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APPROVED  
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# REGULATIONS ON THE ORGANIZATION AND FUNCTIONING OF THE NATIONAL INSTITUTE FOR INTELLIGENCE STUDIES

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## I. GENERAL PROVISIONS

**Article 1.** These Regulations for the organization and functioning of the National Institute for Intelligence Studies, hereinafter referred to as INSI Regulations, establish the mission, objectives, principles, and rules governing the activities of the National Institute for Intelligence Studies (INSI), as well as the rights and obligations of the staff employed by this institution.

**Article 2. (1)** INSI, a research organization without legal personality, is established pursuant to Article 7 (d) of the Government Ordinance No. 57/2002 on scientific research and technological development, as subsequently amended and supplemented.

**(2)** The duties and responsibilities of INSI arising from applicable legislation and for which legal personality is required are carried out through “Mihai Viteazul” National Intelligence Academy (ANIMV) and the Romanian Intelligence Service (SRI), respectively.

**(3)** ANIMV adheres to the *European Charter for Researchers* and upholds the principles set forth therein.

**Article 3. (1)** INSI is the organizational unit within ANIMV dedicated to developing and supporting excellence in scientific research, reporting directly to the Deputy Commandant for Innovation and Digitalization.

**(2)** INSI, as a unit of ANIMV, is legally incorporated into the national research, development, and innovation system and is part of the research and development system of national interest.

**Article 4.** INSI is identified by:

a) Name: National Institute of Intelligence Studies within “Mihai Viteazul” National Intelligence Academy;

b) Logo: INSI;

c) Site: <https://www.animv.ro/institutul-national-de-studii-de-intelligence/>

d) Address: Șoseaua Odăi nr. 20-22, sector 1, Bucharest, Romania.

**Article 5. (1)** INSI is organized and operates in accordance with the provisions of:

a) Law no. 183/2024 on the status of research, development, and innovation personnel;

b) Law no 199/2023 on Higher Education, as subsequently amended and supplemented;

c) Law no. 25/2023 on the voluntary integration of Romanian research, development, and innovation organizations into the European Research Area, as well as amending Government Ordinance no. 57/2002 on scientific research and technological development;

d) Government Ordinance No. 57/2002 on scientific research and technological development, as subsequently amended and supplemented;

e) Government Decision No. 1568/2024 on the approval of the Methodological norms for the organization and conduct of the competitions for filling vacant positions for research, development, and innovation staff in research organizations;

f) Government Decision no. 1569/2024 on the approval of the Methodological norms for the organization of the promotion examination for obtaining the professional rank by research, development, and innovation staff in research organizations;

- g) Government decision no. 138/2024 on the approval of the Methodological norms for performance evaluation for the integration of scientific research and technological development activities within research organizations, as well as for establishing the criteria for selecting evaluation experts provided for in Article 19 of Law no. 25/2023 on the voluntary integration of research, development, and innovation organizations in Romania into the European Research Area, as well as for amending Government Ordinance no. 57/2002 on scientific research and technological development;
  - h) Order of the Minister of Education and Research no. 6199/2020 for amending the Order of the Minister of Education, Research, and Innovation no. 3.845/2009 on the approval of the template for the Register of results of research and development activities and the Methodology for recording the results of research and development activities;
  - i) Government Decision No. 305/2024 on the approval of the Framework Code of academic ethics and deontology;
  - j) Council Recommendation of December 18, 2023, on a European framework to attract and retain research, innovation, and entrepreneurial talents in Europe, Official Journal of the European Union No. C/2023/1640 of December 29, 2023 – Annex II: European Charter for Researchers;
  - k) EU research and innovation program 2021-2027;
  - l) National Strategy for research, innovation, and intelligent specialization (2022- 2027);
  - m) National Plan for Research, Development, and Innovation 2022-2027;
  - n) Government Decision no. 206 of April 4, 1995, on the reorganization of the National Intelligence Institute into the “Mihai Viteazul” National Intelligence Academy, as subsequently amended and supplemented;
  - o) Government Decision no. 206/1995 on the establishment of the Higher Institute of Intelligence under the Romanian Intelligence Service;
  - p) University Charter of the “Mihai Viteazul” National Intelligence Academy, Bucharest, 2024;
  - q) ANIMV’s Scientific Research Strategy for 2023-2027;
  - r) The Multi-Year Strategic Plan for Institutional Development of the “Mihai Viteazul” National Intelligence Academy for the period 2025-2029;
  - s) Regulations on the organization and functioning of ANIMV;
  - t) Code of conduct for preventing and sanctioning antisemitism, xenophobia, radicalization, and hate speech in “Mihai Viteazul” National Intelligence Academy”, 2024.
- (2)** The current activities of INSI are carried out in accordance with general and specific regulations governing SRI, the Management plan of the Rector and the Management plan of the Deputy for innovation and digitalization at ANIMV, the resolutions of the University Senate, the Board of Trustees and the Scientific Council, and the orders of the commandant (rector) of ANIMV.
- Article 6. (1)** The director of INSI is a member of the Scientific Council by law, and one of the elected members is a representative of INSI.
- (2)** The Director of INSI is a permanent guest on the Board of Trustees of ANIMV.
- (3)** Research staff are represented in the University Senate in accordance within the quota established by the University Charter for teaching and research staff.

## 2. MISSION, OBJECTIVES, ACTIVITIES, AND ORGANIZATIONAL VALUES

**Article 7.** In accordance with the strategic objectives set forth in successive national research and innovation strategies and the relevant institutional documents, the INSI within ANIMV was established in 2010 as an institute with the mission of becoming a “hub for security and intelligence studies,” a knowledge center within the research and development system, with a function complementary to the educational process, with a decisive role in the overall development of all SRI’s areas of activity. Currently, INSI’s mission is to identify and capitalize on research, development, and innovation opportunities available at the national and European levels in the field of security and intelligence studies, with the aim of carrying out scientific research projects, partnerships, and continuing education programs that (1) meet SRI’s knowledge needs and (2) enable the translation of innovations identified in the academic and research environment into the educational process conducted within ANIMV, respectively for the fulfillment of SRI’s missions. INSI contributes to ANIMV’s mission by organizing and conducting university-level scientific research activities in the field of “Information and National Security.”

**Article 8. (1)** INSI’s activities are aligned with the strategic objectives of the research, development, and innovation processes set forth in ANIMV’s *Scientific Research Strategy*, which is developed by ANIMV’s Scientific Council on a multi-year basis.

**(2)** INSI’s activity is implemented within the framework of ANIMV’s *Annual Scientific Research Plan*, developed by ANIMV’s Scientific Council by integrating proposals from INSI, the faculties, and the Intelligence and Security Doctoral School, and approved by the commandant (rector).

**Article 9.** In accordance with ANIMV’s Scientific Research Strategy for the period 2023–2027, the strategic objectives of the research, development, and innovation (CDI) processes at ANIMV are:

- a) Achieving excellence in research and producing academic knowledge that contributes to enhancing SRI’s foresight capabilities in the area of national security and to providing a scientific foundation for efforts toward institutional modernization and adaptation.
- b) Establishing the education-research-profession triad by integrating the research component into educational processes and establishing a synergistic and integrated link to security and intelligence studies, with the aim of providing a scientific foundation for educational content and aligning training programs with the requirements of the intelligence expert profession.
- c) Establishing ANIMV as a networking platform and knowledge hub in relation to the academic community, the European and international community of intelligence practitioners, and civil society by fostering an environment of creativity and dialogue at national and regional levels in the field of security and intelligence studies.

**Article 10.** The scientific research activities within ANIMV are based on the following principles, as set forth in the University Charter:

- a) the principle of legality;
- b) the principle of university autonomy;
- c) the principle of academic freedom;
- d) the principle of public accountability;
- e) the principle of quality assurance;

- f) the principle of equity;
- g) the principle of managerial and financial efficiency;
- h) the principle of transparency;
- i) the principle of respect for the rights and freedoms of the members of the academic community;
- j) the principle of freedom of national and international mobility for students, teaching staff, and researchers;
- k) the principle of student-centered education;
- l) the principle of relevance, according to which education addresses the needs for personal and socio-economic development;
- m) the principle of safeguarding the cultural identity of all members of the academic community and promoting intercultural dialogue;
- n) the principle of embracing, promoting, and preserving the national identity and cultural values of the Romanian people;
- o) the principle of recognizing and guaranteeing the rights of persons belonging to national minorities, including the right to preserve, develop, and express their ethnic, cultural, linguistic, and religious identities;
- p) the principle of ensuring equal opportunities and non-discrimination;
- q) the principle of freedom of thought and independence from political and religious ideologies and doctrines;
- r) the principle of consulting social partners in decision-making;

**Article 11.** To fulfill its mission, the main responsibilities of INSI are:

- a) to plan, organize, conduct, and evaluate scientific research activities in the fields of security and intelligence studies, in accordance with the Scientific Research Strategy of ANIMV;
- b) to establish, on behalf of ANIMV, research partnerships and to participate in university consortia that are successful in obtaining European and national funding for scientific research;
- c) draw up proposals for research projects with a view to obtaining funding from national programs or external sources of non-reimbursable funds;
- d) to coordinate and participate in the implementation of interdisciplinary research projects funded by external or internal sources, in order to achieve the knowledge objectives of SRI and ANIMV, and to enhance the competitiveness of Romanian research in the field of intelligence and security studies and related fields;
- e) to represent ANIMV in European and international academic cooperation forums relevant to the field of security and intelligence studies;
- f) to provide support for the dissemination of scientific research results and the promotion of its own researchers by organizing conferences, roundtables, and international programs, as well as through the participation of its staff in relevant academic events in the field of security and intelligence studies.

**Article 12.** To achieve its strategic research objectives, INSI carries out the following activities, which are aligned with its specific objectives:

**(O1)** To achieve excellence in research and to generate academic knowledge that contribute to enhancing the foresight capabilities of institutional beneficiaries in the area of national security and to providing a scientific foundation for efforts toward institutional modernization and adaptation.

**Activities:**

- a) ongoing identification and mapping of scientific knowledge needs in the field of security and intelligence studies, in support of institutional beneficiaries;
- b) identifying and developing ongoing cooperative and academic partnership relationships with universities, research institutes, etc., involved in the development of interdisciplinary research projects at European level, applicable in security and intelligence studies;
- c) actively seeking research funding opportunities under national and European programs and continuing INSI's/ANIMV's involvement in European consortia that initiate and develop EU-funded projects (ISF, Horizon 2020, Erasmus+, Norwegian Funds);
- d) participation in national and European research projects with international impact, aimed at increasing the visibility of research results and strengthening the institution's role as a knowledge provider within national and international partnerships;
- e) ensuring ongoing dialogue between academia and practitioners to facilitate the transfer of knowledge and the implementation of research findings relevant to intelligence activities;
- f) leveraging scientific research outputs for institutional beneficiaries through products tailored to the beneficiaries' profiles.

**(O2)** To achieve the education-research-profession triad by integrating the research component into educational processes and establishing a synergistic and integrated link to security and intelligence studies, with the aim of providing a scientific foundation for educational content and aligning training programs with the requirements of the intelligence expert profession. This objective is achieved by strengthening cooperation between ANIMV's research and educational units.

**Activities:**

- a) strengthening the *know-how* and incorporating innovation into the educational process;
- b) making optimal use of the research infrastructure;
- c) incorporating the results of research projects into teaching materials applicable to the educational process;
- d) involving INSI researchers, based on their expertise and research fields, in teaching activities that allow for the real-time application of the consolidated expertise gained through recently completed and/or ongoing research projects.

**(O3)** Establishing ANIMV as a networking platform and knowledge hub in relation to the academic community, the European and international community of intelligence practitioners and civil society, by fostering an environment of creativity and dialog at national and regional levels in the field of security and intelligence studies.

**Activities:**

- a) strengthening and diversifying the portfolio of European research consortia to participate in national and European research funding competitions;
- b) increasing the number of research projects submitted to competitions and those accepted for funding, as well as the number of scientific events organized by ANIMV with regional and European impact, respectively the number of ISI-indexed scientific publications accepted into international databases and/or at nationally and internationally prestigious publishing houses;

- c) promoting and actively monitoring the publication of scientific research results into specialized journals with national and international academic impact;
- d) organizing *networking* events, training programs, and academic initiatives for writing and coordinating prestigious international journals and volumes;
- e) maintaining the contribution to the development of intelligence theory and innovation, as well as to the consolidation of a common strategic European and national intelligence and security culture;
- f) strengthening institutional memory, professional culture and identity by conducting historical studies, understanding the role and activities of intelligence organizations in creating the nation state, preserving independence, rule of law and democracy;
- g) strengthening cooperation partnerships and initiatives with European and global research institutions - International Studies Association (ISA), International Association for Intelligence Education (IAFIE), Intelligence College in Europe (ICE), European Security and Defense College (ESDC) etc., which ensure INSI's integration into the international research and innovation environment and have created the premises for increasing the visibility and confidence capital granted to ANIMV / INSI among peer institutions.

**Article 13.** The research topics addressed within the research, development and innovation processes carried out at INSI are:

- a) security and intelligence studies;
- b) intelligence theory and innovations in the field;
- c) security, intelligence, and technology;
- d) education in intelligence, security, and governance;
- e) the history of Romanian intelligence;
- f) hybrid threats, propaganda, disinformation, and foreign interference in the information space;
- g) social polarization, violent extremism, radicalization, and terrorism.

**Article 14. (1)** INSI's scientific research plan is developed based on beneficiaries' proposals, assessments of developments in the domestic and international security environment, as well as its own conclusions resulting from forecasting trends in contemporary phenomena impacting the intelligence system and national security.

**(2)** The scientific research plan is completed by each INSI researcher, and is consolidated and integrated into a joint vision by the INSI Director at the beginning of each calendar year.

**(3)** The INSI Research Plan is an integral part of the ANIMV Research Plan and is approved annually by the ANIMV Scientific Council.

**(4)** The implementation status of the INSI Research Plan is reviewed twice a year by the Director of INSI and each year the Director of INSI prepares the INSI Research Results Report which is submitted to ANIMV Scientific Council to be integrated in the ANIMV Annual Research Results Report.

### 3. ORGANIZATIONAL AND FUNCTIONAL STRUCTURE

**Article 15. (1)** INSI is a distributed department-type structure within ANIMV, with 1 management position, respectively scientific research positions and 1 senior specialist officer position.

**(2)** INSI operates under direct subordination to the Deputy Commandant for Innovation and Digitization.

**(3)** Changes to INSI's organizational and functional structure are proposed by the Director of INSI, based on a justification report, are endorsed by the Board of Trustees and approved by the University Senate; subsequently, the changes are submitted for approval to the commandant/rector of the ANIMV.

**Article 16.** The Director of INSI is considered by law member of the research, development, innovation personnel and has the following responsibilities, according to the University Charter:

a) analyzes and establishes research priorities for INSI and submits proposals for approval to the Scientific Council and the ANIMV leadership in order to draft the annual scientific research plan;

b) coordinates the regular progress assessment of ongoing research projects and endorses all scientific research outputs carried out within INSI, in terms of qualitative content;

c) manages the activity of identifying and accessing the funding opportunities for research and development activities in the field of security and intelligence studies at national and international level, as well as the implementation of research projects financed through these funds;

d) identifies national or international institutional partners, and proposes to initiate partnerships for carrying out joint projects within INSI's area of interest;

e) plans and organizes the scientific research activities carried out at INSI and coordinates the development of the main areas of scientific competence in the field of security and intelligence, according to ANIMV's Strategy for Scientific Research, Development, and Innovation;

f) promotes results research within the national security system, ensuring the effective exploitation of research results;

g) prepares documentation for budgeting research activities funded from sources other than SRI;

h) prepares and submits reports in scientific activities to the immediate supervisor and the Scientific Council.

**Article 17.** The Director of INSI is appointed following a competitive selection process, through internal selection within SRI. The INSI Director shall be appointed by the commandant/rector of the ANIMV.

**Article 18. (1)** The research positions within INSI are:

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: scientific researcher - CS;

d) assistant in scientific research, holding a PhD or being a PhD student (according to article 11 paragraph (5) and (6) of the *Regulations on the recruitment competition for vacant research, development and innovation positions professional positions and grades in "Mihai Viteazul" National Intelligence Academy*): scientific research assistant – ACS.

**(2)** The equivalence of research positions and 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 the person holds a habilitation certificate;

b) scientific researcher grade I is equivalent to associate professor, if the person does not hold a habilitation certificate;

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

d) scientific researcher grade III is equivalent to lecturer;

e) scientific researcher is equivalent to assistant professor, for personnel holding a PhD degree.

**(3)** The professional positions and grades in research, development and innovation held prior to the entry into force of Law No. 183/2024 are automatically equivalent, with no 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 shall be 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 shall be equivalent to the professional grade of recognized researcher (R2): scientific researcher grade III - CS III;

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

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

**(4)** The equivalence referred to in paragraph (2) shall be made on a request submitted by the interested person.

**Article 19.** INSI research positions are classified according to the Regulations on the recruitment competition for vacant research, development and innovation positions professional positions and grades in “Mihai Viteazul” National Intelligence Academy.

**Article 20.** The INSI research personnel may request that a promotion examination be held in accordance with the Regulations to access positions corresponding to the professional degrees of research and development within ANIMV.

**Article 21. (1)** Research and development personnel, as referred to in Article 16 paragraph (1), shall have the following responsibilities:

a) to continuously improve their scientific and professional training;

b) to participate in national and international scientific events;

c) to create and publish scientific papers in nationally and internationally recognized scientific books and journals;

d) to take part in activities to prepare documentations for scientific research project competitions, as well as in activities for their conducting;

e) to promote and comply with the rules of ethics and professional conduct.

**(2)** The basic responsibilities shall be supplemented by the specific responsibilities set out in the job descriptions.

**Article 22.** The position of senior specialist officer shall have the status of research, development and innovation support personnel, within the meaning of Article 11 paragraph (b) of Law 183/2024. The position of Assistant Senior Specialist Officer shall be classified in accordance with the provisions of the national law applicable to SRI personnel.

**Article 23.** A senior specialist officer shall perform the duties set out in the job description in support of the scientific research activity and the tasks assigned by hierarchical chiefs, in accordance with the provisions of national legislation and internal regulations.

**Article 24. (1)** The rights and obligations of INSI personnel are those provided by national labor legislation, the laws regulating the status of various categories of personnel, those arising from the exercise of legal relationships resulting from the individual employment contract and, respectively, the appointment order, as well as those provided by specific regulations of SRI.

**(2)** The time allocated for administrative activities by INSI personnel who do not occupy managerial or administrative positions shall not exceed, on average, 10% of their working time.

**(3)** The rights and obligations of INSI personnel, provided by legal regulations in force, shall be supplemented with those set out in the job description.

**Article 25.** Violation of the rules of proper conduct in the research, development, and innovation activities carried out within INSI are sanctioned according to the provisions of Law No. 183/2024 and Law No. 199/2023, with subsequently amended and supplemented, as well as according to the University Charter, the University Senate Regulations, and the Board of Trustees Regulations.

**Article 26.** The working hours of INSI personnel shall be established according to ANIMV timetable, approved by the Commandant (Rector) of ANIMV.

#### **4. RIGHTS AND OBLIGATIONS OF THE RESEARCH PERSONNEL**

**Article 27. (1)** The categories of personnel referred to in Article 16 shall have, in addition to the other rights provided for by the legislation in force, the following rights:

a) to have access to the information and documentation sources necessary for the research, development, and innovation projects in which they are involved, in compliance with the rules for use and publication;

b) to be able to participate in the elaboration of the national strategy for scientific research and technological development;

c) to take part in scientific events specific to the CDI activity, presenting communications on the results of the CDI activity and to publish scientific papers, under the law, with the support of the research organization, within the limits of available financial resources;

d) to patent the results of their research with the support of the research organization, within the limits of available financial resources;

e) to be recognized as authors or co-authors of a scientific approach, in accordance with the relevant legislation;

f) to be supported by the research organization improving their professional training, in accordance with the law and within the limits of available financial resources;

g) to benefit from guidance and support in their research career;

h) to take advantage of opportunities for inter-institutional mobility, in particular between different profiles of research organizations;

i) to be members of national and international professional associations, societies, and scientific organizations, only if the activity carried out in these entities does not generate a conflict of interest with the research organization where the basic activity is performed;

j) to have their performance in the field of research, development and innovation recognized and incentivized through awards, bonuses, titles, diplomas, etc.;

k) to participate in competitions for the funding of scientific activities from public or private sources;

l) to participate as experts, reviewers, members of evaluation committees, consultants, and in similar capacities, at the request of other institutions or economic operators, provided that no conflict of interest arises with the research organization where they perform their primary activity, and to be remunerated for the work performed;

m) to obtain an uncapped monthly income, provided that, concurrently with the implementation of projects funded from the state budget, they also carry out projects financed through international programs to which Romania contributes, as well as where such projects result in technology transfer or exploitation, during their implementation and after their completion;

n) to obtain an uncapped monthly income resulting from the implementation of internally funded projects not financed from public funds or from the execution of international projects;

o) to carry out, cumulatively, activities related to research, education or the exploitation of research results, in accordance with the applicable legal provisions; such activities may be performed within or outside the research organization in which they are employed, without generating conflicts of interest or unfair competition;

p) to receive bonuses to the base salary and allowances provided by law;

q) to refuse, on justified moral and ethical grounds, to participate in scientific research having a negative impact on human beings and the natural environment;

r) to request and obtain, as a matter of priority, approval to occupy a position of a lower rank than the one attained;

s) to benefit from a stable work environment, ensuring a flexible working schedule appropriate to the performance of specific activities, without affecting deadlines and objectives of research work, in compliance with legal provisions and applicable collective labor agreements;

ș) to benefit, within the European Research Area, from ensured geographical, intersectoral, interinstitutional, interdisciplinary, transdisciplinary and virtual mobility, as an important means of increasing scientific level and professional development at all stages of a researcher's career;

t) to benefit, on a regular and transparent basis, for the purposes of career advancement and the promotion of a sustainable research career, from a system of professional performance evaluation based on clear and quantifiable criteria, in accordance with specific procedures established at the level of research organizations or at national level, taking into account both researchers' creativity and their research outputs, such as publications, patents, training and conferences, supervision, mentoring, national or international collaboration, and the like;

ț) to be represented in the relevant information, consultation and decision-making bodies within the research organizations in which they carry out their activity, for the purpose of protecting and promoting individual and collective interests as professionals, and to actively contribute to their functioning;

u) to obtain a higher professional grade through examination, subject to meeting the standards set out in the Regulations on promotion to positions corresponding to research and development professional grades within ANIMV.;

**(2)** By way of exception to the provisions of paragraph (1), the CDI personnel referred to in Article 16 shall benefit from the rights provided for in paragraph (1) only to the extent that these do not conflict with the rights and obligations arising from the specific status of personnel within institutions having responsibilities in the field of national security.

**Article 28. (1)** The categories of personnel referred to in Article 16 shall have, in addition to the other obligations provided for by the legislation in force, the following obligations:

- a) to comply with the standards of good conduct and the deontology of CDI activities;
- b) to respect intellectual property rights, as well as the confidentiality clauses agreed upon with collaborators and research funders;
- c) not to create conflicts of interest or engage in unfair competition in the case of holding multiple CDI activities, carried out in accordance with the law;
- d) to participate in the training of young researchers and to transmit their own knowledge and experience within CDI activities;
- e) to use the research, development and innovation infrastructure, as well as other resources of the research organization, exclusively for professional activities in the interest of the employing research organization;
- f) to participate in the evaluation of CDI activities, as well as of their own results;
- g) to participate in competitions within national and international programs;
- h) to carry out CDI activities without infringing fundamental human rights and freedoms;
- i) to continuously develop their scientific and professional knowledge and to contribute to the dissemination of scientific and technical information and culture, as well as to raising awareness among the public and decision-makers regarding the role of science and technology;
- j) to participate in the use and exploitation of the results of their own research, development and innovation activities, in accordance with the law;
- k) to disseminate and promote the results of CDI activities;
- l) to carry out activities aimed at promoting the interests of the research organization;
- m) to cooperate in providing information regarding CDI results and, where appropriate, in detailing the data necessary for internal and external examination, except for those subject to confidentiality, whenever necessary and at the request of the competent authorities, based on data collection and analysis methods.

**(2)** By way of exception to the provisions of paragraph (1), the CDI personnel referred to in Article 16 shall have the obligations provided for in paragraph (1) only to the extent that these do not conflict with the rights and obligations arising from the specific status of personnel within institutions having responsibilities in the field of national security.

**Article 29.** Upon termination of their activity within ANIMV, research personnel may not use the scientific and technical results obtained within that organization in the framework of projects financed from public funds, without the consent of ANIMV/SRI, for a period of at least 5 years.

**Article 30. (1)** The professional development of the personnel referred to in Article 16 shall aim at:

- a) developing transversal competencies alongside strong research competencies;
- b) promoting interaction and cooperation between academia, the business environment, public administration, and the non-profit sector;

c) ensuring intersectoral mobility and the interoperability of positions within the national research and development system across sectors.

**(2)** The professional development of the personnel referred to in Article 16 shall be carried out primarily through the following forms:

- a) doctoral studies;
- b) postdoctoral studies, carried out within a maximum of 8 years from the awarding of the doctoral title;
- c) training programs in formal and non-formal contexts;
- d) documentation programs and exchanges of experience at national and international level;
- e) national and international specialization and interdisciplinary cooperation programs;
- f) postgraduate education organized in accordance with the law;
- g) internships and training placements carried out domestically or abroad;
- h) scientific events held in the country or abroad;
- i) internships/activities carried out in the capacity of associate teaching staff or associate researcher.

**Article 31.** The financing of continuous professional training activities shall be ensured within the limits of the funds allocated for this purpose in the income and expenditure budgets of ANIMV/SRI, as well as within professional training programs funded from internal and international sources.

**Article 32. (1)** Research personnel of INSI who undertake a form of specialization domestically or abroad, financially supported by ANIMV/SRI, shall be required to undertake, in writing, that they shall continue their activity within ANIMV/SRI after the completion of such specialization, for the period specified by ANIMV/SRI in the financial support agreement.

**(2)** In the event of failure to comply with the commitment undertaken pursuant to paragraph (1), the research personnel shall reimburse the equivalent value of the financial support granted.

**Article 33. (1)** Within INSI, students and doctoral students may be co-opted to work within teams of specialists, under the conditions set out in inter-institutional internship agreements or other legally established forms of collaboration.

**(2)** ANIMV may conclude partnership/collaboration agreements with other institutions organizing doctoral university studies, for the purpose of participating in doctoral training by involving doctoral students in scientific research, experimental development, innovation or technology transfer activities, including within INSI.

**(3)** Doctoral students may benefit from access to the research infrastructure of ANIMV, based on the provisions set out in the partnership/collaboration agreements referred to in paragraph (2).

## **5. EVALUATION AND QUALITY ASSURANCE OF RESEARCH ACTIVITIES**

**Article 34. (1)** The internal evaluation of the quality of research activities within ANIMV, including the activities of INSI, shall be carried out through:

- a) the annual report on research, development and innovation activities<sup>1</sup>;
- b) self-assessment for the purposes of accreditation and/or performance evaluation for integration<sup>2</sup>;

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<sup>1</sup> in accordance with the provisions of Government Ordinance No. 57/2002 and of the University Charter

<sup>2</sup> in accordance with the provisions of Law No. 25/2023 and Government Decision No. 138/2024

- c) the periodic evaluation of the scientific performance of the research personnel, *in accordance with the Regulations on the periodic evaluation of research personnel within "Mihai Viteazul" National Intelligence Academy.*

**(2)** INSI manages the Special Register for recording research results<sup>3</sup> within INSI and completes the record sheets of research results financed from public funds related to its own activity, for the purpose of registering them on the national *BrainMap* platform, in compliance with the applicable national regulatory provisions and the legislation on classified information.

**Article 35. (1)** INSI contributes to the preparation of the annual report regarding research, development and innovation activities within ANIMV, drawn up by the Scientific Council and validated by the University Senate. The contribution shall refer to the research funds accessed by INSI from national and international programs, as well as to the deliverables produced in accordance with the project plan.

**(2)** The annual results of research activities are included in *the Report on the Status of ANIMV.*

**(3)** Self-assessment for the purposes of accreditation and/or performance evaluation for integration shall be carried out on the basis of documentation templates established by the relevant authorities.

**Article 36. (1)** The periodic evaluation of the scientific performance of INSI researchers and of the results obtained shall be carried out every 4 years, in accordance with the Regulations on the evaluation of research personnel within ANIMV, approved by the University Senate.

**(2)** The minimum standards for the results of research activities shall be proposed by the Scientific Council and approved by the University Senate.

**(3)** The results of the evaluations of researchers' scientific performance shall be analyzed and validated by the Scientific Council and approved by the Director of INSI.

**Article 37. (1)** The standards for occupying research positions within INSI shall be approved by the University Senate, in compliance with the national minimum standards, in accordance with the legislation in force.

**(2)** INSI personnel may carry out teaching and research activities in other higher education or research institutions, based on requests approved by the University Senate.

**(3)** The continuation of INSI personnel's activity after retirement may be carried out in accordance with the methodological provisions approved by the University Senate.

**Article 38.** The external evaluation of the quality of research activities within ANIMV, including the activities of INSI, shall be carried out as follows:

- a) within the framework of institutional external evaluation, conducted by the Romanian Agency for Quality Assurance in Higher Education (ARACIS), every 5 years;
- b) through performance evaluation for integration, conducted by the Ministry of Education and Research / the National Authority for Research (ANC), every 5 years.

**Article 39. (1)** The accreditation and certification of scientific research activities shall be carried out in compliance with the provisions of the national laws and regulations.

**(2)** Throughout the validity period of the performance evaluation for integration, no additional evaluation for accreditation purposes shall be required.

**(3)** The Quality Assurance Office within ANIMV shall submit to the competent authority the documentation attesting the accreditation/re-accreditation of ANIMV, in order to maintain its active status in the Register of prospective contractors.

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<sup>3</sup> *in accordance with the provisions of Government Ordinance No. 57/2002*

**Article 40. (1)** The University Ethics Committee includes a subcommittee dedicated to research ethics, whose responsibilities are stipulated in the Regulations on the functioning of the University Ethics Committee of ANIMV.

**(2)** The Director of INSI may not be a member of the University Ethics Committee.

## **6. FINAL PROVISIONS**

**Article 41.** These Regulations shall not substitute national legislation, the regulations in force within SRI, the University Charter, or any other internal regulations of ANIMV.

**Article 42. (1)** These Regulations may be amended or supplemented, as the case may be, in accordance with the provisions of legal acts issued by the Ministry of Education and Research following their adoption, as well as in any other situations where this is deemed necessary.

**(2)** The amendment or supplementation of these Regulations shall be carried out upon the proposal of the Director of INSI, with the endorsement of the ANIMV Scientific Council and the approval of the ANIMV Senate.

**Article 43.** These Regulations shall enter into force on the date of their approval by the University Senate.