



Approved in the Board of Directors meeting held on February 28, 2025

REGULATION

*on the appointment and promotion to positions corresponding to the functions and professional grades of Scientific Research Assistant (ACS), Scientific Researcher (CS), and Senior Scientific Researcher (CS III) for the research and development personnel of the National Research and Development Institute for Cryogenic and Isotopic Technologies
(Internal competition and examination regulation)*

CHAPTER I. General Provisions

Article 1. Legal Basis

This regulation has been developed in accordance with the applicable legislation, with the following reference documents:

- Law no. 183/2024 on the status of research, development, and innovation personnel (in effect as of July 12, 2024).
- Government Decision no. 1568/04.12.2024 for the approval of the Methodological Norms regarding the organization of competitions for the occupation of vacant positions by research, development, and innovation personnel in research organizations.
- Government Decision no. 1569/04.12.2024 for the approval of the Methodological Norms regarding the organization of promotion exams for obtaining a professional grade by research and development personnel in research organizations.
- OMEC Order no. 4621/2020 regarding the nominal composition of the National Council for the Certification of Titles, Diplomas, and University Certificates – Annex 2 – Panels by fundamental fields, specialized commissions, and related domains.
- The Regulation of the Scientific Council approved in the meeting of the Board of Directors of INCDTCI ICSI held on 29.07.2024.

Article 2. General Provisions

- (1) The awarding of professional grades—Scientific Research Assistant (ACS), Scientific Researcher (CS), and Senior Scientific Researcher (CS III)—is conducted through a competition or examination organized by the leadership of the National Research and Development Institute for Cryogenic and Isotopic Technologies – ICSI Rm. Vâlcea, in accordance with the applicable legislation and the present regulation, referred to as the Internal Competition and Examination Regulation.
- (2) The professional research-development grades of ACS, CS, and CS III are granted by decision of the Director of ICSI Râmnicu Vâlcea.
- (3) The number of positions by function and professional grade is proposed by the Scientific Council and approved by the institution's Board of Directors, in line with its needs and financial resources.
- (4) Competition or examination procedures may be initiated only after the competition or exam has

- been approved by the Board of Directors.
- (5) A competition may be organized for a research, development, and innovation position only if the position is vacant.
 - (6) A position is considered vacant if it is listed as such in the annually prepared staffing plan or becomes vacant during the year.
 - (7) A position may become vacant in the following ways:
 - 7.1. termination of the employment contract of the individual occupying the position, under the law;
 - 7.2. transfer of the person occupying the position to another role within the same research organization, as a result of winning a competition or promotion in their scientific career through examination.
 - 7.3. suspension of the employment contract of the person occupying the position—in such cases, the temporarily vacant post may be filled on a fixed-term basis until the return of the holder.
 - (8) Employment of research, development, and innovation (RDI) personnel is done through a public competition process, observing principles of transparency, competence, and gender equality. No discriminatory provisions are permitted regarding candidates' gender, age, ethnic or social origin, political or religious affiliation, citizenship, disability, social or economic status, or any other grounds, except for affirmative action measures provided by law.
 - (9) Employment for vacant research positions with either fixed-term or indefinite contracts is allowed only for the candidate who has obtained the highest score in the legally conducted public recruitment competition.
 - (10) By exception to paragraph (9), for participation in research projects, education, and vocational training projects, or other types of projects regardless of funding source, the hiring of staff listed in project teams, including ICSI Rm. Vâlcea personnel, shall be done by decision of the Institute's Director, without prior formalities or selection processes, in compliance with Article 13 paragraphs (12)–(14) of Law no. 183/2024 regarding the status of research, development, and innovation personnel.
 - (11) Career promotion to the CS III grade for existing CDI staff at ICSI Rm. Vâlcea is done through examination for obtaining the next higher professional grade, under the provisions of Article 13 paragraph (10) of Law 183/2024, followed by the transformation of the current position to one corresponding to the newly acquired grade, pursuant to Article 19 paragraph (2) of the same law.
 - (12) The competition is open to all individuals who do not hold the professional grade corresponding to the position they are applying for and who meet the minimum standards outlined in Article 13 paragraph (1) of Law 183/2024, and any additional standards under paragraph (3), as applicable. It is also open to individuals who already hold the corresponding professional grade and meet the specific ICSI Rm. Vâlcea standards per Article 13 paragraph (3), regardless of whether they are employed in the national R&D system, in accordance with the law and without discrimination.
 - (13) ICSI Rm. Vâlcea decides the organization of promotion exams based on available financial resources and human resources policies, in compliance with approved budgets and legal provisions. Promotion exam organization is approved by the Board of Directors.
 - (14) If a person is promoted to a higher professional grade through examination, in accordance with Article 19 paragraph (2) of Law 183/2024, and after fulfilling the minimal standards from Article 13 paragraphs (10)–(11), if applicable, the corresponding higher-grade position will be budgeted no later than the beginning of the year following the promotion. The employment contract amendment mentioned in Article 13 paragraph (10) of Law no. 183/2024 will be signed by

- January 1 of the following year at the latest.
- (15) Individuals selected through the competition will conclude either fixed-term or indefinite individual labor contracts with ICSJ Rm. Vâlcea, as applicable.
 - (16) Staff as described in Article 9 paragraph (1) of Law 183/2024 with indefinite contracts who exceed by at least 50% two-thirds of the minimum quantitative thresholds required by the standards for the next professional grade, as set by ICSJ Rm. Vâlcea for CS III, and who meet all other minimum standards under Article 13 paragraph (1), may take the promotion exam to the next professional grade and will be appointed accordingly through a contract addendum.
 - (17) The promotion exam is organized at the request of any individual who meets both the minimum standards and all other requirements for registration, in accordance with Article 13 paragraphs (10) and (11) of Law no. 183/2024, with the approval of the ICSJ Rm. Vâlcea leadership and under the provisions of Article 19 paragraph (2).
 - (18) The candidate who passes the exam signs an addendum to their existing employment contract with ICSJ Rm. Vâlcea and is appointed to the new position at the higher professional grade no later than January 1 of the year following the promotion.
 - (19) Only CDI personnel currently employed at ICSJ Rm. Vâlcea may take part in the promotion exam, regardless of citizenship, in accordance with the law.

Article 3. Deadline and Other Organizational Aspects

- (1) The competition shall be publicly announced by posting it at the headquarters and on the official website of ICSJ Rm. Vâlcea, as well as on other national, international, or field-specific online platforms, as applicable, and shall be conducted in accordance with the provisions of Law no. 183/2024.
- (2) Registration for the competition must be done within 30 days from the date the announcement is published. The application file may be submitted to the institute's secretariat or via email to the address specified in the competition announcement.
- (3) Registration for the promotion exam to a higher professional grade must be completed within 30 calendar days from the date the request from CDI personnel, who meet the conditions of Article 13 paragraphs (10) and (11) of Law no. 183/2024, is approved, according to a schedule set by the institute's leadership.
- (4) The public competition announcement for filling vacant CDI positions must include the following information:
 - a. a brief description of the position for which the competition is organized: title, duration of the individual employment contract, and other specific responsibilities of the position;
 - b. the minimum salary corresponding to the position;
 - c. the competition schedule;
 - d. topics for the competition tests;
 - e. description of the competition procedure;
 - f. complete list of documents required in the application file;
 - g. clarifications regarding the presentation of the candidate's works that are not available in electronic format;
 - h. the email address to which the application file must be submitted.
- (5) At the same time the competition announcement is published on the ICSJ Rm. Vâlcea website, the standard application forms will also be published: the competition registration form (Annex 1), the checklist for fulfilling minimum standards, and the consent form for the processing of personal data (Annex 2).

- (6) On the ICSI Rm. Vâlcea website, within five working days after the publication of the competition results, the following information shall be published for each admitted candidate, in compliance with personal data protection provisions under Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation):
 - a) curriculum vitae;
 - b) the verification checklist of minimum and specific standards of the research organization, as applicable, corresponding to the position applied for, accompanied by the candidate's self-evaluation sheet and the verification sheet for the organization's own standards, as applicable;
 - c) list of scientific publications, papers, articles/studies, patents.
- (7) The exam for promotion to a higher professional grade is organized at the request of the person who meets the conditions stipulated in Article 13 paragraphs (10) and (11) of Law no. 183/2024, with the approval of ICSI Rm. Vâlcea leadership, in accordance with the provisions of Article 19 paragraph (2) of Law 183/2024.
- (8) The minimum conditions to be met by individuals taking the promotion exam for obtaining a research and development professional grade are those set out in Article 13 paragraphs (10) and (11), and Article 23 paragraph (1) of Law no. 183/2024.
- (9) Individuals who have been proven to have committed serious misconduct in RDI activity, as provided by Article 52 paragraph (8) of Law no. 183/2024, within the last three years prior to registration for the recruitment competition or promotion exam, are not eligible to participate.
- (10) The competition and examination committees are composed of CDI personnel or academic staff from within ICSI Rm. Vâlcea or from outside the institute, holding a professional grade or academic title at least equal to the position being competed for, or the grade for which the exam is organized. Candidates involved in applying for or promoting to a professional grade cannot be part of the committee.
- (11) The nominal composition of the Competition or Examination Committee is proposed by the Scientific Director and/or the Scientific Secretary, approved by the Scientific Council, and appointed by decision of the General Director of ICSI Rm. Vâlcea.
- (12) If, at the time of organizing the competition, the positions of Scientific Director and/or Scientific Secretary are vacant, the Scientific Council shall propose the composition of the Competition Committee.
- (13) If a member of the Scientific Council is also a candidate for promotion to a higher professional grade, to avoid conflicts of interest, that member will not participate in the Council meeting where the committee and exam tests are proposed, nor in the meeting for the approval of the exam results.
- (14) The competition or examination tests and their content shall be approved by the Scientific Council of ICSI Rm. Vâlcea.
- (15) The evaluation of the candidates' professional performance and their appointment to positions shall take into account their academic background, competence and professional achievements, scientific titles and grades obtained, experience in the job specialty, and the specific skills required for the position, in compliance with the law and this regulation.
- (16) The organization of the competition or examination must not create conflicts of interest or unfair competition in the case of multiple activities carried out under legal conditions. This provision applies both to candidates and to members of the Competition or Examination Committee.

CHAPTER II.**Art. 4. Competition Committee, Examination Committee, and Appeals Committee**

- (1) The following individuals are considered involved in the competition or examination procedures:
 - a. those participating in the decision-making process regarding the appointment of the Competition Committee, Examination Committee, or Appeals Committee;
 - b. those who are members or alternate members of the Competition or Examination Committee, or the Appeals Committee;
 - c. those involved in the professional or administrative evaluation decisions during the competition or examination process.
- (2) Individuals who are the spouse, relative, or in-law of a candidate, up to and including the third degree, may not be involved in the competition or examination process for a research position or a promotion to a higher professional research grade, in accordance with Article 54 paragraph (1), letter c) of Law no. 183/2024.
- (3) The composition of the Competition Committee for each vacant position and the Examination Committee must be established within five days from the approval of the competition or examination organization and the related schedule (Article 12 paragraph (1) of Government Decision 1568).
- (4) Members of the Competition or Examination Committees must have expertise in the field of the position for which the competition or exam is organized, or in closely related fields.
- (5) For ACS and CS positions, the Competition Committee, consisting of a Chairperson and two members, is proposed by the Scientific Director and/or the Scientific Secretary, approved by the Scientific Council of ICSI Rm. Vâlcea, and appointed by decision of the General Director. If the positions of Scientific Director and/or Scientific Secretary are vacant, the Scientific Council will make the proposal for the Competition Committee.
- (6) For the CS III position, the Competition or Examination Committee consists of the Scientific Director and/or Scientific Secretary and three members who are specialists in the field of the position, with roles and professional grades equal to or higher than the grade of the position under competition. The Committee is proposed by the Scientific Director and/or Scientific Secretary and appointed by decision of the General Director. If the roles of Scientific Director and/or Scientific Secretary are vacant, the Scientific Council will propose the Committee, and the President of the Scientific Council will be a member of the Committee.
- (7) The Competition Committee, Examination Committee, and Appeals Committee each have a Secretary appointed by the General Director of ICSI Rm. Vâlcea. The Secretary is not a member of the committee and has no voting rights.
- (8) Decisions of the Competition or Examination Committee are made by open vote and are valid if at least three members or a majority (half plus one) vote in favor.
- (9) The composition of the Appeals Committee must be established within five days from the approval of the competition or examination organization.
- (10) The Appeals Committee consists of a Chairperson and two members—scientific researchers or university faculty—who handle appeals related to procedural errors or the calculation of scores as recorded in the checklist for minimum and additional standards.
- (11) The members of the Appeals Committee must hold a professional grade or academic title at least equal to that of the position and must be specialists in the relevant discipline(s) for which the competition or exam is organized, or in closely related fields.

- (12) The nominal composition of the Appeals Committee is proposed by the Scientific Director and/or Scientific Secretary, approved by the Scientific Council, and appointed by decision of the Director General of ICSI Rm. Vâlcea. If the positions of Scientific Director and/or Scientific Secretary are vacant, the Scientific Council will propose the Committee composition.
- (13) Decisions of the Appeals Committee are made by open vote and are valid if at least two members vote in favor.
- (14) Members of the Competition or Examination Committees may not serve on the Appeals Committee.
- (15) Members of the Competition Committee must complete a declaration stating that they are not in any situations of conflict of interest (e.g., familial or personal relationships) that could compromise their role, and that they will perform an objective evaluation of the candidates (Annex 7).

CHAPTER III

III.1. Competition for the Occupation of the Positions of Scientific Research Assistant (ACS), Scientific Researcher (CS), and Senior Scientific Researcher (CS III), and the Promotion Exam for Obtaining the Professional Grade of CS III

Article 5. Minimum Conditions for the Competition (ACS, CS, CS III)

The minimum educational and professional requirements that candidates must meet in order to participate in the competition for the positions of ACS, CS, and CS III are as follows:

- a. For ACS: the candidate must hold a bachelor's or equivalent diploma from a long-duration higher education program, or a master's degree in the relevant field or related domains;
- b. For CS: the candidate must hold a bachelor's or equivalent diploma from a long-duration higher education program, or a master's degree in the relevant field or related domains;
- c. For CS III: the candidate must hold a doctoral degree in accordance with Article 9 paragraph (1) of Law no. 183/2024 and must meet the requirements provided under Article 13 paragraph (10) of Law no. 183/2024 for the examination;
- d. the candidate must meet the mandatory minimum score requirements corresponding to the function of ACS, CS, or CS III, adapted to the specific activities at ICSI Rm. Vâlcea, as outlined in Annexes 4 to 6 of this regulation.

Article 6. Minimum Conditions for the Examination (CS III)

The minimum educational and professional requirements that individuals must meet in order to participate in the promotion examination for obtaining the professional grade of Senior Scientific Researcher (CS III) are as follows:

- a. the candidate must hold a doctoral degree in accordance with Article 9 paragraph (1) of Law no. 183/2024 and must meet the requirements provided under Article 13 paragraph (10) of Law no. 183/2024 for the examination;
- b. the candidate must meet the mandatory minimum score corresponding to the CS III position, adapted to the specific nature of activities within INCDTCI ICSI, in accordance with Annex 6 of this regulation.

Article 7. Registration for the Competition (ACS, CS, CS III)

- (1) The application file for the competition to occupy a position of ACS, CS, or CS III must include the following documents:
 - a. a standard application form (Annex 1), accompanied by a declaration of responsibility in which the candidate confirms the accuracy of the information presented in the file (Annex 2);
 - b. copies of the bachelor's degree or equivalent diploma, accompanied by the academic transcript, and the master's degree in a relevant or related field (if applicable). In the case where the selected candidate does not hold a degree issued by a Romanian higher education institution, a copy of the official recognition or equivalency certificate must be submitted prior to appointment and signing the employment contract;
 - c. (for CS III) a copy of the doctoral degree in the scientific field corresponding to the position, along with other scientific or academic diplomas or titles. If the degree was not issued by a Romanian institution, a copy of the recognition or equivalency certificate must be provided;
 - d. the checklist verifying compliance with the minimum and, if applicable, additional standards, completed and signed by the candidate (Annexes 4–6);
 - e. a proposal outlining the candidate's scientific career development, from the perspective of research activities (maximum 5 pages);
 - f. signed curriculum vitae including:
 - completed studies and obtained diplomas;
 - relevant professional experience and previously held positions;
 - research, development, and innovation projects managed as project director and obtained grants, indicating for each the source of funding, project budget, and main scientific publications resulting from the project;
 - awards or other recognitions of scientific contributions;
 - a narrative description of the three most important achievements relevant to the topic of the position being applied for – maximum 3 pages.
 - g. list of publications, works, articles/studies, and patents selected by the candidate based on their relevance to the candidate's scientific research activity;
 - h. copy of the identity card or other document proving identity, as applicable, and a copy of the marriage certificate (if applicable) or proof of name change;
 - i. medical certificate attesting that the candidate is fit to perform the job responsibilities, issued by the candidate's family doctor or authorized medical units, no more than three months prior to the competition date;
 - j. signed consent declaration for the processing of personal data (Annex 3);
 - k. criminal record certificate;
 - l. other documents required by applicable laws or regulations.
- (2) The competition file must include a list of scientific publications, works, articles/studies that the candidate considers relevant for the position being applied for. The list must be structured as follows:
 - a. list of the top 10 most relevant scientific publications (authored books, articles/studies/chapters, edited volumes);
 - b. list of authored books and edited and published volumes;
 - c. list of full-length articles/studies published in major international scientific journals;
 - d. list of other scientific works and contributions.
- (3) The candidate's works available online must be indicated by providing a working web link in the list;
- (4) For works not available online, the candidate must submit scanned copies and/or PDF versions;

- (5) The competition file may be submitted by the candidate electronically, to the email address indicated in the competition announcement, or physically, at the ICSI Rm. Vâlcea headquarters.
- (6) The secretary of the competition committee registers the application file, communicates the candidate's registration number, and forwards the file to the members of the competition committee in accordance with the procedures laid out in this regulation.
- (7) If the application file is found to be incomplete, the secretary of the competition committee may request clarifications from the candidate, who may complete the file until the submission period for competition or examination files ends.
- (8) In performing the duties described in paragraphs (6) and (7), the secretary of the competition committee collaborates with the human resources personnel of ICSI Rm. Vâlcea.

Article 7. Registration for the Examination (CS III)

- (1) The application file for the promotion examination to obtain the professional grade of Senior Scientific Researcher (CS III) must include the following documents:
 - a. standard application form (Annex 1), accompanied by a declaration of responsibility confirming the accuracy of the information provided in the application file (Annex 2);
 - b. copies of the bachelor's degree or equivalent, accompanied by the academic transcript, and the master's degree in the relevant field or related domains (if applicable). If the declared winning candidate does not hold a degree issued by a Romanian higher education institution, they must submit a copy of the recognition or equivalency certificate before appointment and signing the employment contract;
 - c. copy of the doctoral diploma in the scientific field corresponding to the position, along with other scientific or academic degrees or titles. If the diploma was not issued by a Romanian institution, a copy of the recognition or equivalency certificate must be submitted;
 - d. completed and signed checklist confirming compliance with the minimum and, if applicable, additional standards (Annex 6);
 - e. completed and signed checklist confirming that the candidate exceeds by at least 50% two-thirds of the quantitative thresholds of the minimum standards set by the research organization for the CS III grade, and meets all other minimum standards, thereby qualifying for the promotion exam within the research organization where they are employed on a permanent contract;
 - f. declaration of responsibility stating that, in the last 3 years before applying for the promotion exam, the candidate has not been sanctioned for serious breaches of conduct in RDI activity, as stipulated in Article 52 paragraph (8) of Law no. 183/2024 (Annex 2);
 - g. scientific career development proposal, focused on research activities, of up to 5 pages;
 - h. signed curriculum vitae, which must include:
 - academic background and obtained degrees;
 - professional experience and relevant previous positions held;
 - RDI projects managed as project director and grants obtained, including the source of funding, project budget, and resulting key scientific publications;
 - awards or other recognitions of scientific contribution;
 - narrative description of the three most important achievements relevant to the topic of the position – maximum 3 pages.
 - i. list of publications, works, articles/studies, and patents selected by the candidate according to their relevance to the candidate's own scientific research activities;
 - j. copy of the identity card or any other document confirming identity, as applicable, and a copy

- of the marriage certificate (if applicable) or proof of name change;
 - k. medical certificate attesting the candidate's physical fitness for fulfilling job duties, issued by the candidate's family doctor or authorized medical units, no more than three months prior to the competition;
 - l. signed consent form for personal data processing;
 - m. criminal record certificate;
 - n. any other documents required by applicable laws or regulations.
- (2) The examination file must contain a list of scientific publications, papers, articles/studies that the candidate considers relevant to the field of the position applied for. The list must be structured as follows:
 - a. list of the 10 most relevant scientific publications (authored books, articles/studies/chapters, edited volumes);
 - b. list of authored books and edited and published volumes;
 - c. list of full-length articles/studies published in leading international scientific journals;
 - d. list of other scientific works and contributions.
 - (3) Works that are available online must be indicated by providing a functional web link in the list;
 - (4) For works that are not available online, the candidate must submit a scanned copy and/or PDF version;
 - (5) The examination file must be submitted by the candidate either electronically, to the email address specified in the competition announcement, or physically, at the ICSI Rm. Vâlcea headquarters.
 - (6) The secretary of the examination committee will register the examination file, communicate the registration number to the candidate, and forward the file to the members of the competition committee in accordance with the procedures set out in this regulation.
 - (7) If the file is found to be incomplete, the secretary may request clarifications from the candidate, who may complete the file until the submission deadline for competition or examination files.
 - (8) In performing the duties under paragraphs (6) and (7), the secretary of the examination committee collaborates with the human resources staff of ICSI Rm. Vâlcea.

Article 8. Conduct of the Competition for the Occupation of ACS and CS Positions

- (1) The competition for the ACS and CS positions consists of written and/or oral and/or practical tests, as well as dossier evaluation, specific to the position.
- (2) The competition involves the assessment of the scientific activity and research competencies of the candidates for the advertised vacancies.
- (3) The date, time, and location of the competition tests are announced on the ICSI Rm. Vâlcea website.
- (4) For competitions that include written, oral, and/or practical tests or an interview, the committee evaluates candidates based on the following non-cumulative criteria:
 - a. relevance of the research and/or innovation outcomes in relation to the position's field;
 - b. impact of the candidate's research and/or innovation results, particularly as reflected in scientific publications;
 - c. international scope of activities, reflected in publications, participation in scientific conferences, institutional and individual collaborations, prestigious fellowships, roles as visiting professor/researcher, and editorial board memberships;
 - d. ability to attract research funding or to collaborate with public and/or private research institutions and to lead R&D projects;

- e. professional prestige;
 - f. organizational capacity;
 - g. capacity to mentor young researchers or students;
 - h. ability to transfer knowledge and results to the economic or social sector or to popularize their scientific results;
 - i. ability to work in a team and effectiveness of scientific collaborations, depending on the candidate's field of expertise.
 - j. professional experience in institutions other than the competition-organizing institution.
- (5) The competition committee is responsible for verifying whether candidates meet the minimum standards for the conferral of research and development grades.
 - (6) To verify the criteria in paragraph (4), the committee analyzes the documents in the competition file and considers the results obtained in the corresponding tests.
 - (7) The competition committee may request clarifications from the candidates regarding the documents submitted throughout the competition process.
 - (8) The evaluation process for ACS and CS positions is conducted as follows:
 - a. the results of the tests are graded by each member of the competition committee with scores from 1 to 10;
 - b. the score for each test is the arithmetic mean of the scores given by all committee members;
 - c. a candidate may be declared the winner only if they obtain an average of at least 8.0, with no individual test score below 7.0.
 - (9) After the evaluation process is completed, the competition committee establishes the ranking of candidates for each position and nominates the candidate who obtained the highest final score based on the above criteria.
 - (10) The chairperson of the committee prepares a report on the competition, based on the evaluations of each committee member and the final candidate ranking.
 - (11) The report is signed by each committee member. The chairperson submits the report and supporting documents to the Scientific Council, which verifies compliance with the competition regulation and approves or rejects the report by open vote.
 - (12) The candidate ranking established by the committee cannot be modified by the Scientific Council.
 - (13) After the report is approved, it is forwarded to the management of ICSI Rm. Vâlcea.
 - (14) The competition results are posted at the ICSI Rm. Vâlcea headquarters and on its website within two working days of the competition's conclusion.
 - (15) Candidates may file appeals within two working days from the publication of the results on the ICSI Rm. Vâlcea website. Appeals are handled by a specially appointed Appeals Committee.
 - (16) The Scientific Council reviews compliance with the procedures set out in this regulation, as published on the ICSI Rm. Vâlcea website, and approves the competition report by open vote.
 - (17) The Scientific Council approves the result of the competition. The appointment to the position of Scientific Research Assistant or Scientific Researcher is made by decision of the institute's director.
 - (18) If the vacancy is not filled through the competition, the competition may be repeated in compliance with the applicable legislation.

Article 9. Conduct of the Competition for the CS III Position

- (1) The competition for the position and professional grade of Senior Scientific Researcher (CS III) consists of the evaluation of the application file and the assignment of a score, based on a scoring grid adapted to the specific nature of the candidate's job duties and performance (Annex 6).

Failure to meet any mandatory requirement results in the elimination of the candidate from the competition.

- (2) In addition, the competition will also include an interview test.
- (3) The candidate's evaluation for the CS III position is based on a scoring system using a grid tailored to the specific characteristics of the job (Annex 6).
- (4) The competition committee is responsible for verifying that the candidate meets the minimum standards required for awarding research and development professional grades at ICSI Rm. Vâlcea.
- (5) The competition committee may request clarifications from candidates regarding documents in their application files throughout the evaluation process.
- (6) The evaluation process is carried out as follows:
 - a. after reviewing the application file, each committee member assigns a score based on a grid tailored to the specific nature of the candidate's position, aligned with the quantitative thresholds established by the minimum and, if applicable, additional standards. Each quantitative criterion includes the score received by the candidate. The total score is the sum of the scores for each quantitative criterion;
 - b. for the interview test, a score is awarded based on the arithmetic mean of the scores given by the committee members. The maximum score for the interview cannot exceed 20% of the total score calculated according to point a);
 - c. the final score is the sum of the scores awarded under points a) and b);
 - d. the Scientific Council verifies compliance with the procedures established in the internal competition regulation and approves the competition report by open vote.
- (7) Following the evaluation process, the competition committee ranks the candidates for each position and nominates the candidate who achieved the highest final score in accordance with paragraph 6.c).
- (8) The Chairperson of the competition committee prepares a report based on evaluation summaries provided by each committee member, documenting the results of the evaluation process.
- (9) The competition report is signed by all committee members. The Chairperson submits the report and related documentation to the Scientific Council, which verifies compliance with the internal competition procedures and either approves or rejects the report by open vote.
- (10) The scores assigned to candidates by the competition committee cannot be modified by the Scientific Council.
- (11) The Scientific Council approves the competition results, based on which the institution's Director issues the appointment decision.
- (12) After the competition report is approved, it is forwarded to the leadership of ICSI Rm. Vâlcea.
- (13) The competition results are posted at the ICSI Rm. Vâlcea headquarters and on its website within two working days after the conclusion of the competition.
- (14) If the position for which the competition was organized remains unfilled, the competition may be repeated, in accordance with applicable legislation.

Article 10. Conduct of the Promotion Examination for Obtaining the CS III Professional Grade

- (1) The promotion examination for obtaining the professional grade of Senior Scientific Researcher (CS III) consists of the evaluation of the application file, verification of compliance with the legal requirements, and scoring based on a grid adapted to the specific nature of the candidate's job and performance (Annex 6).
- (2) The evaluation process for obtaining the CS III professional grade through the promotion exam is

carried out as follows:

- a. verification of compliance with the minimum standards set out in Article 13 paragraph (1) of Law no. 183/2024, as well as the fulfillment of other minimum and additional thresholds, as applicable, for CS III in accordance with Article 13 paragraphs (10) and (11) of Law no. 183/2024;
 - b. after reviewing the examination file, each member of the examination committee assigns a score using a grid tailored to the specific duties of the candidate's position. For each quantitative threshold established by the minimum and additional standards, the candidate's score is recorded;
 - c. candidates who meet the legal requirements following the verification outlined in point a) may be recommended for promotion;
 - d. the Scientific Council evaluates compliance with the procedures set out in the internal examination regulation and approves the examination report through open vote.
- (3) The Chairperson of the examination committee prepares a report on the examination based on evaluation summaries prepared by each committee member, including a recommendation regarding the awarding of the research and development professional grade to the candidate.
 - (4) The examination report is signed by each member of the committee. The Chairperson forwards the report and related documentation to the Scientific Council, which verifies compliance with the internal examination procedures and approves or rejects the report through open vote.
 - (5) The scores awarded by the examination committee cannot be modified by the Scientific Council.
 - (6) The Scientific Council approves the examination result, upon which the institution's Director issues the appointment decision.
 - (7) After the examination report is approved, it is forwarded to the leadership of ICSI Rm. Vâlcea.
 - (8) The result of the examination is communicated to the candidate within two working days after the conclusion of the process.

III.2. Resolution of Appeals

Article 11.

- (1) The results of the competition will be posted at the institute's headquarters and on its official website. Appeals will be resolved by an Appeals Committee, specially constituted for this purpose. This committee will re-evaluate the respective file and decide by majority vote on one of the final classifications: ADMITTED or REJECTED.
- (2) If a candidate possesses information indicating non-compliance with the evaluation procedure based on the criteria established by applicable regulations and/or violation of the internal competition or examination regulation, and/or incorrect scoring in the verification form for meeting minimum and additional standards, and/or incorrect scoring in the written test (if applicable), the candidate may submit an appeal within two working days from the date the competition results are published on the ICSI Rm. Vâlcea website or, in the case of the examination, within two working days from the date the results are communicated by the examination committee.
- (3) The appeal must be submitted to the same email address to which the competition application was sent, with confirmation of receipt and communication of a registration number. The appeal is forwarded to the Appeals Committee by the committee secretary.
- (4) The Appeals Committee reviews the issues raised in the submitted appeal and resolves them within two working days from registration.

- (5) The Chairperson of the Appeals Committee prepares a report on the submitted appeals, based on assessments written by each member of the committee.
- (6) The appeal report must be signed by each member of the Appeals Committee. The Chairperson submits the report and supporting documentation to the Scientific Council, which approves or rejects the report by open vote.
- (7) The Appeals Committee report is submitted by the Scientific Council to the leadership of ICSI Rm. Vâlcea, after which the final results of the competition or examination are published.
- (8) The Appeals Committee may uphold the appeal by modifying the final score awarded by the competition or examination committee in the following cases:
 - a. the candidate meets the conditions for participation in the competition or examination, in cases where the appeal concerns rejection due to non-fulfillment of eligibility criteria;
 - b. it is found that scores were not awarded in accordance with the official grading scheme or that interview scores were not assigned based on the interview plan, the formulated questions, and the candidates' answers;
 - c. there is a discrepancy greater than 10 points in the written test between the scores given by the competition committee and the Appeals Committee;
 - d. following regrading of the written test or analysis of interview responses, a candidate who was initially marked as "rejected" obtains at least the minimum score required to pass the written or interview test.
- (9) If the appeal is not resolved in favor of the candidate, the candidate may take legal action before an administrative court, in accordance with the time limits and provisions set out in Administrative Litigation Law no. 554/2004, as subsequently amended and supplemented.
- (10) If the final resolution annuls the competition or examination results, the process may be repeated under the conditions specified in this regulation.

III.3. Appointment and Position Assignment

Article 12.

- (1) Following the approval of the competition or examination results, the General Director of ICSI Rm. Vâlcea issues the decision regarding the assignment or appointment to the position and the conferral of the professional research and development grade of ACS, CS, or CS III to the winning candidate, as applicable—by competition for ACS and CS, and by examination for CS III.
- (2) The appointment to the position becomes effective starting with the month following the one in which the competition was held.
- (3) ICSI Rm. Vâlcea, as the research organization responsible for organizing the examination, prepares an annual summary report, within 45 days after the end of the calendar year for which the reporting is conducted, regarding the organization, conduct, and finalization of promotion examinations for the awarding of professional grades. The report is submitted electronically to the coordinating ministry, accompanied by a cover letter and registration number.

CHAPTER IV. Final Provisions

Article 13. Notifications and Violations

- (1) Individuals involved in the competition or examination process are accountable to the management of ICSI Rm. Vâlcea for the proper conduct of competitions for filling research vacancies and of promotion examinations, in accordance with the quality, ethics, and professional conduct standards of RDI personnel and the legislation in force.

- (2) The coordinating ministry shall verify, based on a formal notification, the compliance with the minimum standards and methodological norms provided under Article 21 paragraph (4) or Article 22 paragraph (4) of Law no. 183/2024, as applicable, for competitions or promotion exams finalized no more than three years prior to the date of receiving the notification.
- (3) If it is determined that the legal provisions for awarding professional research, development, and innovation grades were not respected, the coordinating ministry shall notify the competent court in order to annul the order of the Minister of the coordinating ministry or the decision of the General Director of ICSI Rm. Vâlcea granting the professional RDI grade, and to annul the results of the competition or promotion examination.

Article 14. Recognition

- (1) The professional grade awarded belongs to the holder for the respective RDI field for life, and constitutes a personal title that the individual may use in all contexts involving their public image or personal rights.

