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"MIHAI VITEAZUL"
NATIONAL INTELLIGENCE ACADEMY

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APPROVED
President of the ANIMV Senate

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**REGULATIONS ON THE RECRUITMENT COMPETITION FOR
VACANT RESEARCH, DEVELOPMENT AND INNOVATION
PROFESSIONAL POSITIONS AND GRADES IN
"MIHAI VITEAZUL"
NATIONAL INTELLIGENCE ACADEMY**

Approved at the University Senate meeting on February 27, 2025

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LEGAL BASIS

- *The Law of Higher Education No. 199/2023, with subsequent amendments and completions*
 - *Law No. 80/1995 on the Status of Military Personnel, with subsequent amendments and completions;*
 - *Government Decision No. 1339/2023 approving the framework methodology for competitions to fill vacant teaching and research positions in higher education;*
 - *Law No. 183/2024 on the Status of Research, Development and Innovation Personnel;*
 - *Order 3020/2024 of the Ministry of Education approving the Framework Regulation on Doctoral Studies, with subsequent amendments and additions;*
 - *Government Decision No. 1568/2024 on the methodological norms for organizing competitions for vacant positions for research, development and innovation staff in research organizations;*
 - *Order of the Ministry of National Education and Scientific Research No. 6129/2016 approving the minimum standards required and mandatory for the award of teaching titles in higher education, professional degrees in research and development, the status of doctoral supervisor and the habilitation certificate, with subsequent amendments and additions;*
 - *The University Charter of the "Mihai Viteazul" National Intelligence Academy.*

CHAPTER I
GENERAL PROVISIONS

Art. 1. This regulation governs the organization and conduct of competitions for vacant research positions at the "Mihai Viteazul" National Intelligence Academy (ANIMV).

Art. 2. (1) ANIMV employs military and civilian university teaching staff holding positions as tenured, affiliated or visiting affiliated teaching personnel, as well as research staff and affiliated research staff.

(2) At ANIMV research staff are classified by position and professional rank as follows:

a) senior researchers, holding a doctorate:

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

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

b) recognized researcher (R2), holding a PhD: scientific researcher grade III – CS III:

c) junior researcher (R1), holding a PhD or being a PhD student doctoral student: scientific researcher - CS;

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

(3) The equivalence of research positions with teaching positions **operates in both directions**, only with the approval of the University Senate, and is as follows:

a) scientific researcher grade I is equivalent to professor, if he/she holds the habilitation certificate;

b) scientific researcher grade I is equivalent to an associate professor if they do not hold a habilitation certificate;

c) scientific researcher grade II is equivalent to an associate professor;

d) A grade III scientific researcher is equivalent to a lecturer/senior lecturer;

e) Scientific researcher is equivalent to assistant professor, for staff holding a doctoral degree.

(4) The professional roles and grades in research, development and innovation held prior to the entry into force of Law No. 183/2024 are automatically equivalent, without any further formalities, to the positions corresponding to the professional grades in research and development established by this law, as follows:

a) senior scientific researcher grade I/scientific researcher grade I shall be equivalent to the professional grade of senior researcher (R4): scientific researcher grade I - CS I;

b) senior scientific researcher grade II/scientific researcher grade II is equivalent to the professional grade of established researcher (R3): scientific researcher grade II - CS II;

c) senior scientific researcher grade III/scientific researcher grade III is equivalent to the professional grade of recognized researcher (R2): scientific researcher grade III - CS III;

d) scientific researcher is equivalent to the professional grade of junior researcher (R1): scientific researcher - CS;

e) Scientific research assistant is equivalent to the professional grade of assistant in scientific research: scientific research assistant - ACS.

(5) The equivalence referred to in paragraph (3) shall be based on a request submitted by the person concerned.

Art. 3. (1) ANIMV may organize a competition to fill a research position only if it is vacant, in accordance with the legislation in force and in compliance with internal provisions, orders and regulations.

(2) A position is considered vacant if it is so provided for in the annual staffing table or if it becomes vacant during the academic year.

(3) The position becomes vacant in one of the following ways:

a) termination of the individual employment contract of the person occupying the position, in accordance with the law;

b) transfer of the person occupying the position to another position within the same research organization, as a result of winning a competition;

c) by suspending the individual employment contract of the person occupying the position, in which case the temporarily vacant position may be filled for a fixed period until the return of the incumbent to that position.

Art. 4. Research positions may not be open for competition by converting an occupied position into a higher-ranking position.

Art. 5. (1) Research positions may be filled at ANIMV for an indefinite or fixed term.

(2) The filling of research positions for an indefinite period shall be carried out through a public competition organized by ANIMV in accordance with the provisions of the Framework Methodology adopted by the Ministry of Education (Government Decision No. 1339/2023), Law No. 199/2023, with subsequent amendments and completions, Law No. 183/2024, with subsequent amendments and completions, Government Decision No. 1568/2024, with subsequent amendments and completions, Order 3020/2024 of the Ministry of Education approving the Framework Regulation on doctoral studies and this methodology.

(3) The competition for fixed-term research positions may only be organized after the ANIMV has published the position being advertised, accompanied by the minimum conditions and criteria that

candidates must meet in order to be eligible for the position, as well as the competition tests, where applicable, on the website www.animv.ro.

Art. 6. (1) Permanent/fixed-term employment in a research position is only possible for the candidate who obtained the highest score in the public competition organized by ANIMV.

(2) Fixed-term employment for research positions at ANIMV is only possible for the position of research assistant and only for candidates who are doctoral students enrolled in a doctoral program, without exceeding the maximum period of study, which includes extensions permitted by law. Fixed-term employment may be for a maximum period of 6 years.

Art. 7. The number of positions by function and professional grade is proposed by the scientific council of ANIMV and approved by the Board of Trustees, in accordance with the needs and financial resources of ANIMV. The organization of competitions for vacant positions is approved by the Board of Trustees of ANIMV.

Art. 8. (1) The following persons shall be considered to be involved in the competition committee:

a) participate in the decision-making process regarding the appointment of the competition committee and the appeals committee;

b) are members or alternate members of the competition committee;

c) are involved in professional or administrative evaluation decisions within the competition;

d) are involved in the resolution of appeals.

(2) Persons who may not be involved in the competition procedure are:

a) spouses, relatives or relatives up to and including the third degree of one or more candidates;

b) employed in the same institution as a candidate who holds a management position and are hierarchically subordinate to the candidate.

(3) It is prohibited for spouses, relatives and relatives up to and including the third degree to simultaneously hold positions in which each is in a direct position of leadership, control, authority or direct institutional evaluation of the other, at any level within ANIMV.

(4) In the event that, following a candidate's success in a competition, one or more persons within ANIMV find themselves in a situation of incompatibility pursuant to Article 201(4) of the Law of Higher Education No. 199/2023, with subsequent amendments and completions, the appointment to the position and the granting of the professional grade of research and development shall be suspended until the situation of incompatibility ceases to exist. The method of resolving the incompatibility situation shall be communicated to the Ministry of Education and Research within two working days of its resolution (1), in accordance with the legislation in force. The method of resolving the incompatibility situation shall be communicated to the Ministry of Education and Research within two working days of its resolution¹, in accordance with the legislation in force and internal rules.

(5) Persons who have been convicted of an intentional crime for which they have not been rehabilitated may not hold a research position in higher education.

(6) Violation of the provisions of Art. 5(3) and Art. 7(3) shall result in the invalidation of the competition and the sanctioning of those guilty. (1)

¹ measure applicable in accordance with the regulatory provisions in force

CONDITIONS FOR REGISTRATION IN THE COMPETITION FOR RESEARCH POSITIONS

Art. 9. (1) Only persons who meet the legal conditions and minimum mandatory standards for enrolment in the competition for research positions in higher education, approved by order of the Ministry of Education, in accordance with Article 156 paragraph (1) letter a) of Law No. 199/2023, with subsequent amendments and completions, and pursuant to Art. 13 paragraph (1) and (2) of Law No. 183/2024 on the Status of Research, Development and Innovation Staff, with subsequent amendments and completions, and by the Joint Order of the Ministry of Research, Innovation and Digitalization and the Ministry of Education, for research positions and ANIMV standards approved by the University Senate through this methodology, corresponding to the provisions of the job description.

(2) At ANIMV level, it cannot be established through its own methodology or other documents that a candidate meets the minimum national standards for CS II and CS I positions through standards, criteria or indicators other than those provided for in the minimum national standards approved by CNATDCU/CCCDI for research positions, in accordance with the provisions of Article 156(1)(a) of the Law of Higher Education No. 199/2023, with subsequent amendments and completions, and Article 13 paragraph (1) of Law No. 183/2024 on the Status of Research, Development and Innovation Personnel, with subsequent amendments and completions.

Art. 10. General conditions:

- (a)** to be Romanian citizens;
- (b)** to pass the selection stages specific to employment in the SRI, in accordance with the provisions of Law No. 80/1995, in conjunction with the provisions of Art. 81 paragraph (2) of Law 199/2023;
- (c)** to demonstrate their proficiency in the English language, level B2, according to the Common European Framework of Reference for Languages;
- (d)** other general conditions established by order of the line ministry² respectively by the research staff statute in force.

Art. 11. Specific conditions:

Candidates must meet **the** following **minimum requirements:**

- (1) For *scientific researcher grade I* positions:**
 - (1.1.)** hold a doctoral degree;
 - (1.2.)** meet the national standards in force, specific to the position of scientific researcher grade I (*Annex 1*);
 - (1.3.)** provide evidence (as specified in *Annex 5*) of:
 - a)** The relevance, impact and international scope of scientific results in relation to the field of security and intelligence studies;
 - b)** the ability to mentor young researchers;
 - c)** the ability to transfer knowledge and results or to disseminate one's own scientific results;
 - d)** ability to work in a team and the effectiveness of scientific collaborations, depending on the specific

²depending on the regulations in force

field of the candidate;

e) organizational skills and ability to lead research and development projects.

(2) For **scientific researcher grade II** positions:

(2.1.) hold a doctoral degree;

(2.2.) meet the national standards in force specific to the position of scientific researcher grade II

(Annex 1);

(2.3.) provide evidence (as specified in Annex 5):

a) the relevance of the impact and scope of scientific results in relation to the field of security and intelligence studies;

b) the ability to mentor young researchers;

c) the ability to transfer knowledge and results or disseminate one's own scientific results;

d) the ability to work in a team and the effectiveness of scientific collaborations, depending on the specific field of the candidate;

e) organizational skills and ability to lead research and development projects.

(3) For **scientific researcher grade III** positions:

(3.1.) hold a doctoral degree;

(3.2.) meet the minimum standards established by this Methodology (Annex 2)

(3.3.) demonstrate (as specified in Annex 5):

a) the relevance and impact of scientific results in relation to the field of security studies and intelligence;

b) the ability to disseminate their own scientific results;

c) the ability to work in a team and the effectiveness of scientific collaborations, depending on the specific field of the candidate.

d) organizational capacity and ability to participate in research and development projects.

(4) For **scientific researcher** positions:

(4.1.) hold a doctoral degree;

(4.2.) meet the minimum standards set out in this Methodology (Annex 3)

(4.3.) provide evidence of (as specified in Annex 5):

a) the relevance and impact of scientific results in relation to the field of security studies and intelligence;

b) the ability to transfer knowledge and results or to disseminate their own scientific results;

c) knowledge of the research methodology specific to the field of security and intelligence studies;

d) ability to develop and present a research proposal on a chosen topic.

(5) For **research assistant** positions – **permanent employment**:

(5.1.) hold a doctoral degree;

(5.2.) meet the minimum employment standards set out in this methodology (Annex 4);

(5.3) provide evidence (as specified in Annex 5)

a) the relevance and impact of scientific results in relation to the field of security and intelligence studies;

b) the ability to transfer knowledge and results or disseminate one's own scientific results;

c) knowledge of research methodology specific to the field of security and intelligence studies;

d) the ability to develop and present a research proposal on a chosen topic.

(6) For *research assistant* positions – *fixed-term employment*:

(6.1.) for candidates participating in the competition organized within the Doctoral School of IOSUD ANIMV:

6.1.1. hold a master's degree or equivalent and prove that they have accumulated at least 300 ECTS credits;

6.1.2. meet the conditions and standards set out in *the Methodology for organizing and conduct of the selection process for admission to doctoral studies*;

(6.2) for candidates participating in the competition organized within other ANIMV research structures:

6.2.1. be enrolled in a doctoral school in other IOSUDs than ANIMV;

(6.3) demonstrate (as specified in Annex 5) knowledge of the research methodology specific to the field of doctoral studies pursued, and the ability to develop and present a research plan.

CHAPTER III ORGANISATION AND CONDUCT OF COMPETITIONS FOR VACANT RESEARCH POSITIONS AT ANIMV

Section 1 – Organization of competitions

Art. 12. (1) Depending on the structure where the vacant research positions are, the director of the research structure shall propose, by means of a report, the positions to be advertised.

(2) The proposals for positions are submitted for review by the Scientific Council by the director of the research structure, or by the Doctoral School Council and the Council for Doctoral Studies by the director of the Doctoral School.

(3) The proposals approved by the Scientific Council / CSUD are submitted to the Board of Trustees for approval.

Art. 13. The organization of competitions for fixed-term research positions at the Doctoral School of IOSUD ANIMV is based on the provisions of *the Methodology for organizing and conducting the selection process for admission to doctoral studies and the Procedure for organizing and conducting the competition for admission to doctoral studies*.

Art. 14. (1) Publication of positions open for competition for permanent employment: after approval of the proposals by the Board of Trustees, the ANIMV Secretariat shall send the following documents to the Ministry of Education and Research, within a maximum of 30 working days from the start of each semester of the academic year, for the purpose of publishing the vacant positions in the Official Gazette:

a) the list of positions proposed for competition, signed by the Commander (Rector) and stamped;

b) an extract from the list of positions, containing the positions advertised, signed by the the Commander (Rector) and the Director of the research structure, or the Director of the Doctoral School, depending on the structure in which the vacant research positions are located;

c) the competition methodology.

(2) After the publication of the vacant positions in the Official Gazette, the Academy Secretariat announces the competition publicly by posting it on the ANIMV website and on a platform administered

by the Ministry of Education and Research, dedicated to the publication of teaching and research positions in higher education institutions, at least two months before the competition.

(3) The announcement contains the following information:

a) a brief description of the position advertised (name, COR code, duration of the employment contract) and the conditions related to the promotion of specific selection stages for employment in the SRI, as detailed in Article 38(1) of these regulations;

b) research norm;

c) specific duties of the position advertised;

d) the minimum salary corresponding to the position advertised;

e) the competition schedule;

f) the topics of the competition tests, including the scientific presentation;

g) description of the competition procedure;

h) the complete list of documents that candidates must include in their competition file;

i) details regarding the presentation of candidates' work that is not available in electronic format;

j) the address to which the competition file must be sent;

k) the location of the competition.

(4) Simultaneously with the publication of the competition announcement on the website www.animv.ro, the standard forms for registration in the competition are also published: the application form for registration in the competition, the proposal for scientific career development, the checklist for compliance with the minimum standards or the self-assessment form related to the minimum standards in force at the time of the competition, for candidates who hold the professional degree of research and development of CS II or CS I corresponding to the position for which they are applying, the form for meeting ANIMV's own standards, as well as the declaration of consent for the processing of personal data.

(5) Announcements regarding the positions of scientific researcher grade II and scientific researcher grade I will also be published in English.

(6) ANIMV may announce the competition by any additional means, including publication in the media, in national scientific publications, on websites specializing in the publication of job offers, etc.

Art. 15. (1) The competition is open.

(2) Romanian citizens may participate in the competition for a research position without any discrimination, under the conditions of the law.

(3) The job description for the position advertised shall be comprehensive, corresponding to the actual needs of the higher education institution, considering that the number of potential candidates should not be artificially limited.

Section 2 – Registration for the competition

Art. 16. (1) The registration period for the competition shall begin on the day of publication of the announcement in the Official Gazette of Romania, Part III, and shall end 15 working days before the first competition test.

(2) In order to be registered, candidates shall submit their competition file to the Academy Secretariat (*Annex 5*).

(3) Within a maximum of 5 working days after the end of the competition registration period, the ANIMV website will publish the following information for each candidate, in compliance with the protection of personal data under Regulation (EU) No. 2016/679 of the European Parliament and of the Council 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 Regulations), for each candidate, as follows:

- a) curriculum vitae, signed by the candidate;
- b) a checklist sheet of compliance with standards, completed and signed by the candidate;
- c) complete list of works, completed and signed by the candidate.

(4) The same data is uploaded by the ANIMV Secretariat to the competition website, administered by the Ministry of Education and Research.

Section 3 – Examination and Appeals Committees: establishment and responsibilities

Art. 17. (1) The Scientific Council / CSUD of ANIMV proposes the composition of the examination and the appeals committees, including the chairmen for each committee, within 5 days of the publication in the Official Gazette of Romania, Part III, of the announcement of the vacant position. Following approval by the University Senate, the committees are appointed by decision of the Commander (Rector).

(2) After approval, the committees are recorded in the Unit's Daily Agenda.

(3) Within two working days of the Commander's (Rector's) decision, the composition of the committees is sent to the Ministry of Education and Research³, and the names of the members of the competition committee and the appeals committee are published on the Ministry of Education and Research's website. In the case of scientific researcher grade II and scientific researcher grade I positions, the composition of the committees shall be published in the Official Gazette of Romania, Part III, by the Secretariat of the Academy.

Art. 18. (1) *The competition committees* shall consist of 5 members, including the chairman. The members of the competition committee must have a teaching or research title higher than or at least equal to that of the research position corresponding to the post advertised.

(2) If a member is unable to participate in the work of the committee, that member shall be replaced by an alternate member, appointed according to the same procedure as the members of the committee.

(3) The members of the committee may be from within or outside the "Mihai Viteazul" National Intelligence Academy.

(4) For all research positions, the competition committee consists of a chairman and four university professors and/or researchers who are specialists in the field of the position being advertised or in related fields.

(5) The director of the research structure/director of the Doctoral School is usually the chairman of the competition committee, except in cases of incompatibility. In such situations, by vote of the Scientific Council/CSUD, the chairman of the committee may be a tenured teaching or research staff member at ANIMV, specializing in the field of the position or in a related field.

(6) To fill a position of scientific researcher grade I or scientific researcher grade II, at least 3

³ Measure applicable in accordance with the regulations in force – i.e. Government Decision 1568/2024

members of the committee must be from outside ANIMV, from the country or from abroad.

(7) For the sole purpose of participating in the competition committee, the research structure advertising the position shall submit for approval to the University Senate a proposal for the equivalence of the teaching or research titles of foreign members with the teaching titles in the country. Based on this equivalence, the University Senate shall approve the nominal composition of the competition committee.

(8) University professors and CS I are appointed to the committees for filling CS I positions, and university professors or university lecturers and CS I or CS II are appointed to fill CS II positions.

(9) For each competition and appeals committee, a secretary is appointed by decision of the Commander (Rector) to manage documents, without the right to vote or award grades.

Art. 19. (1) The appeals committees shall consist of three members, including the chairman and two members who are scientific researchers or university lecturers, specialists in the field of the position advertised or in related fields, as well as one alternate member with a position and professional rank equal to or higher than that of the position advertised.

(2) The committees shall resolve appeals concerning procedural irregularities, as well as issues related to the calculation of scores provided for in the verification sheet confirming compliance with the minimum standards and those specific to the research organization or the results of the written tests, as the case may be.

(3) The decisions of the appeals committee are taken by open vote of the members and must be approved by at least two members of the committee.

(4) If a member is unable to participate in the work of the appeals committee, that member shall be replaced by an alternate member, appointed in accordance with the same procedure as the members of the committee.

Art. 20. Members of the competition committee may not be members of the appeals committee.

Section 4 Conduct of competitions

Art. 21. (1) The Scientific Committee is appointed by decision of the Commander (Rector), at the proposal of the Board of Trustees, for the research positions advertised in the competition.

(2) The role of the Scientific Committee is to verify the data provided by candidates in the standards verification form for submission to the competition.

(3) The Scientific Committee consists of three members, including its chairman, specialists in the field of the position advertised or in related fields, as well as one alternate member.

Art. 22. (1) A candidate's fulfilment of the legal conditions for applying for the competition is certified by the opinion of the Academy's legal advisor, based on the resolution regarding the verification of the information in the ANIMV standards verification form for applying for the competition (*Annexes 1, 2, 3, 4*) issued by the Scientific Committee (for verifying the fulfilment of the minimum standards by the candidates enrolled in the competition, established in accordance with Art. 21 of these regulations), as well as other documents necessary for enrolment in the competition.

(2) The Scientific Committee is made up of 3 members, including its chairman, specialists in the field of the position advertised or in related fields, as well as a substitute member. The Scientific Committee verifies the information contained in the verification form of

ANIMV standards for competition presentation, prepared and signed by the candidate. The

opinion is communicated to the candidate by the ANIMV Department of Human Resources at least 5 working days before the first test of the competition.

(3) Candidates who have received a positive legal opinion will be notified of the time and place of the competition tests by the ANIMV Department of Human Resources at least 5 working days before the first test of the competition, together with the communication regarding the legal opinion and the resolution of the scientific committee.

Art. 23. (1) After obtaining the legal opinions, the application files shall be forwarded by the Academy Secretariat to the Commander (Rector) for approval.

(2) After approval, the files shall be kept at the Academy Secretariat, and the files of newly hired persons shall be kept at the human resources structure serving ANIMV.

Art. 24. After the registration period has expired, the competition files shall be distributed to the committees at least 5 working days before the first test of the competition.

Art. 25. (1) The duration and completion of the competition is 15 days from the date of the end of registration, at the level of the competition committee, and 45 days from the submission of the competition committee's report and the file containing the documents related to the competition to the University Senate.

(2) The competition committees are required to verify and confirm that candidates meet the minimum national standards for the award of professional research and development degrees approved in accordance with Article 156(2) of the Law of Higher Education No. 199/2023, with subsequent amendments and completions, and Article 13(1) of the Law concerning the Status of Research, Development, and Innovation Personnel No. 183/2024, with subsequent amendments and completions. The committees shall evaluate candidates according to the criteria set out in Annexes 1, 2, 3 and 4. During the oral examination, the competition committee shall evaluate the candidate according to the following non-cumulative criteria:

(3) During the oral test, the competition committee evaluates the candidate according to the following non-cumulative criteria:

- a) the relevance of the results of the research and/or innovation activity in relation to the subject matter of the position for which they are applying;
- b) the impact of the candidate's research and/or innovation activity and scientific results in relation to the topic of the position for which they are applying, as reflected in scientific publications;
- c) the international scope of activities, reflected in scientific publications, patents, participation in scientific conferences, individual and institutional collaborations, projects, prestigious scholarships, status as guest professor/researcher, membership in the editorial boards of leading journals in the field;
- d) the ability to attract research funding or collaborate with public and/or private research organizations and lead research and development projects;
- e) professional prestige;
- f) organizational skills;
- g) ability to mentor young researchers or students;
- h) ability to transfer knowledge and results to the economic or social environment or to popularize one's own scientific results;
- i) ability to work in a team and the effectiveness of scientific collaborations, depending on the

specific field of the candidate;

j) professional experience in institutions other than the institution organizing the competition.

(4) The competition committee may request clarifications from candidates regarding the documents in the competition file relating to scientific activity throughout the competition.

Art. 26. (1) The competition for the positions of *scientific researcher grade I, scientific researcher grade II and scientific researcher grade III* consists of analysing the competition file registration for the competition, verification of compliance with the conditions laid down by law, assessment according to the criteria and standards established by order of the Ministry of Education (*Annexes 1 and 2*) and an oral test on topics specific to the job profile, where the criteria mentioned in Article 25(3) will be assessed.

(2) The oral test will consist of: a scientific presentation on a topic related to the subjects published in the competition sheet, at the candidate's choice, and a presentation of the candidate's proposal for the development of their academic career from the point of view of scientific research activities (attached to the competition file).

(3) In the case of the competition for CS III, CS II and CS I positions, the evaluation process shall be carried out as follows:

a) After reviewing the application file, each member of the selection committee awards a score based on a grid adapted to the specific nature of the candidate's job, in accordance with the thresholds set by the minimum standards. Each member of the selection committee reviews all the components of the application file. The score obtained by the candidate is indicated for each quantitative threshold. The individual score awarded by a member of the competition committee is the sum of the scores obtained by the candidate for each quantitative threshold in the minimum standards. The total score of the analysis is the arithmetic mean of the individual scores awarded by the members of the committee.

b) for the oral test, a score is awarded which represents the arithmetic mean of the scores awarded by the members of the committee, as specified in Annex 7;

c) the final score is the sum of the score obtained in point a) plus 20% of the score obtained in point a) if the minimum score in point b) has been obtained.

(4) The successful candidate who does not hold the professional research and development grade of CS II or CS I corresponding to the position for which they are applying must meet the minimum standards and those specific to the research organization corresponding to the professional research and development grade corresponding to the position for which they are applying.

(5) The successful candidate who holds the professional research and development grade of CS II or CS I corresponding to the position for which they are applying must meet the research organization's own standards for the professional research and development grade corresponding to the position for which they are applying.

Art. 27. (1) The competition for the position of scientific researcher and research assistant (doctor) consists of verifying the fulfilment of the minimum requirements according to this methodology, by analysing the application file and conducting an oral test with topics specific to the job profile, where the criteria mentioned in Art. 11, paragraphs (4) and (5) of this Regulation will be evaluated. (4) and (5) of these Regulations.

(2) The oral test will consist of: a scientific presentation on a topic related to the subjects

published in the competition file, at the candidate's choice, and a presentation of the candidate's proposal for the development of their academic career from the point of view of scientific research activities (attached to the competition file).

(3) The evaluation process is carried out as follows:

- a) the result of the oral test is assessed by each member of the competition committee on a scale of 1,0 to 10, according to the assessment grid;
- b) the final score is the arithmetic mean of the marks given by each member of the competition committee for the oral test;
- c) a candidate can only be declared the winner if they have obtained a final score of at least 8.0 and no mark below 7.0 in the competition test.

Art. 28. (1) The competition tests and their content are approved by the Scientific Council / CSUD of the Academy, at the proposal of the director of the research structure, respectively the head of the Doctoral School.

(2) The time and place of the tests shall be announced at least 5 working days before the test on the website of the Ministry of Education and Research and on the ANIMV website.

Art. 29. (1) Following the completion of the evaluation process, the competition committee shall establish, for each position, the ranking of candidates and nominate the candidate who obtained the best results.

(2) The chairman of the competition committee shall draw up a report on the competition (*Annex 6*), based on the assessment reports drawn up by each member of the competition committee (*Annex 7 and Annex 8, respectively*) and in accordance with the ranking of candidates decided by the committee, as recorded in the minutes (*Annex 9*).

(3) The report on the competition shall be signed by each member of the competition committee. The chairman of the competition committee shall forward the report and related documentation to the Scientific Council/CSUD, nominating the candidate with the best results.

(4) The result of the competition and the ranking of candidates are submitted by the Secretary of the Competition Committee to the Academy Secretariat, which, within two working days, will communicate the results to the registered candidates by posting them on the ANIMV website, together with the period for submitting appeals (three working days from the date of publication).

(5) After the deadline for submitting and resolving appeals, the chairman submits the report to the Scientific Council/CSUD for approval, by open roll-call vote. The Scientific Council/CSUD approves the results of the competitions and forwards the decision to the University Senate.

(6) The University Senate analyses compliance with the procedures established by this methodology and approves or rejects the report on the competition by open roll-call vote. The ranking of candidates established by the competition committee cannot be changed by the University Senate.

Art. 30. Within two working days of the completion of the competition, its results shall be published at the ANIMV headquarters, on the ANIMV website and uploaded to the electronic platform managed by the Ministry of Education and Research by the Academy Secretariat.

Art. 31. The competition files, completed with the competition documents, shall be kept at the Department of Human Resources, regardless of the outcome of the competition, and shall be archived at the end of the calendar year, in accordance with archiving rules.

Art. 32. The competition committees are fully responsible for preparing the candidate evaluation documents, in compliance with the legal provisions and the specifications contained in this Methodology, approved by the Academy Senate.

Art. 33. (1) The granting of the corresponding research degree for the positions of scientific researcher grade I, scientific researcher grade II, scientific researcher grade III, scientific researcher and research assistant shall be made by decision of the Commander (Rector) of the Academy, after the results of the research competitions have been approved by the Scientific Council / CSUD and approved by the University Senate.

(2) The related title shall be awarded from the first day of the semester following the competition.

(3) Persons subject to the appointment decision shall submit a sworn statement that they are not members of political parties or, where applicable, that they renounce their membership of political parties during the period in which they perform the functional duties of the teaching position in which they are employed at the "Mihai Viteazul" National Intelligence Academy.

(4) In the event that, after winning the competition, the candidate finds themselves in a situation of incompatibility according to the legislation in force, the appointment to the position may only take place after the incompatibility situation has been resolved. The method of resolution shall be communicated to the Ministry of Education within two working days of the resolution.

Art. 34. (1) If a candidate has evidence that the legal competition procedures have not been followed, the candidate may lodge an appeal within three working days of the announcement of the result.

(2) The appeal shall be made in writing, registered with the registry of the higher education institution and forwarded to the appeals committee for resolution.

(3) The appeals committee shall examine the issues raised by the candidate in the appeal, which it shall resolve within two working days of its registration and on which it shall draw up a report.

(4) The report on the appeals submitted is signed by each member of the appeals committee. The chair of the appeals committee sends the report and related documentation to the scientific council/CSUD, which approves or rejects the report on the appeals submitted.

(5) The report of the appeals committee shall be submitted by the scientific council/CSUD to the Commander (Rector) of ANIMV, after which the final results of the competition shall be published.

Art. 35. The directors of the research structures that advertise the vacant positions and the Commander (Rector) are accountable to the University Senate for the proper conduct of the competitions for filling the positions, in compliance with the rules of quality, ethics and academic deontology and the legislation in force.

Art. 36. At the "Mihai Viteazul" National Intelligence Academy, appointments to positions are made in accordance with the specific regulations of higher education institutions in the defence, public order and national security system, in compliance with the provisions of The Law of Higher Education No. 199/2023, Law No. 183/2024 and, for permanent positions, Law No. 80/1995. For candidates admitted following public competitions for positions, appointment and placement in the position shall only be made after completion of the specific checks and obtaining the necessary approvals.

Art. 37. During the period of restrictive measures and social distancing, competitions may also be organized via online means of communication.

CHAPTER IV FINAL PROVISIONS

Art. 38. (1) The recruitment of candidates into the Romanian Intelligence Service and their appointment to any of the positions advertised for permanent employment are conditional upon passing specific selection stages for recruitment into the institution, in accordance with the provisions of Law No. 80/1995 on the Status of Military Personnel, with subsequent amendments and completions, in conjunction with the provisions of Art. 81(2) of Law No. 199/2023.

(2) The selection stages mentioned above will take place from the moment of registration, considering the provisions of Article 148 of the National Standards for the Protection of classified Information in Romania, approved by Government Decision No. 585/2002, and passing these stages is a mandatory condition for employment, regardless of the results of the public competition.

According to the standards indicated, "depending on the level of secrecy of the information for which the security clearance is requested, the deadlines for the submission of the response by the institutions authorized to carry out security checks are as follows:

- a)** for access to strictly confidential information of particular importance - 90 working days;
- b)** for access to strictly confidential information - 60 working days;
- c)** for access to secret information - 30 working days.

Art. 39. If the position advertised has not been filled, the competition shall be resumed without the need for further approval from the University Senate, in the following semester or academic year, as appropriate.

Art. 40. (1) In the event of irregularities in the organization and conduct for competitions, the University Senate may apply sanctions at the justified proposal of the Board of Trustees or the Commander (Rector) or ex officio, with their approval.

The sanctions shall be applied following a disciplinary investigation conducted pursuant to Article 175(2)(b) of Law No. 199/2023, with subsequent amendments and completions.

(2) The sanctions shall be determined in accordance with the provisions of Article 175(4) and Article 176(2) and (3) of Law No. 199/2023.

(3) The sanctions shall be determined in accordance with the provisions of Article 175(4) and Article 176(2) and (3) of Law No. 199/2023, with subsequent amendments and completions. The sanctions shall be determined in accordance with the provisions of Article 175(4) and Article 176(2) and (3) of Law No. 199/2023, with subsequent amendments and completions.

(4) Complaints regarding conflicts of interest and incompatibilities shall be resolved by the University Ethics Committee, based on the provisions of Law No. 199/2023, with subsequent amendments and completions, with sanctions being applied in accordance with the law.

Art. 41. (1) The "Mihai Viteazul" National Intelligence Academy shall draw up annually, by 1 September, a summary report in electronic format on the organization, conduct and completion of competitions for teaching and research positions. The report shall be sent for notification to the CNATDCU through the specialized department of the Ministry of Education and Research⁴.

Art. 42. These Regulations may be supplemented or amended by decision of the Senate of the Mihai Viteazul National Intelligence Academy and repeal *the Methodology for organizing and conducting competitions for teaching and research positions at ANIMV, no. 212611 of 20 March 2024.*

⁴ measure applicable in accordance with the regulatory provisions in force

"MIHAI VITEAZUL" NATIONAL INTELLIGENCE ACADEMY

Research structure:⁵

Competition for the position of _____, pos. _____

Field: _____

Position published in the Official Gazette of Romania no. _/ _____

Checklist sheet for meeting the standards for obtaining the degree of SCIENTIFIC RESEARCHER GRADE I/ SCIENTIFIC RESEARCHER GRADE II

1. Proposed definitions regarding the structure of the candidate's activity										
No.	Field of activity	Type of activities	Categories and restrictions	Subcategories	Indicators	Score achieved				
0	1	2	3	4	5	6				
1	Teaching and professional activity (A1)	1.1 Books and chapters in books whose content is relevant to the field of Military Sciences, Intelligence and Public Order, published by prestigious publishing houses in the field of Military Sciences, Intelligence and Public Order, after obtaining the title of Doctor.	1.1 Books as author ▪ professor: at least 4 books, of which 3 as sole author; ▪ associate professor: minimum 3 books, of which 2 as sole author.	1.1.1	Books (international)	15				
				1.1.1.2	National	10				
				1.1.2.1	International	15/n				
				1.1.2.2	National	10/n				
		1.2	Teaching materials/academic papers whose content is relevant to the field Military Sciences, Intelligence and Public Order after obtaining the doctoral degree.	1.2.1	Treatises ⁶ , monographs ⁷ published by internationally renowned or recognized publishers in the field of <i>Military Sciences, Intelligence and Public Order</i> ; University courses ⁸ , textbooks, annotated legislation, guidance published by internationally renowned or recognized publishers in the field of <i>Military Sciences, Information and Public Order</i> . ▪ minimum 3 as first author for Professor / CS I ; ▪ minimum 2 as first author for Associate Professor / CS II.		10/n			
						1.2.2	Specialized studies, scenarios, exercises and applications; Professor /CS I – minimum 2, first author; Associate Professor / CS II – minimum 1, first author		5/n	
			1.	Coordination of university study programs, organization and coordination of training and continuing development programs				2 per programme		
	1.4	Educational and continuing training projects	1.4.1	Director / Manager / Member		3/2				
2	2.1	Articles whose content is relevant to the fundamental field Military Sciences, Intelligence and Public Order and which are published in ISI Thomson Reuters-rated journals or in the proceedings of scientific events indexed by ISI proceedings				10				
	2.2	Articles / studies / research reports	Minimum 15 for professor/ CS I			1/n				

⁵ Depending on the research position for which they are applying

⁶ Treatise, cf. DEX – a specialized work in which the fundamental issues of a discipline are presented in a methodical manner

⁷ Monograph, cf. DEX – extensive scientific study on a specific subject, treated in detail and from multiple perspectives.

⁸ The relevance of the course material is assessed in relation to the research topic of the position advertised

UNCLASSIFIED

3	Research activity (A2)		whose content is relevant to the field Military Sciences, Intelligence and Public Order and which are published in prestigious scientific journals/bulletins or in the proceedings of scientific events in the field of Military Sciences, Intelligence and Public Order, or indexed in international databases	Minimum 10 for Associate Professor/ CS II			1/n		
		2.3	Intellectual property, patents for inventions and innovations, etc.	2.3.1	International		10		
				2.3.2	National		5		
		2.4	Competitive grants/projects	2.4.1	Director / Responsible	2.4.1.1	International	15/10 Grant	
						2.4.1.2	National	10/5 grants	
				2.4.2	Team member	2.4.2.1	International	5 Grant	
						2.4.2.2	National	3 grants	
		3.1	Citations in ISI and BDI journals	3.1.1	ISI		2 per citation		
				3.1.2	BDI		1 per citation		
		3.	Citations of the candidate's publications in books, book chapters or volumes, published by publishing houses with recognized scientific prestige in the field of <i>Military Sciences, Intelligence and Public Order</i>				0.3 per citation		
3.	Presentations/guest speaker at international and national scientific events with international participation or guest lecturer (excluding ERASMUS)	3.3.1	International		8				
		3.3.2	National		6				
3.4	Member of editorial boards or scientific committees of journals with recognized scientific prestige in the field Military Sciences, Intelligence and Public Order and scientific events, organizer of scientific events / reviewer for ISI-indexed national and international scientific journals and events, indexed to a recognized international database, or non-indexed	3.4.1	ISI		10				
		3.4.2	BDI		6				
		3.4.3	National and international non-indexed		4				
3.5	Management, analysis and evaluation experience in research and/or teaching	3.5	Leadership		2/year				
		3.5.2	Member		1/year				

Optional criteria									
3.6	Awards			3.6	Romanian Academy	10			
				3.6.2	ASS, AOSR and CNCS	8			
				3.6.3	International awards	15			
				3.6.4	National awards in field	5			
3.7	Member of prestigious national and international academies, organizations, and professional associations, membership in organizations in the field of education and research			3.7.1	Romanian Academy	10			
				3.7.2	ASS, AOSR and branch academies	8			
				3.7.3	Management of professional associations	3.7.3.1	International	8	
						3.7.3.2	National	6	
				3.7.4	Professional associations	3.7.4.1	International	6	
						3.7.4.2	National	4	

				3.7.5	Organizations in the field of education and research	3.7.5.1	Management	6	
						3.7.5.2	Member	4	

Note

- The international databases (IDB) considered for articles published in journals and published in the volumes of scientific events, with the exception of articles published in ISI-rated journals, are those recognized internationally in the scientific community, such as (but not limited to): Scopus, IEEE Xplore, Science Direct, Elsevier, Wiley, ACM, DBLP, Springerlink, Engineering Village, Cabi, Emerald, CSA, Compendex, INSPEC, Referativnai Jurnal, CEEOL, Copernicus, PROQUEST, EBSCO.
- A publication or citation falls under a single indicator, considering the most favourable classification for the candidate.
- For the second and subsequent editions of a publication, half of the aforementioned score is awarded only if it is a revised, expanded and supplemented edition.
- The points mentioned in indicators 1.1. Books and chapters in books and 1.2. Teaching materials/Teaching works shall be awarded in full only if the work is written by a single author.
- For works produced collectively, if the contribution of each co-author can be determined, the score shall be awarded in proportion to that contribution; if the contribution of each co-author cannot be determined, the score shall be divided by the number of co-authors.
- Books/articles must already be published or, where applicable, registered in a university library.

2. Formula for calculating the merit indicator ($A=A_1+A_2+A_3$) $A=\sum n_1k_1i+\sum n_2k_2i+\sum n_3k_3i$

Where: n_{pi} – number of activities in the category

k_{pi} – coefficient specific to the type and category of activity A_i – sum of activities in the mentioned category

**Self-evaluation sheet for the minimum standards required and
mandatory for obtaining the title of
SCIENTIFIC RESEARCHER GRADE I / SCIENTIFIC RESEARCHER GRADE II**

Minimum conditions					
No	Category				
	Field of activity	CS II		CS I	
		Conditions	Score achieved	Conditions	Score achieved
1	Teaching/professional activity (A1)	Minimum 15 points		Minimum 30 points	
2	Research activity (A2)	Minimum 40 points		Minimum 60 points	
3	Recognition of the impact of the activity (A3)	Minimum 5 points		Minimum 10 points	
TOTAL		60 points		100 points	

Note

- The coefficients A_i may have various values, including 0, provided that the minimum standards set out in the "Categories and restrictions" section of the form are met.
- For a career as a scientific researcher, minimum scientific performance components (A2) and recognition of the impact of the activity (A3) are considered.

An article, in extenso, in ISI Thomson Reuters-listed journals can be equated with two articles published, in abstract form, in ISI-listed journals or with three articles, in extenso, in journals of recognized scientific prestige in the field of *Military Sciences, Intelligence and Public Order*.

“MIHAI VITEAZUL” NATIONAL INTELLIGENCE ACADEMY

Research structure: ⁹

Competition for the position of _____, pos. _____

Field: _____

Position published in the Official Gazette of Romania no. / _____

**Checklist sheet for meeting the standards for obtaining the degree of
SCIENTIFIC RESEARCHER GRADE III**

1. Proposed definitions regarding the structure of the candidate's activity									
No.	Field of activity	Type of activities	Categories and restrictions	Subcategories	Indicators (KPI)	Score achieved			
0	1	2	3	4	5	6			
1	Teaching and professional activity (A1)	1.1 Books whose content is relevant to the field of Military Sciences, Intelligence and Public Order, published by prestigious publishing houses in the field of <i>Military Sciences, Intelligence and Public Order, after obtaining the title of Doctor.</i>	1.1	Books as author - minimum 1	1.1.1.1	Books (international)	15		
					1.1.1.2	National	10		
			1.1.2	Books as co-author or chapters	1.1.2.1	International	15/n		
					1.1.2.2	National	10/n		
		1.2	Teaching materials/teaching papers whose content is relevant to the field Military Sciences, Intelligence and Public Order <i>after obtaining the title of Doctor.</i>	1.2	Treatises ¹⁰ , monographs ¹¹ published by international or prestigious publishers in the field of Military Sciences, Intelligence and Public Order; University courses ¹² , textbooks, annotated legislation, guidance published by internationally renowned publishers or publishers of recognized prestige in the field of military sciences, intelligence and public order. - minimum 1, as author - minimum 1, as co-author		5/n		
						1.2.2	Specialized studies, scenarios, exercises and applications; minimum 2	5/n	
1.3	Coordination of university study programs, organization and coordination of training and continuing development programs				2 per program				
1.4	Educational and continuing training projects	1.4.1	Director / Manager / Member		3/2/1				
2		2.1	Articles whose content is relevant to the fundamental field Military Sciences, Intelligence and Public Order and which are published in ISI Thomson Reuters-rated journals or in the proceedings of scientific events indexed by ISI proceedings			10			

⁹ Depending on the research position for which they are applying

¹⁰ Treatise, cf. DEX – a specialized work in which the fundamental problems of a discipline are methodically presented

¹¹ Monograph, cf. DEX – extensive scientific study on a specific subject, treated in detail and from multiple perspectives.

¹² The relevance of the course material is assessed in relation to the research topic of the position advertised.

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3	Research activity (A2)	2.2	Articles/studies/research reports whose content is relevant to the field Military Sciences, Intelligence and Public Order and which are published in prestigious scientific journals/bulletins or in the proceedings of scientific events in the field of Military Sciences, Intelligence and Public Order, or indexed in international databases		Minimum 8		1/n		
		2.3	Intellectual property, patents for inventions and innovations, etc.	2.3.1	International		10		
				2.3.2	National		5		
		2.4	Grants/competitive projects	2.4.1	Director / Responsible	2.4.1.1	International		15/10 Grant
						2.4.1.2	National		10/5 grants
				2.4.2	Team member	2.4.2.1	International		5 grant
						2.4.2.2	National		3 grants
		3	Recognition and impact of activity (A3)	3.1	Citations in ISI and BDI journals	3.1	ISI		2 per citation
						3.1.2	BDI		1 per citation
				3.2	Citations of the candidate's publications in books, book chapters or volumes, published by publishing houses with recognized scientific prestige in the field of <i>Military Sciences, Intelligence and Public Order</i>				0.3 per citation
3.3	Presentations/guest speaker at international and national scientific events with international participation or guest lecturer (excluding ERASMUS)			3.3.1	International		8		
				3.3.2	National		6		
3.4	Member of editorial boards or scientific committees of journals with recognized scientific prestige in the field Military Sciences, Intelligence and Public Order and scientific events, organizer of scientific events / reviewer for ISI-indexed national and international scientific journals and events, indexed to a recognized international database, or non-indexed			3.4.1	ISI		10		
				3.4.2	BDI		6		
				3.4.3	National and international non-indexed		4		
3.5	Management, analysis and evaluation experience in research and/or teaching			3.5	Leadership		2/year		
				3.5.2	Member		1/year		

Optional criteria									
3.6	Awards			3.6.1	Romanian Academy		10		
				3.6.2	ASS, AOSR and CNCS		8		
				3.6.3	International awards		15		
				3.6.4	National awards in field		5		
3.7	Member of prestigious national and international academies, organizations, professional associations, membership of organizations in the field of education and research			3.7.1	Romanian Academy		10		
				3.7.2	ASS, AOSR and branch academies		8		
				3.7.3	Professional association leadership	3.7.3.1	International		8
						3.7.3.2	National		6
				3.7.4	Professional associations	3.7.4.1	International		6
						3.7.4.2	National		4
3.7.5	Organizations in the field of education and research	3.7.5.1	Management		6				
		3.7.5.2	Member		4				

Note

- The international databases (IDB) considered for articles published in journals and published in the volumes of scientific events, with the exception of articles published in ISI-rated journals, are those recognized internationally in the scientific community, such as (but not limited to): Scopus, IEEE Xplore, Science Direct, Elsevier, Wiley, ACM, DBLP, Springerlink, Engineering Village, Cabi, Emerald, CSA, Compendex, INSPEC, Referativnai Jurnal, CEEOL, Copernicus, PROQUEST, EBSCO.
- A publication or citation falls under a single indicator, considering the most favourable classification for the candidate.
- For the second and subsequent editions of a publication, half of the aforementioned score is awarded only if it is a revised, expanded and supplemented edition.
- The points mentioned in indicators 1.1. Books and 1.2. Teaching materials/Teaching works shall be awarded in full only if the work is written by a single author.
- For works produced collectively, if the contribution of each co-author can be determined, the score shall be awarded in proportion to that contribution; if the contribution of each co-author cannot be determined, the score shall be divided by the number of co-authors.
- Books/articles must already be published or, where applicable, registered in a university library.

3. Formula for calculating the merit indicator ($A=A_1+A_2+A_3$) $A=\sum n_1k_1i_1+\sum n_2k_2i_2+\sum n_3k_3i_3$

Where: n_{pi} – number of activities in the category

k_{pi} – coefficient specific to the type and category of activity A_i – sum of activities in the mentioned category

Self-evaluation sheet for the minimum standards required and mandatory for obtaining the title of SCIENTIFIC RESEARCHER GRADE III

No.	Minimum conditions		
	Field of activity	Category	
		CS III	
		Requirements	Score achieved
1	Teaching/professional activity (A1)	Minimum 15 points	
2	Research activity (A2)	Minimum 30 points	
3	Recognition of the impact of the activity (A3)	Minimum 5 points	
TOTAL		50 points	

Note:

- The A_i coefficients may have various values, including 0, provided that the minimum standards set out in the "Categories and restrictions" section of the form are met.
- For a career as a scientific researcher, minimum scientific performance components (A2) and recognition of the impact of the activity (A3) are considered.

An article, in extenso, in ISI Thomson Reuters-listed journals can be equated with two articles published, in abstract form, in ISI-listed journals or with three articles, in extenso, in journals of recognized scientific prestige in the field of *Military Sciences, Intelligence and Public Order*.

“MIHAI VITEAZUL” NATIONAL INTELLIGENCE ACADEMYResearch structure:¹³

Competition for the position of _____, pos. _____

Field: _____

From the Department _____

Position published in the Official Gazette of Romania no. _____ / _____

Checklist sheet for meeting the standards for obtaining the degree of SCIENTIFIC RESEARCHER

Field of activity	Type of activities		Categories and restrictions		Subcategories		Indicators (KPI)	Score achieved
1	2		3		4		5	6
Teaching and professional activity (A1)	1.	Books whose content is relevant to the field of Military Sciences, Intelligence and Public Order, published by prestigious publishing houses in the field of <i>Military Sciences, Intelligence and Public Order</i>	1.1	Books as author	1.1	Books (international)	15	
					1.1.1.2	National	10	
			1.1.2	Books as co-author or chapters	1.1.2.1	International	15/n	
					1.1.2.2	National	10/n	
	1.2	Teaching materials/teaching papers whose content is relevant to the field of Military Sciences, Intelligence and Public Order <i>after obtaining the doctoral degree.</i>	1.2.1		Treatises ¹⁴ , monographs ¹⁵ published by internationally renowned or recognized publishers in the field of <i>Military Sciences, Intelligence and Public Order</i> ; University courses ¹⁶ , textbooks, annotated legislation, guidance published by internationally renowned or recognized publishers in the field of <i>Military Sciences, Information and Public Order.</i>		10/n 5/n	
					1.2.2	Specialized studies, scenarios, exercises and applications	5/n	
1.3	Coordination of university study programs, organization and coordination of training and continuing development programs					2 program		
1.4	Educational and continuing training projects	1.4.1	Director / Manager / Member			3/2		
Research	2.1	Articles whose content is relevant to the fundamental field of Military Sciences, Intelligence and Public Order and which are published in ISI Thomson Reuters-rated journals or in the proceedings of scientific events indexed by ISI proceedings					10	

¹³ Depending on the research position for which they are applying¹⁴ Treatise, cf. DEX – a specialized work in which the fundamental issues of a discipline are presented in a methodical manner.¹⁵ Monograph, cf. DEX – extensive scientific study on a specific subject, treated in detail and from multiple angles.¹⁶ The relevance of the course material is assessed in relation to the research topic of the position advertised.

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Recognition and impact of the activity (A3)	2.2	Articles/studies/research reports whose content is relevant to the field of Military Sciences, Intelligence and Public Order and which are published in prestigious scientific journals/bulletins or in the proceedings of scientific events in the field of Military Sciences, Intelligence and Public Order, or indexed in international databases		Minimum 3		1/n		
	2.3	Intellectual property, patents for inventions and innovations, etc.	2.3.1	International		10		
			2.3.2	National		5		
	2.4	Competitive grants/projects	2.4.1	Director / Responsible	2.4.1.1	International	15/10 grants	
					2.4.1.2	National	10/5 grant	
			2.4.2	Team member	2.4.2.1	International	5 grant	
					2.4.2.2	National	3 grants	
	3.1	Citations in ISI and BDI journals	3.1.1	ISI		2 per citation		
			3.1.2	BDI		1 per citation		
	3.2	Citations of the candidate's publications in books, book chapters or volumes, published by publishing houses with recognized scientific prestige in the field of <i>Military Sciences, Intelligence and Public Order</i>				0.3 per citation		
3.3	Presentations/guest speaker at international and national scientific events with international participation or guest lecturer (excluding ERASMUS)	3.3	International		8			
		3.3.2	National		6			
3.4	Member of editorial boards or scientific committees of journals with recognized scientific prestige in the field of <i>Military Sciences, Intelligence and Public Order</i> and scientific events, organizer of scientific events / reviewer for ISI-indexed national and international scientific journals and events, indexed to a recognized international database, or non-indexed	3.4.1	ISI		10			
		3.4.2	BDI		6			
		3.4.3	National and international non-indexed		4			
3.5	Management, analysis and evaluation experience in research and/or teaching	3.5	Leadership		2/year			
		3.5	Member		1/year			

Optional criteria										
3.6	Awards				3.6.1	Academy Romanian	10			
					3.6.2	ASS, AOSR and CNCS	8			
					3.6.3	Awards international	15			
					3.6.4	National awards in the field	5			
3.7	Member of prestigious national and Academies, professional organisations, national and international, membership in organisations in the field of education and research				3.7.1	Romanian Academy	10			
					3.7.2	ASS, AOSR and branch academies	8			
					3.7.3	Professional Association Management	3.7.3.1	International	8	
							3.7.3.2	National	6	
					3.7.4	Professional associations	3.7.4.1	International	6	
							3.7.4.2	National	4	
3.7.5	Organisations in the field of education and research				3.7.5.1	Management	6			
					3.7.5.2	Member	4			

Note

- The international databases (IDB) considered for articles published in journals and published in the volumes of scientific events, with the exception of articles published in ISI-rated journals, are those recognised internationally in the scientific community, such as (but not limited to): Scopus, IEEE Xplore, Science Direct, Elsevier, Wiley, ACM, DBLP, Springerlink, Engineering Village, Cabi, Emerald, CSA, Compendex, INSPEC, Referativnai Journal, CEEOL, Copernicus, PROQUEST, EBSCO.
- A publication or citation falls under a single indicator, considering the classification most favourable to the candidate.
- For the second and subsequent editions of a publication, half of the aforementioned score is awarded only if it is a revised, expanded and supplemented edition.
- The score mentioned in indicators 1.1. Books and 1.2. Teaching materials/Teaching works is awarded in full only if the work is written as a sole author.
- For works produced collectively, if the contribution of each co-author can be determined, the score shall be awarded in proportion to that contribution; if the contribution of each co-author cannot be determined, the score shall be divided by the number of co-authors.
- Books/articles must already be published or, where applicable, registered in a university library.

2. Formula for calculating the merit indicator ($A=A_1+A_2+A_3$) $A=\sum n_1k_1i_1+\sum n_2k_2i_2+\sum n_3k_3i_3$

Where: n_{pi} – number of activities in the category

k_{pi} – coefficient specific to the type and category of activity A_i – sum of activities in the mentioned category

**Self-evaluation sheet for the minimum standards required and mandatory for obtaining the title of
SCIENTIFIC RESEARCHER**

		3. Minimum conditions	
No.	Field of activity	Scientific researcher	
		Requirements	Score achieved
		1	Teaching and professional activity (A1)
2	Research activity (A2)	Minimum 3 points	
3	Recognition of the impact of the activity (A3)	Minimum 1 point	
	TOTAL	4 points	

Note:

- The A_i coefficients may have various values, including 0, provided that the minimum standards set out in the "Categories and restrictions" section of the form are met.
- For a career as a scientific researcher, minimum scientific performance components (A2) and recognition of the impact of the activity (A3) are considered.
- An article, in extenso, in ISI Thomson Reuters-rated journals can be equated with two articles published, in abstract form, in ISI-rated journals or with three articles, in extenso, in journals of recognised scientific prestige in the field of *Military Sciences, Intelligence and Public Order*.

“MIHAI VITEAZUL” NATIONAL INTELLIGENCE ACADEMY

Research structure:¹⁷

Competition for the position of _____
_____, pos. _____ Field: _____

Position published in the Official Gazette of Romania no. _____/ _____

Checklist sheet for meeting the standards for obtaining the rank of SCIENTIFIC RESEARCH ASSISTANT

1. Proposed definitions regarding the structure of the candidate's activity									
No.	Field of activity	Type of activities		Categories and restrictions		Subcategories		Indicators (KPI)	Score achieved
0	1	2		3		4		5	6
1	Teaching and professional activity (A1)	1.1	Books whose content is relevant to the field of Military Sciences, Intelligence and Public Order, published by prestigious publishing houses in the field of Military Sciences, Intelligence and Public Order, after enrolment in a doctoral program	1.1.1	Books as author	1.1.1	Books (international)	15	
						1.1.1.2	National	10	
				1.1.2	Books as co-author or chapters	1.1.2.1	International	15/n	
						1.1.2.2	National	10/n	
		1.2	Teaching materials/teaching papers whose content is relevant to the field of Military Sciences, Intelligence and Public Order, after enrolment in a doctoral program	1.2	Treaties ¹⁸ , monographs ¹⁹ published internationally renowned or recognised publishers in the field of <i>Military Sciences, Intelligence and Public Order</i> ; University courses ²⁰ , textbooks, annotated legislation, guidance, published by internationally renowned or recognised publishers in the field of <i>Military Sciences, Intelligence and Public Order</i> ;	10/n	5/n		
1.2.2	Specialised studies, scenarios, exercises and applications;			5/n					
		1.3	Coordination of university study programs, organisation and coordination of continuous training and development programs					2 per program	
		1.4	Educational and continuing training projects	1.4.1	Director / Manager / Member			32	
2		2.1	Articles whose content is relevant to the fundamental field of Military Sciences, Intelligence and Public Order and which are published in ISI Thomson- Reuters rated journals or in volumes of scientific events, indexed ISI proceedings					10	

¹⁷ Depending on the research position for which they are applying

¹⁸ Treatise, cf. DEX – a specialised work in which the fundamental problems of a discipline are methodically presented

¹⁹ Monograph, cf. DEX – extensive scientific study on a specific subject, treated in detail and from multiple angles.

²⁰ The relevance of the course material is assessed in relation to *the research topic of the position advertised*.

	Research activity (A2)	2.2	Articles/studies/research reports whose content is relevant to the field of <i>Military Sciences, Intelligence and Public Order</i> and which are published in prestigious scientific journals/bulletins or in the volumes of proceedings of scientific events in the field of <i>Military Sciences, Intelligence and Public Order</i> or indexed in				1/n			
		2.3	Intellectual property, patents for inventions and innovations, etc.	2.3.1	International		10			
				2.3.2	National		5			
		2.4	Grants/competitive projects	2.4.1	Director / Responsible	2.4.1.1	International		15/10 Grant	
						2.4.1.2	National		10/5 grants	
2.4.2	Team member			2.4.2.1	International		5 grants			
				2.4.2.2	National		3 grants			

3	Recognition and impact of activity (A3)	3.1	Citations in ISI and BDI journals	3.1	ISI		2 per citation	
				3.1.2	BDI		1 per citation	
		3.2	Citations of the candidate's publications in books, book chapters or volumes, published by prestigious scientific publishers recognised in the field of <i>Military Sciences, Intelligence and Public Order</i>				0.3 per citation	
		3.3	Presentations/guest speaker at international and national scientific events with international participation or Guest lecturer (exclusively ERASMUS)	3.3.1	International		8	
				3.3.2	National		6	
		3.4	Member of editorial teams or scientific committees of journals with recognised scientific prestige in the field of <i>Military Sciences, Intelligence and Public Order</i> and Scientific Events, organiser of scientific events / reviewer for ISI-indexed national and international scientific journals and events, indexed to a recognised international database, or unindexed	3.4.1	ISI		10	
				3.4.2	BDI		6	
				3.4.3	National and international non-indexed		4	
		3.5	Management, analysis and evaluation experience in research and/or teaching	3.5	Leadership		2/year	
				3.5	Member		1/year	

Optional criteria									
	3.6	Awards			3.6	Romanian Academy	10		
					3.6.2	ASS, AOSR and CNCS	8		
					3.6.3	International awards	15		
					3.6.4	National awards in the field	5		
	3.7	Member of prestigious national and international academies, organisations, and professional associations, membership in organisations in the field of education and research	3.7.1	Romanian Academy			10		
				3.7.2	ASS, AOSR and branch academies			8	
				3.7	Management of professional associations	3.7.3.1	International	8	
						3.7.3.2	National	6	
				3.7.4	Professional associations	3.7.4.1	International	6	
						3.7.4.2	National	4	
3.7.5	Organisations in the field of education and research	3.7.5.1	Management	6					
		3.7.5.2	Member	4					

Note

- The international databases (IDB) considered for articles published in journals and published in the volumes of scientific events, with the exception of articles published in ISI-rated journals, are those recognised internationally in the scientific community, such as (but not limited to): Scopus, IEEE Xplore, Science Direct, Elsevier, Wiley, ACM, DBLP, Springerlink, Engineering Village, Cabi, Emerald, CSA, Compendex, INSPEC, Referativnai Journal, CEEOL, Copernicus, PROQUEST, EBSCO.
- A publication or citation falls under a single indicator, considering the most favourable classification for the candidate.
- For the second and subsequent editions of a publication, half of the aforementioned score shall be awarded only if it is a revised, expanded and supplemented edition.
- For works produced collectively, if the contribution of each co-author can be established, the score shall be awarded in proportion to that contribution; if the contribution of each co-author cannot be established, the score shall be divided by the number of co-authors.
- Books/articles must already be published or, where applicable, registered in a university library.

2. Formula for calculating the merit indicator ($A=A_1+A_2+A_3$) $A=\sum n_1k_1i+\sum n_2k_2i+\sum n_3k_3i$

Where: n_{pi} – number of activities in the category

k_{pi} – coefficient specific to the type and category of activity A_i – sum of activities in the mentioned category

Self-evaluation sheet for the minimum standards required and mandatory for obtaining the title of SCIENTIFIC RESEARCH ASSISTANT

3. Minimum requirements			
No.	Field of activity	Category	
		Scientific research assistant	
		Requirements	Score achieved
1	Teaching and professional activity (A1)	0	
2	Research activity (A2)	2	
3	Recognition of the impact of the activity (A3)	0	
	TOTAL	2	

Note

- The coefficients A_j may have various values, including 0, provided that the minimum standards set out in the "Categories and restrictions" section of the form are met.
- In the case of the position of research assistant, the teaching and professional activity components (A1) and the recognition and impact of the activity (A3) may have a value of 0.
- An article, in extenso, in ISI Thomson Reuters-listed journals can be equated with two articles published, in abstract form, in ISI-listed journals or with three articles, in extenso, in journals of recognised scientific prestige in the field of Military Sciences, Intelligence and Public Order.

List of documents required in the competition file for research positions

The file consists of:

a) the application form for the competition (*Annex 10*), signed by the candidate, which includes a sworn statement regarding the accuracy of the information presented in the file;

b) a proposal for the candidate's academic career development in terms of scientific research activities; the proposal shall be drafted by the candidate, shall be no longer than 5 pages and shall be one of the main criteria for selecting candidates;

c) a curriculum vitae signed by the candidate (Europass model);

The candidate's curriculum vitae must include:

- information about their studies and degrees obtained;
- information about professional experience and relevant previous jobs;
- information about the research and development projects they have led as project manager and the grants obtained, if any, indicating for each the source of funding, the amount of funding and the main publications or patents resulting from them;
- information about awards or other elements recognising the candidate's scientific contributions.
- narrative description of the three most important achievements in the field of the position for which the competition is organised — maximum three pages.

d) list of candidate`s works²¹ (*Annex 11*) in printed and electronic format. This includes:

- a list of up to 10 scientific publications, the most relevant ones, such as: authored books, articles/studies/chapters, edited volumes, papers;
- a list of patents and other industrial property titles;
- a list of authored books and edited and published volumes;
- a list of articles/studies in extenso, published in journals from the main international scientific stream;
- list of other scientific works and contributions or, where applicable, in the field of artistic creation or national defence.

e) the ANIMV standards compliance checklist sheet, the standard format of which is provided in this Methodology. The checklist is completed and signed by the candidate (*Annexes 1 -4*);

f) proof of holding the professional research and development degree corresponding to the position for which they are applying, the checklist for compliance with the research organisation's own standards, where applicable, completed and signed by the candidate, and the self-assessment sheet relating to the minimum standards in force at the time of the competition, completed and signed by the candidate, only for candidates who hold the professional research and development degree of CS II or CS I corresponding to the position for which they are applying;

g) a copy of the bachelor's or equivalent/master's/doctorate degree, as applicable. If the successful candidate does not hold a degree issued by a higher education institution in Romania, they must submit a certified copy of the certificate of recognition or equivalence before being appointed to the position and signing the individual employment contract, under penalty of non-issuance of the administrative act of appointment to the position;

h) a statement on the candidate's own responsibility indicating the situations of incompatibility

²¹ In order for the competition committee to verify the accuracy of the data submitted by candidates, each paper shall indicate the email address confirming its ISI/BDI indexing, respectively, the ISI/BDI citations

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provided for by the Higher Education Law No. 199/2023, with subsequent amendments and additions, in which they would find themselves if they won the competition, or the absence of such situations of incompatibility (*Annex 12*);

i) a statement of responsibility by the candidate confirming that the submitted file presents their own achievements and activities – for research positions (*Annex 13*);

j) copies of other diplomas certifying the candidate's studies;

k) copy of identity card or, if the candidate does not have an identity card, passport or other identity document issued for a purpose equivalent to that of an identity card or passport;

l) if the candidate has changed their name, copies of documents certifying the name change, i.e. marriage certificate or proof of name change;

m) a maximum of 10 publications, patents or other works by the candidate, in electronic format, selected by the candidate and considered to be the most relevant to their professional achievements;

n) criminal record certificate;

o) a medical certificate attesting to the candidate's fitness to perform their duties, issued by the candidate's family doctor or by the competent health authorities, no more than 3 months prior to the competition;

p) to support the score in the standards compliance checklist sheet, copies of the cover of the publication/book/paper/CD showing the ISBN or ISSN, as applicable, as well as a copy of the contents of the publication/book highlighting the article/chapter, shall be submitted.

q) certificate of length of service in accordance with the model in Annex 14;

r) a signed declaration of consent for the processing of personal data (*Annex 15*);

s) any other documents requested at the time of registration for the competition on the website of the Ministry of Education and Research.

All documents submitted to the file shall comply with the formats and specifications set out in the Methodology, as well as any other additional provisions on the website of the Ministry of Education and Research at the time of the competition.

“MIHAI VITEAZUL” NATIONAL INTELLIGENCE ACADEMYResearch structure:²²

Competition for the position of _____, pos. _____

Field: _____

Position published in the Official Gazette of Romania no. ____/ _____

REPORT on the competition

In accordance with the decision of the Commander (Rector) of the "Mihai Viteazul" National Intelligence Academy, no. of _ the competition committee, composed of:

- chairman;
- member;
- member;
- member;
- member.

proceeded during the period _ to evaluate the candidates participating in the competition for the position of

_____, position _____, in the research structure _____ published in the Official Gazette no. _____ of _____, with a view to deciding which candidate was successful or, where appropriate, deciding to declare the candidates participating in the competition for the position in question unsuccessful.

Candidates participated in the competition.

The following candidates achieved at least the minimum score required for all criteria in the assessment reports of all members of the competition committee and were admitted to the competition for ranking and selection of the successful candidate: _

The following candidates were declared unsuccessful due to not achieving the minimum score required in at least one assessment report and were not included in the competition for ranking and determining the successful candidate:

In order to rank the candidates admitted to the competition and determine the successful candidate, the members of the committee and alternate members, appointed by the chair of the committee due to the absence of the regular members, participated in the vote.

This summary report was adopted with votes in favour and votes against by the members and alternate members of the committee who actually participated in the evaluation of the candidates.

	(surname and name)	(Signature)
Chairman of the committee	_____	_____
Member	_____	_____

²² Depending on the research for which they are applying

“MIHAI VITEAZUL” NATIONAL INTELLIGENCE ACADEMY

Research structure:²³

Competition for the position of _____, pos. _____

Field: _____

Position published in the Official Gazette of Romania no. ____/ _____

EVALUATION REPORT

For the competition for the position of CSIII / CSII / CSI

I, the undersigned _____, holder of _____ at _____, member of the Competition Committee for the position of _____, position _____, research structure _____, in accordance with the decision of the Commander (Rector) of the "Mihai Viteazul" National Intelligence Academy no. _____ of _____, we proceeded to evaluate the candidate _____ in relation to the criteria established by Law no. 183/2024 and the methodology of the "Mihai Viteazul" National Intelligence Academy.

Based on the findings of our own analysis, we hereby report the following:

EVALUATION CRITERION	Research position for which they are applying	Score Minimum	Score obtained	Total score	CONCLUSION (Admitted/Rejected)
Minimum standards (A)	A1 – Teaching and professional activity			A = A1 +A2 +A3	
	A2 – Scientific research activity				
	A3 – Recognition of the impact of the activity				
Assessment oral test candidate (B)	B1 – Relevance of the results of research and/or innovation activity in relation to the subject area of the position for which the candidate is applying	7		B = B1 + B2+... B10 / 10	
	B2 – Impact of the candidate's research and/or innovation activity and scientific results in relation to the subject area of the position for which they are applying, as reflected in scientific publications;	7			
	B3 – Professional prestige and international scope of activities, reflected in scientific publications, patents, participation in scientific conferences, individual and institutional collaborations, projects, prestigious scholarships, status as guest lecturer/researcher, membership in the editorial boards of leading journals in the field;	7			
	B4 – ability to attract research funding or collaborate with public and/or private research organisations and lead research and development projects;	7			
	B5 – Organisational capacity	7			
	B6 – Ability to mentor students or young researchers	7			

²³ Depending on the research position for which they are applying

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	B7 – The candidate's skills in relation to the specifics of the position	7			
	B8 – The candidate's ability to Transfer his/her knowledge and results or disseminate their own scientific results	7			
	B9 – Ability to work in a team and effectiveness of scientific collaborations, depending on the specific nature of the candidate's field	7			
	B10 – Previous candidate's experience in educational institutions / research, depending on the specific nature of the position	7			
Final score			P=A+B		

Date, signature

NOTE: For the evaluation of criteria B1 ...B10 a score from 1 to 10 will be used. The test score is the arithmetic mean of these:

- a) For CS III, candidates who have obtained at least an average of 7.50 and no grade below 7 may be recommended to be declared "admitted". If a candidate obtains a minimum average of 7.50, they receive 20% of the score obtained for criterion A.
- b) For CS II, candidates who have obtained at least an average of 8.00 and no grade below 7 may be recommended to be declared "admitted". If a candidate obtains a minimum average of 8.00, they receive 20% of the score obtained in criterion A.
- c) For CS I, candidates who have obtained at least an average of 8.50 and no grade below 7 may be recommended to be declared "admitted". If a candidate obtains a minimum average of 8.50, they receive 20% of the score obtained for criterion A.

“MIHAI VITEAZUL” NATIONAL INTELLIGENCE ACADEMY

Research structure:²⁴

Competition for the position of _____, pos. _____

Field: _____

Position published in the Official Gazette of Romania no. ____/ _____

**EVALUATION REPORT
For the competition for the position of CS / ACS**

I, the undersigned holder of at....., member of the Selection Committee for the position of position....., Research structure, in accordance with the decision of the Commander (Rector) of the "Mihai Viteazul" National Intelligence Academy no. of, we proceeded to evaluate the candidate..... in relation to the criteria established by Law no. 183/2024 and the methodology of the "Mihai Viteazul" National Intelligence Academy.

Based on the findings of our own analysis, we hereby report the following:

EVALUATION CRITERION	Research position for which they are applying	Minimum score	Score obtained	CONCLUSION (Accepted/Rejected)
Minimum standards (A)	A – Teaching activity and			Admitted/Rejected
	A2 – Scientific research activity			
	A3 – Impact recognition			
Assessment oral test candidate (B)	B1 – relevance and impact of scientific results in relation to the field of security and intelligence studies			B = B1+ B2+... B4/4
	B2 – ability to transfer knowledge and results or to disseminate own scientific results			
	B3 – knowledge of research methodology specific to the field of security and intelligence studies			
	B4 – ability to develop and present a research proposal on a chosen topic			
Final score A = PASS/FAIL B = B1 + B2 +... B4/4				

Date, signature

NOTE: For the evaluation of criteria B1 ...B4 a score from 1 to 10 will be used. The test score is the arithmetic mean of these scores. Candidates who have obtained at least an average of 8 and no score below 7 may be recommended to be declared "admitted".

²⁴ Depending on the research position for which they are applying

"MIHAI VITEAZUL" NATIONAL INTELLIGENCE ACADEMYResearch structure:²⁵

Competition for the position of _____, pos. _____

Field: _____

Position published in the Official Gazette of Romania no. ____/ _____

REPORT
regarding the voting results

The competition committee, composed of:

- chairman;
- member;
- member;
- member;
- member.

in accordance with the decision of the Commander (Rector) of the „Mihai Viteazul“ National Intelligence Academy, No. _ , convened on_ , proceeded to express, by open vote, its choice regarding the ranking of candidates participating in the competition for the position of _ research structure position __, published in the Official Gazette no. _ , in order to decide on the winning candidate or, as the case may be, to declare the candidates participating in the competition for the aforementioned position as non-winners.

Candidates participated in the competition, of which candidates were declared winners in the competition for ranking and determining the winning candidate as a result of obtaining from all members of the committee at least the minimum score for the *Candidate Evaluation* criterion in the assessment reports.

Members of the committee and alternate members, appointed by the chairman of the committee due to the absence of some full members, took part in the vote.

The result of the vote is as follows:

NAMES AND SURNAMENES OF CANDIDATES	DECISION OF THE COMPETITION COMMITTEE				
	Ranking resulting from the vote				The candidate is declared Successful/Unsuccessful
	1	2	3	4	

(surname and name)

(Signature)

Chairman of the committee

Member

Member

Member

Member

²⁵ Depending on the teaching or research position for which they are applying

"MIHAI VITEAZUL"
NATIONAL INTELLIGENCE ACADEMY

No _____ of _____

APPROVED
BY THE COMMANDER (RECTOR)
OF THE "MIHAI VITEAZUL"
NATIONAL INTELLIGENCE ACADEMY

MR. RECTOR,

I, the undersigned, born on _____, in _____, county____, graduate of the faculty of _____, specialising in _____, with a grade point average of _____, holding a teaching degree and employed at _____, kindly request your approval to apply for the position of____, position____, at the research facility____within the "Mihai Viteazul" National Intelligence Academy.

I mention that I have been a doctor since____in the field of specialisation. The competition was announced in the Official Gazette no. _____from_____.

I also request your approval to begin the selection process for employment at the institution, in accordance with the provisions of Law no. 80/1995 on the status of military personnel, with subsequent additions and amendments.

I am responsible for the accuracy of the information provided in this application and declare that I will bear the consequences in the event of any incorrect information.

Date _____

Signature _____

The position is vacant and open for competition

Human Resources Department

Date _____

Signature _____

Legal opinion

Date _____

Signature _____

LIST OF WORKS

A. LIST OF WORKS RELEVANT TO ONE'S PROFESSIONAL ACHIEVEMENTS²⁶

(included in electronic format in the file and which can also be found in the other categories in the list of works)

No.	Role (sole author, first author, co-author, coordinator, project manager etc.)	Title of work	Publisher/Journal in which the work was published ISBN	No. of pages	Indicators according to MENCs Order no. 6129/ 2016	Comments
B. DOCTORAL THESIS						
1						
C. BOOKS AND CHAPTERS FROM BOOKS						
1						
2.						
3.						
4.						
5.						
D. ARTICLES/STUDIES PUBLISHED IN INTERNATIONAL SCIENTIFIC JOURNALS OR IN JOURNALS OF RECOGNISED SCIENTIFIC PRESTIGE IN THE FIELD OF "MILITARY SCIENCES, INTELLIGENCE AND PUBLIC ORDER"						
1.						
2.						
3.						
4.						
5.						
E. ARTICLES/STUDIES PUBLISHED IN VOLUMES OF NATIONAL AND INTERNATIONAL CONFERENCES IN THE FIELD OF "MILITARY SCIENCES, INTELLIGENCE AND PUBLIC ORDER"						
1.						
2.						
3.						
4.						
5.						
F. CONTRACT/GRANT-BASED RESEARCH AND DEVELOPMENT PROJECTS, SPECIALISED STUDIES, SCENARIOS, EXERCISES AND APPLICATIONS, OTHER WORKS						
1.						
2.						
3.						
4.						
5.						

Signature _____

²⁶ From the field of disciplines of the position advertised.

STATEMENT ON MY OWN RESPONSIBILITY

I, the undersigned, born on

_, in the town of, county

_, residing in

_, (home address), candidate for the position of

_, position

_, The research structure _____ of the „Mihai Viteazul“ National Intelligence Academy in Bucharest, being aware of the provisions of Article 292 of the Criminal Code regarding false statements and the provisions of Article 201(4) of Higher Education Law No. 199/2023, with subsequent amendments and completions, according to which spouses, relatives and relatives up to and including the third degree are prohibited from simultaneously occupying positions in which each is in a direct position of leadership, control, authority or direct institutional evaluation of the other, at any level, in the same higher education institution, as well as Article 201(5) of Higher Education Law No. 199/2023, with subsequent amendments and completions, according to which violation of the provisions of paragraph 4 leads to the invalidation of the competition, I hereby:

I DECLARE ON MY OWN RESPONSIBILITY

that, if I win the competition for the above-mentioned position, I will not be in any situation of incompatibility according to the legal provisions.

Date, signature

STATEMENT OF ASSUMPTION OF RESPONSIBILITY*(for research positions)*

I, the undersigned, born on in with residing in, CNP, declare on my own behalf Liability that data in the submitted for the of field of the structure of research _____, announced in the Official Gazette no. , on the official website www.animv.ro and at the unit's headquarters, present my own achievements and activities and acknowledge that, otherwise, I will bear the consequences of false statements, in accordance with the legislation in force.

Date, signature

"MIHAI VITEAZUL"
NATIONAL INTELLIGENCE ACADEMY

No _____ of _____

CERTIFICATE

This is to certify that Mr/Ms _____ ,
CNP....., holder of ID card series no ,
residing in....., is employed by _____, in
position of _____, with a fixed-term employment contract....and a
total length of service of (years, months, days), of which (years,
months, days) in research and development. The length of service in research and
development comes from the length of service in research of (years, months, days)
acquired during the full-time doctoral internship and from the length of service
in research and development within of (years, months, days).
The professional career of Mr/Ms....., from first employment to
the present, extracted from the employment record book, the Register of Employees,
certificate(s) no. /date issued by is
presented below:

Position	Institution	Period	Seniority (years, months, days)	Supporting document
Total length of service				
Total length of service in CD				

Special mentions: (e.g. Mr/Ms had their employment contract suspended during the period
....., in accordance with).

This Certificate has been issued to be included in the above-mentioned person's
application file for the position of CS II/CS I.

Human Resources Department,

Declaration of consent
regarding consent for the processing of personal data

I, the undersigned _____ CNP _____, born on _____, in, town of _____, residing in _____, holder of identity card series _____ no. _____, issued by _____, on _____, declare that:

I have been informed about the provisions of Regulation 679/26 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data.

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

I have been informed that my personal data will be processed and stored by the "Mihai Viteazul" National Intelligence Academy.

I have been informed that the processing of my personal data is necessary in order to fulfil the legal obligations of the controller, the "Mihai Viteazul" National Intelligence Academy, as well as for the purposes of my interests and rights.

I have been informed that my personal data is communicated to public authorities such as the Ministry of Education and Research.

I have been informed that in order to ensure the accurate processing of my personal data, I am required to notify the controller, the "Mihai Viteazul" National Intelligence Academy, of any changes to my personal data.

Consequently, I give my consent for the processing, transmission and storage of personal data by the "Mihai Viteazul" National Intelligence Academy.

Date

Signature