

**Rules on the Organisation of Promotional Examinations for  
the Professional Ranks of Leading Researcher (1st Rank Research Scientist - CS I),  
Established Researcher (2nd Rank Research Scientist - CS II) and  
Recognised Researcher (3rd Rank Research Scientist - CS III) at “Horia Hulubei” National  
Institute for Research and Development in Physics and Nuclear Engineering” (IFIN-HH)**

## **1. PURPOSE**

- a) These rules describe the methodology for promotion to posts according to the professional ranks of Leading Researcher (1st Rank Research Scientist – CS I), Established Researcher (2nd Rank Research Scientist – CS II) and Recognised Researcher (3rd Rank Research Scientist – CS III) at IFIN-HH.
- b) The process of promotion to research and development ranks ensures the career evolution of research, development and innovation personnel, hereinafter referred to as *RDI personnel*, hired at IFIN-HH under employment contracts of indefinite duration, by earning the next higher professional rank and hiring on the related post.

## **2. SCOPE**

These rules are applicable to research scientists with higher education, working at IFIN-HH under an employment contract of indefinite duration, for earning the next higher professional rank: Leading Researcher (1st Rank Research Scientist – CS I), Established Researcher (2nd Rank Research Scientist – CS II) and Recognised Research Scientist (3rd Rank Research Scientist – CS III), and for being employed to the related post accordingly.

## **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) of 4 December 2024 approving the Implementing rules regarding the organisation of promotional examinations for earning professional ranks by research, development and innovation personnel in research organisations [\\_ link](#)
- Order of the Romanian Minister of Education and Scientific Research No. 6129/20.12.2016 regarding the minimal applicable standards for earning the 2nd rank of research scientist (CS II) and the 1st rank of research scientist (CS I) [\\_ 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 EXAMINATION**

##### **4.1. General Provisions**

###### **Art.1**

(1) Career promotion to posts according to the positions and professional ranks of RDI personnel is carried out according to the principle of professional merit, by means of a promotional examination, organised by IFIN-HH according to these rules, submitted by the Scientific Council to the Board of Administration for approval as per Scientific Council Decision No. 8/27.02.2025 and approved by the Board of Administration through the Resolution of IFIN-HH Board of Administration No. 3/12.03.2025.

(2) For CS I and CS II, the minimal standards approved by order of the Romanian minister of national education and scientific research no. 6129/20.12.2016, enclosed hereto as Annex 1, shall be applicable across IFIN-HH.

(3) IFIN-HH's own minimal standards for awarding CS III professional ranks were drafted and approved by the IFIN-HH Scientific Council according to Scientific Council Decision No. 5/27.02.2025 and are included in Annex 2 which forms an integral part hereof.

###### **Art.2**

(1) Promotional examinations at IFIN-HH are typically organised under the conditions of these Rules, based on the application submitted the person(s) satisfying the conditions for promotion.

(2) The organisation of promotional examinations requires the approval of the IFIN-HH Board of Administration, depending on the financial resources available and the human resources policy, within the limits of the approved budgets and in compliance with the legal provisions.

(3) The application, accompanied by the proof of satisfying the minimal standards for promotion, shall be submitted to the Scientific Director of IFIN-HH, after having first obtained endorsement from the head of department/subunit. The Scientific Director shall check the application in terms of the conditions set forth herein and shall transmit it to the General Director of IFIN-HH, with the proposal to organise the examination according to these Rules, with a view to presenting it for approval in the Scientific Council of IFIN-HH.

(4) The calendar of the examination and the composition of the Complaints Board shall be approved by the Scientific Council of IFIN-HH.

(5) Not later than 5 days of being approved by the Scientific Council, the Director General shall issue de decision to approve the examination application, appoint the Examination/Complaints Board and set the examination calendar.

(6) The decision of the Director General is the document from which all deadlines regarding the conduct of the examination begin and it shall be communicated to the Human Resources Office with a view to providing the information regarding the organisation and conduct of the examination.

(7) Once the decision of the Director General is issued, all candidates are informed, by the Human Resources Office, about the organisation of the examination, the time limit for registration and the examination calendar being communicated via email and posted at [www.nipne.ro](http://www.nipne.ro) and [www.eli-np.ro](http://www.eli-np.ro).

(8) The candidate who has successfully passed the examination and IFIN-HH shall conclude an addendum to the existing employment contract and shall fill the post related to the higher professional degree earned, starting on the 1st of January of the year following that when the promotion took place at the latest.

(9) The promotion to professional ranks of research and development of the RDI personnel who already fill posts at IFIN-HH shall be made by converting the current position into the next higher one, according to the professional rank earned by examination.

#### **4.2. Content of the Examination File**

##### **Art.3**

To register for the promotional examination for earning the professional rank 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)** at IFIN-HH the candidate shall submit a file that must contain the following documents:

- a) signed examination registration application, with an enclosed self-statement regarding the truthfulness of the information provided in the file (annex 5);
- b) 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, papers, articles/studies, patents must have the following structure:*

- i. the list of maximum 10 most relevant scientific publications, e.g.: authored books, articles/studies/chapters, edited volumes, papers;
  - ii. the list of patents and other industrial property titles, if applicable;
  - iii. the list of books and volumes edited and published;
  - iv. the list of articles/studies in extenso, published in global mainstream journals;
  - v. the list of other scientific works and contributions
- c) for Leading Researcher (CS I)/Established Researcher (CS II): the datasheet verifying that at least two thirds of the minimal quality thresholds related to the minimal standards required and mandatory for being granted the professional rank of Leading Researcher (CS I)/Established Researcher (CS II) (Annex No. 1) are exceeded by at least 50% and that the other minimal standards, required and mandatory for being granted the professional rank of Leading Researcher (CS I)/Established Researcher (CS II), approved by minister's order (Annex No. 1), are satisfied, filled out and signed by the candidate;
- d) for Recognised Researcher (CS III): the datasheet verifying that at least two thirds of the minimal quality thresholds related to IFIN-HH's own standards for the professional rank of Recognised Researcher (CS III) are exceeded by at least 50%, a condition which, as set out in the Decision of the Scientific Council of IFIN-HH No. 5/27.02.2025 means 50% beyond the single

criterion established as IFIN-HH's own minimal standard (Annex No. 2), filled out and signed by the candidate;

e) copy of the PhD degree certificate<sup>\*\*</sup>; if the degree certificate has not been issued by a higher education establishment in Romania, a copy of the certificate of recognition or equivalence thereof shall be submitted;

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

f) copy of the identity document, or, as applicable, any other document proving the identity, according to the law;

g) copy of the marriage certificate or proof of name change, if applicable;

h) self-statement mentioning that, in the last 3 years before registering for the promotional examination, the candidate has not been sanctioned for serious misconduct in the RDI activity set forth in art. 52 (8) of Act No. 183/2024 regarding the status of research, development and innovation personnel;

i) updated CV, signed by the candidate, which must comprise:

1. studies graduated and degree certificates/diplomas earned;

2. professional experience and relevant previous jobs;

i. awards or other elements of recognition of their scientific contribution;

ii. the research, development and innovation projects they have led as project director and the grants obtained, if applicable, for each of those indicating the source of funding, the project's budget and the main scientific publications or patents that resulted;

iii. a narrative description of the most important 3 achievements since the last promotion in the theme of the post for which the examination is organised - maximum 3 pages.

j) the medical certificate proving a suitable health condition, with the mention "fit for the examination" issued by the candidate's family physician or by the competent sanitary establishments, not longer than 3 months before the conduct of the examination;

k) the criminal record certificate;

l) the signed declaration of consent for the processing of personal data – Annex 5;

m) a list containing the names and contact information of three scientific personalities (holding the title of Leading Researcher - 1st Rank Research Scientist/Professor), for CS I/CS II, a list containing the names and contact information of three specialists in the field, holding a scientific title higher than the one for which the examination is organised, so that the Examination Board may request, should they deem necessary, recommendations regarding the candidate's competence and professional experience;

n) a recommendation from the head of department/subunit.

- 4.3. Specific mandatory conditions that must be satisfied by the persons sitting for the promotional examination and for being awarded the professional rank of Leading Researcher (1st Rank Research Scientist – CS I), Established Researcher (2nd Rank Research Scientist - CS II) and Recognised Researcher (3rd Rank Research Scientist – CS III) at IFIN-HH:**

**Art.4**

**1. Minimal mandatory requirements to register and sit for the promotional examination and for being awarded the professional rank of Leading Researcher (1st Rank Research Scientist - CS I):**

- a) Holding the PhD title;
- b) Being an IFIN-HH employee with an employment contract of indefinite duration;
- c) In the last 3 years before registering for the promotional examination, the candidate must not have been sanctioned for serious misconduct in the RDI activity set forth in art. 52 (8) of Act No. 183/2024 regarding the status of research, development and innovations personnel;
- d) Having had at least 10 years of professional activity in the speciality either in research and development or in higher education or an employment history of at least 15 years in other activities.
- e) Exceeding by at least 50% minimum two thirds of the minimal quantitative thresholds related to the minimal standards required and mandatory for being awarded the professional rank of Leading Researcher (CS I), approved by minister's order (Annex 1), and satisfying the other minimal standards provided in the order, required and mandatory for being awarded the professional rank of Leading Researcher (CS I) (Annex 1).

**2. Minimal mandatory requirements to register and sit for the promotional examination and for being awarded the professional rank of Established (2nd Rank Research Scientist - CS II):**

- a) Holding the PhD title;
- b) Being an IFIN-HH employee with an employment contract of indefinite duration;
- c) In the last 3 years before registering for the promotional examination, the candidate must not have been sanctioned for serious misconduct in the RDI activity set forth in art. 52 (8) of Act No. 183/2024 regarding the status of research, development and innovations personnel;
- d) Having had at least 8 years of professional activity in the speciality either in research and development or in higher education or an employment history of at least 12 years in other activities.
- e) Exceeding by at least 50% minimum two thirds of the minimal quantitative thresholds related to the minimal standards required and mandatory for being awarded the professional rank of Established Researcher (CS II), approved by minister's order (Annex 1), and satisfying the other minimal standards provided in the order, required and

mandatory for being awarded the professional rank of Established Researcher (CS II) (Annex 1).

**Art.5 Minimal mandatory requirements to register and sit for the promotional examination and for being awarded the professional rank of Recognised Researcher (3rd Rank Research Scientist - CS III):**

- a) Holding the PhD title;
- b) Being an IFIN-HH employee with an employment contract of indefinite duration;
- c) In the last 3 years before registering for the promotional examination, the candidate must not have been sanctioned for serious misconduct in the RDI activity set forth in art. 52 (8) of Act No. 183/2024 regarding the status of research, development and innovations personnel;
- d) Having had at least 4 years of professional activity in the speciality either in research and development or in higher education or an employment history of at least 8 years in other activities.
- e) Exceeding by at least 50% minimum two thirds of the minimal quality thresholds related to IFIN-HH's own standards for the professional rank of Recognised Researcher (CS III), a condition which, as set out in the Decision of the Scientific Council of IFIN-HH No. 5/27.02.2025 means 50% beyond the single criterion established as IFIN-HH's own minimal standard (Annex No. 2).

**4.4. Examination Board and Complaints Board**

**Art. 6**

- (1) The nominal composition of the Examination Board/Complaints Board is proposed by the Scientific Director, approved by the Scientific Council 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 academic 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 post subject to examination and who are specialists in the field of the post. The members of the Examination Board cannot be members of the Complaints Board.
- (3) The Examination Board for promotion to the professional ranks of Leading Researcher (CS I) and Established Researcher (CS II) has 5 members (chair and 4 members), of which at least 3 are external to IFIN-HH.
- (4) The Examination Board for promotion to the professional rank of Recognised Researcher (CS III) is composed of a chair and 2 members. The chair and at least one of the members must be part of the IFIN-HH personnel.
- (5) The Complaints Board consists of a chair and two members, researchers or professorial academic staff, holding a professional rank or academic title at least equal to that of the post for which the examination is organised.

(6) The decisions of the Examination Board and of the Complaints Board shall be taken by the open vote of the members and requires the favourable vote of the majority of the board members.

(7) The Examination 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.

(8) Replacement members shall be designated, under the same conditions as the incumbent members, for both the members of the Examination Board/Complaints Board and the secretary.

(9) Individuals who have the status of spouse, relative or akin, up to the third degree included, of the candidate to the examination for filling the post cannot be involved in the examination procedure.

(10) The activity of the Examination Board/Complaints Board can be carried out in physical and/or virtual format.

#### **4.5. Registration for the Examination**

##### ***Art.7***

The registration for the examination shall be made within 30 calendar days of the date of approval by the Decision of the General Director, issued and communicated in accordance with Art. 2 paragraphs 5-7 hereof.

##### ***Art.8***

The examination file shall be submitted by the candidate electronically, at the email address specified in the communication provided for in Art. 2(7), or in hard copy, at the headquarters of IFIN-HH, the Human Resources Office.

##### ***Art.9***

(1) The secretary of the Examination Board shall record the examination file on the day of receipt and shall communicate the registration number to the candidate; the registration number of the exam file shall be the identifier number in all further correspondence and communications regarding the conduct of the examination, the communication of results and the settlement of complaints, and it shall be preserved throughout the duration of the examination and the settlement of complaints.

(2) The files received after the working hours shall be recorded the next following day, except for the file received on the last registration day, which shall be submitted 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.10***

The secretary of the Examination Board shall verify if the examination file is complete the day it is received and recorded, and shall send it to the members of the Examination Board. Should the examination file be incomplete, the secretary of the Examination Board shall ask the candidate

for clarifications who can complete the examination file until the expiry of the period for submission of the examination files according to the set calendar.

#### **4.6. Conduct of the Examination**

##### **Art.11**

(1) The promotional examination for earning the professional ranks of Leading Researcher (CS I), Established Researcher (CS II) and Recognised Researcher (CS III) consists in reviewing the examination registration file, verifying that the conditions provided by the law are satisfied and awarding the score according to a grid tailored to the specificity of the candidate's workplace and their performances (Annex 4), in line with the thresholds established through minimal standards.

##### **Art. 12**

The fulfilment by the candidate of the legal conditions to sit for the examination is certified by the endorsement of the IFIN-HH Legal Office, after the Examination Board has verified that the minimal standards are satisfied. To get the legal endorsement, the chair of the Examination Board shall send the file to the Legal Office, accompanied by the conclusions of the Examination Board after having checked that the minimal standards are satisfied. The examination file shall be registered with the Legal Office which has the obligation to transmit the "compliant" endorsement or the endorsement refusal to the secretary of the Examination Board on the very same day. The files received after the working hours shall be recorded the next working day.

##### **Art.13**

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

#### **4.7. ASSESSMENT**

##### **Art.14**

The process of assessment for earning the professional rank of Recognised Researcher (CS III), Established Researcher (CS II) and Leading Researcher (CS I) shall be carried out in the following manner:

- a) verifying that at least two thirds of the minimal quantity thresholds related to the minimal standards approved by minister's order for Leading Researcher (CS I)/Established Researcher (CS II) are exceeded by at least 50% and that the thresholds related to the remaining one third of the minimal standards for Leading Researcher (CS I)/Established Researcher (CS II) are reached, verifying that the criterion set as minimal IFIN-HH own standard for Recognised Researcher (CS III) is exceeded by at least 50%.
- b) The score obtained by the candidate shall be specified next to each quality threshold as set in the minimal standards;
- c) After reviewing the examination file, each member of the examination board shall give a mark, based on a grid tailored to the candidate's workplace specificity (Annex 3 and Annex 4). The mark



given by each member of the board shall be determined by adding up the marks given for each criterion in the grid. The final mark given to the candidate is the arithmetic mean of the marks given by each member of the board.

d) the candidates who can be proposed for promotion are those who have fulfilled the legal conditions following the verification carried out as set forth in a) and who have earned a mark, given according to the procedure defined in c), which equals at least 70.

#### **4.8. EXAMINATION RESULTS**

##### ***Art.15***

(1) The chair of the Examination Board shall write an examination report, based on an account of assessment drawn up by each member of the Examination Board where the evaluation process results are recorded and shall propose to award the research and development rank to the candidate in question.

(2) The examination report shall be signed by each member of the Examination Board. The chair of the Examination Board shall send the report and the related documentation, while meeting the deadline set out in art. 13, to the Scientific Council that shall check the compliance with the procedures established in its own examination regulation and shall approve the examination report or not, by open nominal voting.

(3) The scores given by the Examination Board to the candidates cannot be changed by the Scientific Council.

(4) After the report is approved by the Examination Board, it shall be submitted to the General Director of IFIN-HH with a view to communicating the result, via the Human Resources Office.

##### ***Art.16***

The examination result is communicated to the candidate, not later than two working days of receiving it by the IFIN-HH management, using a method that acknowledges the date of its receipt by the candidate.

#### **5. COMPLAINTS**

##### ***Art.17***

The candidate can make a complaint, exclusively for procedural flaws, not later than 2 (two) working days of communicating the results of the examination.

##### ***Art.18***

(1) The complaint shall be sent to the same email address where the examination 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 examination file.

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

##### ***Art.19***

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.20**

(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, while meeting the deadline for completion stipulated in art. 13 hereof.

## **7. HIRING ON THE POST and OBLIGATIONS REGARDING THE EXAMINATION**

**Art. 21**

Following the validation by the Scientific Council of the examination conducted in IFIN-HH, the Director General of IFIN-HH shall issue the decision regarding the hiring on the post and the award of the professional research and development rank of **Recognised Researcher (3rd Rank Research Scientist - CS III)**.

**Art.22**

The examination file for filling the posts of Established Researcher (CS II) and Leading Researcher (CS I) 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 legal procedures for issuing the minister's order on awarding the professional rank for which the examination was organised.

**Art.23**

After awarding the professional research and development rank through minister's order, 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.24**

The persons involved in the examination procedure shall be accountable for the good conduct of the promotional examinations and the award of the professional research and development rank of **Leading Researcher (1st Rank Research Scientist) – CS I), Established Researcher (2nd Rank Research Scientist - CS II) and Recognised Researcher (3rd Rank Research Scientist – CS III)**, while observing the professional quality, ethical and moral standards of RDI personnel and the legislation in force.

These Rules on the promotion to posts according to the professional ranks of **Leading Researcher (1st Rank Research Scientist – CS I), Established Researcher (2nd Rank Research Scientist – CS II) and Recognised Researcher (3rd Rank Research Scientist – CS III)** was approved in the meeting of the IFIN-HH Scientific Council of 27 February 2025 and in the meeting of the IFIN-HH Board of Administration of 12 March 2025.

#### **ANNEXES:**

**ANNEX 1** - MINIMAL STANDARDS Required for Being Awarded the Professional Ranks of Leading Researcher (1st Rank Research Scientist) and Established Researcher (2nd Rank Research Scientist) upon Hiring on the Post

**ANNEX 2** - MINIMAL IFIN-HH STANDARDS for Being Awarded the Professional Rank of Recognised Researcher 3rd Rank Research Scientist - CS III) upon Hiring on the Post

**ANNEX 3** - List of Scientific Prestige Criteria and Managerial Capacity

**ANNEX 4** - Grids Tailored to the Candidate's Workplace Specificity

**ANNEX 5** - FORMS

**DIRECTOR GENERAL of IFIN-HH**

Dr. Nicolae Marius Mărginean

*[illegible signature]*

**CHAIR OF THE SCIENTIFIC COUNCIL**

Dr. Alexandru Negreț

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ENDORSED BY

Legal Adviser

Daniela Moraru

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## ANNEX 1

**MINIMAL STANDARDS Required for Being Awarded the Professional Ranks of Leading Researcher (1st Rank Research Scientist) and Established Researcher (2nd Rank Research Scientist) upon Hiring on the Post** (Approved by IFIN-HH Scientific Council Decision No. 5/27.02.2025)

### 1. Teaching and Professional Activity

Item No.	Type of activities	Indicators	
1.	Books at international 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 <a href="http://www.bnr.ro">www.bnr.ro</a> 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 takes 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/mbi/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/](http://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	$T \geq 5$	$T \geq 12$
	$T = A + P/2 + I/2 + C/20 + h/5$		

**MINIMAL IFIN-HH STANDARDS**  
**for Being Awarded the Professional Rank of Recognised Researcher**  
**(3rd Rank Research Scientist - CS III) upon Hiring on the Post**

(Approved in the meeting of the IFIN-HH Scientific Council under Decision No. 5 / 27.02.2025)

The candidate must satisfy the following minimal standard:

$$P = P_1 + P_2 \geq P_{\text{threshold}},$$

$$P_{\text{threshold}} = 1.5$$

Where:  $P$  = the score for published scientific papers

Articles where the candidate is not a first author or a corresponding author:  $P_1 = \sum_i a_i / n_i^{ef}$

Articles where the candidate is a first author or a corresponding author:  $P_2 = \sum_i a_i$

$a_i = a_i$  is the absolute Article influence score of the scientific journal where article  $i$  was published, according to its year of publication as per <http://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.

$n_i^{ef}$  is the actual number of authors of item  $i$  and takes 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.

The capacity as first author or corresponding author shall be determined based on the mentions in 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.

Category of Articles	Position in the List of Papers	Score	Calculation Details
Articles in ISI Thomson Reuters ranked journals and in ISI Proceedings indexed volumes for which the candidate is not a first author or a corresponding author	i	$a_i/n_i^{ef}$	Journal of Fluorescence, 2011; 21(4):1421-9, AIS=0.506, no. of authors:6, ef no:5.33
	...		
	....		
Articles in ISI Thomson Reuters ranked journals and in ISI Proceedings indexed volumes for which the candidate is not a first author or a corresponding author	..	$a_i$	
	..		
	..		
TOTAL			



### List of Scientific Prestige Criteria and Managerial Capacity

For the scientific prestige and the managerial capacity, the Examination Board shall take into account excellence criteria such as:

- Member of the editorial staff of a scientific journal,
- Member of the International Advisory Board of a scientific event,
- Scientific reviewer for international journals,
- Citations in ISI journals,
- Lesson invited to a major International Conference,
- Having obtained scholarships/positions 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 4

### Grids 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	65	50
Managerial capacity; the candidate's experience and expertise align with the institute's strategy, directions and topics for development	35	50

Criterion	Maximum score for Recognised Researcher (CS III)
Scientific results	60
Internal and international prestige; Managerial capacity; the candidate's experience and expertise align with the institute's strategy, directions and topics for development	40

**PROMOTIONAL EXAMINATION APPLICATION**

Approved,  
Scientific Council Meeting  
dated .....

Mr. Director

I, the undersigned ....., residing in .....  
....., identified with ID card series ....., no. ...., issued by  
..... on ....., an employee working in the .....  
Department/Compartment, as ....., under an Employment Contract of indefinite duration,  
kindly ask you to approve my application to participate in the promotional examination for filling a position  
of ..... in the .....  
Department/Compartment at “Horia Hulubei” National Institute for Research and Development in Physics  
and Nuclear Engineering (IFIN-HH).

Enclosed herewith is the proof that I satisfy the conditions for promotion.

Date .....

Surname and first name

.....

Signature.....

ENDORSED BY  
Head of Department/ELI RO-NP Subunit Director

CHECKED BY  
Scientific Director

**Self-statement by the candidate certifying the truthfulness of the information submitted with the file**

I, the undersigned....., residing  
in....., identified  
with ID card/passport series ....., no. ...., personal identification number (CNP)  
.....,  
hereby give this liability statement that the information presented in this 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,

**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 number  
J23/1945/2002, tax number RO 3321234, including their communication, if necessary, to other entities.

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 thereof.

Date

Signature