

Ecological University of Bucharest
Faculty of Psychology
Department of Psychology and Educational Sciences
Competition for Filling Vacant Academic Positions

INFORMATION REGARDING THE AVAILABLE POSITIONS

In accordance with Article 7, paragraphs (8), (9), and (10) of the Framework Methodology for the Competition to Fill Vacant Teaching and Research Positions in Higher Education, dated December 29, 2023, approved by Government Decision No. 1339/2023.

University Associate Professor, Position No. 10, Subjects: Organizational and Managerial Psychology; Sociology

A. Job Description – Associate Professor Position 10

The position is listed as a vacant position in the Staffing Plan of the Department of Psychology and Educational Sciences, approved for the 2024-2025 academic year, under position 10, with the following subjects: **Organizational and Managerial Psychology; Sociology.**

B. Duties/Activities Associated with the Position, Including Teaching Load and Types of Activities

1. Delivering lectures and seminars according to the curriculum and course descriptions.
2. Monitoring student progress and conducting final evaluations.
3. Supervising students' practical activities.
4. Mentoring students in the preparation of scientific papers.
5. Providing scientific supervision for the development of bachelor's theses.
6. Participating in the department's scientific research activities.
7. Preparing and publishing courses, monographs, articles, and scientific studies.

C. Minimum Starting Salary at Employment:

The guaranteed minimum salary, in accordance with applicable legal provisions.

D. Competition Calendar:

No.	Period (Deadline)	ACTIVITY
1.	10.04.2025	Publication of vacant academic positions offered by UEB in the Official Gazette, Part III, No. 92/10.04.2025.
2.	10.04.2025- 25.05.2025	Candidate registration for the competition.
3.	27.05.2025	Informing candidates regarding the legality review.
4.	27.05.2025	Publication on the university website of candidates' CVs, list of works, and Verification Sheet for compliance with minimum standards.
5.	27.05.2025	Announcement on the university website of the date, time, and location of the competition trials.
6.	10.06.2025- 13.06.2025	Conducting the competition trials.
7.	16.06.2025	Posting of the Competition Committee's Decision on the candidate ranking, nomination of the best-performing candidate, and recommendation for filling the position at the department where the competition took place.
8.	16.06.2025- 18.06.2025	Period for submitting appeals.
9.	20.06.2025	Announcement of appeal results at the department where the competition took place.
10.	23.06.2025- 25.06.2025	Endorsement of competition reports by the Faculty Councils.
11.	26.06.2025	Approval of competition reports by the UEB Senate.
12.	27.06.2025	Publication of the results of competitions for vacant academic positions.

Appointment to the position and conferral of the corresponding academic title are made by the decision of the rector.

**APPLICATION FILES WILL NOT BE ACCEPTED ON SATURDAYS, SUNDAYS,
AND OFFICIAL PUBLIC HOLIDAYS**

E. Topics for the Competition Trials, Including Lectures, Courses, or Similar Activities, from Which the Competition Committee May Select Topics for the Actual Tests

Sociology

1. Learning through the discovery of sociologists' contributions to the development of the discipline.
2. The structure of traditional and modern families: A comparative analysis.
3. Analyzing the phenomenon of migration.

Organizational and Managerial Psychology

1. Psychosociology – an interdisciplinary study approach.
2. Humans – organized beings.
3. Psychosocial issues in organizations.

References

1. Avram, E. (2008). *Psihologie organizațional-managerială. Tendințe actuale*. Iași: Polirom.
2. Bădescu, I. (1994). *Istoria sociologiei*. Galați: Editura Porto-Franco.
3. Bulzan, C. (2009). *Sociologie. Știință și disciplină de învățământ*. București: Editura ALL.
4. Chelcea, S. (2007). *Metodologia cercetării sociologice. Metode cantitative și calitative* (Ediția a III-a). București: Editura Economică.
5. Marshall, G. (2003). *Dicționar de sociologie*. București: Universul Enciclopedic.
6. Hofstede, G., Hofstede, G. J., & Minkov, M. (2012). *Culturi și organizații. Softul mental. Cooperarea interculturală și importanța ei pentru supraviețuire*. București: Humanitas.
7. Morgan, R. (2006). *Images of Organization*. London: SAGE Publications.
8. Nicolescu, O., Popa, I., & Dumitrașcu, D. (2017). *Studii de caz relevante privind managementul organizațiilor din România*. București: Pro Universitaria.
9. Nicolescu, O., Popa, I., & Dumitrașcu, D. (2020). *Abordări și studii de caz relevante privind managementul organizațiilor din România în contextul pandemiei COVID-19*. București: Pro Universitaria.
10. Păunescu, M. (2006). *Organizare și câmpuri organizaționale. O analiză instituțională*. Iași: Polirom.

11. Rothmann, S., & Cooper, C. L. (2022). *Work and Organizational Psychology* (3rd ed.). New York, NY: Routledge.
12. Vlăsceanu, M. (2003). *Organizații și comportament organizațional*. Iași: Polirom.
13. Zamfir, C. (2005). *Spre o paradigmă a gândirii sociologice*. Iași: Polirom.
14. Zamfir, C., & Vlăsceanu, L. (1993). *Dicționar de sociologie*. București: Editura Babel.
15. Zlate, M. (2004/2007). *Tratat de psihologie organizațional-managerială* (Vol. I, II). Iași: Polirom.

F. Description of the Competition Procedure

For details, please refer to the Methodology for the Organization, Conduct, and Finalization of Competitions for Filling Vacant Teaching and Research Positions at the Ecological University of Bucharest:

https://www.ueb.ro/files/concurs/METODOLOGIA_CONCURS_CADRE_DIDACTICE_2024.pdf

G. Complete List of Documents Required in the Application File

- a) **Application Form**, signed by the candidate, including a declaration on their own responsibility regarding the authenticity of the information provided in the file.
- b) A **Proposal for Academic Career Development**, both in teaching and scientific research, drafted by the candidate (maximum 10 pages), serving as one of the main criteria for candidate evaluation.
- c) **Curriculum Vitae** (Europass format) in both printed and electronic formats, which must include:
 - Details of studies completed and diplomas obtained;
 - Relevant professional experience and workplaces;
 - Research projects led as project director and grants obtained (if applicable), including funding sources, funding volumes, and key publications or patents resulting from the projects;
 - Awards or other recognitions for scientific contributions.
- d) **List of Publications** (printed and electronic), including:
 - A maximum of 10 works the candidate considers most relevant for their professional achievements (included electronically in the file);
 - Doctoral thesis or theses;

- Patents and other intellectual property titles;
- Books and book chapters;
- Full articles/studies published in leading international scientific journals;
- Papers presented at major international conferences;
- Other scientific works and contributions.

e) **Certified Copy of the Doctorate Diploma** (or an original certificate from the university for verification), or, for doctoral students, proof of enrollment with details of the enrollment year and doctoral advisor. For diplomas obtained abroad, an equivalency certificate is required.

f) **Summary of the Doctoral Thesis**, in both Romanian and an internationally used language (maximum one page for each version).

g) Copies of other documents certifying the candidate's academic qualifications (e.g., high school diploma, bachelor's, master's certificates, academic transcripts).

h) **Declaration on Own Responsibility** regarding potential conflicts of interest as per Law No. 199/2023, or lack thereof.

i) **Copy of an Identity Document** (ID card, passport, or equivalent).

j) If the candidate has changed their name, copies of documents certifying the name change.

k) Up to **10 Publications, Patents, or Other Works**, selected electronically by the candidate as most relevant for their professional achievements.

l) Non-electronic works such as manuals, treaties, articles, conference participation certificates should be submitted in written format.

m) For candidates applying for Associate Professor or Full Professor positions, **3 Letters of Recommendation** from recognized professionals in the field, from Romania or abroad, external to the Ecological University of Bucharest.

n) **Verification Sheet for Compliance with University Standards**, as specified in the methodology, completed and signed by the candidate.

o) **Original Criminal Record Certificate**.

p) **Original Certificate of Behavioral Integrity**.

q) **Medical Certificate**, issued on a specific form adopted by joint order of the Minister of Education and Minister of Health (original).

r) **Medical Approval** for teaching, issued according to provisions of the joint order of the Minister of Education and Minister of Health (original).

s) **Data Processing Consent** form regarding personal data handling.

Submission Requirements

All documents must be submitted both in **printed format** and **electronically**.

H. Address for Submission of the Application File

Ecological University of Bucharest

Faculty of Psychology

Bd. Doina Cornea nr. 1G, Sector 6, Bucharest, Romania.

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