



ROMANIAN ACADEMY

"PETRU PONI" INSTITUTE OF MACROMOLECULAR CHEMISTRY

Grigore Ghica Vodă Alley, no. 41A, 700487, Iași

Phone: +40 332 880 050, +40 332 880 220; Fax: +40 232 211 299

**Approved
Section of the Chemical
Sciences Section of the
Romanian Academy**

**President
Academician Marius Andruh**

REGULATION

**regarding the organization of competitions for filling the vacant research,
development and innovation positions within the Institute of
Macromolecular Chemistry "Petru Poni" of the Romanian Academy**

Iasi
2025

Preamble - Legal framework:

1. Law no. 752/2001 on the organization and functioning of the Romanian Academy, with subsequent amendments and completions;
2. The Statute of the Romanian Academy of 2009, with subsequent amendments and completions;
3. Law no. 183/2024 on the status of research, development and innovation personnel;
4. Government Ordinance no. 57/2002 on scientific research and technological development, updated;
5. G.D. no. 1568/2024 for the approval of the Methodological Norms on the organization of competitions for filling vacant positions of research, development and innovation staff in research organizations;
6. MENCS Order no. 6129/2016 regarding the approval of the minimum necessary and mandatory standards for the conferral of teaching titles in higher education, of the professional degrees of research and development, of the quality of doctoral supervisor and of the habilitation certificate;
7. MEC Order no. 3191/2025 for the approval of the Methodology for the verification and evaluation of the files containing the documents related to the competition for the position, respectively to the exam for granting the professional degree of scientific researcher grade II and grade I;
8. Methodological norms issued by the Romanian Academy on 8.01.2025 regarding the organization of competitions for filling vacant positions of research, development and innovation staff in research institutes/research centers/branches of the Romanian Academy;
9. Recommendation of the Council of the European Union of 18 December 2023 on a European framework for attracting and retaining research, innovation and entrepreneurship talent in Europe (C/2023/1640) - European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (the 'Charter and Code for Researchers')

CHAPTER I. General provisions

ART. 1. (1) Employment on vacant research positions with an individual employment contract, for an indefinite or fixed period, is possible only for the candidate declared winner following the competition organized, under the conditions of art. 13 para. 1, 3-5, 7-11, art. 14 para. 5, art. 15, art. 18, art. 19 para. 1, art. 20 para. 2, art. 21, art. 23 of Law no. 183/2024 on the status of research staff, development and innovation, of G.D. no. 1568/2024 for the approval of the Methodological Norms on the organization of competitions for filling vacant positions of research, development and innovation staff in research organizations, of MEC Order no. 3191/2025 for the approval of the Methodology for the verification and evaluation of the files containing the documents related to the competition for the position, respectively to the exam for granting the professional degree of scientific researcher grade II and grade I and of the Methodological Norms issued by the Romanian Academy on 8.01.2025 regarding the organization of competitions for filling the vacant positions of the research, development and innovation staff in research institutes/research centers research/branches of the Romanian Academy, as well as the principles and conditions provided by the European Charter for Researchers.

(2) Based on art. 13 para. (12) and (14) of Law no. 183/2024, employment for participation in research projects, projects in the field of education and vocational training or in any other types of projects, regardless of the source of funding, can be made for a fixed period, at most equal to the duration of the respective project, without going through other prior formalities and/or selection processes, for the personnel nominated in the staff lists, corresponding to the degree held, as members of the project team, as well as for the staff of the research organization. In the case of the staff of the research organization, the employment within a project is based on the decision of the head of the respective organization, by concluding an individual employment contract. The salary is granted within the limit of the available funds, according to the provisions of the financing contract/the rules of the financier. The research organization may refuse to conclude the individual employment contract, as the case may be, with persons from outside the research organization who have been nominated, without the prior consent of the research organization, in the lists of personnel, as members of the team of a research project, in the team of a project in the field of education and training or in the team of any other type of project.

(3) All persons who do not hold the professional degree of research and development corresponding to the position for which they are applying and meet their own standards established by ICMPP may participate in the competition for a vacant research position. Also, all persons who hold the professional degree of research and development corresponding to the position for which they are applying and meet the additional standards specific to the research organization can participate, whether or not they are already employed in the national DC system, Romanian or foreign citizens, under the law, without any discrimination regarding sex, age, ethnic or social origin, political or religious orientation, citizenship, disability, social or economic condition or other types of discrimination.

(4) The number of posts by professional grades for which a competition is organised shall be established within the limit of the existing vacancies and in accordance with the needs and financial resources of the institute.

(5) The nominal composition of the competition commission and the commission for solving appeals shall be established, according to the law, by the decision of the director. The contest is publicly announced, by posting on the institute's website (www.icmpp.ro), as well as on other national, international or society online platforms, as the case may be, and is conducted in accordance with the provisions of this regulation. Registration for the competition is made within 30 calendar days from the date of publication of the announcement. This Regulation applies both to the occupation of permanent positions and to the occupation of fixed-term positions.

(6) The organization of competitions for the occupation of research positions within the Institute of Macromolecular Chemistry "Petru Poni" of the Romanian Academy is based on the following principles:

- a. the principle of transparency, competence, gender equality, non-discrimination and equal and equitable access to fill vacant positions, respectively to career promotion to an immediately higher professional grade;
- b. the principle of quality assurance and professional training of research staff;
- c. correct and complete information regarding the organization and conduct of promotion competitions/exams;

d. transparency regarding the administrative, financial and evaluation information of research positions according to the legislation in force.

ART. 2. (1) Within ICMPP, the functions and professional degrees of research, development and innovation are:

a) senior researchers, holding the title of doctor:

(i) Principal Investigator (R4): Scientific Researcher Grade I - CS I;

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

b) recognized researcher (R2), holding the title of doctor: scientific researcher grade III - CS III;

c) junior researcher (R1), holding the title of doctor or having the quality of doctoral student: scientific researcher - CS;

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

(2) The equivalence of university teaching positions with professional functions and degrees in research, development and innovation shall be made in accordance with the provisions of art. 9 para. (2)-(6) of Law no. 183/2024, only with the approval of the Scientific Council of ICMPP, and is as follows:

a) university assistant is equivalent to scientific researcher, for CDI staff who hold a doctoral degree;

b) university lecturer/head of works is equivalent to scientific researcher of the third degree;

c) associate professor is equivalent to scientific researcher of the second degree;

d) university professor is equivalent to scientific researcher of the first degree.

(3) The professional positions and grades in research, development and innovation held prior to the entry into force of Law no. 183/2024 is equivalent by law, without the need for any other formalities, on the date of entry into force of Law no. 183/2024, with the functions corresponding to the professional degrees of research and development, as follows:

a) Senior Scientific Researcher Grade I/Scientific Researcher Grade I is equivalent to Senior Researcher (R4);

b) senior scientific researcher grade II/scientific researcher grade II is equivalent to established researcher (R3);

c) Senior Scientific Researcher Grade III/Scientific Researcher Grade III is equivalent to recognized researcher (R2);

d) scientific researcher is equivalent to junior researcher (R1);

e) scientific research assistant is equivalent to assistant in scientific research activity.

(4) The equivalence provided for in para. (2) shall be made at the request of the interested person.

(5) By exception to the provisions of para. (2), university teaching positions acquired by order or decision of the head of a central public administration authority prior to the entry into force of Law no. 183/2024 is equivalent by law on the date of entry into force of Law no. 183/2024, without the need for other formalities, with the professional functions and grades in research, development and innovation, as follows:

a) associate professor is equivalent to scientific researcher of the second degree;

b) university professor is equivalent to scientific researcher, first degree.

CHAPTER II. Minimum training conditions that must be met by the persons participating in the competition for the occupation of a research position

Art. 3. The employment on the vacant positions corresponding to the professional positions and degrees of research, development and innovation is carried out according to the principle of professional merit, based on the minimum and additional standards established by ICMPP, in accordance with the provisions of art. 13 para. (1) and (3) of Law no. 183/2024. The general non-cumulative criteria on the basis of which the minimum standards provided for in art. 13 para. (1) of Law no. 183/2024 are as follows:

- a) the results of the research and/or innovation activity;
- b) the impact of the research and/or innovation activity;
- c) the ability to attract research funds or to collaborate with public and/or private research organizations;
- d) professional prestige;
- e) organizational capacity;
- f) the capacity for international cooperation.

Art. 4. The minimum standards and additional standards imposed by the ICMPP that the persons participating in the competition for a position must meet are:

(1) For the scientific research assistant (ACS) the competition consists of a written test and an oral test, according to the specific theme of the position.

Standards to be met by candidates:

- to be a graduate with a bachelor's or diploma exam of studies in long-term university education or a graduate with a master's degree in specialty or related fields;
- minimum 2 (two) letters of recommendation from supervisors and/or course teachers;
- the general average of at least 8, calculated as the arithmetic average between the completion grade at the bachelor's level (the arithmetic average of the years of university studies and their completion grade) and the completion grade at the master's degree level (the arithmetic average of the years of university studies and their completion grade), where applicable.

(2) For the scientific researcher (SC) the competition consists of a written test and an oral test, according to the specific theme of the position, and an evaluation of the activity file.

Standards to be met by candidates:

- to meet the conditions for obtaining the degree of ACS;
- to hold the title of doctor in specialty or related fields;
- to be (co)author of at least three scientific papers published in specialized journals rated ISI and to have participations in at least two scientific events.

(3) For scientific researcher, grade III (CS III), the competition consists of the analysis of the registration file and oral test with topics specific to the position (from the research activity carried out/proposed career development plan).

Standards to be met by candidates:

- to hold the title of doctor in the specialty in the field of the position for which they are competing or in related fields;

- to have research or higher education activity of at least 4 years or 8 years of seniority for candidates who come from outside scientific research or higher education;

- to have a seniority in the previous position (immediately lower) of at least 3 years, obtained following a competition/exam that required the fulfillment of both the minimum criteria, according to the law, and the additional criteria imposed by the ICMPP;

- to be (co)author of at least 15 scientific papers published in specialized journals (of which a maximum of 2 can be patents for inventions), of which a minimum of 10 published in ISI journals and a minimum of 5 (five) published since the last promotion. The candidate must be the main author of at least 3 ISI-rated papers, of which correspondence author of at least 2 ISI-rated papers, after obtaining the title of doctor;

- be a team member of at least one project won on a competitive basis

- to provide proof of submitting an application for funding for a research project funded through competition as a project director/partner responsible.

(4) For scientific researcher, CSII grade , the competition consists of the analysis of the registration file and oral test with topics specific to the position (from the research activity carried out/proposed career development plan).

Standards to be met by candidates:

- to hold the title of doctor in the specialty or in related fields;

- the minimum applicable standards are those approved by order of the Minister of Education and Research in force on the date of the competition;

- to have research or higher education activity of at least 8 years or 12 years of seniority for candidates who come from outside scientific research or higher education;

- to have a seniority in the previous (immediately lower) position of at least 3 years, obtained following a competition/exam that required the fulfillment of both the minimum criteria, according to the law and the additional criteria imposed by the ICMPP;

- to have scientific contributions from the position previously held;

- to be a (co)author of at least 30 scientific papers published in specialized journals (of which a maximum of 20% can be patents for inventions), of which 20 published in ISI-listed journals;

- minimum 50 citations, self-citations are excluded;

- project director/partner manager for at least one project won on a competitive basis;

- have a research internship (minimum 6 months, which can consist of internships of at least 1 month) within an institution abroad.

(5) For scientific researcher, CSI grade , the competition consists of the analysis of the registration file and oral test with topics specific to the position (from the research activity carried out/proposed career development plan).

Standards to meet:

- to hold the title of doctor in the specialty or in related fields;

- the minimum applicable standards are those approved by order of the Minister of Education and Research in force on the date of the competition;

- to hold the habilitation certificate;

- to have research or higher education activity of at least 9 years or 15 years of seniority for candidates who come from outside scientific research or higher education;
- to have a seniority in the previous position (immediately lower) of at least 3 years, obtained following a competition/exam that required the fulfillment of both the minimum criteria, according to the law and the additional criteria imposed by the ICMPP;
- the candidate must have obtained the qualification "very good" in the evaluation of individual professional performance at least twice in the last 3 years in which he/she has been in activity or an equivalent document;
- to have scientific contributions from the position previously held;
- to be a (co)author of at least 50 scientific papers published in specialized journals (of which a maximum of 20% can be patents for inventions), of which 35 published in ISI-rated journals;
- minimum 100 citations, self-citations are excluded;
- project director/partner manager for at least two projects won on a competition basis; the criterion applies starting with competitions organized after January 1, 2023;
- have a research internship (minimum 6 months, which can consist of internships of at least 1 month) within an institution abroad.

CHAPTER III. Organization and conduct of the contest

SECTION 1. General framework

ART. 5. (1) The competition procedure may be initiated by the ICMPP only after the approval of the organization of the competition by the scientific council or by the equivalent management bodies.

(2) ICMPP organizes a competition for the occupation of a research, development and innovation position only if it is vacant.

(3) A position shall be considered vacant if it is so provided for in the annual list of functions or if it is vacant during the year.

(4) The position shall be vacant in one of the following ways:

a) termination of the individual employment contract of the person occupying the position, under the conditions of the law;

b) the 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 this case, the temporary vacant position may be occupied for a fixed period until the incumbent returns to that position.

ART. 6. (1) The competition procedure may be initiated by ICMPP only after the approval by the Romanian Academy of the ICMPP annual budget sheet and the maximum number of positions, respectively only after the approval of the number of positions by professional positions and grades and the organization of the competition by the ICMPP Scientific Council, in accordance with the needs and financial resources of ICMPP.

(3) The announcement regarding the public competition for the employment of CDI staff on vacant positions must include the following information:

a) the brief description of the position for which the competition is organized: the name, the COR code, the duration of the individual employment contract, as well as the specific duties of the position;

b) the minimum salary corresponding to the position;

c) the calendar of the competition;

d) the theme and bibliography of the competition tests;

e) the description of the competition procedure;

f) the complete list of documents in the competition file;

g) clarifications regarding the presentation of the candidate's works that are not available in electronic format;

h) the electronic address to which the competition file can be sent in electronic format;

i) the place where the competition is held.

(4) Simultaneously with the publication of the competition notice on the website of the research organization, the standard forms for registration in the competition shall also be published:

- the application for registration in the competition;

- the verification sheet of the fulfillment of the minimum and additional standards established by the ICMPP;

- the methodology for scoring the results.

SECTION 2. Registration for the contest

ART. 7. (1) Registration for the competition shall be made within 30 calendar days from the date of publication of the announcement. (2) In order to register for the competition for filling a vacant research position, the candidate submits a file, both in physical and electronic format (each document in the physical file will be scanned according to the opis and saved on a mobile memory), which includes the following documents:

a) the signed application for registration in the competition, to which is attached a declaration on own responsibility by which the candidate certifies the veracity of the information presented in the file;

b) administrative documents (must contain):

- copy of the identity document or any other document attesting the identity, according to the law, as the case may be;

- copy of the marriage certificate or proof of name change, as the case may be;

- the medical certificate attesting the state of health corresponding to the performance of the job duties, issued by the candidate's family doctor or by the authorized health units, no more than 3 months prior to the competition;

- the criminal record certificate.

- copy of the bachelor's degree or equivalent/master's/doctorate, as the case may be. In the event that the candidate declared winner does not hold a diploma issued by a higher education institution in Romania, he/she must submit a true copy of the original of the certificate of recognition or equivalence of the same before the employment and signing of the individual employment contract, under penalty of not issuing the administrative act of employment on the position;

- proof of holding the professional degree of research and development corresponding to the position immediately below the one for which he/she is applying;

- signed declaration of consent for the processing of personal data;
- c) curriculum vitae signed by the candidate, which must contain:
 - the studies carried out and the diplomas obtained;
 - professional experience and relevant jobs previously held;
 - the research, development and innovation projects that he/she has led as project director and the grants obtained, if applicable, indicating for each source of funding, the project budget and the main scientific publications or patents resulted;
 - awards or other elements of recognition of the scientific contribution;
 - narrative description of the 3 most important achievements in the theme of the position for which the competition is organized - maximum 3 pages.

(3) The folder of scientific papers, except for competitions for the positions of ACS and CS, includes the list of scientific publications by category, papers, articles/studies, patents considered by the candidate to be relevant to the field of the position for which he/she is applying, for his/her own scientific research activities, research and development projects based on contract/grant, others (including citations); the list is structured as follows:

- doctoral thesis or theses;
- list of the 10 most relevant scientific publications (author's books, articles/studies/chapters, edited volumes);
- the list of invention patents and other industrial property titles;
- list of author's books and edited and published volumes;
- list of articles/studies *in extenso*, published in journals of the main international scientific flow;
- the list of other scientific works and contributions or, as the case may be, in the field of artistic creation or national defense;
- research-development-innovation projects based on contract/grant;
- other works.

e) the proposal for the development of the scientific career from the point of view of scientific research activities, of maximum 5 pages, signed;

f) the verification sheet of the fulfillment of the minimum standards and the ICMPP's own standards corresponding to the position for which he/she is applying, completed and signed by the candidate, as the case may be, except for the situation regulated in letter f), signed;

(4) If in the list of the candidate's papers there are some that are not available in electronic format, then they shall be submitted in physical format and scanned in pdf.

(5) The competition file shall be submitted by the candidate in electronic format, to the e-mail address indicated in the competition notice and in physical format, at the ICMPP headquarters.

(6) The secretary of the competition commission shall register the competition file, communicate the registration number to the candidate and send the file to the members of the competition commission, under the conditions established by the competition regulations.

(7) The secretary of the competition commission shall verify that the competition file is complete on the day of its receipt and registration. In the event that the competition file is incomplete, the secretary of the competition commission shall ask the candidate for clarifications, and the candidate may complete the competition file by the date on which the period for submitting the competition files expires.

(8) In the exercise of the duties provided for in para. (6) and (7), the secretary of the competition commission collaborates with SRUS ICMPP, under the conditions provided in its own competition regulations.

(9) The fulfillment by a candidate of the legal conditions for presenting himself to the competition is certified by the legal opinion of the ICMPP Legal Office, after verification of the fulfillment of the standards by the competition commission.

SECTION 3. Competition Commission and Appeals Settlement Commission

ART. 8. (1) The persons involved in the competition procedure are the persons who:

- a) participates in the decision-making process regarding the appointment of the competition commission and the commission for solving appeals;
- b) participates in the professional or administrative evaluation within the competition.

(2) Persons who have the status of spouse, relative or relative up to the third degree may not be involved in the competition procedure, including in relation to the candidate for the competition for occupying a vacant research position.

ART. 9. (1) The establishment of the composition of the competition commission, for each vacant position for which a competition is organized, shall be made within five days from the approval of the organization of the competition and the calendar of conduct.

(2) The competition commission for professional positions and grades of ACS, CS, CS III, CS II and CS I is made up of 5 members, scientific researchers or university professors who have the professional degree or university teaching title at least equal to that of the position put out for competition. At least 3 members of the competition commission for the professional positions and grades of CS II and CS I must be from outside ICMPP.

(3) The competition commission and the appeals settlement commission shall benefit from administrative support from the ICMPP, provided by a secretary appointed by decision of the ICMPP Director, who is not a member of the competition commission and does not take part in the decisions of the commission.

(4) The scientific secretary of ICMPP proposes the nominal composition of the competition commission for filling the vacant positions. The competition commission is approved by the Scientific Council and is appointed by decision of the ICMPP Director. The nominal composition of the competition commission is approved as compliant by the Chemical Sciences Section of the Romanian Academy.

(5) The decisions of the competition commission shall be taken by the open vote of the members and shall have the favorable vote of at least three members of the commission.

(6) The proceedings of the competition commission shall be led by one of the two members of the competition commission affiliated to ICMPP who shall have the capacity of president appointed by decision of the Director of ICMPP.

ART. 10. (1) The establishment of the composition of the commission for the settlement of appeals, for each vacant position for which a competition is organized, shall be made within five days from the approval of the organization of the competition.

(2) The Appeals Settlement Commission shall consist of the president and two members who are scientific researchers or university professors and shall settle the appeals related to procedural defects, as well as to the manner of calculating the scores provided in the verification sheet of the fulfillment of the minimum standards and those of the ICMPP or to the results of the written tests, as the case may be.

(3) The members of the commission for solving appeals have a professional degree or university teaching title at least equal to that of the vacant position for which a competition is organized and are specialists in the field of disciplines of the vacant position for which a competition is organized or in related fields.

(4) The scientific secretary of ICMPP proposes the nominal composition of the commission for solving appeals. The commission for the settlement of appeals is approved by the Scientific Council and is appointed by decision of the Director of ICMPP. The nominal composition of the commission for solving appeals is approved as compliant by the Chemical Sciences Section of the Romanian Academy.

(5) The decisions of the commission for the settlement of appeals shall be taken by the open vote of the members and shall have the favorable vote of at least two members of the commission.

(6) The members of the competition commission may not be part of the commission for solving appeals.

(7) The works of the commission for the settlement of appeals shall be led by one of the members of the commission for the settlement of appeals who has the capacity of chairman, appointed by the Decision of the Director of ICMPP.

SECTION 4. Conduct of the contest

ART. 11. (1) ICMPP publishes the announcement regarding the vacant research position for which the competition is organized, accompanied by the theme related to the competition.

(2) The contest shall be publicly announced, by posting at the headquarters and on the website of the research organization, as well as on other national, international or society online platforms, as the case may be, and shall be conducted in accordance with the legal provisions.

ART. 12. (1) The competition shall consist of the evaluation of the scientific activity and research competences of the candidates for the vacant positions put out for competition.

(2) The competition tests, their content, the evaluation criteria, as well as their weight are approved by the ICMPP Scientific Council.

(3) The competitions for filling vacant positions shall be organized in accordance with the provisions of art. 21 para. 1 of Law no. 183/2024, as follows:

a) the competition for the position of CS and ACS consists of written, oral and/or practical and file tests, specific to the position;

b) the competition for the positions of CS III, CS II and CS I consists of the analysis of the application file for the competition and the awarding of the score, based on a grid adapted to the specifics of the candidate's job activity and his performances. The competition also includes an interview test, established by the competition regulations approved at the level of ICMPP and published on the website: www.icmpp.ro.

ART. 13. (1) In order to participate in the competition tests, the following shall be announced on the website of the research organization: the day, time and place of their performance.

(2) If the competition includes written, oral and/or practical tests, respectively an interview, the competition commission shall evaluate the candidate from the perspective of the following non-cumulative criteria:

a) the relevance of the results of the research and/or innovation activity, in relation to the theme of the position for which they are applying;

b) the impact of the research and/or innovation activity and the scientific results of the candidate, in relation to the subject matter of the position for which he/she is applying, reflected in scientific publications;

c) the international scope of the activities, reflected in scientific publications, patents, participation in scientific conferences, individual and institutional collaborations, projects, prestigious scholarships, the quality of visiting professor/researcher, member of the editorial boards of top journals in the field;

d) the ability to attract research funds or to collaborate with public and/or private research organizations and to lead research and development projects;

e) professional prestige;

f) organizational capacity;

g) the ability to guide young researchers or students;

h) the ability to transfer knowledge and results to the economic or social environment or to popularize one's own scientific results;

i) the ability to work in a team and the efficiency of his/her scientific collaborations, depending on the specificity of the candidate's field;

j) professional experience in institutions other than ICMPP.

(3) The competition commission has the obligation to verify the candidate's fulfillment of the minimum standards for awarding the professional degrees of research and development, as well as of the ICMPP's own standards, as the case may be, respectively only of the ICMPP's own standards for persons who hold the professional research and development degree of CS II or CS I corresponding to the position for which he is applying.

(4) In order to verify the fulfillment of the criteria provided in para. (2) The documents in the competition file shall be evaluated and the results obtained at the competition tests corresponding to the position shall be taken into account, as the case may be.

(5) The competition commission may request clarifications from the candidates regarding the documents in the competition file regarding the scientific activity, throughout the course of the competition.

SECTION 5. Contest results

ART. 14. (1) In the case of the competition for the position of ACS and CS, the evaluation process shall be carried out as follows:

a) the result of the competition tests is assessed by each member of the competition commission by marks from 1.0 to 10;

b) the grade of each competition test represents the arithmetic average of the marks awarded by each member of the competition commission;

c) the final score represents the arithmetic average of the marks of the competition tests;

d) a candidate can be declared the winner only if he/she has obtained a final score of at least 8.0 and no grade below 7.0 in the competition tests;

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

a) after the analysis of the competition file, each member of the competition commission awards a score, based on a grid adapted to the specifics of the candidate's job activity, in accordance with the thresholds established by the minimum standards and by the research organization's own standards, as the case may be. Each member of the competition commission analyzes all the components of the competition file. At each quantitative threshold, the score obtained by the candidate is mentioned. The individual score awarded by a member of the competition commission represents the sum of the scores obtained by the candidate, related to each quantitative threshold of the research organization's own standards. The total score represents the arithmetic average of the individual scores awarded by the members of the commission;

b) for the oral test, a score is awarded that represents the arithmetic average of the scores awarded by the members of the commission. The maximum score of the oral test may not exceed $\pm 20\%$ of the total score calculated according to the provisions of letter a);

c) the final score represents the sum of the scores awarded according to the provisions of letters a) and b);

(3) The Scientific Council of ICMPP shall analyze the observance of the procedures established by its own competition regulations and shall approve the report on the competition by open roll call vote.

ART. 15. (1) Following the completion of the evaluation process, the competition commission shall establish, for each position, the hierarchy of candidates and nominate the candidate(s) who has obtained the best results in relation to the final score calculated in accordance with the provisions of Article 14 paragraph 1 letter c) or Article 16 paragraph c. 2 letter c), as the case may be.

(2) The chairman of the competition commission shall draw up a report on the competition, based on the assessment reports written by each member of the competition commission and in compliance with the hierarchy of candidates decided by the competition commission.

(3) The report on the competition shall be signed by each member of the competition commission. The president of the competition commission sends the report and the related documentation to the Scientific Council, which analyzes the observance of the procedures established by its own competition regulations and approves or not the report on the competition, by open roll call vote.

(4) The ranking of candidates resulting from the evaluation carried out by the competition commission may not be modified by the scientific council.

(5) After the approval of the report of the competition commission, it shall be submitted to the Director of the ICMPP.

(6) The result of the competition shall be posted at the ICMPP headquarters and on its website, within two working days from the end of the competition.

(7) If the vacant position for which the competition is organized has not been filled, the competition may be resumed, in compliance with the legislation in force.

ART. 16. (1) The duration and completion of the competition is 15 calendar days from the date of the end of the registration for the competition, at the level of the competition commission and 45 calendar days until the submission of the report of the competition commission and the file containing the documents related to the competition to the Presidium of the Romanian Academy. The competition files are checked at the Romanian Academy, and the result of the competition is approved by the Presidium of the Romanian Academy.

(2) The files containing the documents related to the competition for the positions of ACS, CS, CS III, CS II and CS I, will be approved by the ICMPP Scientific Council.

(3) The competition files for obtaining the degrees of ACS, CS, CS III, CS II and CS I shall be submitted by ICMPP, within 10 calendar days from the end of the competition to the Chemical Sciences Section of the Romanian Academy.

The Chemical Sciences Section of the Romanian Academy, within a maximum of 15 calendar days, will analyze the file for the conferral of the professional degree of research and development. In case of a favorable opinion, it will submit the file to the Legal and Communication Service for verification. The Legal and Communication Service will approve the file on the legality of the contest within a maximum of 15 calendar days from the receipt of the file from the Scientific Section. In case of favorable approval, it will submit the file to the Research and Doctoral Programs Service.

The Research and Doctoral Programs Service will submit for approval to the Presidium of the Romanian Academy, within a maximum of 5 calendar days, the competition files that have obtained the favorable opinion of the Scientific Section and the Legal and Communication Service.

(4) If, following the administrative analysis, it is found that the competition file is incomplete or does not comply with the legal regulations in force, as well as the provisions of the ICMPP's own examination regulations, the Romanian Academy shall return the examination file to the ICMPP. Within 15 days from the date of refund, ICMPP has the obligation to update it, so that the legal provisions are complied with and to send it back to the Scientific Section/Service that found the non-compliance with the legal regulations in force.

(5) If it is not possible to complete the file of the candidate declared winner, so as to comply with the legal regulations in force, as well as the provisions of the ICMPP's own competition regulations, the candidate on the next place is declared the winner, and his/her file is sent to the Scientific Section/Service that found the non-compliance with the legal regulations in force, for administrative analysis, In compliance with the provisions of para. (4).

(6) If there is no longer any candidate who meets the conditions, the competition shall be resumed without the need for a new approval in order to organize it.

SECTION 6. Resolution of appeals

ART. 19. (1) The candidate may file an appeal within three working days from the date of publication of the result of the competition on the website of the research organization.

(2) The appeal shall be formulated and sent to the same e-mail address to which the competition file was sent, the candidate being informed by a confirmation e-mail of the registration number of the

appeal. The appeal shall be submitted to the commission for the settlement of appeals by the secretary of the commission.

(3) The Appeals Settlement Commission shall analyze the aspects of the submitted appeal, which it shall resolve within two working days from its registration.

(4) The chairman of the commission for the settlement of appeals shall draw up a report on the submitted appeals, based on the reports drafted by each member of the commission.

(5) The report on the submitted appeals shall be assumed by signature by each member of the commission for solving the appeals. The president of the commission for the settlement of appeals shall submit the report and the related documentation to the scientific council which shall approve or deny the report on the appeals submitted.

(6) The report of the commission for the settlement of appeals shall be submitted by the ICMPP Scientific Council to the Director of ICMPP, subsequently the final results of the competition shall be published.

SECTION 7. Employment and obligations regarding the competition

ART. 20. (1) Following the approval of the result of the competition held in ICMPP by the Presidium of the Romanian Academy, the professional degrees of research and development of ACS, CS, CS III, CS II and CS I of the ICMPP staff are granted by decision of the President of the Romanian Academy, in accordance with the provisions of art. 10 para. 4 of Law no. 183/2024.

(2) Following the validation of the result of the competition held in ICMPP, the Director . ICMPP issues the decision regarding the classification of the winning candidate on the position of ACS, CS or CS III, following the granting of the professional degree of research and development by the administrative act of the President of the Romanian Academy, in accordance with the provisions of art. 10 para. 4 of Law no. 183/2024.

(3) After validating the result of the competition, the Director . ICMPP issues the decision regarding the classification of the corresponding CS II or CS I position for the candidate declared winner, following the granting of the professional degree of research and development by Order of the Ministry of Education or, as the case may be, by the decision of the President of the Romanian Academy, in accordance with the provisions of art. 10 para. 4 of Law no. 183/2024.

(4) The classification on the position of CS II or CS I shall be made after the issuance of the MEC order or, as the case may be, of the decision of the President of the Romanian Academy, in accordance with the provisions of art. 10 para. 4 of Law no. 183/2024.

(5) By exception to the provisions of para. (3), following the validation of the result of the competition, the ICMPP Director shall issue the decision regarding the classification on the position corresponding to the professional grade of CS II or CSI of the candidate declared winner and who previously held the professional grade corresponding to the position for which he applied, in accordance with the provisions of art. 10 para. 4 of Law no. 183/2024.

(6) The professional degree, once granted, belongs to the respective holder, for the respective field of research and development, for the rest of his life, and constitutes a personal title that he can use in all cases involving his image or personal rights.

(7) The professional degrees of research and development of CS II, respectively CS I that have been acquired are recognized in any research organization, in the field in which they were acquired,

and it is no longer necessary to validate the fulfillment of the minimum standards provided for in art. 13 para. (1) of Law no. 183/2024 in the case of the candidate declared the winner following a public competition for a position corresponding to the professional research and development degree held.

ART. 21. (1) ICMPP shall annually draw up a summary report on the organization and conduct of the competitions for the granting of the professional research and development degrees of ACS, CS, CS III, CS II and CS I, which shall be submitted annually, within 15 calendar days from the end of the calendar year for which the report is made, both in physical format, with forwarding address, to the Research and Doctoral Programs Service, as well as in electronic format at the email address bpg@acad.ro. The Research and Doctoral Programs Service will send to the Ministry of Education and Research, within 15 calendar days, the reports received from ICMPP.

(2) The persons involved in the examination procedure shall be accountable to the ICMPP management for the proper conduct of the promotion exams, in compliance with the norms of quality, ethics and professional deontology of the CDI staff and the legislation in force.

ART. 22. This Regulation is adopted in a meeting of the Scientific Council at the level of ICMPP and is sent for approval to the Chemical Sciences Section of the Romanian Academy.

This Regulation enters into force after its approval by the Chemical Sciences Section of the Romanian Academy and will be posted on the ICMPP website and implicitly brought to the attention of the employees.

Director ICMPP,

.....

Valeria Harabagiu, PhD.