

Rules on the Organisation of Competitions for Filling Vacancies and Awarding the Professional Ranks of Leading Researcher (1st Rank Research Scientist - CS I) and Established Researcher (2nd Rank Research Scientist - CS II) at “Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering (IFIN-HH)

1. PURPOSE

These rules describe the competition methodology for filling vacancies and awarding the professional ranks of Leading Researcher (1st Rank Research Scientist - CS I and Established Researcher (2nd Rank Research Scientist - CS II) at IFIN-HH.

2. SCOPE

These rules are applicable to the research-development-innovation personnel, research scientists with higher education: professional ranks of Leading Researcher (1st Rank Research Scientist - CS I) and Established Researcher (2nd Rank Research Scientist - CS II).

3. REFERENCE DOCUMENTS

- Act No 183 of 10 June 2024 regarding the status of research, development and innovation personnel, as amended and supplemented [_ link](#)
- Romanian Government Decision (HG) No 1568 of 4 December 2024 approving the Implementing rules regarding the organisation of competitions for filling research, development and innovation vacancies in research organisations [_ link](#)
- Order of the minister of national education and scientific research no. 6129/20.12.2016 on approving the minimal standards required and mandatory to confer professorial titles in higher education, research and development professional ranks, the capacity as PhD supervisor and the certificate of competency – [link](#)
- Scientific Council Decision No 5/27.02.2025 regarding the minimal standards required for being awarded the professional ranks of Leading Researcher (1st Rank Research Scientist - CS I), Established Researcher (2nd Rank Research Scientist - CS II), Recognised Researcher (3rd Rank Research Scientist - CS III), First Stage Researcher (Research Scientist - CS) and Assistant to the scientific research activity (Scientific Research Assistant - ACS)

4. ORGANISATION and CONDUCT OF THE COMPETITION

4.1. General

Art.1

(1) At IFIN-HH, vacancies are filled for a definite or an indefinite duration and professional ranks of Leading Researcher (1st Rank Research Scientist - CS I) and Established Researcher (2nd Rank Research Scientist - CS II) are awarded by public competition, organised by IFIN-HH according to these rules, submitted by the Scientific Council to the Board of Administration for approval, according to Scientific Council Decision No 8/27.02.2025, and approved by the Resolution of IFIN-HH Board of Administration No 4/31.03.2025.

(2) As an exception, the research-development-innovation personnel falling under the provisions of art. 13 (12) of Act No 183/2004 regarding the status of research, development and innovation personnel can be hired for a definite duration, without competition, conditional on meeting the minimal standards approved by minister's order, as resulting from the vacancy report written by the project director, endorsed by the head of department and the Scientific Director, and approved by the Director General of IFIN-HH.

Art.2

(1) The number of posts per positions and professional ranks is proposed by the Scientific Council of IFIN-HH and approved by the Board of Administration. The organisation of competitions, the type of competition tests and the Competition/Complaints Board for filling vacancies shall be approved by the Scientific Council and the Board of Administration.

(2) The proposal regarding the organisation and conduct of a job competition, submitted to the IFIN-HH Board of Administration for approval must contain at least the following information:

- i. number and title of the job;
- ii. minimal requirements to register for and participate in the competition;
- iii. main duties and responsibilities of the open vacancy;
- iv. proposal regarding the composition of the Competition Board and of the Complaints Board;
- v. type of competition tests and assessment method; evaluation of file/recommendations/competencies and interview; grid tailored to the candidate's workplace specificity, in line with the thresholds established by the minimal standards;
- vi. other mentions regarding the organisation of the competition or the participation conditions.

Art.3

1) The competition shall be publicly advertised by posting at the headquarters of IFIN-HH and on www.nipne.ro and www.eli-np.ro, as well as other national, international on-line platforms or of other organisational entities in the field, as the case may be.

(2) The job advertisement must contain the mandatory information set forth by the legislation in force.

(3) Concurrently with the posting of the job advertisement on www.nipne.ro and www.eli-np.ro, the following documents shall also be posted, accompanied by the standard forms required for applying:

- i. Rules on the Organisation of Competitions for Filling Vacancies and Awarding the Professional Ranks of Leading Researcher (1st Rank Research Scientist - CS I) and Established Researcher (2nd Rank Research Scientist - CS II) at "Horia Hulubei" National Institute for Research and Development in Physics and Nuclear Engineering (IFIN-HH);
- ii. Application (Annex 5);
- iii. Scientific career development proposal drawn up considering the criteria listed in Annex 3, maximum 5 pages (Annex 5);
- iv. Self-assessment form related to the minimal standards in force when sitting for the competition (Annex 1);

- vi. Sample self-statement whereby the applicant certifies the truthfulness of the information presented in the file (Annex 5);
- vii. Personal Data Processing Consent Statement (Annex 5).

Art. 4

The applicant's compliance with the legal conditions for sitting the competition is certified by the legal endorsement of the IFIN-HH Legal Office, after the Competition Board has checked the compliance with the minimal standards. To get the legal endorsement, the chair of the Competition Board shall send the file to the Legal Office, accompanied by the conclusions of the Competition Board after having checked that the minimal standards, approved by minister's order, are satisfied. The competition file shall be registered with the Legal Office which has the obligation to send, on the same day, the "conforming" endorsement or the endorsement refusal.

Art.5

The duration and completion of the competition is 15 days of the closing date for exam registration with the Competition Board and 45 days of the submission of the Competition Board's report and of the file containing the competition-related documents to the state authority for research, development and innovation.

4.2. Specific mandatory conditions that must be satisfied by the persons taking part in the competition for filling a vacancy and for being awarded the professional rank of Leading Researcher (1st Rank Research Scientist - CS I) and Established Researcher (2nd Rank Research Scientist - CS II) at IFIN-HH:

Art.6

Minimal mandatory requirements to register and take part in the competition for filling a vacancy and for being awarded the professional rank of Leading Researcher (1st Rank Research Scientist - CS I):

- a) Holding the PhD title
- b) Having had at least 10 years of professional activity in the speciality, either in research & development or in higher education, or at least 15 years of work in other activities.
- c) Satisfying the minimal standards required and mandatory to be awarded the professional rank, approved by minister's order (Annex 1).

Art.7

Minimal mandatory requirements to register and take part in the competition for filling a vacancy and for being awarded the professional rank of Established Researcher (2nd Rank Research Scientist - CS II):

- a) Holding the PhD title
- b) Having had at least 8 years of professional activity in the speciality, either in research & development or in higher education, or at least 12 years of work in other activities.
- c) Satisfying the minimal standards required and mandatory to be awarded the professional rank, approved by minister's order (Annex 1).

4.3. Competition Board and Complaints Board

Art. 8

(1) The nominal composition of the Competition Board/Complaints Board is proposed by the Scientific Director, approved by the Scientific Council and the Board of Administration of IFIN-HH and appointed by the decision of the Director General of IFIN-HH.

(2) The members of the Examination Board/Complaints Board can be researchers or professorial staff, RDI personnel from the institute or from outside the institute, holding a professional rank or academic title at least equal to that of the open vacancy and who are specialists in the field of the post. The members of the Competition Board cannot be members in the Complaints Board.

(3) The Competition Board has 5 members (chair and 4 members), of which at least 3 are external to IFIN-HH.

(4) The Complaints Board consists of a chair and two members, researchers or professorial staff, holding a professional rank or academic title at least equal to that of the post for which the competition is organised.

(5) The decisions of the Competition Board and of the Complaints Board are taken by the open vote of the members and must secure the favourable vote of at least three Board members.

(6) The Competition Board and the Complaints Board shall benefit from IFIN-HH's administrative support, provided by a secretary appointed by decision of the IFIN-HH General Director, who is not a member of the board and does not take part in the board's decisions.

(7) Replacement members shall be designated for both the members of the Competition Board/Complaints Board and the secretary, under the same conditions as the incumbents.

(8) Individuals who have the status of spouse, relative or akin, up to the third degree included, of the applicant to the open vacancy cannot be involved in the competition procedure.

(9) The activity of the Competition Board/Complaints Board can be carried out with physical and/or online presence.

4.4. Registration for the competition and content of the competition file

Art.9

The application shall be made within 30 calendar days of posting the job advertisement under the conditions set forth in art. 3 hereof.

Art.10

To register for the competition for filling a vacancy of **Leading Researcher (1st Rank research Scientist - CS I)** or **Established Researcher (2nd Rank Research Scientist - CS II)** at IFIN-HH, the applicant shall submit a **FILE that must comprise the following documents:**

- a) signed application and enclosed therewith a self-statement by the candidate certifying the truthfulness of the information presented in the file (Annex 5);
- b) the scientific career development proposal in terms of the scientific research activities considering the criteria listed in Annex 3, maximum 5 pages;
- c) CV signed by the applicant which must contain:
 - i) education completed and degrees (diplomas) earned;
 - ii) professional experience and relevant previous jobs;

- iii) awards or other elements of recognition of their scientific contribution;
 - iv) research-development-innovation projects they have led as a project director and grants earned, if applicable, for each source of funding indicating the project's budget and the main scientific publications or patents that resulted;
 - v) narrative description of the most important 3 achievements in the topics of the open vacancy - maximum 3 pages;
- d) The list* of publications, papers, articles/studies, patents selected by the candidate depending on their relevance to the candidate's own scientific research activities;

** candidate's papers that are not electronically available shall be submitted in hard copy.*

Note: The list of scientific publications, works, articles/studies, patents must be structured in the following manner:

- i) a list of maximum 10 scientific publications, the most relevant, such as: authored books, articles/studies/chapters, edited volumes, works;
 - ii) the list of patents and other industrial property titles, if applicable;
 - iii) the list of authored books and volumes edited and published;
 - iv) the list of articles/studies in extenso, published in mainstream international journals;
 - v) the list of other scientific papers and contributions;
- e) minimal standards compliance forms approved by minister's order (Annex 1), excepting the case regulated in f);
- f) proof of holding the research & development rank corresponding to the position they apply for and the self-assessment form regarding the minimal standards in force when sitting for the competition, filled in and signed by the applicant;
- g) copy** of the bachelor's degree or equivalent, master's degree – as applicable, and doctoral*** degree certificate. Bachelor's and master's degrees will be accompanied by copies of the academic transcripts.

***Copy, if the study document is issued in Romanian, English, French, Spanish, Italian; copy and legalised translation into Romanian/English for documents issued in other languages.*

****Where the successful candidate does not have a degree certificate/diploma issued by a higher education institution in Romania, they must submit a true copy of the certificate of recognition or equivalence thereof before being hired and before signing the employment contract, under the penalty of not issuing the administrative act of hiring;*

- h) a list containing the names and contact information of three scientific personalities (holding the title of Leading Researcher - 1st Rank Research Scientist/Professor), so that the Competition Board may request, should they deem necessary, recommendations regarding the candidate's competence and experience; at least one name must be external to IFIN-HH.
- i) copy of their identity document or any other document attesting their identity, according to the law;
- j) copy of their marriage certificate or proof of name change, as applicable;

- k) medical certificate attesting the health condition, with the mention “fit for the competition”, issued not more than 3 months before the conduct of the competition, by the candidate’s family physician or by authorised sanitary units;
- l) personal data processing consent statement, signed (Annex 5);
- m) criminal record certificate.

Art.11

The competition file shall be submitted by the candidate electronically, at the email address indicated in the advertisement, or in physical format, at the headquarters of IFIN-HH, the Human Resources Office.

Art.12

(1) The secretary of the Competition Board shall register the competition file the day it is received and shall communicate the registration number to the candidate; the competition file registration number will be the identifier number in all further correspondence and communications regarding the conduct of the competition, the communication of the results and the settlement of complaints and shall be retained throughout the conduct of the competition and the settlement of complaints.

(2) The files received after the working hours shall be recorded the next following day, excepting those received on the last registration day, which shall be submitted, whether physically or electronically, not later than 16:30 (Monday to Thursday) and 14:00 (Friday).

(3) The files submitted after the time limit specified in the advertisement (date and time) shall not be taken into consideration.

Art.13

The secretary of the Competition Board shall check if the competition file is complete, on the day it is received and registered, and is responsible for sending it to the members of the Competition Board. If the competition file is incomplete, the secretary of the Competition Board shall ask the candidate to provide clarifications, and the candidate can complete the competition file until the expiry date of the period for submission of competition files. The day after the expiry of the registration deadline, the secretary of the Competition Board shall send the file(s) to the members of the Competition Board.

4.5. Conduct of the Competition

Art. 14

The competition consists in assessing the candidates’ scientific activities and research competences for filling vacancies of Leading Researcher (1st Rank Research Scientist - CS I) and Established Research (2nd Rank Research Scientist - CS II).

Art.15

The candidates’ assessment by the Competition Board consists in:

1. Analysing the candidate’s file;

2. Analysing the recommendations regarding the candidate's competence and experience;
3. Analysing the scientific career development proposal, in relation to job requirements and institute's development directions.

Art. 16

The competition also includes an interview stage.

Art. 17

1. The Competition Board shall assess the candidate in terms of the following non-cumulative criteria:

- i. relevance of the results of the research and/or innovation activity, related to the topics of the job for which they apply;
- ii. Impact of the candidate's research and/or innovation activity and scientific results, reflected in scientific publications, based on the list of published papers and patents, in relation with the topics of the vacancy they apply for;
- iii. internal and international scientific prestige and internal and international size of the activities, reflected in scientific publications, patents, participation to scientific conferences, individual and institutional collaborations, projects, prestigious scholarships, the capacity as invited professor/researcher, member in the editorial teams of top journals in the field; the evaluation will be made based on the Self-Assessment Form which will include the items proposed in Annex 2;
- iv. ability to raise research funds or collaborate with public and/or private research organisations and lead research & development projects;
- v. scientific and organisational managerial skills, proven until the date of the competition; the assessment will be made based on the Self-Assessment Form which will include the items proposed in Annex 2;
- vi. suitability of the candidate's skills and experience to the scientific strategy, directions and development topics of IFIN-HH;
- vii. ability to guide young researchers or students;
- viii. ability to transfer knowledge and results to the economic and or social environment or popularise their own scientific results;
- ix. ability to work as a team and efficiency of their scientific collaborations, depending on the candidate's field specificity;
- x. professional experience at other institutions than the one organising the competition

2. The evaluation process shall take place as follows:

a) **after analysing the competition file**, each member of the Competition Board awards a score, based on a grid tailored to the candidate's workplace activity specificity (Annex 4), in line with the thresholds set in the minimal standards. Each member of the Competition Board analyses all the elements making up the competition file. The score earned by the candidate shall be specified at each quantity threshold.

The score awarded by each member of the board shall be determined by adding up the scores awarded for each criterion in the grid. The final score awarded to the candidate is the arithmetic mean of the scores awarded by each member of the board.

b) **after the interview**, organised in keeping with art. 2, art. 16, art. 18 and art. 19, a score shall be awarded which represents the arithmetic mean of the scores awarded by the board members. The maximum score for the interview cannot exceed 20% of the total maximum score possible calculated as provided for in a);

c) the final score is the sum of the scores awarded as provided for in a) and b).

d) only candidates satisfying the minimal standards and earning a score awards according to the procedure defined in a)-c) which equals at least 70 can be proposed for hiring.

Art.18

The competition and the interview, respectively, can take place with either physical or on-line attendance, IFIN-HH providing the required infrastructure for the Competition Board/Complaints Settlement Board to carry out their activity in this way.

Art.19

With a view to sitting for the interview, the day, time, place and format (physical or virtual presence) will be communicated on www.nipne.ro and www.eli-np.ro and to each candidate by email, with at least 48 hours in advance; for on-line attendance, the connection data will be sent to the candidates at the same time as the convocation for the test.

Art. 20

The competition board may ask the candidates for clarifications, regarding the competition file related to the scientific activity, throughout the conduct of the competition.

5. COMPETITION RESULTS

Art.21

After the evaluation process is completed, the Competition Board establishes, for each post, the candidates' hierarchy and nominates the candidate who has earned the best results in relation to the final score calculated as provided for in art. 17.

Art.22

(1) The chair of the Competition Board shall write a competition report, based on the accounts of assessment drawn up by each member of the Competition Board, while observing the candidates' hierarchy decided by the Competition Board.

(2) The competition report is assumed by each member of the Competition Board, under signature. The chair of the Competition Board shall send, while adhering to the deadlines set forth in art. 5 hereof, the report and the related documentation to the Scientific Council that verifies the compliance with the procedures set out by its own rules of competition and shall approve the competition report or not, by open nominal voting.

(3) The candidates' hierarchy resulting from the evaluation performed by the competition board cannot be modified by the Scientific Council.

(4) After the report of the Competition Board is approved, it shall be submitted to the Director General of IFIN-HH by the Scientific Council, so that the results of the competition may be posted, by the Human Resources Office of IFIN-HH.

Art.23

The results of the competition (mentioning also the scores earned) shall be posted at the headquarters of IFIN-HH, on www.nipne.ro, www.eli-np.ro and communicated to each candidate by email. The identification of the candidates shall be made using the identifier number assigned and communicated upon registration.

6. COMPLAINTS**Art.24**

The candidate can make a complaint exclusively for procedural flaws and only for their own result. The time limit for making a complaint is 3 (three) working days of communicating the results of the competition according to art. 23.

Art.25

(1) The complaint shall be sent to the same email address where the competition file was sent, or the headquarters of IFIN-HH, the Human Resources Office. The secretary of the Complaints Board shall record the complaint and shall transmit to the candidate, via a confirmation email, the complaint registration number, making reference to the identifier number for the competition file.

(2) The secretary of the Complaints Board shall send the complaint with the competition file to the members of the Complaints Board on the day it is recorded.

Art.26

The Complaints Board shall analyse the issues of the complaint filed and they shall settle it not later than 2 (two) working days of registering it.

Art.27

(1) The chair of the Complaints Board shall write a complaints report, based on the accounts drawn up by each member of the Board.

(2) The complaints report shall be signed by each member of the Complaints Board. The chair of the Complaints Board shall send the report and the related documentation to the Scientific Council for approving or disproving the complaints report, by open nominal voting.

(3) The report of the Complaints Board shall be submitted to the Director General of IFIN-HH by the Scientific Council to be submitted to the Board of Administration of IFIN-HH, so as to comply with the deadline for completion stipulated in art. 5 hereof.

Art. 28

The successful candidate, who does not hold the professional rank in research and development of Leading Researcher (CS I) or Established Researcher (CS II) corresponding to the post they apply for, must satisfy the minimal standards related to the research & development professional rank corresponding to the post they apply for.

Art. 29

After approval in the Board of Administration of IFIN-HH, the final results shall be posted at the headquarters of IFIN-HH, on www.nipne.ro and www.eli-np.ro and shall be communicated to the candidates via email by the Human Resources Office.

7. HIRING ON THE POST and OBLIGATIONS REGARDING THE COMPETITION

Art.30

After the competition has ended, the competition file shall be sent to the state authority for research, development and innovation, in hard copy or electronically, with the signature of the IFIN-HH Director General, so as to carry out the administrative review and issue the order on awarding the professional rank of Leading Researcher (CS I), Established Researcher (CS II).

Art. 31

(1) If found that the successful candidate's file is incomplete or not in compliance with the regulations in force and these rules, and at the request of the state authority for research, development and innovation it is not possible to complete it, the next candidate in line is declared successful, their file being sent to the state authority for research, development and innovation for an administrative review.

(2) Where no candidate satisfies the conditions, the competition is resumed without the need for a new approval by the Board of Administration of IFIN-HH to organise it.

Art.32

After the minister's order to award the professional research and development rank is issued for which the candidate has applied, the Director General of IFIN-HH shall issue the decision on hiring the successful candidate on the post of Leading Researcher (CS I) or Established Researcher (CS II).

Art.33

By exception from the provisions of art. 30 and the following, for the candidate declared admitted to fill a position corresponding to the professional rank of Leading Researcher (CS I), Established Researcher (CS II), the Director General of IFIN-HH shall issue the related hiring decision without the need for a validation that the minimal standards are satisfied.

Art.34

Within 5 working days of posting the final results of the competition on www.nipne.ro and www.eli-np.ro, the following information will be posted for the candidate declared admitted:

- a) curriculum vitae;
- b) minimal standards compliance form;
- c) list of scientific publications, works, articles/studies, patents, as the case may be.

Art.35

The persons involved in the competition procedure are responsible for the good conduct of the competitions for filling vacancies of **Leading Researcher (1st Rank Research Scientist - CS I) and Established Researcher (2nd Rank Research Scientist - CS II)**, conditional on observing the professional quality, ethical and deontology norms of RDI personnel and the legislation in force.

These Rules for filling vacancies and awarding the professional ranks of **Leading Researcher (1st Rank Research Scientist - CS I) and Established Researcher (2nd Rank Research Scientist - CS II)** were approved in the meeting of the Scientific Council of IFIN-HH held on 27 February 2025 and in the meeting of the Board of Administration of IFIN-HH held on 31 March 2025.

ANNEXES

ANNEX 1 - MINIMAL STANDARDS for being hired and awarded the professional rank of Leading Researcher (1st Rank Research Scientist) and Established Researcher (2nd Rank Research Scientist - CS II)

Annex 2 - List of scientific prestige criteria and managerial skills

Annex 3 - General non-cumulative criteria for writing the scientific career development proposal

Annex 4 - Grid tailored to the candidate's workplace specificity

Annex 5 - Forms

IFIN-HH DIRECTOR GENERAL

Dr. Nicolae Marius Mărginean

CHAIR OF THE SCIENTIFIC COUNCIL

Dr. Alexandru Negreț

ENDORSED BY

Legal Adviser

Daniela Moraru

ANNEX 1

MINIMAL STANDARDS

for being hired and/or awarded the professional rank of
Leading Researcher (1st Rank Research Scientist - CS I) and Established Researcher (2nd
Rank Research Scientist - CS II)

1. Teaching and Professional Activity

Item No	Type of Activities	Indicators
1.	Books at global Web of Science recognised publishing houses as an author	$A_1 = \sum_i 4/n_i^{ef}$
2.	Book chapters at global Web of Science recognised publishing houses as an author/Reviews in ISI-ranked journals	$A_2 = \sum_i 1/n_i^{ef}$
3.	Books at global Web of Science recognised publishing houses as an editor	$A_3 = \sum_i 0.5/n_i^{ef}$
4.	Books, manuals, laboratory guides at national publishing houses or other international publishing houses as an author, internal notes, presentations delivered for the approval of data analyses under large collaborations	$A_4 = \sum_i 0.5/n_i^{ef}$
5.	Book chapters at national publishing houses or other international publishing houses as an author	$A_5 = \sum_i 0.2/n_i^{ef}$
6.	Papers in extenso (at least 3 pages) published in ISI-indexed Proceedings	$A_6 = \sum_i 0.2/n_i^{ef}$
7.	International patents awarded	$A_7 = \sum_i 3/n_i^{ef}$
8.	National patents awarded	$A_8 = \sum_i 0.5/n_i^{ef}$
9.	Director/responsible person/coordinator for study programmes, continuing training programmes, educational projects and infrastructure projects (research projects are excluded)	$A_9 = \sum_i 0.5$
10.	Manager/responsible person for research projects amounting to V_i EUR won through national or international competition (the projects in section 9 are excluded). Amounts in RON or other currencies shall be converted to EUR at the average exchange rate of the year in question as found at www.bnr.ro for the period after 1999 and at the 1999 exchange rate for the previous period. Project responsible persons are those leading a research team, being mentioned as such in the submitted project; in their case, the amount to be taken into account is only that which relates to the team they led.	$A_{10} = \sum_i V_i/100.000$
11.	TOTAL	$A = \sum_{i=1}^{10} A_i$

n_i^{ef} = is the actual number of authors of item i and have the following values:

n_i	if $n_i \leq 5$
$(n_i + 5)/2$	if $5 < n_i \leq 15$
$(n_i + 15)/3$	if $15 < n_i \leq 75$
$(n_i + 45)/4$	if $n_i > 75$

n_i is typically the number of authors of item i . 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 of the collaboration and the candidate is a co-author of this internal note, then n_i^{ef} can be given by the number of authors in the internal note.

“Article/Proceedings” papers can be taken into consideration in items 1.6 or 2, only once, as the candidate chooses.

Web of Science recognised publishing houses can be found on the Web of Science Publishers – Master Book List – Publishers website (<https://wokinfo.com/mbl/publishers/>).

Each candidate should create a ResearcherID account to facilitate the verification of data regarding the research activity and the activity impact recognition.

2. Research Activity

Item No	Type of Activities	Indicators	
1.	Original scientific articles in extenso as an author	$I = \sum_i AIS_i / n_i^{ef}$	
2.	Original scientific articles in extenso as a first author or a corresponding author, according to the mentions on the article. Articles where authors are indicated in the alphabetical order of their name and the candidate is a first author exclusively due to their name and the alphabetical order shall not be taken into account. 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 sending to publication was upheld by the author, then the author is considered first author.	$P = \sum_i AIS_i$	

AIS_i = is the absolute Article influence score of the scientific journal where article i was published, according to its year of publication as per www.eigenfactor.org/ for articles published until 2006 and Journal Citation Report (Web of Science) starting from 2007; if the publishing year cannot be found in the database, the closest year shall be chosen.

3. Activity Impact Recognition

Item No	Type of Activities	Indicators	
1.	Citations in scientific journals with impact factor found in InCites Journal Citation Reports or in books at Web of Science recognised publishing houses Citations originating from articles where the candidate is as an author or a co-author shall not be taken into account.	$C = \sum_i c_i / n_i^{ef}$	
2.	Hirsch Index	h	

c_i = number of citations in ISI journals of publication i

h = is defined as follows: an author has the Hirsch index h if they published h articles cited at least h times. The Hirsch index shall be calculated using the ISI Web of Science database.

4. Minimal Conditions

Item No	Category		
	Field of Activity	Conditions for Established Researcher (CS II)	Conditions for Leading Researcher (CS I)
1	Teaching and Professional Activity	$A \geq 1$	$A \geq 2$
2	Research Activity	$I \geq 2$	$I \geq 4$
		$P \geq 2$	$P \geq 4$
3	Activity Impact Recognition	$C \geq 20$	$C \geq 40$
		$h \geq 5$	$h \geq 10$
	TOTAL SCORE	$T \geq 5$	$T \geq 12$
	$T = A + P/2 + I/2 + C/20 + h/5$		

ANNEX 2

List of scientific prestige criteria and managerial skills

For the scientific prestige, the Competition Board will take into consideration excellence criteria such as:

- Member of a science journal editorial team
- Member in the International Advisory Board of a scientific event
- Scientific reviewer at international journals
- Citations in ISI journals
- Invited talk, oral presentation at an International Conference
- Scholarships/positions obtained abroad in the last 7 years
- Spokesperson or co-spokesperson in international experiments
- Author/co-author in conceiving/proposing an experiment, a method, a product, a software application, which opened a new research direction
- Seminars at important scientific centres abroad
- Director of a project won
- Organiser of national and international scientific events

The candidate must present, in particular, achievements from the last 7 years of activity.

ANNEX 3

General non-cumulative criteria for writing the scientific career development proposal:

- a) scientific directions/topics addressed;
- b) collaborations with national/international research groups;
- c) research fund raising proposals;
- d) ways to earn professional prestige;
- e) other relevant proposals;

ANNEX 4

Grid tailored to the candidate's workplace specificity

Criterion	Maximum score for Established Researcher (CS II)	Maximum score for Leading Researcher (CS I)
Scientific results and internal and international prestige	55	45
Managerial capacity; the candidate's experience and expertise align with the institute's strategy, directions and topics for development	30	45
Interview	15	10

FORMS

5.1. Application

I APPROVE,
IFIN-HH Director General

To the attention of the Director

I, the undersigned, residing in
....., identified with ID card/passport series, no.,
issued by on, please approve my application to
register for the competition to fill a position of Established Researcher (CS II)/Leading
Researcher (CS I) in the Department - “Horia Hulubei” National
Institute for Research and Development in Physics and Nuclear Engineering (IFIN-HH).

Date

Surname and given name

Signature

5.2. Scientific career development proposal (as per Annex 3)

The candidate shall draft a career development proposal, without a required format, using the criteria in Annex 3 as well as other relevant criteria and arguments – maximum 5 pages.

5.3. Self-statement whereby the applicant certifies the truthfulness of the information presented in the file

I, the undersigned....., residing in....., identified with ID card/passport series, no., personal identification number (CNP),

hereby declare, under my sole responsibility, that the information presented in the competition file is true and entirely consistent with the facts.

Drawn up in one original, under my own liability, being aware that inaccurate statements are punishable according to the law.

Date
.....

Signature,
.....

5.4. DECLARATION OF CONSENT REGARDING THE PROCESSING OF PERSONAL DATA, ACCORDING TO REGULATION (EU) 2016/679

I, the undersigned, residing in, born on in (locality) holder of ID card series, no. issued by on with personal identification number (CNP) participating in the competition organised by “**HORIA HULUBEI**” NATIONAL INSTITUTE FOR RESEARCH AND DEVELOPMENT IN PHYSICS AND NUCLEAR ENGINEERING (IFIN-HH), hereby declare that I agree with the use and processing of my personal data by IFIN-HH, with headquarters at 30 Reactorului St., Măgurele, Ilfov county, registration no. J23/1945/2002, tax number RO 3321234, including their communication, if necessary, to other entities (Ministry of Education and Research, etc.).

I have been informed about the provisions of Regulation No 679/27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation) adopted by the European Parliament and the European Union Council, namely:

The right of access which entitles the person to get a confirmation from IFIN-HH, that they are processing the personal data or not and, if they do, access to such data and to information on how they are being processed.

The right to data portability refers to the right to receive personal data in a structured, commonly used manner, and the right for such data to be transmitted directly to another controller, if technically feasible.

The right to object refers to the right to oppose the processing of my personal data.

The right to rectification, refers to the correction, without unreasonable delays, of any inaccurate personal data.

The right to erasure of data (“the right to be forgotten”) meaning the right to ask for the erasure of my personal data, without unreasonable delays, for any of the following reasons: they are no longer necessary for the purpose they were collected or processed; I withdraw my consent and there is no other legal ground for the processing.

The right to restriction of processing can be exercised if I contest the accuracy of the data, for a period that allows the institution to check their accuracy; the processing is illegal, and I oppose the deletion of my personal data, asking instead for their restriction.

I am aware that my refusal to provide the personal data needed and requested by IFIN-HH will make impossible to establish a relationship with regard to my participation in the competition and is not imputable to the abovementioned institution.

If the personal data provided are inaccurate or change (domicile, civil status, email address, etc.), if applicable, I undertake to give IFIN-HH written notice in due course.

I am also aware that these data will be treated confidentially, in accordance with the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and the free movement of such data.

Date

Signature