

**NATIONAL INSTITUTE FOR RESEARCH AND DEVELOPMENT FOR INDUSTRIAL
ECOLOGY - ECOIND**

A P P R O V E D,
in the Meeting of the Board of Directors
of INCD ECOIND of 16.12.2025
President of the Board of Directors of INCD ECOIND
Dr. Chem. Luoana Florentina PASCU

**Regulation on organising competitions for filling vacant RDI staff positions within
INCD ECOIND**

COMPETITION REGULATION INCD ECOIND

CHAPTER I

General provisions

Art. 1.

(1) Employment in vacant RDI positions, under an individual employment contract for a fixed or indefinite period, is possible only for the candidate declared successful following the competition organised by INCD ECOIND, under the law, except for the situation regulated by Art. 13 para. (12)-(14) of Law No. 183/2024.

(2) The competition for a vacant research position is organised in compliance with Art. 13 para. (7) of Law No. 183/2024, and Romanian or foreign citizens may participate in the competition, under the law: “All persons who do not hold the research-development professional rank corresponding to the position for which they apply and who meet the minimum standards provided in para. (1), and the additional standards provided in para. (3), as applicable, and all persons who hold the research-development professional rank corresponding to the position for which they apply and who meet the additional standards specific to the research organisation, provided in para. (3), whether or not they are already employed in the national R&D system, may participate in the competition, without any discrimination, under the law.”

Art. 2.

(1) The organisation of the competition for filling vacant RDI staff positions shall be approved by the Board of Directors.

(2) The competition shall be publicly announced by posting at the registered office of INCD ECOIND and on its website, as well as on other national and international online platforms or platforms of relevant organisations or professional societies, as applicable, and shall be conducted in accordance with the provisions of Law No. 183/2024.

Art. 3.

(1) Within INCD ECOIND, the research, development and innovation positions and professional ranks for which a competition may be organised are those provided in Art. 9 para. (1) of Law No. 183/2024, namely:

a) senior researchers holding a doctoral degree:

(i) leading researcher (R4): scientific researcher grade I - CS I;

(ii) established researcher (R3): scientific researcher grade II - CS II;

b) recognised researcher (R2), holding a doctoral degree: scientific researcher grade III - CS III;

c) first-stage researcher (R1), holding a doctoral degree or having the status of doctoral student: scientific researcher - CS;

d) assistant in scientific research activity, graduate: scientific research assistant - ACS.

(2) The equivalence of research, development and innovation positions and professional ranks with university teaching positions shall be made in accordance with Art. 9 para. (2)-(6) of Law No. 183/2024.

CHAPTER II

Conditions to be met by persons participating in the competition for filling an RDI position

Art. 4.

(1) A person may participate in the competition for filling a vacant position if he/she meets the following specific conditions:

- a)** has Romanian citizenship or citizenship of a Member State of the European Union, of the European Economic Area (EEA), or citizenship of the Swiss Confederation;
- b)** knows the Romanian language, written and spoken;
- c)** has working capacity in accordance with the provisions of Law No. 53/2003 - the Labour Code, republished, as subsequently amended and supplemented;
- d)** has a health condition appropriate to the position for which he/she applies, certified on the basis of the medical certificate issued by the family doctor or authorised medical units;
- e)** has not been finally convicted of offences against national security, against authority, against humanity, corruption or service-related offences, forgery offences or offences against the administration of justice, intentional offences that make him/her incompatible with the exercise of the contractual position for which he/she applies, except where rehabilitation has occurred;
- f)** is not serving a complementary penalty whereby he/she has been prohibited from exercising the right to hold the position, practise the profession or trade or carry out the activity used to commit the offence, and no safety measure prohibiting him/her from holding a position or practising a profession has been taken against him/her;
- g)** has not committed the offences provided in Art. 1 para. (2) of Law No. 118/2019 on the National Automated Register of persons who have committed sexual offences, exploitation of persons or offences against minors.

Art. 5.

(1) The minimum training conditions to be met by persons participating in the competition for filling a position are as follows:

- a)** for ACS: to be a graduate, with a bachelor's examination or diploma, of bachelor's university studies or master's university studies, in the speciality or related fields, and to meet the specific minimum standards for the ACS position;
- b)** for CS: to be a graduate, with a bachelor's examination or diploma, of long-term university studies, or a graduate with a master's degree in the speciality or related fields, and to be enrolled in doctoral school or to hold a doctoral degree and to meet the specific minimum standards for the CS position;
- c)** for CS III: to hold a doctoral degree and meet the specific minimum standards provided for the CS III position;
- d)** for CS II and CS I respectively: to hold a doctoral degree and meet the specific minimum standards provided for the CS II and CS I positions respectively.

(2) The general, non-cumulative criteria on the basis of which the minimum standards are drawn up are as follows:

- a)** results of research and/or innovation activity;
- b)** impact of research and/or innovation activity;
- c)** capacity to attract research funding or to collaborate with public and/or private research organisations;

- d)** professional prestige;
- e)** organisational capacity;
- f)** capacity for international cooperation.

(3) By exception to para. (1) letter d), the minimum training conditions to be met by persons participating in the competition for a CS II or CS I position, who hold the research-development professional rank corresponding to the position for which they apply, are: to hold a doctoral degree and to meet the institute's own standards, as applicable.

(4) Employment in vacant positions corresponding to the research, development and innovation professional positions and ranks shall be carried out according to the principle of professional merit, on the basis of the minimum standards and, where applicable, the organisation's own standards.

CHAPTER III

Organisation and conduct of the competition

Art. 6.

(1) INCD ECOIND organises a competition for filling a research, development and innovation position only if that position is vacant.

(2) A position is considered vacant if it is provided as such in the list of positions drawn up annually or if it becomes vacant during the year.

(3) A position becomes vacant by one of the following means:

- a)** termination of the individual employment contract of the person occupying the position, under the law;
- b)** transfer of the person occupying the position to another position within the same research organisation, following success in a competition;
- c)** suspension of the individual employment contract of the person occupying the position, in which case the temporarily vacant position may be filled for a fixed period until the holder returns to that position.

Art. 7.

(1) The number of positions by professional positions and ranks for which competitions are organised shall be proposed by the Scientific Council of INCD ECOIND and approved by the Board of Directors.

(2) The competition procedure may be initiated only after the organisation of the competition has been approved by the Board of Directors.

(3) Registration for the competition shall be made within 30 calendar days from the date of publication of the announcement.

(4) The competition regulation shall be proposed by the Scientific Council and approved by the Board of Directors.

(5) The competition tests for the ACS, CS and CS III professional ranks, their content, the evaluation criteria (minimum standards) and their weighting shall be proposed by the heads of the RDI structures (RDI departments/laboratories/branches) and approved by the Scientific Council.

(6) For CS I and CS II, the evaluation criteria (minimum standards) and their weighting shall be established by the Advisory College for Research, Development and Innovation, hereinafter referred to as CCCDI. Where applicable, additional standards for obtaining the CS I and CS II professional ranks shall be proposed by the heads of the RDI structures and approved by the Scientific Council.

Art. 8. The announcement regarding the public competition for employment in vacant RDI staff positions shall include:

- a)** description of the position for which the competition is organised (name, COR code, duration of the individual employment contract, specific duties);
- b)** minimum employment salary;
- c)** competition calendar;
- d)** topics and bibliography for the competition tests;
- e)** description of the competition procedure;
- f)** complete list of documents in the competition file;
- g)** clarifications regarding the candidate's works that are not available in electronic format;
- h)** e-mail address for submitting the file;
- i)** place where the competition is held.

At the same time as the competition announcement is published on the INCD ECOIND website, the standard forms for registration in the competition shall also be published: application for registration, proposal for scientific career development, verification sheet for fulfilment of the minimum standards or self-assessment sheet corresponding to the minimum standards in force at the time of the competition for candidates holding the CS II or CS I research-development professional rank corresponding to the position for which they apply, the sheet for fulfilment of the research organisation's own standards, as applicable, and the consent statement for personal data processing.

Art. 9.

(1) For registration in the competition for filling a vacant research position, the candidate shall submit a file which must include the following documents:

- a)** signed application for registration in the competition, accompanied by a declaration on own responsibility regarding the truthfulness of the information in the file;
- b)** proposal for scientific career development from the perspective of scientific research activities (maximum 5 pages);
- c)** signed curriculum vitae;
- d)** list of scientific publications, papers, articles/studies and patents selected by the candidate according to their relevance to the candidate's own scientific research activities;
- e)** verification sheets for fulfilment of the minimum standards and of the research organisation's own standards, completed and signed, as applicable, except for the situation regulated at letter f);
- f)** proof of holding the research-development professional rank corresponding to the position, only for candidates who already hold this professional rank and invoke it in the competition file, the verification sheet for fulfilment of the research organisation's own standards, as applicable, completed and signed by the candidate, and the self-assessment sheet corresponding to the minimum standards in force at the time of the competition, completed and signed by the candidate, only for candidates who hold the CS II or CS I research-development professional rank corresponding to the position for which they apply;
- g)** copy of the bachelor's or equivalent/master's/doctoral diploma, as applicable. If the successful candidate does not hold a diploma issued by a higher education institution in Romania, he/she must submit a true copy of the certificate of recognition or equivalence thereof before employment in the position and signing of the individual employment contract, under penalty of non-issuance of the administrative act of employment in the position;

- h)** copy of the identity document or any other document certifying identity, according to the law, as applicable;
- i)** copy of the marriage certificate or proof of name change, as applicable;
- j)** medical certificate attesting the health condition appropriate for fulfilling the job duties, issued by the candidate's family doctor or by authorised medical units, no more than 3 months before the competition;
- k)** signed consent statement for personal data processing;
- l)** criminal record certificate;
- m)** fulfilment by a candidate of the legal conditions for taking part in the competition is certified by the legal endorsement of the specialised department of the research organisation, after verification of the fulfilment of the standards by the competition committee;
- n)** for candidates with disabilities, if reasonable accommodation is requested, the certificate attesting health condition must be accompanied by a copy of the certificate of classification in a degree of disability, issued according to the law.

Copies of the documents listed above, as well as the copy of the disability classification certificate, shall be presented together with the original documents, which shall be certified as "true copy of the original" by the Human Resources department.

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

- a)** studies completed and diplomas obtained;
- b)** professional experience and relevant previous jobs;
- c)** research-development and innovation projects led as project director and grants obtained, if applicable, indicating for each the funding source, project budget and main resulting scientific publications or invention patents;
- d)** awards or other elements recognising the scientific contribution;
- e)** narrative description of the three most important achievements in the field of the position for which the competition is organised - maximum 3 pages.

(3) The competition file must contain the list of scientific publications, papers, articles/studies and invention patents considered by the candidate to be relevant to the field of the position for which he/she applies. The list shall be structured as follows:

- a)** maximum 10 relevant scientific publications (authored books, articles/studies/chapters, edited volumes, papers etc.);
- b)** invention patents and other industrial property titles;
- c)** authored books and edited and published volumes;
- d)** full-length articles/studies published in journals in the main international scientific stream;
- e)** list of other works and scientific contributions.

(4) The competition file shall be submitted to the secretary of the competition committee either personally or by Romanian Post, express courier service or e-mail. The method/methods for submitting the competition file shall be mentioned for each competition in the competition announcement.

Art. 10. The Scientific Director shall propose the composition of the competition committees and appeal settlement committees. The committees shall be approved by the Scientific Council and established by decision of the General Director.

Art. 11.

(1) The competition committees and appeal settlement committees shall consist of scientific researchers who have a professional rank or teaching title at least equal or equivalent to that of the position put up for competition.

a) For filling vacant CS I and CS II positions, the competition committee shall include a secretary and 5 members who are scientific researchers or university teaching staff, of whom at least 3 members are from outside INCD ECOIND and have a professional rank or university teaching title at least equal to that of the position put up for competition.

b) For filling ACS, CS and CS III positions, the competition committee shall consist of 3 members who have a professional rank at least equal to that of the position put up for competition, one of whom shall be chairperson, and a secretary.

(2) The appeal settlement committee shall include a secretary and 3 members who have a professional rank or teaching title at least equal to that of the position put up for competition, one of whom shall be chairperson. The secretary of the competition committee may also be the secretary of the appeal settlement committee.

Art. 12.

(1) Persons appointed to the competition and appeal settlement committees must cumulatively meet the following conditions:

a) have recognised moral integrity;

b) hold a position at least equal or equivalent to the vacant contractual position for which the competition is organised;

c) not be in any case of incompatibility or conflict of interest.

(2) A person who has been subject to a disciplinary sanction, where the sanction has not been expunged according to the law, may not be appointed as a member of the competition committee or the appeal settlement committee.

(3) Membership of the competition committee is incompatible with membership of the appeal settlement committee.

(4) A person may not be appointed as a member of the competition committee or appeal settlement committee if he/she is in any of the following situations:

a) has patrimonial relations with any of the candidates or his/her patrimonial interests or those of his/her spouse may affect the impartiality and objectivity of the evaluation;

b) is the spouse, relative or in-law up to and including the fourth degree of any of the candidates or of another member of the competition committee or appeal settlement committee;

c) is or will be, if the management position for which the competition is organised is filled, directly hierarchically subordinate to any of the candidates.

(5) Situations of incompatibility or conflict of interest shall be notified in writing by the person concerned, by any of the candidates or by any other interested person, at any time during the organisation and conduct of the competition.

(6) Members of the competition committee or appeal settlement committee are obliged to promptly inform, in writing, the persons who appointed them of any situation of incompatibility or conflict of interest that has occurred or could occur. In such cases, the members of the committee must refrain from participating in or taking any decision regarding the competition in which the incompatibility or

conflict of interest has occurred.

(7) If the existence of a situation of incompatibility or conflict of interest is established, the decision appointing the competition committee or appeal settlement committee shall be amended accordingly within no more than two working days from the date of the finding, by replacing the person in that situation.

(8) If a situation of incompatibility or conflict of interest is established after a test has been held, the results of that test or tests shall be recalculated by eliminating the evaluation result made by the member in incompatibility or conflict of interest, subject to ensuring the validity of the evaluation by at least two thirds of the members of the competition committee.

(9) If the validity of the evaluation by at least two thirds of the members of the competition committee is not ensured, the procedure for organising and conducting the competition shall be resumed.

(10) Failure by the members of the competition and appeal settlement committees to fulfil the obligation to report a situation of incompatibility or conflict of interest constitutes a disciplinary offence and shall be sanctioned according to the law.

Art. 13.

(1) The secretary of the competition committee shall provide administrative support to the committee and shall be appointed by decision of the General Director of INCD ECOIND. The secretary is not a member of the competition committee and does not take part in the committee's decisions.

(2) The secretary of the competition committee shall register the competition file, communicate the registration number to the candidate and transmit the file to the members of the competition committee, under the conditions established by this regulation.

(3) The secretary of the competition committee shall verify whether the competition file is complete on the day it is received and registered. If the file is incomplete, the secretary shall request clarifications from the candidate, and the candidate may complete the file until the deadline for submitting competition files expires.

(4) In carrying out the duties provided in para. (1) and (2), the secretary of the competition committee shall cooperate with the Human Resources department, under the conditions provided in the competition regulation.

Art. 14.

(1) The duration and completion of the competition shall be 15 days from the closing date for registration, at the level of the competition committee, and 45 days from the submission of the report of the competition committee and of the file containing the documents relating to the competition to the Scientific Council. The competition committee is obliged to complete the competition within the above-mentioned term.

(2) For participation in the competition tests, the research organisation's website shall announce the date, time and place of their conduct.

(3) The competition consists of evaluating the candidates' scientific activity and research competences for the vacant positions put up for competition.

(4) Competitions for filling vacant positions shall be organised in accordance with Art. 21 para. (1) of Law No. 183/2024, namely:

a) the competition for filling CS and ACS positions consists of written, oral and/or practical tests and file evaluation, specific to the position. The competition tests and their conduct are defined in the

competition regulation;

b) the competition for filling CS III, CS II and CS I positions consists of analysing the competition registration file and awarding points based on a grid adapted to the specific activity of the candidate's workplace and to his/her performance. The competition may also include an interview test, established by the competition regulation approved at INCD ECOIND level and published on its website.

Art. 15.

(1) In the case of the competition for filling ACS and CS positions, the evaluation process shall take place as follows:

- a)** the result of the competition tests shall be assessed by each member of the competition committee using marks from 1.0 to 10;
- b)** the mark for each competition test shall represent the arithmetic mean of the marks awarded by each member of the competition committee;
- c)** the final score shall represent the arithmetic mean of the marks for the competition tests;
- d)** a candidate may be declared successful only if he/she has obtained a final score of at least 8.0 and no mark below 7.0 in the competition tests;
- e)** the Scientific Council shall analyse compliance with the procedures established by the organisation's own competition regulation and approve the report on the competition by open nominal vote.

Art. 16. In the case of the competition for filling CS III, CS II and CS I positions, the evaluation process shall take place as follows:

- a)** after analysis of the competition file, each member of the competition committee shall award a score, based on a grid adapted to the specific activity of the candidate's workplace, in accordance with the thresholds established by the minimum standards and by the research organisation's own standards, as applicable. Each member of the competition committee shall analyse all components of the competition file. For each quantitative threshold, the score obtained by the candidate shall be mentioned. The individual score awarded by a member of the competition committee shall represent the sum of the scores obtained by the candidate for each quantitative threshold in the minimum standards and in the organisation's own standards, as applicable. The total score shall represent the arithmetic mean of the individual scores awarded by the committee members;
- b)** if the competition also includes an interview test established by the organisation's own competition regulation, a score shall be awarded representing the arithmetic mean of the scores awarded by the committee members. The maximum score for the interview test may not exceed 20% of the total score calculated according to letter a);
- c)** the final score shall represent the sum of the scores awarded according to letters a) and b);
- d)** the scores for the competition tests/results of the evaluation of the fulfilment of criteria shall be mentioned in the individual score sheets/evaluation sheets of the members of the competition committee;
- e)** the Scientific Council shall analyse compliance with the procedures established by the organisation's own competition regulation and approve the report on the competition by open nominal vote.

Art. 17.

(1) If the competition includes written, oral and/or practical tests, respectively an interview, the competition committee shall evaluate the candidate from the perspective of the following non-

cumulative criteria:

- a)** relevance of the results of research and/or innovation activity in relation to the topic of the position for which the candidate applies;
 - b)** impact of the research and/or innovation activity and of the candidate's scientific results in relation to the topic of the position for which he/she applies, reflected in scientific publications;
 - c)** international scope of the activities, reflected in scientific publications, invention patents, participation in scientific conferences, individual and institutional collaborations, projects, prestigious fellowships, status as invited professor/researcher, membership in editorial boards of top journals in the field;
 - d)** capacity to attract research funding or to collaborate with public and/or private research organisations and to lead research-development projects;
 - e)** professional prestige;
 - f)** organisational capacity;
 - g)** capacity to supervise young researchers or students;
 - h)** capacity to transfer knowledge and results to the economic or social environment or to popularise one's own scientific results;
 - i)** capacity to work in a team and the efficiency of the candidate's scientific collaborations, depending on the specific field of the candidate;
 - j)** professional experience in institutions other than the institution organising the competition.
- (2)** The competition committee is obliged to verify the candidate's fulfilment of the minimum standards for granting research-development professional ranks, as well as the research organisation's own standards, as applicable, or only the research organisation's own standards for persons holding the CS II or CS I research-development professional rank corresponding to the position for which they apply.
- (3)** For verification of the fulfilment of the criteria provided in para. (2), the documents in the competition file shall be evaluated and the results obtained in the competition tests corresponding to the position shall be taken into account, as applicable.
- (4)** The competition committee may request clarifications from candidates regarding the documents in the competition file concerning scientific activity throughout the conduct of the competition.

Art. 18.

- (1)** The candidate may lodge an appeal within 3 working days from the date of publication of the competition result on the INCD ECOIND website.
- (2)** The appeal shall be formulated and sent to the same e-mail address to which the competition file was sent, and the candidate shall be informed by confirmation e-mail of the registration number of the appeal. The appeal shall be forwarded to the appeal settlement committee by the committee secretary.
- (3)** The appeal settlement committee shall analyse the aspects raised in the submitted appeal and settle it within two working days from its registration.
- (4)** The chairperson of the appeal settlement committee shall draw up a report on the submitted appeals, based on the notes drafted by each member of the committee.
- (5)** The report on the submitted appeals shall be assumed by signature by each member of the appeal settlement committee. The chairperson of the appeal settlement committee shall transmit the report and related documentation to the Scientific Council, which shall approve or reject the report on the submitted appeals.

- (6) The report of the appeal settlement committee shall be submitted by the Scientific Council to the General Director, after which the final competition results shall be published.
- (7) Notifications submitted to the coordinating ministry/coordinating authority regarding non-compliance with the minimum standards and the research organisation's own standards, as applicable, as well as with the provisions of this regulation, shall be analysed in accordance with the regulations of Law No. 183/2024 and with the procedure for verifying the notification approved by order of the coordinating minister/coordinating authority.
- (8) Candidates dissatisfied with the CCCDI decision whereby the results of the competition held in research organisations are invalidated may lodge an appeal with the coordinating ministry/coordinating authority, under the conditions provided in Law No. 183/2024.
- (9) Appeals shall be analysed within CCCDI by an appeal committee consisting of specialists in the field for which the competition was organised or in related fields, other than those who initially verified the competition file. The coordinating authority shall approve the CCCDI decision regarding the settlement of the analysed appeals within 15 days from receipt of the CCCDI decision.

Art. 19.

- (1) Following completion of the evaluation process, the competition committee shall establish, for each position, the ranking of candidates and nominate the candidate who obtained the best results in relation to the final score calculated in accordance with Art. 15 para. (1) letter c) or Art. 16 para. (1) letter c), as applicable.
- (2) The chairperson of the competition committee shall draw up a report on the competition, based on the assessment notes drafted by each member of the competition committee and in compliance with the candidate ranking decided by the competition committee.
- (3) The report on the competition shall be assumed by signature by each member of the competition committee. The chairperson of the competition committee shall transmit the report and related documentation to the Scientific Council, which shall analyse compliance with the procedures established by the organisation's own competition regulation and approve or reject the report on the competition by open nominal vote.
- (4) The ranking of candidates resulting from the evaluation carried out by the competition committee may not be modified by the Scientific Council.
- (5) After approval of the competition committee report, it shall be submitted to the General Director of INCD ECOIND.
- (6) The successful candidate who does not hold the CS II or CS I research-development professional rank corresponding to the position for which he/she applies must meet the minimum standards and the research organisation's own standards corresponding to the research-development professional rank of the position for which he/she applies.
- (7) The successful candidate who holds the CS II or CS I research-development professional rank corresponding to the position for which he/she applies must meet the research organisation's own standards corresponding to that research-development professional rank.
- (8) The competition result shall be displayed at the registered office of the research organisation and on its website within two working days from completion of the competition.
- (9) If the vacant position for which the competition is organised has not been filled, the competition may be resumed, in compliance with the legislation in force.

Art. 20.

- (1) The competition file for filling CS II and CS I positions within research organisations shall be transmitted to the Coordinating Authority, in physical or electronic format, with the signature of the General Director, if the successful candidate does not already hold the CS II or CS I professional rank corresponding to the position for which he/she applied, for administrative analysis after completion of the competition.
- (2) If, following administrative analysis, the competition file referred to in para. (1) complies with the legal regulations in force and with the provisions of the research organisation's own competition regulation, the specialised directorate of the Coordinating Authority shall forward the file to CCCDI within 15 days from the date of its receipt and registration by the Coordinating Authority.
- (3) If, following administrative analysis, it is found that the competition file referred to in para. (1) is incomplete or does not comply with the legal regulations in force and with the provisions of the research organisation's own competition regulation, the specialised directorate of the Coordinating Authority shall return the competition file to the research organisation within 15 days from the date of its receipt and registration by the Coordinating Authority. Within 15 days from the date of return of the file by the Coordinating Authority, the research organisation is obliged to update it so that the legal provisions are complied with and to resubmit it to the Coordinating Authority.
- (4) If it is not possible to complete the file of the successful candidate so that it complies with the legal regulations in force and with the provisions of the research organisation's own competition regulation, the candidate ranked immediately next shall be declared successful, and his/her file shall be transmitted to the Coordinating Authority for administrative analysis, in compliance with para. (5).
- (5) If there is no longer any candidate meeting the conditions, the competition shall be resumed without requiring a new approval for its organisation by the Board of Directors of the research organisation.
- (6) Verification and endorsement of the fulfilment of the minimum standards by the candidate declared successful following the competition for the CS II or CS I position, who does not already hold the research-development professional rank corresponding to the position for which he/she applied, for competitions held in research organisations other than higher education institutions and the institutes/branches of the Romanian Academy, shall be carried out by CCCDI in accordance with Art. 14 para. (2) and (3) and Art. 20 para. (2) of Law No. 183/2024.

Art. 21.

- (1) Following validation of the competition result conducted within INCD ECOIND, the General Director of the institute shall issue the administrative act regarding employment in the position and granting of the ACS, CS or CS III research-development professional rank to the successful candidate, in accordance with Art. 10 of Law No. 183/2024.
- (2) After validation of the competition result, the General Director of INCD ECOIND shall issue the administrative act regarding employment in the corresponding CS II or CS I position for the successful candidate, following the granting of the research-development professional rank by order of the Coordinating Authority in accordance with Art. 10 of Law No. 183/2024.
- (3) Employment in the CS II or CS I position shall be made after issuance of the order of the Coordinating Authority.
- (4) By exception to para. (3), following validation of the competition result, the General Director of the institute shall issue the administrative act regarding employment in the position corresponding to the

CS II or CS I professional rank of the successful candidate who previously held the professional rank corresponding to the position for which he/she applied, in accordance with Art. 10 of Law No. 183/2024.

Art. 22. Special conditions - persons with disabilities

- (1)** Persons with disabilities have the right to participate in employment competitions for which they meet the general and specific participation conditions established according to the legal provisions.
- (2)** If a person with disabilities registers for the competition for filling a position, the management of INCD ECOIND and the competition committee are obliged to ensure optimal conditions for testing the theoretical knowledge and practical skills necessary for filling the position for which the competition is organised, adapted according to the type of disability, individual needs and the competition test to be taken.
- (3)** In the process of selecting competition files based on the fulfilment of participation conditions, the competition committee shall verify whether the documents submitted by candidates indicate registration of persons with disabilities.
- (4)** If the person with disabilities is declared “admitted” at the selection of competition files, the competition committee has the following obligations:
 - a)** to inform the management of INCD ECOIND of this fact, identifying the instruments necessary to ensure accessibility of the competition tests for the candidate concerned, namely sign language interpreter, additional persons ensuring the secretariat of the competition committee, additional competition rooms or other instruments or adaptation measures considered necessary;
 - b)** to mention this in the document regarding the results of the selection of registration files, as displayed.
- (5)** INCD ECOIND is obliged to provide the competition committee with the instruments necessary to ensure accessibility of the competition tests for the candidate concerned, within a term that ensures the conduct of the competition tests.
- (6)** The general rules applicable to the conduct of competition tests, depending on the type of disability and individual needs of the candidate, may include:
 - a)** extending the duration of the competition tests by an additional half of the maximum time provided in this procedure;
 - b)** the possibility of taking the competition tests in a different room from the other candidates;
 - c)** allocation, upon request, during each competition test, of no more than two breaks of maximum 10 minutes each.
- (7)** Candidates with disabilities have the right to be accompanied during the competition tests by an accompanying person or by the personal assistant.
- (8)** The specific rules applicable to the conduct of competition tests, in relation to the type of disability and individual needs of the candidate, are as follows:
 - a)** for candidates with visual disabilities involving difficulty or impossibility of reading the subjects in the written test and writing a written paper or solving a multiple-choice test, the written test shall consist of assistance in reading the subjects and recording the answers or their recording by the committee secretary in a signed and dated document, the possibility of using Braille or a computer with screen reader or a tablet, depending on the candidate’s option;
 - b)** insofar as the candidate with visual disabilities can read the subjects in the written test and write a

written paper or solve a multiple-choice test, the competition materials shall be provided, upon request, printed in large-character format;

c) for candidates with hearing disabilities, a sign language interpreter shall be provided;

d) for candidates with locomotor disabilities, access facilities to the institution and to the competition room shall be provided, as well as, upon request, an adjustable writing desk adapted to their individual needs. For candidates with locomotor disabilities involving difficulty or impossibility of writing a written paper or solving a multiple-choice test, the written test shall consist of recording the answers or their recording by the secretary of the competition committee in a signed and dated document.

ANNEX 1-Minimum standards for the competition examination for filling vacant RDI positions within INCD ECOIND

E L A B O R A T,
Scientific Council of INCD ECOIND
President
Dr. Environmental Science Olga Tiron

Minimum standards for the competition examination for filling vacant RDI positions within INCĐ ECOIND

A. MINIMUM STANDARDS for the examination for filling vacant Scientific Researcher grade I - CS I (R4) and Scientific Researcher grade II - CS II (R3) positions - until these are drawn up by the RDI Advisory College, the legislation in force shall apply.

B. MINIMUM STANDARDS AND CRITERIA for the examination for filling vacant Scientific Researcher grade III - CS III (R2) positions

a) MINIMUM STANDARDS - CS III (R2)				
MINIMUM STANDARD	Item	Minimum threshold (points)	Threshold exceeded (minimum 50%)	Score obtained
1. Contribution to national research projects	Project director/project manager; activity manager; team member	1.50; 1.00; 0.50	TOTAL: minimum 4.5 points (minimal threshold 3 points)	
2. Participation in international / European / structural projects	Project director/project manager; activity manager; team member	2.50; 1.50; 0.75	TOTAL: minimum 7.125 points (minimal threshold 4.75 points)	
3. Project proposals	Project director/project manager; activity manager; team member	0.10; 0.05; 0.025	TOTAL: minimum 0.263 points (minimal threshold 0.175 points)	
4. Results obtained in research activity	Technologies; Studies (including environmental assessments, in-house works); Methods/Methodologies; Services	0.50; 0.20; 0.30; 0.20	TOTAL: minimum 1.8 points (minimal threshold 1.2 points)	
5. Scientific publications	Principal author/co-author: non-indexed journals; BDI-indexed journals; ISI-rated journals (Q3/Q4); ISI-rated journals (Q1/Q2); published books; book chapters	0.25/0.10; 0.50/0.20; 1.00/0.30; 4.00/2.00; 2.00/1.00; 1.00/0.50	TOTAL: minimum 13.125/6.15 points (minimal threshold 8.75/4.1 points)	
6. Innovation activity	Principal author/co-author: national patent application; international patent application; national patents obtained; international patents obtained	0.50/0.25; 0.80/0.40; 3.00/1.50; 5.00/2.50	TOTAL: minimum 13.95/6.975 points (minimal threshold 9.3/4.65 points)	
7. Communications at scientific events	Principal author/co-author: non-indexed; BDI indexed; ISI Proceedings	0.10/0.035; 0.20/0.070; 0.30/0.10	TOTAL: minimum 0.9/0.308 points (minimal threshold 0.6/0.205 points)	
8. Professional training	Postdoc; advanced training course/training internship, national or international, on a	1.50; 2.00	TOTAL: minimum 5.25 points (minimal threshold 3.5 points)	

	specific topic (more than 5 days)			
9. Member of scientific committees, awards obtained	Member of scientific committees (national/international); awards obtained at exhibitions, fairs etc. - national; awards obtained at exhibitions, fairs etc. - international	0.30/0.50; 0.20/0.10; 0.40/0.20	TOTAL: minimum 1.35/1.2 points (minimal threshold 0.9/0.8 points)	

b) CRITERIA - CS III (R2)

➤ **Criterion I. File analysis and activity evaluation**

1. Research activity - minimum threshold: 2 research projects or 2 topics/activities within research projects as project director/project manager/topic/activity manager, or 2 environmental studies as study manager. The capacity of project phase manager shall also be considered if the phase had a single activity/topic for which no other manager was appointed.

2. Scientific contribution - minimum threshold:

- 3 published articles, of which at least 1 article published in an ISI-rated journal, or 1 granted patent;
- 4 communications published in the proceedings of national/international scientific events;
- at least 4 papers published as principal author.

- “Minimum threshold” means the mandatory condition for fulfilling the criterion and is marked with grade 8.

➤ **Criterion II. Practical test:** Preparation of a proposal for an RDI project according to the information package of PNCDI IV, Programme 5.7, Subprogramme 5.7.1 - Experimental Demonstration Project (PED); the project proposal shall be prepared in Romanian or English.

- Minimum threshold: 80 points (grade 8).

➤ **Criterion III. Oral test - interview:** the candidate's answers shall be evaluated with reference to the project proposal, his/her activity in the field and the general activity of the institute.

- Minimum threshold: grade 7.

➤ **Criterion IV. MINIMUM STANDARDS (Table 1):**

1. Contribution to national research projects;
2. Participation in international/European/structural projects;
3. Project proposals;
4. Results obtained in research activity;
5. Scientific publications;
6. Innovation activity;
7. Communications at scientific events;
8. Professional training;
9. Member of scientific committees, awards obtained.

Notes: Criterion IV is considered fulfilled if the score obtained exceeds by at least 50% the

minimum threshold for 6 standards out of the total of 9 minimum standards. Evaluation is performed by the committee members based on the criteria, minimum standards and portfolio of works. Criterion IV is considered fulfilled if at least two thirds of the quantitative minimum thresholds in Table 1, corresponding to the 9 minimum standards, are exceeded by at least 50%. Proof of the capacity of project director/project manager or activity/topic/phase/project manager or environmental study manager consists of the title page of the work and the signature sheet of the endorsed work / declaration of the project manager.

The final grade shall be the average of the grades obtained for Criteria I-III. The minimum grade for admission is 8, provided that for Criteria I-III the candidate obtained a grade equal to or higher than the minimum threshold. Additionally, the candidate is considered admitted if he/she meets the minimum standards under Criterion IV.

C. MINIMUM STANDARDS AND CRITERIA for the examination for filling vacant Scientific Researcher - CS (R) positions

a) MINIMUM STANDARDS - CS (R)

Evaluation criteria	Points/criterion	Score obtained/criterion
1. Involvement in RDI activity		
1.1 Contribution to national research projects: project director/project manager; activity manager; team member	3.00; 2.00; 1.00	
1.2 Participation in international/European/structural projects: project director/project manager; activity manager; team member	5.00; 3.00; 1.50	
1.3 Project proposals: project director/project manager; activity manager; team member	1.50; 0.75; 0.50	
2. Results of research activity		
2.1 Results obtained: Technologies; Studies (including environmental assessments, in-house works); Methods/Methodologies; Services	2.00; 1.00; 1.50; 0.50	
2.2 Scientific publications - principal author/co-author: non-indexed journals; BDI-indexed journals; ISI-rated journals (Q3/Q4); ISI-rated journals (Q1/Q2); published books; book chapters	0.50/0.25; 1.00/0.50; 3.00/1.50; 6.00/3.00; 4.00/2.00; 3.00/1.50	
2.3 Innovation activity - principal author/co-author: national patent application; international patent application; national patents obtained; international patents obtained	1.50/0.75; 2.00/1.00; 5.00/2.50; 7.00/3.50	
2.4 Communications at scientific events - principal author/co-author: non-indexed; BDI-indexed; ISI Proceedings	0.50/0.35; 1.00/0.75; 2.00/1.00	
2.5 Professional training: Doctor; Master; advanced training course/training internship, national or	3; 0.50; 2	

international (more than 5 days on a specific topic)		
2.6 Member of scientific/organising committees - national/international	0.50/1.00	
2.7 Awards at exhibitions/fairs - principal author/co-author: national; international	1.00/0.50; 2.00/1.00	
SCORE OBTAINED	Minimum 8 points	

b) CRITERIA - CS (R)

➤ **Criterion I. File analysis and activity evaluation**

- RDI activity - minimum standard: 2 projects in which the candidate participated as a member of the working team;
- scientific contribution - minimum standard: at least 5 papers published as principal author or co-author;
- fulfilment of the criteria in the minimum standards sheet.

Notes: Evaluation is performed by the committee members based on the minimum standards sheet and the portfolio of works. Proof of membership in the project working team consists of an extract of the title page of the work and the signature sheet of the endorsed work / declaration of the project manager. The minimum standard means the mandatory condition for fulfilling the criterion and is marked with grade 8. Exceeding the minimum standard is evaluated by the committee and marked with grades up to 10.

➤ **Criterion II. Written test**

- the subjects shall be from the announced specialised topic and an English language test; the paper shall be evaluated in accordance with the standard evaluation procedure;
- minimum standard - grade 7.

➤ **Criterion III. Oral test/interview**

- the candidate's answers shall be evaluated with reference to his/her activity in the field of the targeted position;
- minimum standard - grade 7.

The final grade shall be the average of the grades obtained for the above criteria. The minimum grade for admission is 8, provided that the candidate has not obtained a grade lower than 7 for any of the criteria.

D. MINIMUM STANDARDS AND CRITERIA for the examination for filling vacant ASSISTANT IN SCIENTIFIC RESEARCH ACTIVITY - ACS positions

- Criterion I. Paper in the specialised field or participation in a scientific communication.
 - Criterion II. Written test in the specialised field of the targeted position.
- The final grade shall be the average of the grades obtained for the above criteria. The minimum grade for admission is 8, provided that the candidate has not obtained a grade lower than 7 for any of the criteria.