
	<b>Rules</b> <b>for Selection of Junior Researchers</b> <b>(Research Scientist III - CS III and</b> <b>Research Scientist - CS) at ELI-NP</b>		
	Code: R/ELI-NP/05	Revision: 1	
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## 1. PURPOSE









These rules present the methodology for selecting Romanian or foreign candidates to be employed on specialized research & development positions at ELI-NP.

## 2. SCOPE

These rules are applicable to Junior Researchers, namely:


- Research Scientist III – CS III;
- Research Scientist - CS.

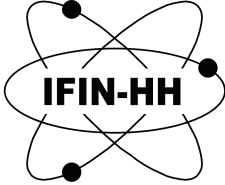

## 3. REFERENCE DOCUMENTS

-  Order of the Minister of National Education and Scientific Research no. 5923 of 6 December 2016 on approving the Methodology for the Recognition of the PhD Diploma and of the Title of Doctor of Philosophy in Science or a Professional Field, Obtained Abroad.
-  Order of the Minister of National Education and Scientific Research no. 6121 of 20 December 2016 on approving the Methodology for Recognition of Study Documents for Bachelor's Degree, Master's Degree or Postgraduate Degree, issued by accredited higher education institutions abroad.
-  Order of the Minister of National Education and Scientific Research no. 5825 of 07 December 2016 on approving the List of Prestigious Universities from other states, with further amendments.
-  Order of the Minister of Education, Research and Youth no. 4022 of 14 May 2008 on approving the Rules of Organisation and Functioning of the National Centre for Recognition and Equivalence of Diplomas and the Methodology for the Recognition and Equivalence of Diplomas, Certificates and Scientific Titles.
-  Order of the Minister of Education, Research and Youth no. 2414 of 17 October 2007 on approving the Methodological Norms Regarding the Procedure for Endorsement of the Hosting Agreement for Researchers from Third-Party Countries in Order to Carry out in Romania Research & Development Activities.
-  Government Ordinance no. 25 of 26 August 2014 on the employment and posting of foreigners on the territory of Romania and for amending and supplementing certain normative acts regarding the conditions for foreigners in Romania, with further amendments and supplements.
-  Law no. 319 of 8 July 2003 on the Status of Research & Development Personnel, with further amendments and supplements.
-  National Education Law no. 1 of 18 January 2011, with further amendments and supplements.

## 4. DEFINITIONS AND ABBREVIATIONS

### 4.1 Definitions

-  **ELI-NP Project** – investment objective “ELI-NP Research Infrastructure (Extreme Light Infrastructure – Nuclear Physics)”.

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#### 4.2 Abbreviations

**IFIN-HH** “Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering  
**ELI-NP** Extreme Light Infrastructure – Nuclear Physics

#### 5. DESCRIPTION OF THE RULES

The process for selection of candidates to fill the positions of Junior Researchers (Research Scientist III - CS III and Research Scientist - CS) at ELI-NP takes place in the following stages:

##### STAGE I – Pre-Selection Stage

This stage is intended to verify the way candidates’ training and experience are of interest in relation with the job requirements and the integration of their preoccupations and competence in ELI-NP activities and objectives.

In this stage, candidates shall send personally or by proxy to the Human Resources Office, by mail to the address indicated on <http://www.eli-np.ro/contact.php> or via e-mail at [human.resources@eli-np.ro](mailto:human.resources@eli-np.ro), the following documents:

- Letter of intent (indicating minimum 2 specialists who can provide references);
- Curriculum Vitae, accompanied by activity report;
- List of scientific papers;
- Self-Assessment Form for Published Scientific Papers, – in copy (form according to **Annex 3 - editable**).

The Competition Committee, based on the abovementioned documents decides to admit the candidates for Stage II of the selection process.

The candidates selected must meet at least the minimum mandatory conditions to fill the position, which are presented in **Annex 3.1**.

##### STAGE II – Interview Stage

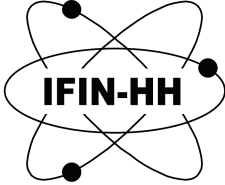

In this stage, candidates shall have an interview with the members of the Committee where they support their experience and preoccupations in the fields of interest of the ELI-NP activity and shall prove their capability to meet job requirements and to contribute to reaching the ELI-NP objectives.

The Competition Committee decides to admit the candidates for the next stages of the selection process.

##### STAGE III – Competition Registration Stage

The competition registration stage consists in the submission of the competition folder personally or by proxy to the Human Resources Office, or by mail to the address indicated on <http://www.eli-np.ro/contact.php>, containing the following required documents, in accordance with the legislation mentioned in these rules under Chap. 3:

- 1) Candidate’s application addressed to IFIN-HH management, whereby requesting registration for the competition to fill the position of Junior Researcher (Research Scientist III/Research Scientist) – in original (form as per **Annex 1 - editable**);

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- 2) Application Form (form as per **Annex 2 - editable**);
- 3) Self-Assessment Form for Published Scientific Papers, – in original (form according to **Annex 3 - editable**);
- 4) Curriculum Vitae, accompanied by activity report and list of papers, signed by the candidate in original, in Romanian or English;
- 5) Legalized translation into Romanian or English, of the Employment Record Book or the Employment Certificate/Certificates, from which to result the length of service in research or in higher education and the total employment history; for employers who are Romanian legal persons – extract from the Register of Employees' Records, in original;
- 6) PhD diploma in legalized copy (for those issued in other language than Romanian, legalized translation into Romanian or English);
  - 6.1) For PhD diplomas issued by institutions abroad, candidates shall submit, in accordance with the legal provisions in force, the documents mentioned in the Methodology on the Recognition of the PhD Diploma and of the Title of Doctor of Philosophy (**Annex 4 – below**).
- 7) Bachelor's diploma/master's diploma accompanied by transcript or equivalent, in legalized copy (for those issued in other language than Romanian, legalized translation into Romanian or English);
  - 7.1) For bachelor's diplomas/master's diplomas issued by institutions abroad, candidates shall submit, in accordance with the legal provisions in force, the documents mentioned in the Methodology on the Recognition of the Bachelor's Diploma/Master's Diploma (**Annex 5 – below**);
- 8) Baccalaureate diploma or equivalent in legalized copy (for those issued in other language than Romanian, legalized translation into Romanian or English);
- 9) Birth certificate and marriage certificate, in legalized copy (for those issued in other language than Romanian, legalized translation into Romanian or English), only in case of name change;
- 10) Copy of the identity document/passport.

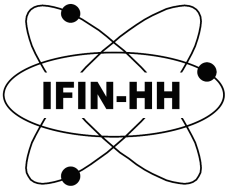

The competition folder shall be submitted within maximum 30 calendar days from publication of the competition announcement.

#### **STAGE IV – Stage for Analysis of Competition Folders and Evaluation of Candidates' Professional Performances**

The analysis of competition folders and the evaluation of candidates' professional performances within the competition for employment on the position of Junior Researcher at ELI-NP (Research Scientist III/Research Scientist) shall be conducted by the Competition Committee formed according to Law no. 319/2003 on the Status of Research and Development Staff.

Upon candidates' evaluation the total maximum score which may be obtained by a candidate is 10 points, by relating to the following criteria:

- Folder examination score (calculation methodology according to **Annex 3.2**): **7**
- Understanding of the tasks of the position applied for: **7**

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The candidates who obtained a final score of less than **8 points**, calculated as the arithmetic mean of the two above-mentioned scores, shall not be admitted.

The admission for the position of Junior Researcher at ELI-NP (Research Scientist III/Research Scientist) shall be made in the descending order of the scores obtained.









The grade admitted/rejected for the position of Junior Researcher at ELI-NP (Research Scientist III/Research Scientist) shall be communicated to each candidate.

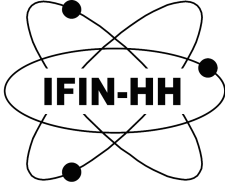

#### STAGE V – Employment of Candidates Declared ADMITTED

Employment of the candidates declared ADMITTED following the competition organised for employment on the positions and professional degrees of Research Scientist III and Research Scientist (Junior Researchers at ELI-NP) shall be made after they are awarded the scientific title of Research Scientist III/Research Scientist, after submission of the documents regarding the right to stay and work in Romania and fulfilment of the legal formalities in this respect (**Annex 6 - below**).

The appointment on the position of Research Scientist III and Research Scientist (Junior Researchers at ELI-NP) shall be made by decision of the Director General of IFIN-HH.

#### 6. FORMS/ANNEXES

-  **Annex 1** – Request.
-  **Annex 2** – Application Form.
-  **Annex 3** – Self-Assessment Form for Published Scientific Papers.
-  **Annex 3.1** – Minimum Conditions for Conferring the Professional Degrees of CS and CS III.
-  **Annex 3.2** – Methodology for Calculating the Score on the Competition Folder Examination.
-  **Annex 4** – Methodology on the Recognition of the PhD Diploma and of the Title of Doctor of Philosophy (Operational Procedure code PO-IFIN-02).
-  **Annex 5** – Methodology on the Recognition of the Bachelor's Diploma/Master's Diploma (Operational Procedure code PO-IFIN-03).
-  **Annex 6** – Obtaining the Employment Permit for Romania and/or the Hosting Agreement for non-EU citizens.

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**ANNEX 1**

**REQUEST**

TO THE MANAGEMENT OF HORIA HULUBEI NATIONAL INSTITUTE FOR RESEARCH AND  
DEVELOPMENT IN PHYSICS AND NUCLEAR ENGINEERING (IFIN-HH)

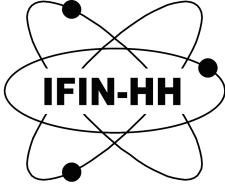

DEAR DIRECTOR GENERAL,

I, the undersigned ....., ..... citizen, residing in  
....., identified with ....., hereby kindly request my registration  
for the competition to fill the position of Research Scientist \*.....

Applicant's Surname First Name .....

Signature .....

*\* To be completed with degree III or Research Scientist*

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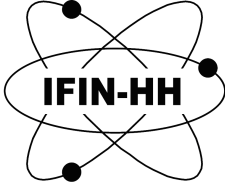

ANNEX 2

**APPLICATION FORM**

1. Job Title:
  
2. Candidate's Surname and First Name:
  
3. Research Activity (if applicable):
  
4. Reasons for which I consider myself fit for the position for which I apply:
  
5. Year when I obtained the scientific title of doctor of philosophy (if applicable):
  
6. Outstanding results obtained in the previous activity:
  
7. Goals to reach if filling the position:
  
8. Please specify the source of information regarding the position you apply for:

Date

Signature

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**ANNEX 3**

**SELF-ASSESSMENT FORM**  
**for Published Scientific Papers**  
**Table 1. Scientific Articles**

In the table below:

**For category 1) of articles:** “i” lists the articles presenting original scientific contributions, in extenso, published by the candidate, as author or co-author, in ISI rated journals;

“a<sub>i</sub>” represents the absolute influence score ([www.eigenfactor.org](http://www.eigenfactor.org)) of the scientific journal in which article i was published, corresponding to the year when the article was published (when the publishing year comes before the dates existing in the database the closest year shall be chosen);

n<sub>i</sub><sup>ef</sup> represents the actual number of authors of publication i, which is calculated as follows:

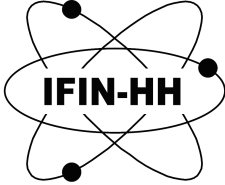

$n_i$	if $n_i \leq 5$
$(n_i + 5)/2$	if $5 < n_i \leq 15$
$(n_i + 15)/3$	if $15 < n_i \leq 75$
$(n_i + 45)/4$	if $n_i > 75$

In the case of High Energy and Elementary Particle Physics publications with a large number of authors, if the article is based on an internal note of the collaboration to which the candidate is co-author, then  $n_i$  is given by the number of authors in the internal note.

**For category 2) of articles:** “i” lists the articles presenting original scientific contributions, in extenso, published in ISI rated journals for which the candidate is first author or correspondent author. The articles whose authors are indicated in the alphabetical order of their name and to which the candidate is first author exclusively due to his/her name and the alphabetical order shall not be taken into consideration.

In the case of publications in the field of High Energy and Elementary Particle Physics with a large number of authors, if the article is based on an internal note of the collaboration whose content has been approved for publication following a seminar delivered by the candidate, then he/she is deemed first author.

Category of Articles	Item in the List of Papers	Score	Calculation Details
<b>1) Articles in ISI Thomson Reuters rated journals and ISI indexed proceedings volumes for which the candidate is not first author or correspondent author</b>	i	$a_i/n_i^{ef}$	<i>Example:</i> Phys. Rev. C 90, 044301 (2014) AIS = 0.9247 No. of Authors: 15    Actual No.: 8.333
	...	...	...
	...	...	...
<b>2) Articles in ISI Thomson Reuters rated journals and ISI indexed proceedings volumes for which the candidate is first author or correspondent author</b>	i	$a_i$	....
	...	...	...
	...	...	...
<b>TOTAL</b>			

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**ANNEX 3.1**

**Minimum Conditions for Conferring the Professional Degrees of CS and CS III**

- a) Holding the scientific title of doctor of philosophy.
- b) Previous activity - One of the following conditions must be fulfilled:

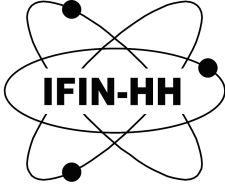

No.	Position applied for	Professional activity in the specialization (research & development or in higher education)	Other activities
1.	Scientific Researcher	2 years	4 years
2.	Scientific Researcher III	4 years	8 years

- c) In order to be allowed to apply, one candidate must meet the *threshold criterion*:

No.	Position applied for	Threshold criterion
1.	Scientific Researcher	$P \geq P_{\text{prag}} = 0,50$ points
2.	Scientific Researcher III	$P \geq P_{\text{prag}} = 1,50$ points

where: **P** = the score for published scientific papers (as per Annex 3 – Table no. 1).



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Annex 3.2

**Methodology for Calculating the Score on the Competition Folder Examination**

For the analysis of the competition folder, a score from 1 to 10 shall be awarded for the candidate's scientific activity. The score structure is as follows:

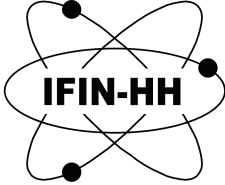

- **4 points** shall be awarded on the basis of folder assessment and the scientific prestige indicators shown in Table no. 2 below;
- **6 points** shall be awarded on the basis of the scientometric assessment according to the following relation:

$$N = 1.50 \times (1 + P/P_{\text{threshold}}) \text{ if } P < 3 \times P_{\text{threshold}}$$

$$N = 6 \text{ if } P \geq 3 \times P_{\text{threshold}}$$

**Table no.2 - Scientific Prestige Indicators**

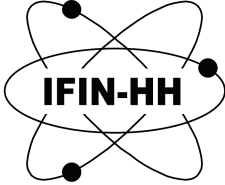

Excellence Criterion
Member of the editorial staff of a scientific journal
Member of the International Advisory Board of a scientific event
Scientific reviewer for international journals
Citations in ISI journals
Lesson invited to a major International Conference
Having obtained scholarships/positions abroad
Spokesperson or co-spokesperson in international experiments
Author/co-author in conceiving/proposing a method, a product or a software application which opened a new research direction
Seminar in an important scientific centre abroad

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**ANNEX 4**

**METHODOLOGY ON THE RECOGNITION**  
**OF THE PhD DIPLOMA AND OF THE TITLE OF DOCTOR OF PHILOSOPHY (code PO-IFIN-02)**

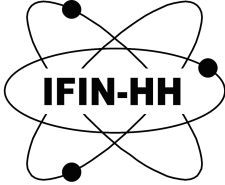



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ANNEX 5

METHODOLOGY ON THE RECOGNITION  
OF THE BACHELOR'S DIPLOMA/MASTER'S DIPLOMA (code PO-IFIN-03)



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## ANNEX 6

### Obtaining the Employment Permit for Romania and/or the Hosting Agreement for non-EU Citizens

In accordance with Government Ordinance no. 25 of 26 August 2014 on employment and posting of foreign citizens on the territory of Romania and for amending and supplementing certain normative acts on the conditions for foreign citizens in Romania, foreign citizens from non-EU countries may be hired in Romania only after obtaining the "Employment Permit".

This permit is issued by the General Inspectorate for Immigration (<http://igi.mai.gov.ro/detalii/pagina/ro/Munca/73>).

The formalities for obtaining the employment permit shall be carried out by the employing institution, IFIN-HH. To this end the candidates shall send the following to IFIN-HH:

- copy of the valid border crossing document;
- two photographs type ¾;
- criminal record or any other document having the same legal value, issued by the authorities from the country of origin or residence;
- Curriculum Vitae containing also a declaration of honour that he/she is medically fit to be employed and has minimum knowledge of the Romanian language or knows an international language, standard form to be transmitted by IFIN-HH.

Based on these documents, IFIN-HH shall prepare the candidate's folder and shall submit it to the General Inspectorate for Immigration. Should the Romanian authorities request any other documents in order to issue the Employment Permit, IFIN-HH shall request to the candidates to complete the folder. The candidate shall be employed at ELI-NP only after having obtained the Employment Permit.

If an entry visa is required for access on the territory of Romania, based on the Employment Permit, the candidate shall have to obtain from the diplomatic missions and the consular offices of Romania from the country of origin or residence, the long stay visa type for employment purposes (D/AM type).

By exception from the rule of obtaining the Employment Permit, based on Order of the Minister of Education, Research and Youth no. 2414/2007 foreign candidates from non-EU countries who will carry out, as IFIN-HH employees, scientific research activities for a definite period, may be hired by the institute based on a Hosting Agreement concluded between the candidate and IFIN-HH and endorsed by the competent authority in Romania.

If an entry visa is required for access on the territory of Romania, based on the Hosting Agreement, the candidate shall have to obtain from the diplomatic missions and the consular offices of Romania from the country of origin or residence, the long stay visa type for scientific research activities (D/CS type).