

University	Valahia University of Targoviste
Faculty	Economics
Department	Management-Marketing
The position in the state of functions	12
Function	Associate Professor
The subjects from the education plan	Management of cultural institutions Company management Ethics in commerce, tourism and services Business negotiation techniques Management projects
Scientific Field	Management
Job Description	Associate professor, position 12, disciplines: Management of cultural institutions, MMO II, 1 group, 2 hours course/week, 1 hour seminar/week, Semester I Company management, LBA II, 1 group, 2 hours course/week, 2 hours seminar/week, Semester I Ethics in commerce, tourism and services, LEC III, 1 group, 2 hours course/week, 1 hour seminar/week, Semester II Business negotiation techniques, LBA II, group, 2 hours course/week, 2 hours seminar/week, Semester II Management projects, MMI II, 1 group, 3 hours course/week, Semester II
Tasks / Related activities	<ul style="list-style-type: none"> - teaching and seminar activities, according to the position in the job description; - research activities; - doctoral committee activities; - coordination of Degree Projects and Dissertation Works; - participation in the License and Dissertation Committees; - participation in Admission Committees; - tutoring and consultation activities; - guidance of student scientific circles; - participation in councils and commissions in the interest of education; - participation in other didactic, practical and scientific research activities, included in the educational plans; - participation in other activities requested by hierarchical superiors.
The minimum salary	7050 lei
Competition program	<ul style="list-style-type: none"> ✓ April 10, 2025 – August 18, 2025 - Registration of candidates with the commission's resolution regarding the fulfilment of the standards and the opinion of the Legal Office; ✓ April 10, 2025 – May 30, 2025 - Establishment of competition commissions and appeals commissions, validation in the Board of Directors and the Senate; ✓ in max. 48 hours from its issuance, but with min. 5 working days before the first test - Informing the candidate by the Legal Office regarding the fulfilment of the legal conditions for submission to the competition; ✓ August 25, 2025 - Display of the list of candidates with admitted files; ✓ August 25, 2025 - Publication on the web page of the announcement regarding the day, time and place of the competition tests, <i>the CV, the verification sheet for meeting the minimum standards and the list of papers, for each candidate</i>; ✓ August 25, 2025 - Forwarding the candidate files, with the approval of the Legal Office, to the members of the competition commissions; ✓ September 2-8, 2025 - Competition tests

	<p>- Report of the chairman of the competition committee</p> <ul style="list-style-type: none"> ✓ September 9, 2025 - Publication of the contest result on the web page; ✓ September 10-12, 2025 - Submission of appeals; ✓ September 15, 2025 - Resolution of appeals; ✓ September 16, 2025 - Approval of the report on the competition by the faculty council; ✓ September 17-19, 2025 - Validation of the competition results by the Board of Directors; <p>- Approval of the report on the competition by the UVT Senate;</p> <ul style="list-style-type: none"> ✓ October 1, 2025 - Appointment to the post by the rector's decision.
Date of the announcement publication in the Official Monitor	Official Monitor of Romania, no. 93/10.04.2025, Part III.
Examination themes	<p>Themes</p> <p><i>Management of cultural institutions</i></p> <ul style="list-style-type: none"> • International and national cultural heritage regulations • Cultural policy models. Cultural strategy. What is cultural management? Mission and vision • Financing culture. Budgets and fundraising • Human resources. Policies and strategies • Risk management in cultural institutions. • Library management • Large museums • Performing arts institutions and cultural institutions • Local museums and small museums. Archives • Romanian Cultural Institute <p><i>Company management</i></p> <ul style="list-style-type: none"> • Overview of general management • Schools of management • Functions of management • The organization - object of management • Managers and leaders • Organizational structure of the firm • Decision-making system of the firm • Management information system of the firm • Management systems, methods and techniques <p><i>Ethics in commerce, tourism and services</i></p> <ul style="list-style-type: none"> • Morality and ethics in business • Ethics and social responsibility • Corporate social responsibility • Transparency and social responsibility • Ethical management in Romania • Managerial ethics • Ethical and moral criteria specific to negotiations <p><i>Business negotiation techniques</i></p> <ul style="list-style-type: none"> • Negotiation as a form of communication • Negotiator (personality, skills, negotiation styles) • Negotiator's behavior: interlocutor analysis, negotiation framework,

	<p>negotiation time</p> <ul style="list-style-type: none"> • Forms of approach to negotiation in business: Negotiating positions; Defending positions; Collaboration • Principled negotiation process • Negotiation rules. Ensuring the negotiating climate. The process of developing alternative solutions. Negotiation styles • Preparation tactics • Means and methods of preparation for negotiation. Negotiation simulation. Explanatory techniques - presentation of offers. Methods of countering the partner's objections. Identifying weaknesses in the negotiator's arguments • Negotiation strategies, tactics and techniques • Conceptual framework of negotiation strategies. Typology of negotiation strategies. Tactics - component of negotiation strategy. The main negotiation techniques • Negotiation versus manipulation • Manipulation tools and their counteraction • Non-verbal behavior. Body language laws. Body posture, mimicry, gestures. Body signals in negotiation • Cultural differences in negotiation <p style="text-align: center;"><i>Management projects</i></p> <ul style="list-style-type: none"> • Projects and Project Management • Public and Firm Projects • Financing Public and Firm Projects • Environmental and Stakeholder Analysis in Projects • Resource Management in Projects • Leadership and Project Management • Structured Decision Making in Projects • Cost Management in Projects • Time Management in Projects • Risk Management in Projects <p>Bibliography:</p> <ol style="list-style-type: none"> 1. Ghibanu, A.-I., Practici manageriale actuale care vizează gestionarea crizelor de imagine ale organizațiilor, Ed. Bibliotheca, ISBN: 978-606-772-230-7, pg. 237, Târgoviște, 2017. 2. Zecheru V., Management în cultură, Ed. Litera International, 2005. 3. Legea 35/1994 privind timbrul literar, cinematografic, teatral, muzical, folcloric, al artelor plastice, al arhitecturii și de divertisment 4. OG 9/1996 privind îmbunătățirea sistemului de finanțare a instituțiile publice de cultură finanțate din venituri proprii și subvenții acordate de la bugetul de stat sau de la bugetele locale 5. OG 51/1998 privind îmbunătățirea sistemului de finanțare nerambursabilă a proiectelor culturale 6. Legea 5/2000 privind aprobarea Planului de amenajare a teritoriului național – secțiune a III-a – zone protejate 7. Legea 182/2000 privind protejarea patrimoniului cultural național mobil 8. Legea 186/2003 privind susținerea și promovarea culturii scrise 9. Legea 311/2003 a muzeelor și colecțiilor publice 10. Legea 356/2003 privind înființarea, organizarea și funcționarea Institutului Cultural Român 11. HG 90/2010 privind organizarea și funcționarea Ministerului Culturii 12. Strategia sectorială în domeniul culturii și patrimoniului național pentru
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perioada 2014 –2020.

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	<p>Networked World, New York, McGraw-Hill Irwin, 2014.</p> <p>34. Craver Charles B., Classic Negotiation Techniques, Idaho Law Review, 2016, https://www.uidaho.edu/-/media/UIDaho-Responsive/Files/law/law-review/articles/volume-52/52-2-craver-charles-b.pdf?la=en&hash=CD179B6D68E9D6C62894B791B044D654939A5F94</p> <p>35. Locker Kitty O., Kienzler Donna S., Business and Administrative Communication, New York, McGraw-Hill, 2015.</p> <p>36. Hynes Geraldines E., Managerial Communication : Strategies and Applications, Los angeles, Sage, 2016.</p> <p>37. Molle Patrick, La negocommunication : pratique de la relation commerciale producteur-distributeur, Les Editions d' Organisation, Paris, 1987.</p> <p>38. Prutianu Ștefan, Manual comunicare și negociere în afaceri, Editura Polirom, Iași, 2000.</p> <p>39. Scott Bill, Arta negocierilor, Ed. Tehnică, București, 1996.</p> <p>40. Stallard John J., Smith Ray E., Price Sandra F., Business communication : a strategic approach, Illinois, Irwin, 1989.</p> <p>41. Stark Peter, Flaherty Jane, Ghid practic de negociere, Editura Amaltea, 2010.</p> <p>42. Bender, Sthepen, Managing projects well: what they don't teach you in project management school, Singapore: Butterworth Heinemann, Asia, 2009.</p> <p>43. Bonghez, Simona, Managementul proiectelor: Adevar sau provocare?, Bucuresti Editura, Universul Juridic, 2013.</p> <p>44. Bușe, F., Managementul proiectelor Bucuresti, Editura Economica, 2008</p> <p>45. Dantec, Tannguy Le, Managementul proiectelor prin exemple, Bucuresti, Editura C.H. Beck, 2009.</p> <p>46. Lock, Dennis, Managementul proiectelor, București, Editura CODECS, 2000.</p> <p>47. Turner, Rodney J., Simister, Stephen J. (coord), Manualul Gower de management de proiect, București, Editura CODECS, 2005.</p>
Lecture (day, time, location)	<p>- date: 04.09.2025</p> <p>- time: 14:00</p> <p>- place: Faculty of Economics, Aleea Sinaia, no. 13, Targoviste, Romania, Oxford hall</p>
Description of the competition procedure	<i>The presentation by the proposed candidates of a lecture in which the candidates present the most significant previous professional results and the university career development plan.</i>
List of documents	<p>Documents submitted by the candidate:</p> <ol style="list-style-type: none"> 1. The application for registration in the competition, signed by the candidate, which includes: the declaration on personal responsibility regarding the veracity of the information presented in the file and the commission's resolution regarding the information from the verification sheet of meeting the standards (with the signatures of the members). 2. The university career development proposal regarding scientific activities and teaching skills for candidates for teaching positions and, respectively, scientific activities and research skills for candidates for research positions; the proposal is written by the candidate, can be a maximum of 10 pages, and is one of the main criteria for deciding the candidates. 3. Candidate's curriculum vitae in printed and electronic format. The applicant's Europass curriculum vitae must include: <ul style="list-style-type: none"> - information about the studies completed and the diplomas obtained; - information about professional experience and relevant jobs; - information about the research and development projects they led as project

	<p>director and the grants obtained, if there are such projects or grants, including for each source of funding, the volume of funding and the main publications or patents resulting;</p> <ul style="list-style-type: none"> - information about awards or other recognition elements of the candidate's scientific contributions. <p>4. The candidate's list of works is in printed and electronic format. The candidate's complete list of works will be structured as follows:</p> <ul style="list-style-type: none"> - the list of the maximum 10 works considered by the candidate to be the most relevant for the field of disciplines of the position for which he is applying; - doctoral thesis or theses; - invention patents and other industrial property titles; - books and chapters in books; - full-length articles/studies published in journals from the main international scientific stream; - publications in extenso, appearing in works of the main international specialised conferences; - other scientific works and contributions or, as the case may be, in the field of artistic creation. <p>5. The verification sheet for meeting the university's standards for submission to the competition, in printed and electronic format, whose standard format is provided by its own methodology. The candidate completes and signs the verification sheet.</p> <p>6. Documents related to the possession of the doctor's degree/proof of enrollment in a doctoral study program, without exceeding the maximum period of studies, which includes the extensions admissible according to the law: the legalised copy of the doctor's degree and, if the original doctor's degree is not recognised in Romania, its recognition or equivalence certificate.</p> <p>7. The doctoral thesis summary must be in Romanian and a language of international circulation, with a maximum of one page for each language.</p> <p>8. The candidate's self-responsible declaration indicates the incompatibility situations provided by the higher education law no. 199/2023, with subsequent amendments and additions, in which it would be in case of winning the competition or the absence of these incompatibility situations.</p> <p>9. Legalised copies of other diplomas certifying the candidate's studies.</p> <p>10. A copy of the identity card or, if the candidate does not have an identity card, of the passport or another identity document drawn up for an equivalent purpose to the identity card or passport.</p> <p>11. If the candidate has changed his name, copies of documents attesting to the name change - a marriage certificate or proof of name change- should be provided.</p> <p>12. A maximum of 10 publications, patents or other works of the candidate, in electronic format, was selected by him and considered the most relevant for his professional achievements.</p> <p>13. Candidates for the positions of associate professors or scientific researcher grade II must include in the competition file at least three letters of recommendation from personalities in the respective field from the country or abroad, external to the higher education institution whose position is put up for competition, who agreed to draft these letters of recommendation regarding the candidate's professional qualities, Candidates for positions of professor or researcher of the first degree must include in the competition file at least three letters of recommendation of personalities from the field, from abroad, who have agreed to draw up these letters of recommendation concerning the candidate's professional qualities. In the case of scientific fields with Romanian specific, the letters of recommendation for candidates for positions of university professor or scientific researcher I degree may also come from personalities</p>
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	<p>from the field in Romania, as well, external to the higher education institution whose job is to be taken out for competition.</p> <p>14. Criminal record certificate.</p> <p>15. Certificate of behavioural integrity.</p> <p>16. A medical certificate is issued on a specific form adopted by a joint order of the Ministers of Education and Health.</p> <p>17. The medical certificate for exercising the teaching profession, issued according to this joint order of the Minister of Education and the Minister of Health.</p> <p>18. Habilitation certificate, only for the position of professor.</p> <p>19. Copy of the habilitation certificate/order regarding the granting of the status of doctoral supervisor.</p> <p>20. Copy of the Psychopedagogical Module certificate.</p> <p>21. Registration fee receipt.</p>
Address where the competition file is sent	<p>Valahia University of Targoviste Registry, Sinaia Alley, no. 13, Targoviste, Dambovita, Romania, 130004.</p>

DEAN,

Associate professor, PhD. Maria Cristina Ștefan