

**COMPETITION REGULATIONS FOR THE VACANT TEACHING AND  
RESEARCH POSITIONS WITHIN THE BROTHERS THEOLOGICAL INSTITUTE  
"TIMOTHEUS" IN BUCHAREST  
(Excerpt)**

**2.3. Conducting competitions for teaching and research positions**

**Art. 18. (1)** Competitions for teaching positions shall be held no later than 45 days after the end of the registration period. Competitions for research posts shall be held within 30 days of the date of registration at the competition committee level and within 45 days at the ITT level.

**(2)** The competition committee shall evaluate the candidate in the light of the following aspects:

- a. the relevance and impact of the candidate's scientific results;
- b. the candidate's ability to mentor students or young researchers;
- c. the candidate's teaching skills, for posts involving teaching activities;
- d. the candidate's ability to transfer his/her knowledge and results to the religious or social economic environment or to popularize his/her own scientific results;
- e. the candidate's ability to work in a team and the effectiveness of his/her scientific collaborations, depending on the specificities of the candidate's field;
- f. the candidate's ability to conduct research and development projects;
- g. the candidate's professional experience in institutions other than ITT. Criteria a), b), c) and d) will be given the dominant weight in the evaluation.

**Art.19. (1)** The professional skills of the candidate shall be assessed by the competition committee based on the competition file and, in addition, by one or more competition tests, including lectures, courses or the like.

**(2)** For all open-ended posts, at least one competition test shall consist of a public lecture of at least 45 minutes in which the candidate presents his/her most significant previous professional achievements and academic career development plan. This test must also include a question session with the panel and the public. The higher education institution will announce the date, time, and place of this test on the competition website at least 48 hours beforehand. For the post of university assistant, the competition will also consist of a written test with relevant subjects in the main subjects of the post. For the post of lecturer, candidates will give a lecture on a topic communicated by the selection board 48 hours before the examination.

**(3)** For posts in biblical subjects, knowledge of Greek for the New Testament and Hebrew for the Old Testament is required.

**Art. 20. (1)** The competition consists of the evaluation of the scientific work and teaching qualities of the candidates for the teaching posts.

**(2)** For each post, the competition committee shall decide, based on the average of the marks awarded in the competition, the ranking of the candidates and shall nominate the candidate with the best results.

**(3)** The Chairman of the Selection Board shall draw up a report on the competition based on the assessment reports drawn up by each member of the Selection Board and in accordance with the ranking of candidates decided by the Board.

**(4)** The report on the competition shall be approved by decision of the Selection Board and shall be signed by each member of the Selection Board and by the Chairman of the Board.

**(5)** The Faculty Council shall review compliance with the procedures laid down in this methodology and give or withhold its opinion on the competition report. The ranking of candidates established by the competition committee may not be altered by the faculty council.

**(6)** The University Senate shall review compliance with the procedures laid down in this methodology and approve or disapprove the competition report. The ranking of candidates established by the competition committee cannot be changed by the university senate.