

**INSTITUTUL NATIONAL DE CERCETARE
DEZVOLTARE PENTRU FIZICA MATERIALELOR**

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Approved

Board of Administration
at the meeting on 01/30/2026

Endorsed

Scientific Council
at the meeting on 01/16/2026

Approved revision

Board of Administration
at the meeting on

Revised

Scientific Council
at the meeting on ...

**Regulation for Organizing Competitions to Fill Vacant Positions for Research, Development,
and Innovation Staff: ACS, CS, CS III, CS II, and CS I**

The regulation for organizing competitions to fill vacant positions for scientific research assistant (ACS), scientific researcher (CS), scientific researcher grade III (CS III), scientific researcher grade II (CS II), and scientific researcher grade I (CS I) at INCDFM includes the following provisions:

Art. 1 Vacant positions for ACS, CS, CS III, CS II, and CS I are filled through a competitive selection process, under the conditions stipulated by:

- a) Law no. 183/2024 regarding the Status of research and development personnel, published in the Official Gazette of Romania, no. 546 of 06/12/2024;
- b) Government Decision no. 1568/2024 for the approval of Methodological Norms regarding the organization of competitions for filling vacant positions of research, development, and innovation staff in research organizations, published in the Official Gazette, Part I no. 1264 of December 16, 2024;
- c) This Regulation;
- d) Order of the Minister of National Education and Scientific Research no. 6129/2016 regarding the approval of minimal and mandatory standards necessary for granting academic titles in higher education, in the case of vacant positions for CS II and CS I.

Art. 2 (1) The number of vacant positions for ACS, CS, CS III, CS II, and CS I to be announced for competition is proposed by the Scientific Council of INCDFM and approved by the Board of Administration of INCDFM. The proposal for the number of positions will be made in accordance with the needs, financial resources of INCDFM, and the approved staffing plan, taking into account the development needs of the research directions according to the INCDFM development strategy and the recommendations noted during the institutional evaluation process carried out under Government Decision no. 1062/10/19/2011, as well as the critical mass of each research group.

(2) The competition procedure can only be initiated after approval of the competition organization by the Board of Administration of INCDFM.

(3) The organization of the competition will involve going through the steps mentioned below.

Art. 3 (1) The competition is publicly announced by posting at the INCDFM headquarters, by publication in a nationally circulated newspaper, on the INCDFM website and on Euraxess, in both Romanian and English. The date the announcement is posted at the INCDFM headquarters must be the same as the date it is published in the nationally circulated newspaper.

(2) The registration period for the competition is 30 calendar days from the date of announcement publication.

(3) The announcement must specify at least the following information: (a) a brief description of the position for which the competition is organized: title, COR code, (b) the minimum starting salary corresponding to the position; (c) the competition schedule; (d) the topics and bibliography for the competition tests; (e) description of the competition procedure; (f) the complete list of documents required in the application file; (g) details regarding the submission of the candidate's works that are not available in electronic format; (h) the email address to which the application file can be sent electronically; (i) the location where the competition will take place. The template for the Announcement used for organizing the competition for CS positions is presented in **Annex 1**.

Art. 4 (1) The application file for the competition must be submitted to the Human Resources department of INCDFM or electronically to the email address indicated in the job announcement and must obligatorily include the following documents:

- a) the signed application for the competition (**Annex 2**);
- b) curriculum vitae signed by the candidate;
- c) list of scientific publications, works, articles/studies, patents selected by the candidate according to relevance for their own scientific research activities;
- d) activity report and a project proposal;
- e) checklists for meeting the minimum standards (**Annex 3**) and the organization's own research standards, completed and signed by the candidate, as applicable, except for the situation regulated under item f);
- f) proof of holding the research/development professional grade **corresponding to the position applied for** , the checklist for meeting the organization's own research standards, as applicable, completed and signed by the candidate, and the self-evaluation form for 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 grade corresponding to the position applied for (**Annex 3**);

- g) copy of the bachelor's degree or equivalent/master's/PhD, as applicable. If the winning candidate does not hold a diploma issued by a higher education institution in Romania, they must submit a certified copy of the recognition or equivalence certificate before being hired and signing the individual employment contract, under penalty of non-issuance of the hiring administrative act. For CS candidates who have not yet received the PhD diploma, it is sufficient to have their thesis approved for public defense;
 - h) copy of the identity document or any other document certifying identity, according to the law, as applicable;
 - i) copy of marriage certificate or proof of name change, as applicable;
 - j) declaration on own responsibility, signed by the candidate, confirming that the data in the file refers to their own activities and achievements, and stating that, in the three years prior to registering for the competition, the candidate was not sanctioned for committing a serious breach of good conduct in CDI activity as provided for in Art. 52 para. (8) of Law no. 183/2024 (**Annex 4**);
 - k) medical certificate attesting to the candidate's health status for fulfilling service duties, issued by the candidate's family doctor or authorized healthcare units, no more than 3 months before the competition;
 - l) criminal record certificate;
 - m) signed consent declaration for personal data processing (**Annex 5**);
- (2)** The candidate's curriculum vitae must include:
- a) studies completed and diplomas obtained;
 - b) professional experience and relevant previous workplaces;
 - 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 scientific publications or invention patents resulting;
 - d) awards or other elements recognizing scientific contribution;
 - e) narrative description of the three most important achievements related to the position's topic for which the competition is organized – maximum 3 pages.
- (3)** The list of scientific publications, works, articles/studies, invention patents considered by the candidate to be relevant for the field of the position applied for is structured as follows:
- a) list of up to 10 most relevant scientific publications, such as: authored books, articles/studies/chapters, edited volumes, works;
 - b) list of invention patents and other industrial property titles;
 - c) list of authored books and edited and published volumes;
 - d) list of full articles/studies published in journals from the main international scientific stream;
 - e) list of other works and scientific contributions or, as applicable, from the field of artistic creation or national defense.

f) list of works citing the candidate's works, mentioning first the cited work and then the works in which that work is cited (self-citations are excluded).

(4) The competition file must contain the activity report and a project proposal (PD type worth 50,000 EUR for CS, TE type worth 100,000 EUR for CS III, PCE type worth 300,000 EUR or Partnership worth 1,000,000 EUR for CS II and CS I); the project proposal must follow the template in **Annex 6**. The activity report is a maximum of 3 pages for CS and CS III and 5 pages for CS II and CS I, which should include: a) narrative description of the three most important achievements related to the position's topic for which the competition is organized; b) proposal for the development of the scientific career in terms of scientific research activities; c) outstanding results obtained, mentioned in **Art. 3** from **Annex 7**.

Art. 5 The Competition Committee is composed as follows: for ACS, CS, and CS III – 3 members (a Chairperson and 2 members); for CS II and CS I – 5 members (a Chairperson and 4 members, of which at least 3 are from outside INCDFM). The Competition Committees will consist of scientific researchers or university faculty members holding a scientific rank (or university title) at least equivalent to the rank of the position being contested. The committees are proposed by the Scientific Director, who also serves as their Chairperson, according to the specializations for which the positions are being advertised, are endorsed by the Scientific Council, approved by the Administrative Council, and appointed by decision of the General Director of INCDFM, in accordance with Law 183/2024.

Art. 6 The Appeals Committee will be proposed by the Scientific Director, endorsed by the Scientific Council, approved by the Administrative Council, and appointed by decision of the General Director of INCDFM. The Appeals Committee will be composed of 3 members who are active in educational and research institutions, holding a scientific rank (or equivalent university title) at least equal to that of the position being filled in the competition.

Art. 7 The conditions and procedure for the competition to fill the vacant positions of ACS, CS, CS III, CS II, and CS I are provided in **Annex 7**.

Art. 8 (1) The competition for filling the vacant positions of ACS, CS, CS III, CS II, and CS I consists of:

A) For ACS:

- 1) Assessment of experimental experience exemplified by presenting the bachelor's/master's thesis;
- 2) Theoretical assessment of concepts in the fields of physics (mechanics, thermodynamics, optics, and electricity) and chemistry (inorganic chemistry, organic chemistry, thermodynamics, and electrochemistry).
- 3) Final score granted by averaging the two grades, as described in **Annex 7**.

B) For CS, CS III, CS II, CS I:

- 1) Analysis of the application file for the competition, which includes evaluating the candidate using a scoring system specified in the Competition Regulations for the respective position at INCDFM and fulfilling the other minimum thresholds provided in **Annex 3**.
- 2) Evaluation of relevant scientific activity and future research directions from the Activity Report and project proposal.
- 3) Oral exam:
 - a) CS and CS III – conference-type presentation (15 min.) focused on the proposed project;
 - b) CS II and CS I – interview with the committee, starting with a maximum 15-minute presentation of the research project.
- 4) Scoring based on a grid adapted to the specifics of the candidate's workplace activity, in accordance with the thresholds provided in **Annex 7**.

(2) The competition committee will prepare: a) an Evaluation Report for each candidate, according to the model presented in **Annex 8** and b) a Competition Report summarizing the results of the competition for the open positions, describing the results obtained by each candidate and nominating the candidate(s) with the best results, within the available positions, who are to be appointed to the position.

The duration and completion of the competition is 15 days from the closing date of registration for the competition, at the competition committee level, and 45 days from the submission of the committee's report and the file containing the competition documents to MCID*, to the Presidium of the Romanian Academy or to the university senate, as applicable.

Art. 9 (1) In order to finalize the competition, the chair of the competition committee presents the Summary Report on the results of the competition for filling the vacant ACS, CS, CS III, CS II, or CS I positions to the Scientific Council, listing the candidates with the best results in descending order of their grades for the available positions. The competition report is signed by each member of the competition committee.

(2) The Scientific Council approves the result of the competition by open nominal vote. The Chair of the Scientific Council prepares the Extract from the Minutes of the Scientific Council meeting of INCDFM, which will include information regarding the date of the meeting, the council members present, and the approval given for the competition results based on the committee's report.

(3) The final results of the competition are submitted for approval to the Board of Administration, based on the Summary Report presented by the chair of the competition committee and the extract from the Minutes of the Scientific Council meeting.

Art. 10 (1) The results of the competition will be posted at the headquarters of the research organization

and on its website, within two working days from the completion of the competition. Candidates will be notified by the Human Resources Inspector of INCDFM regarding the date of publication of the results at the INCDFM headquarters.

(2) Candidates may only file appeals if these concern procedural errors related to the calculation of the score according to the grid adapted to the specifics of the workplace activity.

(3) Appeals must be submitted within a maximum of 3 working days from the announcement of the results, and their resolution will be made within 3 working days from the expiration of the appeals submission period.

(4) The decision of the appeals resolution committee is final.

Art. 11 (1) The files of candidates who achieved the best results for filling the vacant CS I and CS II positions advertised in the competition will be sent to MCID* to be forwarded to the Advisory Council for Research, Development, and Innovation (CCCDI). The forwarding letter for these files will be prepared by the General Director of INCDFM.

(2) If, following administrative review, it is found that the competition file is incomplete or does not comply with current legal regulations and the organization's own competition rules, the specialty department of MCID* returns the competition file to the research organization within 15 days from the date of receipt and registration at MCID*. Within 15 days from the date the file is returned by MCID*, the research organization is required to update it so that it complies with legal provisions, and resend it to MCID*.

(3) If it is not possible to complete the file of the declared winner so that it complies with current legal regulations and the organization's own competition rules, the next-ranked candidate is declared the winner, and their file is sent to MCID* for administrative review.

Art. 12 (1) The results of the competition will be presented by the Chair of the Competition Committee, who will list the candidates with the best results, in descending order of their grades, for the positions open for competition.

(2) The competition is finalized for filling the vacant positions as follows: i) for ACS, CS, and CS III, by endorsement of the results by the Scientific Council, approval by the Board of Administration, and issuance of a decision by the General Director of INCDFM; ii) for CS II and CS I, by endorsement of the results by the Scientific Council, approval by the Board of Administration, issuance of a Minister's Order following CCCDI recommendations, and a decision by the General Director of INCDFM regarding implementation of the issued order concerning the grades obtained by the candidates participating in the competition.

(3) On the research organization's website, within five working days from the posting of the competition results, the following information will be published for the admitted candidate:

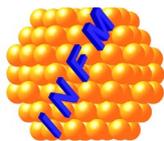
- a) curriculum vitae;
- b) the verification sheet for meeting the minimum standards and those specific to the research organization, as applicable, respectively proof of holding the professional research-development grade of CS II or CS I corresponding to the position for which the candidate is applying, accompanied by the related self-assessment sheet and the sheet certifying compliance with the research organization's own standards, as applicable;
- c) list of scientific publications, papers, articles/studies, patents.

Prepared by: Standing Rules Committee

Legality approval: Legal Advisor Gheorghe Decebal

*Authority for Research

Annex 1



INSTITUTUL NATIONAL DE CERCETARE DEZVOLTARE PENTRU FIZICA MATERIALELOR

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No.....Date...(the same date as the newspaper in which the announcement was published)

ANNOUNCEMENT

The National Institute of Materials Physics (INCDFM), headquartered in Măgurele, 405 A Atomistilor Street, Ilfov County, announces a competition for the following positions:

N positions for:.....

Field:

Specialization:.....

Brief job description:.....

Duration of the individual employment contract.....

Specific job responsibilities:.....

Minimum starting salary:.....

The competition will take place at the INCDFM headquarters according to Law 183/2024 regarding the Status of research and development personnel and the Regulation for organizing competitions for the filling of vacant positions of ACS, CS, CS III, CS II, and CS I.

Competition application files must be submitted within 30 days from the date of the announcement's publication, at the Institute's Human Resources Department or by email to ...

Additional information can be obtained from the Institute's Human Resources Department, by phone at..... and by email at

General Director

Name and surname

Signature and stamp

Annex 2

Registration No...../Date.....

To the General Director

The undersigned born on, graduate of currently holding the professional rank of at the National Institute of Materials Physics, with years of experience in research and development/higher education, hereby request approval for my registration in the competition for the position of in the field of, specialization as announced in the newspaper on

Signature,

Date

To the General Director of INCDFM Dr.

Approved

Annex 3

Candidate Evaluation Form

Field: PHYSICS

Notes:

1. AIS_i is the absolute influence score of the scientific journal in which article *i* was published, corresponding to its year of publication according to www.eigenfactor.org for articles published up to 2006 and the Journal Citation Report (ISI Web of Science) starting with 2007; if the year of publication is not found in the database, the closest year will be chosen.

2. n_i^{eff} is the effective number of authors of item *i* and has the following values: n_i if n_i ≤ 5 ; (n_i+5)/2 if 5 < n_i ≤ 15 ; (n_i+15)/3 if 15 < n_i ≤ 75 and (n_i+45)/4 if n_i > 75, where n_i is the number of authors of item *i*.

3. The Hirsch index (h-index) is the one calculated using the ISI Web of Science database. To avoid omissions, candidates must provide their Web of Science ResearcherID account. If the Web of Science ResearcherID account contains only the publications where the candidate is a co-author, the Hirsch index indicated in the account will be considered.

1. Teaching and Professional Activity

No	Type of activity	Indicators
1	Books published by Web of Science-recognized publishers as author	$A_1 = \sum_i \frac{4}{n_i^{ef}}$
2	Book chapters in publishers recognized by Web of Science as author / Reviews in ISI-indexed journals	$A_2 = \sum_i \frac{1}{n_i^{ef}}$
3	Books published by Web of Science-recognized publishers as editor	$A_3 = \sum_i \frac{0.5}{n_i^{ef}}$
4	Books published by national publishers or other international publishers as author, internal notes, presentations given to approve data analyses within large collaborations	$A_4 = \sum_i \frac{0.5}{n_i^{ef}}$
5	Book chapters in national publishers or other international publishers as author	$A_5 = \sum_i \frac{0.2}{n_i^{ef}}$
6	Full papers (at least 3 pages) published in ISI-indexed proceedings	$A_6 = \sum_i \frac{0.2}{n_i^{ef}}$
7	Granted international invention patents	$A_7 = \sum_i \frac{3}{n_i^{ef}}$
8	Granted national invention patents	$A_8 = \sum_i \frac{0.5}{n_i^{ef}}$
9	Director/responsible/coordinator for study programs, continuing education programs, educational projects, and infrastructure projects (excluding research projects)	$A_9 = \sum_i 0.5$
10	Director/responsible for research projects amounting to V _i euros obtained through national or international competition (projects from item 9 are excluded). Amounts in lei or other currencies are converted into euros at the average exchange rate for the respective year according to www.bnr.ro for the period after 1999 and at the 1999 rate for the period before. Project directors/responsible persons are mentioned as such in the submitted project; for them, only the amount related to INCDFM is considered.	$A_{10} = \sum_i \frac{V_i}{100000}$

Unde: $A = \sum_{i=1}^{10} A_i \geq 1$, pentru CS2 si $A = \sum_{i=1}^{10} A_i \geq 2$, pentru CS1

2 Research activities

No.	Type of activity	Indicators
1	Full-length scientific articles as author	$I = \sum_i \frac{AIS_i}{n_i^{ef}}$
2	Original scientific articles in full, as first author or corresponding author, according to the specifications on the article. Articles in which the authors are listed in alphabetical order by name are not taken into account if the candidate is listed as first author solely due to their name and the alphabetical ordering. In the case of HEPP (High Energy Particle Physics) publications with a large number of authors, if the article is based on an internal note whose approval for submission for publication was supported by the author, then that author is considered the first author.	$P = \sum_i AIS_i$

3. Recognition of the impact of the activity

No.	Type of activity	Indicators
1	Citations in scientific journals with impact factor that are included in the InCites Journal Citation Report, or in books from publishers recognized by Web of Science (<i>Document Type: Book or Book Chapter</i>). Citations in which the candidate is listed as author or co-author are not taken into consideration. A list of citations will be attached to the candidate's evaluation form; for each field, the impact factor or document type will be added as appropriate. <u>Citations in scientific journals without impact factor (e.g., Physica Status Solidi C) or in proceedings volumes are not taken into consideration!</u>	$C = \sum_i \frac{c_i}{n_i^{ef}}$ where c_i represents the number of citations in ISI journals for publication i
2	Hirsh index	h

Minimum criteria for recognizing the impact of activity:

$$C \geq 20, h \geq 5 \text{ pentru CS II și } C \geq 40, h \geq 10 \text{ pentru CS I}$$

Total score:

$$T = A + P/2 + I/2 + C/20 + h/5$$

Minimum criteria for recognizing the impact of activity:

$$T \geq 5 \text{ pentru CS II și } T \geq 12.5 \text{ pentru CS I}$$

The minimum requirements for participation in the competition for obtaining the professional grade of CS I / CS II / CS III / CS are:

Indicator	CS I	CS II	CS III	CS
A	2	1	0	0
I	4	2	1	0.5
P	4	2	0.75	0.375
C	40	20	7.5	0
h	10	5	2	0
T	12.5	5	1.75	0.5

The degree of fulfillment of the minimum requirements will be checked by completing a summary table, following the model below.

Summary Table

<i>Indicator</i>	<i>Minimum requirements for professional grade (X_{min})</i>	<i>Candidate score (X)</i>	<i>Exceedance rate (%) ($(X - X_{min}) / X_{min}$)</i>
A			
I			
P			
C			
h			
T			

Annex 4

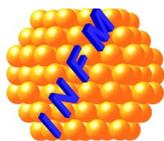
STATEMENT OF ASSUMPTION OF RESPONSIBILITY

I, the undersigned _____ born on in,
residing at _____ with Personal
Identification Number (CNP), hereby declare on my own
responsibility that the documents submitted for the position of, in the field of
Physics, specialization, at the National Research & Development Institute
for Materials Physics, represent my own achievements and activities. I acknowledge that, otherwise, I
will bear the consequences of making a false statement, in accordance with the legislation in force.
I declare on my own responsibility that, in the last 3 years prior to registering for the competition, I have
not been sanctioned for committing a serious breach of good conduct in RDI activities as provided in
Article 52 paragraph (8) of Law no. 183/2024.

Date

Signature

Annex 5



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No.....Date.....

Consent Declaration Regarding Agreement for the Processing of Personal Data

I, the undersigned, personal identification number, born on in, residing at, holder of ID card series no, issued by, on the date of, hereby declare that:

I have been informed about the provisions of Regulation 679/April 26, 2016 regarding the protection of individuals with respect to the processing of personal data and the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) adopted by the European Parliament and the Council of the European Union.

I have been informed that I have the right to access and intervene in my data, as well as the right not to be subject to an individual decision.

I have been informed that personal data as follows will be processed and stored by INCDFM and the Ministry of Education and Research.

I have been informed that the processing of my personal data is necessary for the legal obligations of INCDFM and the Ministry of Education and Research, as well as for my obligations.

I have been informed that I have the right to withdraw my consent at any time by submitting a written, justified, dated, and signed request at the headquarters of INCDFM and the Ministry of Education and Research, except in cases where the processing of my personal data is necessary in connection with the employment/service relationship.

Consequently, I give my consent for the processing, transmission, and storage of personal data by INCDFM and the Ministry of Education and Research.

Date
.....

Signature
.....

Annex 6

Title of the project

Research project description *(maximum 10 pages and maximum 2 pages bibliography)*

In this chapter there will be specified, in detail, the scientific context, the goals, the objectives the approach to these objectives (activities of the project), outputs and necessary resources.

Issues

There will be justified the scientific motivation of the project theme by delimiting the problem addressed in the context of the state of the art in the field. There will be highlighted three issues:

(1) the importance of the issue from scientific, technological, socio-economic or cultural point of view; (2) the elements of difficulty of the issue; (3) the limitations of current approaches by analyzing the state of the art of the knowledge related to the project topic;

Objectives

There will be presented the project approach in principle, highlighting the following two aspects:

(1) the specific objectives of the project; (2) the elements of originality and innovation that the implementation of the objectives brings to the field, in relation to the state of the art of the knowledge and related to previous projects implemented by the applicant;

Impact

There will be discussed the aspects related to the potential impact of the project in the broader of the scientific field, with emphasis on the following: (1) the potential to significantly influence the scientific field through new concepts or approaches, and if necessary, by opening of new themes or research directions; (2) discussing the potential impact of the project in the scientific, social, economic or cultural environment and/or the applicative directions to be explored within the project (where applicable for the proposed research direction);

Methodology

There will be presented in detail the methodology of the research, stating, where possible, certain key intermediate goals. In preparing this section there will be highlighted the following aspects:

(1) choosing the methods and instruments of investigation, in relation to the newest approaches from the theme field, and how they will be integrated; (2) a work plan, spread in time, which will describe the organization and planning of the project in relation with the proposed objectives; (3) description of the potential risks and approaches through which these risks would be addressed; (4) description of the undertaken deliverables;

Ethical aspects (if appropriate)

There will be made a short description of the ethical aspects involved, including the source of the biological material: how are treated the ethical aspects according with the standard rules and the applicable regulations: there will be highlighted the benefits of the research as well as its effects and how the ethical aspects will be involved.

Consortium description (if necessary)

Short description of the partners, and their role in the project, including key persona

Resources and budget

There will be presented the relevant existing resources for the project implementation, as well as the necessary resources, which will be procured within the project. There will be also presented the estimation of the time allocated for the project by each team member, in units months/member.

There must be described in detail the existing research infrastructure and laboratories where research will be made (please indicate the link in www.erris.gov.ro platform) and how they could support the research activities presented in the project. The budget breakdown by type of expenditure and calendar years must also be detailed and justified. The types of expenses that are distributed in the budget are: personnel, logistical, travel and indirect expenses (overhead).

In case of Partnership, it will be indicated the budget for each partner by the budget breakdown will be made only for INCDFM.

Budget Breakdown (euro, for the whole project)

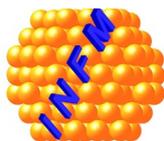
Budget chapter (expenses)	Total budget
Personnel	
Logistical	
Travel	
Indirect	
TOTAL	

Budget Breakdown (lei):

budget chapter (expenses)	Year I (lei)	Year II (lei)	Year III (lei)	Total (lei)
Personnel				
Logistical				
Travel				
Indirect				
Total				

Bibliography (*maximum 2 pages*)

The project description must be written in English. The gray text should be deleted when drafting the project. Formatting requirements: A4 paper, 2 cm margins all around, Times New Roman font size 12, 1.5 line spacing.



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**Conditions and the competition procedure for filling the positions of
ACS, CS, CS III, CS II, and CS I**

Art. 1 In developing the criteria for filling the positions of ACS, CS, CS III, CS II, and CS I, the following objectives were taken into account:

- ensuring the contest has a stimulating and competitive nature;
- promoting the institute's development strategy by encouraging scientific activities considered a priority;
- implementing the recommendations noted during the institutional evaluation process carried out under Government Decision no. 1062/10/19/2011;
- reducing subjectivity and arbitrariness by establishing clear and measurable criteria.

Art. 2 The mandatory conditions for registration in the competition are as follows:

For ACS:

- a) must have completed long-term higher education with a bachelor's degree or equivalent, or equivalent studies (bachelor's and master's university studies in accordance with Law no. 288/2004);
- b) the average graduation grade for each candidate's years of university study must be at least 7.

For CS:

- a) must have completed long-term higher education with a bachelor's degree or equivalent, or equivalent studies (bachelor's and master's university studies in accordance with Law no. 288/2004);
- b) must have a doctoral thesis approved for public defense;
- c) must fulfill the minimum requirements for occupying the CS position in INCDFM according to **Annex 3**.

For CS III:

- a) must have completed long-term higher education with a bachelor's degree or equivalent, or equivalent studies (bachelor's and master's university studies in accordance with Law no. 288/2004);
- b) must hold the title of doctor in the field of the position;
- c) must fulfill the minimum requirements for occupying the vacant CS III position at INCDFM according to **Annex 3**.

For CS II:

- a) must have completed long-term higher education with a bachelor's degree or equivalent, or equivalent studies (bachelor's and master's university studies in accordance with Law no. 288/2004);
- b) must hold a doctoral diploma in the scientific field corresponding to the position;
- c) must meet the minimum requirements for occupying the CS II position at INCDFM according to **Annex 3**.

For CS I:

- a) must have completed long-term higher education with a bachelor's degree or equivalent, or equivalent studies (bachelor's and master's university studies in accordance with Law no. 288/2004);
- b) must hold a doctoral diploma in the scientific field corresponding to the position;
- c) must meet the minimum requirements for occupying the CS I position at INCDFM according to **Annex 3**.

Art. 3 Candidates will be graded based on the following criteria:

- (1) *The candidate's performance*, evaluated by determining the extent to which the candidate exceeds the minimum requirements for obtaining the scientific rank for which they are applying;
- (2) *Assessment of outstanding results achieved by the candidate*, as reflected in the activity report submitted with the application file;
- (3) *The candidate's ability to propose new research topics*, evaluated by grading the project proposal included in the application file;
- (4) *The candidate's ability to give an oral presentation or interview*, evaluated based on the oral presentation (for CS and CS III) or the interview with the selection committee (for CS II and CS I).

Procedure for Verifying Candidates' Application Files

The selection committee:

- i) will check that all the documents required for preparing the application files of the registered candidates, according to the positions announced in the competition, are present.
- ii) will verify fulfillment of the registration/participation requirements for the competition.

Candidate Evaluation Procedure

A) For ACS

The competition for the ACS position at INCDFM will consist of two exams, written and oral.

- 1) The written exam will consist of evaluating experimental experience by presenting the bachelor's, master's, or, as applicable, doctoral thesis. The minimum score on the written exam required to advance to the oral exam is 8.
- 2) The oral exam will consist of theoretical evaluation of concepts from physics (mechanics, thermodynamics, optics, and electricity) and chemistry (inorganic chemistry, organic chemistry, thermodynamics, and electrochemistry) through an interview in which the candidate will present their bachelor's thesis using PowerPoint. The presentation should last no more than 15 minutes. The question session regarding the presentation and the candidate's knowledge in Solid State Physics and Chemistry will last no more than 15 minutes. The candidate will receive a score for the oral presentation, which must be at least 8.

The final score will be the arithmetic mean of the two scores. The minimum score required to secure the ACS position will be 8. The successful candidates will be those with the best results, ranked in descending order.

B) Pentru CS, CS III, CS II, CS I

Candidate evaluation is based on scoring. Thus, the competition committee will award 3 grades as follows:

- 1) A **grade D** for the degree of exceeding the minimum conditions required for the respective position at INCDFM. The procedure consists of awarding a grade according to the formula: $7 + 1.5(T - T_{\min}) / T_{\min}$ where T is the candidate's indicator and T_{\min} is the minimum value provided for T. If $T = T_{\min}$ the grade

will be 7, and for $T \geq 3 T_{\min}$ the grade will be 10.

2) A **grade S** for the written part, consisting of the activity report and the project proposal. The following will be graded:

Concise and documented presentation of the candidate's outstanding results, with a clear display of their own contributions - maximum 2 points

Distinct elements of visibility:

a) for CS I and CS II: invited lectures abroad, awards, scholarships won through competition, involvement in various national or international committees and councils, including membership on editorial boards or organization committees for scientific events, coordination of actions such as "Școala Altfel" or "Researchers' Night" and other similar activities.

b) for CS and CS III: additionally, oral presentations at international and national conferences, seminars held at institutions abroad, scholarships won through competition, supervision of student internships, science popularization activities (articles in mass media, websites or blogs, etc.), participation in actions like "Școala Altfel", "Researchers' Night" and other similar activities may also be considered.

– maximum 2 points

The ability to present the state-of-the-art in the area where the project is proposed, with up-to-date bibliographic references, as well as the ability to propose original objectives with a high degree of novelty - maximum 3 points

Project feasibility (evaluated according to the proposed methodology and allocated resources) and the method of valorization (papers, other publications, patents) – maximum 3 points

3) A **grade O** for the oral presentation or interview. In grading, the following will be taken into account:

- Clarity of the presentation and/or answers – maximum 5 points
- Ability to synthesize and correctness of answers – maximum 5 points

The S and O grades are calculated as arithmetic averages of the grades given by the committee members. The final grade is calculated using the formula: $N = 0.6 \times D + 0.3 \times S + 0.1 \times O$

The final grade must be at least 8, and the grades for each test must be at least 7.

For differentiating candidates who obtain the same final grade (N), the highest value of the dossier grade D will be considered first, and if equality persists, the highest value of the S grade will be considered to select candidates who occupy higher positions in the ranking.

Annex 8

Competition for the position of scientific researcher...field..., specialization..., at the National Institute for Research and Development in Materials Physics. The position was advertised in the newspaper...on the date...and at the institute's headquarters. The competition committee, appointed by Decision no...., is composed of:

Chairperson:

Members:

.....
.....
.....

(professional grade, last name and first name; scientific director position where applicable; institution where the member holds tenure)

The candidate officially registered for the competition is Mr./Ms.

Dr.

File registration number.....(*number from the application for entry into the competition*)

REPORT OF THE COMPETITION COMMITTEE

The competition committee has examined the competition file no....., belonging to candidate....., in relation to the following provisions:

- a) Law no. 183/2024 regarding the Status of research, development, and innovation personnel, published in the Official Gazette of Romania, Part I, no. 546 from 06/12/2024.
- b) Government Ordinance no. 57/2002 regarding scientific research and technological development, approved with amendments and completions through Law no. 324/2003, with subsequent amendments and completions.
- c) The present Regulation
- d) Government Decision 1569/2024 published in the Official Gazette, Part I no. 1252 of December 12, 2024
- e) Order of the Minister of Education and Research no. 3,019/2025 for the approval of the minimal national standards necessary and mandatory for conferring the title of associate professor and that of professor in higher education, as well as the habilitation certificate;
- f) Regulation for organizing competitions for filling vacant positions of research, development, and innovation personnel ACS, CS, CS III, CS II, and CS I within the National Institute of Research and Development for Materials Physics, endorsed by the Scientific Council on....., approved by the Board of Directors on..... and by Decision issued by the General Director of INCDFM on.....

The Competition Committee has found and established the following:

A. Conditions for registration/participation in the competition:

(comment to follow)

Committee Resolution: The candidate meets/does not meet the conditions for participation in the competition.

B. Conditions for awarding the title (professional grade)

In accordance with the Competition Regulation for filling the position of Scientific Researcher grade within the National Institute of Research and Development for Materials Physics

(comment to follow; assigned grade, evaluation sheet to be attached)

In conclusion , considering the above, the Competition Committee has determined that Mr./Ms.

meets all the criteria for evaluation and proposes to grant him/her the title (professional grade) of Scientific Researcher grade

Competition Committee President:

Members: