.

- **Public lecture** – consists from the candidateţ̦s presentation of the main results obtained, the perspectives and development objectives in the teaching, professional and research fields public presentation, minimum 45 minutes, maximum 60 minutes – including answers – to the questions of the competition committee or memebers of the scientific community attending the lecture).

Grading: pass/fail grade.

Candidates who obtain the reject grade are eliminated eliminated from the competition.

III. For the positions of **associate professor** and **professor,** the competition consists of analyzing the file and evaluating the candidate based on the following tests:

- **Didactic test:** consists of presenting, physically or online, in 20-30 minutes a topic chosen by the competition committee from the competition topics and announced to the candidate 48 hours before the test. The didactic test is mandatory for the following categories of candidates:

a) candidates coming from outside UMFCD;

b) candidates from UMFCD coming from a discipline/subject of study different from that of the position put up for competition or from another faculty of the university;

c) candidates from UMFCD who have the teaching rank of university assistant;

d) candidates from UMFCD who cover teaching or research positions, without having the status of tenured.

Grading: pass/fail grade.

Candidates who obtain the reject grade are eliminated eliminated from the competition.

- **Public lecture** – consists of the candidate presenting the main results obtained, the perspectives and development objectives in the teaching, professional and research fields (public presentation, minimum 45 minutes, maximum 60 minutes - including answers - to the questions of the competition committee or members of the scientific community participating in the presentation).

In the case of the competition for the positions of associate professor and university professor, the public lecture can also be held online, with the mandatory physical presence of the members of the competition committee within UMFCD.

Grading: pass/fail grade.

Candidates who obtain the reject grade are eliminated eliminated from the competition.

B. Conducting competitions for filling research positions in UMFCD and specific evaluation criteria

(1) The competition consists of evaluating the scientific activity and research skills of candidates for research positions, based on specific tests, differentiated according to the level of the position.

(2) Unauthorized audio and/or video recording of the competition tests is prohibited.

(3) For the positions of research assistant and scientific researcher, the written test is the first competition test. The other competition tests, including for CSIII, CSII and CSI, are established by the competition committee, with mandatory compliance with this Methodology.
(4) The date, time and place of the teaching test for all competition tests will be displayed on the UMFCD website. The date may be modified from the initially published date, only with the consent of the Dean of the Faculty and automatically lead to written/online information of all candidates and members of the committees, with a written motivation of the competition commmittee President, andin special cases with approval.

I. For the positions of research assistant and, respectively, scientific researcher, the competition in the evaluation of the candidate based on the following tests:
- **Written test,** lasting 3 hours, on the displayed topic, announced together with the recommended bibliography – at least 60 days before the competition by posting on the UMFCD website. The topic and bibliography will be written at the discipline level and, after approval by the Dean's Office of the faculty, will be published under the same time conditions at the headquarters of the disciplines and on the UMFCD website.
Type of test: editorial, with 10 topics formulated by the competition committees on the announced topic. The marking is with marks from 1 to 10, based on a scale drawn up by the competition committees (for each topic) and posted at the headquarters of the discipline after the end of the written test.
Minimum passing grade: 8.
- Oral exam - based on the topics and regulations, the candidate will present a topic extracted from a set of 10 topics formulated by the committee on the same day, before the competition test
Minimum passing grade: 8**.**
- Practical exam - consists of presenting in the form of an experiment or research plan, physically or online, in 15-20 minutes, a topic formulated by the committee from the competition topic and announced to the candidate 48 hours before the test.
Minimum passing grade: 8.
The final grade will be the arithmetic average of the competition tests.
The competition tests will be held on different days (2 competition tests cannot be held on the same day)

II. For the positions of scientific researcher level III, the competition consists of analyzing the file and evaluating the candidate based on the following tests:
- **Practical test** - consists of presenting in the form of an experiment or research plan, physically or online, in 15-20 minutes, a topic formulated by the commission from the competition theme and announced to the candidate 48 hours before the conduct of this test.
Minimum passing grade: 8.
The final grade will be the arithmetic average of the competition tests.
- **Public lecture** - presentation by the candidate of the main results obtained, of the perspectives and development objectives in the professional and research field (public presentation, of minimum 45 minutes, maximum 60 minutes - including answers - to the questions of the competition commission or of the members of the scientific community participating in the presentation).

Grading: pass/fail grade.
Candidates who obtain the failed grade are eliminated from the competition.
III. For the positions of **SR II** and **SR I,** the competition consists of analyzing the file and evaluating the candidate based on the following tests:

- Public lecture - presentation by the candidate of the main results obtained, of the perspectives and development objectives in the professional and research field (public presentation, of minimum 45 minutes, maximum 60 minutes - including answers - to the questions of the competition commission or of the members of the scientific community participating in the presentation).
În the case of competitions for the positions of scientific researcher level II and scientific researcher level I, the public lecture can be delivered online as well, with the mandatory physical attendance of the UMFCD members of the committee.
Grading: pass/fail grade.
Candidates who obtain the failed grade are eliminated from the competition.