

ROMANIA
ROMANIAN INTELLIGENCE SERVICE
“MIHAI VITEAZUL”
NATIONAL INTELLIGENCE ACADEMY
No. 229155 of 31.08.2022



METHODOLOGY

FOR THE ENDORSEMENT, SELECTION AND RECRUITMENT OF THE ANIMV COMMANDANT (RECTOR)

for 2021-2025

- Bucharest, 2022 -

LEGAL BACKGROUND

- Law no. 51/1991 on The National Security of Romania, as republished with all subsequent amendments and additions;
- Law no. 14/1992 on The Organization and Functioning of The Romanian Intelligence Service, with all subsequent amendments and additions;
- Law no. 80/1995 on the Status of Military Personnel, with all subsequent amendments and additions.
- Law of National Education no. 1 of 2011, with subsequent amendments and additions;
- Government Decision no. 206/1995 on the reorganization of The National Intelligence Institute into the “Mihai Viteazul” National Intelligence Academy;
- Order of the Ministry of Education and Scientific Research on approving the framework methodology for the process of establishing and electing the structures and management positions in the institutions within the national system of higher education;
- “Mihai Viteazul” National Intelligence Academy University Charter.

Chapter I GENERAL DISPOSITIONS

Article 1. The process of establishing and electing the structures and management positions in the Academy is established through the University Charter.

Article 2. The position of Commandant (rector) is filled in conformity with the regulations of the University Charter, with the current competition methodology, with the internal regulations of The Romanian Intelligence Service, with the provisions of article 177, paragraph (3) of Law of National Education no. 1 of 2011, with subsequent amendments and additions, and with other legal dispositions for the matter in question.

Article 3. (1) The Commandant (rector) of “Mihai Viteazul” National Intelligence Academy is appointed following a public competition, conducted according to the current methodology endorsed by the University Senate and approved by order of the Director of The Romanian Intelligence Service, observing the legal provisions in the field, adapted to the military environment and the specificity of the Service, as well as the provisions of the University Charter.

(2) The organization and the unfolding of the public competition is realized observing the principles of legality, university autonomy, transparency, public accountability, responsibility, respect for the personal rights and freedoms of students and academical personnel, as well as ethical and deontological norms.

(3) The period of time for the organization, unfolding and internal validation of the competition is implemented according to the calendar included in **Annex no. 1** to the current Methodology.

Article 4. (1) The Senate proposes to the Director of the Romanian Intelligence Service, the structure of the Commission to select and recruit the commandant (rector) which is comprised of 50% members of the Academy and, 50% prestigious scientific and academic personalities, within the field in which they develop programs of university studies and continuing education, outside the Academy, domestically and/ or foreign and with vast experience in the management of higher education institutions. This commission consists of a minimum of 12 members, of

which at least one is a representative of the students or a graduate of the Academy, appointed by the students in the University Senate, according to art. 60 from the University Charter.

(2) The Senate shall propose a number of 4 substitute members, of which one is a representative of students, and the order in which the members are nominated is the order they will replace unavailable members.

(3) Subsequent to the nomination as members in the selection and recruiting commission, the individuals outside the Academy will be required to send, within 48 hours, their acceptance to take part in the respective commission.

Article 5. At the beginning of the meeting for evaluating the managerial project of the candidates endorsed by the Senate, the Commission shall elect a chairperson whose responsibility is to communicate with the Senate.

Article 6. (1) After the approval of the commission structure, its members will be notified via e-mail, being informed of the details regarding the date, hour and location where they will meet in order to hold the evaluation meeting.

(2) The members of the selection commission shall express in writing their consent to notify, at least 48 hours prior to the evaluation meeting, their impossibility to be present, in order to be replaced with one of the substitute members.

(3) The elected substitute member will be notified within 24 hours, in order to be present at the Commission's meeting.

(4) The payment of commission members and coverage of the expenditures generated by the commission's activity shall be made according to internal regulations.

CHAPTER II THE ORGANIZATION OF THE COMPETITION

Article 7. (1) Professors and researchers who comply with conditions mentioned in **Annex no. 2** are eligible for entering the competition to fill the position of commandant (rector).

(2) Any form of discrimination is forbidden.

Article 8. (1) The announcement on the organization of the competition for filling the commandant (rector) position shall be published on the ANIMV website at least 72 hours prior to the commencement of the application period for the competition.

(2) The announcement contains at least the following information:

- a) the period of time open for applications in order to enter the competition, with the express mentioning of the time limit and place to send the applications to (physical or e-mail address);
- b) documents to be submitted;
- c) conditions of participation;
- d) the competition methodology.

Article 9. The candidates can enter the competition by submitting the documents stated in **Annex no. 3**.

Article 10. The endorsement for the candidates' participation in the competition is granted by the Academy Senate, based on the vote of the simple majority of members, following their hearing in the plenum of the Senate.

Article 11. In case there isn't a minimum of 2 candidates who apply for the position or they aren't endorsed by the Senate, the competition procedures will be resumed in a maximum of 15 days, and the Senate shall approve a new calendar.

Article 12. Within 24 hours from the date of endorsement, the Senate will communicate to all the candidates, via e-mail, whether they meet/do not meet the requirements to enter the competition to fill the position of commandant (rector).

Article 13. (1) At least 15 days prior to the date announced for the public competition, the candidates endorsed by the Senate shall submit, at the Academy Secretary Office, either in physical format, or via e-mail, the managerial project for the mandate period.

(2) Within 24 hours from submission, the managerial projects shall be sent by the Academy Secretary Office, via e-mail, to all the members of the commission.

Article 14. (1) The commission for the selection and recruitment of the commandant (rector) evaluates the managerial projects of the candidates, and settles, by direct and secret vote, their ranking, by filling an anonymous chart, based on the criteria in **Annex no. 4**.

(2) The members of Senate are entitled to participate as observers to the commission's meeting.

Article 15. (1) The candidate who obtains the most votes is declared winner.

(2) The results of the evaluation are sent to the Senate as a report, with the situation of expressed votes in Annex.

Article 16. The responsibility for the outcome of the competition is held exclusively by the commission.

Article 17. (1) The outcome of the competition, validated by the Senate, is forwarded to the Director of the Romanian Intelligence Service, who - by corroborating it with verifications results and other specific measures, in accordance with the Services' orders, regulations and own instructions, appoints the new commandant (rector).

(2) In case it is established afterwards that the conditions for being commissioned as an officer are not met, then the procedures mentioned in paragraph (1) for the candidates situated on the next positions are to be initiated, in a decreasing order of votes number expressed by the Senate, and if again none of these meets the requirements needed, then the competition procedure is re-initiated.

Article 18. In order to confirm the appointment of the commandant (rector) through an order issued by the Ministry of Education, within 30 days from endorsing commissioning, a file is drawn up and submitted to the Education Ministry, comprising the following:

- a) Documentation forwarding letter for confirmation by the Ministry of Education of the commandant (rector) appointed following the public competition;
- b) A copy of the University Charter;
- c) The methodology for endorsement, selection and recruitment of the commandant (rector);
- d) The structure of the Commission for the selection and recruitment of the commandant (rector);
- e) The Senate's approval for the participation in the public competition for the commandant (rector) position;
- f) The commandant's (rector's) managerial program and Curriculum Vitae;
- g) Documents certifying the result of the public competition.

**CHAPTER III
FINAL PROVISIONS**

Article 19. The managerial positions cannot be held cumulatively.

Article 20. It is forbidden for the spouses, non-blood relatives or up to 3rd degree blood relatives to simultaneously hold positions by which one finds himself/ herself towards another in a leading, supervising, authority or institutional evaluation direct relationship on any level in the Academy.

Article 21. The individuals who hold leading positions in other higher-education institutions cannot access management positions in “Mihai Viteazul” National Intelligence Academy.

Article 22. (1) In case of vacancy of the commandant (rector) position for the 2021-2025 term of office, a competition shall be carried out for the remaining period of the mandate, within a maximum 3 of months from the vacancy of the position.

(2) The stipulations of the present methodology also apply to the competition organized in case of position vacancy, except the calendar from Annex no. 1.

(3) Annexes no. 1-4 are an integral part of the present methodology.

The methodology for organizing and conducting the competition for accessing the commandant (rector) position of “Mihai Viteazul” National Intelligence Academy was approved in the Academy Senate meeting on August 31st 2021 and is enforced on the date of adoption.

**Calendar of activities for organizing the public competition for accessing the
commandant (rector) position of the
“Mihai Viteazul” National Intelligence Academy**

No.	Activities	Deadline
1.	Announcement of the public competition for accessing the position of commandant (rector)	August 31 st 2021
2.	Establishing the commandant (rector) recruitment and selection commission following the Academy Senate's proposal and forwarding it to be approved by the Romanian Intelligence Service management	August 31 st 2021
3.	Candidates' application	September 03 rd - September 09 th 2021, 03:00 p.m.
4.	Granting the participation approval by the Academy Senate for the registered candidates (hearing in the Senate)	September 7 th 2021
5.	The Senate informs the candidates by e-mail regarding the compliance with the conditions for contest participation	September 8 th 2021
6.	Submission of the candidates' managerial projects in order to be evaluated by the commandant (rector) selection and recruitment Commission	September 9 th 2021
7.	Forwarding the managerial projects to all members of the Commission via e-mail by the Academy Secretary Office	September 10 th 2021
8.	Evaluation of approved candidates' managerial projects by the Commission and establishing, by secret and direct vote, the hierarchy of candidates	September 23 rd 2021
9.	Submission of appeals against the decision of the Commission for selection and recruitment of the commandant (rector)	September 23 rd 2021
10.	Settlement of appeals by the Senate	September 24 th 2021
11.	Forwarding the results of the competition to be validated by the Academy Senate which will communicate them to the Romanian Intelligence Service management for the appointment of the commandant (rector)	September 24 th 2021
12.	Forwarding the file comprising the documentation for the public competition for the confirmation of the rector by the Ministry of Education.	September 24 th 2021

**Participation requirements for the public competition for accessing the
commandant (rector) position of
“Mihai Viteazul” National Intelligence Academy**

In order to fill the position of commandant (rector), the candidates must comply with the following criteria of eligibility:

- They must be Romanian citizens and live in Romania;
- They must be active duty officers or individuals who can be commissioned while holding the rank of major at least;
- They must be qualified teachers (academic lecturer at least) or scientific researches (at least 2nd degree scientific researcher) in accordance with *the Law of National Education no. 1/2011*, with all subsequent amendments and additions;
- They must not be older than the standard retirement age as provided by the Law no. 223/2015;
- They must not find themselves in an incompatibility/ conflict of interest situation;
- They must be authorized to access classified information or at least fulfill the requirements for obtaining such authorization, the requirements being established by Law no. 182/2002 on *The protection of classified information* and *National standards for protecting classified information in Romania*, approved by no. Governmental Decision no. 585/2002 (in case of the second thesis, the candidates shall submit a declaration on own responsibility that they agree to undergo the specific verification in order to obtain the authorization to access classified information);
- They must not find themselves in any of the situations mentioned in Art. 27 para. (2) of Law no. 14/1992 on the organization and functioning of the Romanian Intelligence Service, with all subsequent amendments and additions;
- In case of winning the public competition for the commandant (rector), they must agree with the obligations, restrictions and the restraining of certain rights and liberties, as set out by specific legislation for the military active personnel, as follows:
 - Compliance with military oath and military regulations;
 - Carrying out completely and in a timely manner hierarchically received orders;
 - Strictly keeping the state secret and the confidentiality of documents and performed activities;
 - They must not be either members of political parties or similar organizations with secretive or political characteristics, or be involved in propaganda by any means or similar activities in favor of such entities or of an independent candidate to public office;
 - They must not run in campaigns to be elected in local public administration and in Romanian Parliament, as well as for the position of President of Romania;
 - They are forbidden to declare or participate in strikes;
 - They are forbidden to participate in rallies, demonstrations or in political or syndicate meetings;

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- They are forbidden to make political statements, unless it's in private;
- They must not express public opinions against Romania's interests or military forces;
- They must not take part in religious cults which, according to the law, are against public order norms or violate good morals or affect exercise of the profession;
- They must not hold other positions but the ones to which they are appointed, except the cumulative set provided by the law;
- They must not be the only associate or to take part directly in the administration or management of an organization or commercial company;
- They must not perform any activities that are against dignity, prestige and rules of behavior which their military status implies.

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Application documents

- a) Letter of intention;
- b) Curriculum Vitae of European format;
- c) List of scientific works or other significant writings;
- d) Documents certifying work experience;
- e) Copies of documents certifying academic/ research title;
- f) ID copy;
- g) Statement on own responsibility certifying that the candidate is aware of the fact that adding false information in his/ her registration file is punishable by criminal law;
- h) Statement on own responsibility regarding incompatibilities/ conflict of interest situations;
- i) Statement on own responsibility that he/she does not fall under the provisions of Art. 27, para (2) of Law no. 14/1992;
- j) Certificate or any other document to certify foreign language skills;
- k) Any other documents considered relevant by the candidate.

Note: All copies will be certificated for conformity by the candidate

Criteria for evaluating the managerial project

CRITERION	SCORE
The relevance of the managerial project in accordance with the position of commandant (rector)	1 point
Coherence of arguments and the capacity of composing the project on the relevant dimensions (vision, strategic objectives, action directions, indicators for measuring performance and impact)	1 point
Intended impact with respect to the university's managerial policy (internationalization, professionalization, modernization and technological transformation)	3 points
The potential to help increase the academic prestige of the University, both nationally and internationally	3 points
The relevance of the proposed measures both for ensuring an academic environment in accordance with university ethics and for assuring the quality of the educational process.	2 points