



MINISTERUL EDUCAȚIEI
UNIVERSITATEA "VALAHIA" DIN TÂRGOVIȘTE
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Facultatea de Științe și Inginerie (Alexandria)
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University	Valahia of Targoviste
Faculty	Faculty of Sciences and Engineering Alexandria
Department	Sciences and Engineering
Position	7
Academic Title	Associate Professor
Academic disciplines	European Economy Human Resource Management Human Resource Management in Public Administration Management II Entrepreneurship and Business Administration
Scientific area	Business administration
Job description	Associate Professor, position 7, Academic disciplines: <ul style="list-style-type: none"> • European Economy, LTA I, 2 hours of lectures/week, Semester I • Human Resources Management, LTA II, 2 hours of lectures/week, 2 hours of seminars/week, Semester I • Human Resources Management in Public Administration, LAA III, 2 hours of lectures/week, 2 hours of seminars/week, Semester II • Management II, LGA IV, 2 hours of lectures/week, Semester II • Entrepreneurship and Business Administration, LTA II, 2 hours of lectures/week, Semester II
Activities required by the position	<ul style="list-style-type: none"> - teaching and seminar activities, according to the position in the staff list; - research activities; - doctoral committee activities; - coordination of MA and BA dissertations - participation in Bachelor's and Dissertation Committees; - participation in Admission Committees; - tutoring and consultation activities; - guidance of Student Scientific Circles; - participation in councils and committees in the interest of education; - participation in other teaching, practical and scientific research activities, included in the curricula; - participation in other activities requested by hierarchical superiors.
Minimum salary	7,050 lei for the position of associate professor
Competition calendar	<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

	<p>and appeals commissions, validation in the Board of Directors and the Senate;</p> <ul style="list-style-type: none"> - 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 and the verification sheet for meeting the minimum standards 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 <ul style="list-style-type: none"> -Report of the chairman of the competition committee - 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; - September 17-19, 2025 - Approval of the report on the competition by the UVT Senate; - October 1, 2025 - Appointment to the post by the rector's decision.
Announcement publication date in Monitorul Oficial	The Romanian Official Monitor no.93 Part III/10.04.2025
Topics	<p>Topics</p> <p style="text-align: center;"><i>European Economy</i></p> <ol style="list-style-type: none"> 1. Theoretical Foundations of Economic Integration 2. European Union. Mechanisms and Institutions 3. European Union Treaties 4. Economic Policies in the European Union 5. Economic and Monetary Union 6. Digitalization and the European Economy 7. Green Economy in the EU <p style="text-align: center;"><i>Human Resource Management</i></p> <ol style="list-style-type: none"> 1. Introduction to Human Resource Management 2. Job Design 3. Recruitment and Selection of Human Resources 4. Human Resource Development 5. Performance Appraisal: Motivation and Performance of Human Resources 6. Reward Management 7. Conflict Management and Negotiation in Organizations

Human Resources Management in Public Administration

1. Peculiarities of Human Resources Management in Public Administration
2. Human Resources Planning in Public Administration
3. Recruitment and Selection of Civil Servants
4. Human Resources Evaluation in Public Institutions
5. Professional Development of Civil Servants
6. Motivation of Human Resources in Public Administration
7. Career Management of Civil Servants

Management II

1. Organizational Production Structure of the Agricultural Farm.
2. Resources and Production Factors
3. Management of Material, Human, Financial and Informational Resources within Agricultural Farms
4. Agricultural Production Planning
5. Organization and Monitoring of Work Processes in Plant Production
6. Management of Agricultural Production in Agricultural Farms. Cost Control and Improving Operational Efficiency
7. Tools for Organizing and Managing Production Activity.

Entrepreneurship and Business Management

1. Introduction to entrepreneurship
2. Entrepreneurial activity
3. Identifying business ideas and evaluating opportunities
4. Business plan – a business planning tool
5. Market exploration
6. Smart selling
7. Identifying potential sources of financing and obtaining financing
8. Business development management
9. Female entrepreneurship
10. Social entrepreneurship

Bibliography

1. Dumitru F. – "Construcția europeană", Ed. Bibliotheca, Târgoviște, 2004;
2. Gavrilă-Paven I. - "Economie europeană", Editura Grinta, Cluj-Napoca, 2013;
3. Bulmer, S., Parker O., Bache, I., George, S., Burns, C. - "Politics in the European Union", Oxford University Press, 5th Edition, 2020;
4. Baldwin R., Wyplosz, C. - "The Economics of the European Integration", Publishing McGraw-Hill, 5th Edition, 2015;

	<ol style="list-style-type: none"> 5. Miron D. (coord.), Drăgan G., Marinas L. – „Economia Uniunii Europene”, Ed. Luceafărul, 2002; 6. Prisăcaru Gh.(coord.) - "Politicile comune ale Uniunii Europene", Editura Universitatră, 2011; 7. Miron D. (coord.) – „Economia Uniunii Europene”, Ed. Luceafărul, Bucuresti, 2016; 8. Andrei, L. C. - " Economie europeană", București, Editura Economică, 2019; 9. Fratila, C., Duica, M. - "Managementul resurselor umane”, Ed. Bibliotheca, Targoviste, 2014; 10. Stegaroiu I, Florea N. - "Tehnici si instrumente de recrutare si selectie", Editura C.H. Beck, Bucuresti, 2013; 11. Iamandi, I.E. - "Managementul resurselor umane in context international : Tendinte si oportunitati actuale", Editura ASE, Bucuresti, 2020; 12. Panisoara G., Panisoara I.O. - "Managementul resurselor umane", Editura Polirom, Iasi, 2016; 13. Frățilă, C. Duică, M.C. - "Managementul resurselor umane. Concepte. Practici.Tendințe", Editura Bibliotheca, Târgoviște, 2013; 14. Manole C., Nica E. - "Managementul resurselor umane in administratia publica", Ed. a III-a revazuta si adaugita, Editura ASE, București, 2018; 15. Manole C., Nica E. - "Managementul resurselor umane in administratia publica", Ed. a IV-a revazuta si adaugita, Editura ASE, București, 2022; 16. Nica E. - "Managementul resurselor umane in administratia publica", Editura Economică, București, 2018; 17. Alecu I.N., Alecu E., Situația agriculturii și a exploatațiilor agricole în țările membre ale Uniunii Europene, Ed. Ceres, București, 2011; 18. Brad, I. – „Managementul producției”, Editura Eurostampa, Timișoara, 2015 ; 19. Dogaru M., Zaharia V., Ștefan C., Năstare G., David E. – „Rolul managementului în gestionarea eficientă a activității firmei”, Editura Universitară, București, 2018; 20. David, S. – „Managementul producției – note de curs”, Editura Europlus, Galați, 2011; 21. Rădulescu C. – „Dezvoltarea durabilă și implicațiile economico-financiare ale organizării exploatațiilor agricole”, Editura ASE, București, 2003; 22. Vereș, V. – „Managementul piețelor produselor agricole”, Editura Fundatiei pentru Studii Europene, Cluj-Napoca, 2012; 23. Glackin C., Mariott S. - "Antreprenoriat”, Editura BIZZKIT, București, 2012; 24. Gordon M. - "Antreprenoriatul”, Editura Curtea Veche, București, 2012; 25. Kevin D. J. - "The Entrepreneur Mind: 100 Essential Beliefs, Characteristics, and Habits of Elite Entrepreneurs”, Editura Johnson Media Inc., 2013; 26. Popescu, D., Chivu I., „Planul de afaceri al înființării unei societăți comerciale”, Editura Luceafărul, București, 200; 27. Hisrich R., Peters M., Shepherd D. - "Entrepreneurship”, 9th Edition, Ed. McGraw-Hill Education, 2012; 28. Vagu P., Stegăroi I. (coordonatori) Croitoru G., Duică A., Duică
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	<p>M. - "Strategii manageriale", Editura ProUniversitaria, 2014;</p> <p>29. Glackin C., Mariott S. - "Antreprenoriat", Editura BIZZKIT, București, 2012;</p> <p>30. Gordon M. - "Antreprenoriatul", Editura Curtea Veche, București, 2012.</p> <p>31. Kevin D. J. - "The Entrepreneur Mind: 100 Essential Beliefs, Characteristics, and Habits of Elite Entrepreneurs", Editura Johnson Media Inc., 2013;</p> <p>32. Popescu, D., Chivu I., „Planul de afaceri al înființării unei societăți comerciale”, Editura Luceafărul, București, 2008;</p> <p>33. Hisrich R., Peters M., Shepherd D. - "Entrepreneurship", 9th Edition, Ed. McGraw-Hill Education, 2012;</p> <p>34. Vagu P., Stegăroiu I. (coordonatori) Croitoru G., Duică A., Duică M. - "Strategii manageriale", Editura ProUniversitaria, 2014.</p>
Lecture (time, day, date)	<p>Date of the lecture: 02.09.2025</p> <p>Time of the lecture: 11:00</p> <p>Place for the lecture: Faculty of Sciences and Engineering Alexandria, Turnu Magurele Street, no. 1-3A, Alexandria, Romania, 140003, AX Building, 020 room</p>
Exam procedure description	Proposed candidates will deliver a lecture in which they present their most significant previous professional achievements and their academic career development plan.
List of document	<p>Documents submitted by the candidate</p> <ol style="list-style-type: none"> 1. A signed application form which includes an affidavit pertaining to the authenticity of the information enclosed in it and the committee resolution regarding the information in the standards compliance checklist (with members' signatures) 2. Proposal for the development of the university career 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, comprises a maximum of 10 pages and is one of the main criteria for selecting candidates. 3. A signed Curriculum Vitae in both printed and electronic format, which will necessarily include: <ul style="list-style-type: none"> - Information pertaining to completed studies and degrees held; - Information pertaining to relevant to the vacancy work-experience; - Information pertaining to research projects coordinated as director and to research grants won, where applicable, indicating both the financing source, the amount financed and the main publications and/or patents that resulted. - information about awards or other elements of recognition of the candidate's scientific contributions. 4. List of publications in both printed and electronic format, which will necessarily include: <ul style="list-style-type: none"> - 10 publications evaluated by the candidate as the most

	<p>significant in showcasing their academic prowess, which will also be included in electronic format. These publications can overlap with other categories listed below;</p> <ul style="list-style-type: none"> - The candidate's doctoral dissertation/dissertations; - Patents and other intellectual property titles (if applicable); - Published books and book chapters; - Articles and research studies published in journals proceeding recognized by the international scientific community; - Publications, in extenso, published in conference proceeding recognized by the international scientific community - Other scientific works and contributions or, as the case may be, in the field of artistic creation. <ol style="list-style-type: none"> 5. Verification sheet of the fulfillment of the standards of the university presenting the competition, in printed and electronic format, the standard format of which is provided by the own methodology. The verification sheet is completed and signed by the candidate. 6. Documents regarding the possession of the doctoral diploma/proof of enrollment in a doctoral study program, without exceeding the maximum period of study, which includes extensions admissible according to the law: legalized copy of the doctoral diploma and, if the original doctoral diploma is not recognized in Romania, the certificate of its recognition or equivalence. 7. Summary, in Romanian and in an internationally circulated language, of the doctoral thesis, on a maximum of one page for each language. 8. The candidate's affidavit indicating the incompatibility situations provided for by the Higher Education Law no. 199/2023, with subsequent amendments and additions, in which they would be in the event of winning the competition or the absence of these incompatibility situations. 9. Certified copies of other diplomas attesting to the candidate's studies. 10. Copy of the identity card or, if the candidate does not have an identity card, of the passport or of another identity document issued for a purpose equivalent to the identity card or passport 11. If the candidate has changed his/her name, copies of documents attesting to the change of name - marriage certificate or proof of name change. 12. A maximum of 10 publications, patents or other works of the candidate, in electronic format, selected by him/her and considered to be most relevant to his/her professional achievements. 13. Candidates for the positions of associate professor or scientific researcher level II must include in the competition file at least
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	<p>three letters of recommendation from personalities in the respective field in the country or abroad, external to the higher education institution whose position is put up for competition, who have agreed to draft these letters of recommendation regarding the candidate's professional qualities.</p> <p>14. Criminal record certificate.</p> <p>15. Certificate of behavioral integrity.</p> <p>16. Medical certificate, issued on a specific form adopted by joint order of the Minister of Education and the Minister of Health.</p> <p>17. Medical certificate for the exercise of the teaching profession, issued according to the joint order of the Minister of Education and the Minister of Health.</p> <p>18. Copy of the Psychopedagogical Module certificate/attestation.</p> <p>19. Competition registration fee receipt.</p>
Address for the job applications	Registry of the Valahia University of Targoviste, Sinaia Avenue, no. 13, Targoviste, Romania, 130004.

Dean,
Assoc. Prof. Dragoş Mihai Panagoreţ

