



## **BASIS OF THE PUBLIC COMPETITION FOR MERIT AND OPPOSITION FOR THE HIRING OF A PROFESSOR FOR IN THE AREA OF MANAGEMENT, CONSERVATION AND RESTORATION OF ECOSYSTEMS FOR THE COLLEGE OF BIOLOGICAL AND ENVIRONMENTAL SCIENCES OF THE USFQ (COCIBA)**

To participate in the Public Competition for Merit and Opposition corresponding to the CALL published on December 5, 2024, please consider the following BASES:

- A. These competition guidelines are published in both Spanish and English on the USFQ website and have been announced in scientific journals and on social media platforms such as LinkedIn, Instagram, Facebook, and WhatsApp.
  - a. A professor with a research profile, at Associate or Full Professor level, is needed for the College of Biological and Environmental Sciences (COCIBA). The specific level will be determined based on meeting the requirements.
  - b. The specific requirements for the position are as follows:
    - I. A PhD in Biology or related sciences, duly registered with SENESCYT if the candidate is Ecuadorian or resides in Ecuador. For international applicants, in the event of winning the competition, they must be willing to register for their degree with SENESCYT within a mandatory period of one year.
    - II. Proven research experience in ecosystem restoration, ecology, and biodiversity conservation. This criterion will be evaluated based on peer-reviewed scientific publications (e.g., articles, book chapters, and books), with consideration given to the applicant's leadership.
    - III. Teaching experience in higher education institutions in topics related to the applicant's area of expertise (at least 5 years).
    - IV. Proven experience in securing external funding over the past 5 years.
    - V. Proven experience in supervising student theses.
  - c. The person to be hired will have the following responsibilities:
    - Lead the teaching, research, and management line in ecosystem restoration and conservation.
    - Conduct scientific research and produce scientific and outreach publications.
    - Teach undergraduate and graduate courses in ecological restoration, biology, ecology, conservation, environmental assessment, sustainability, and related fields.
    - Apply for external funding for the USFQ aimed at research, conservation, and/or ecosystem restoration activities.
    - Collaborate in outreach activities and/or management and research at the USFQ and with external partners.
  - d. The dedication regime is full-time, in-person, equivalent to forty (40) hours per week, starting its activities after the declaration of the winner.
  - e. The academic staff will primarily conduct their teaching activities at the Cumbayá Campus of the Universidad San Francisco de Quito (USFQ) and its university



extension located in the Galápagos Islands. Teaching and research activities may include field trips to various parts of the country, especially where USFQ maintains scientific stations.

- f. The activities will be carried out in the fields of research, teaching, conservation, and ecosystem restoration.
- g. The timeline of the process is as follows:

COMPETITION STAGES	DEADLINES (every day) AND TERMS (business days only)
Publication of the call for applicants	December 5, 2024
Closing date (deadline for receipt of documents from applicants)	January 7, 2025
Merits phase and qualification	Within a maximum of 20 days from the closing of the call for applications, the deadline may be extended depending on the number of applicants.
Opposition phase and qualification	It will be completed within a maximum period of 20 days from the communication of the results of the merit phase. The deadline may be extended depending on the number of applicants.
Communication of preliminary results of the Competition	Within a maximum period of 5 days from the issuance of the preliminary report of qualifications.
Challenges	They may be submitted within three days after the applicants are notified of the preliminary results of the competition.
Resolution of challenges	Within a maximum of ten days from the receipt of the challenge. The term may be extended depending on the number of challenges received.
Declaration of competition winners	Within a maximum of three days after the official and final results of the competition are determined.

## B. REQUIREMENTS

- The general requirements for all applicants are:
  - i) Be older than eighteen (18) years old;
  - ii) Be in full exercise of the rights provided for in the Constitution and the Law;
  - iii) Not being under civil interdiction and not being in a state of judicially declared insolvency; and,
  - iv) Submission of the resume with supporting documentation that proves compliance with the specific requirements for the respective category and level.
- Specific requirements for each category and level:

**Requirements to apply as “Personal académico titular agregado 1”.-** In order to participate in



the competition for tenured academic personnel “AGREGADO 1”, the following requirements must be documented:

- a. Academic background requirements:
  - i. Hold a doctoral degree, PhD, or its equivalent, recognized and registered with SENESCYT, with the note "Doctoral or PhD degree valid for teaching, research, and management in higher education," related to the field of knowledge in which the activities will be carried out. Comply with the requirements outlined in section A, item b.I. of the competition guidelines for international applicants.
  - ii. Demonstrate proficiency in Spanish and in English at the B1 level or its equivalent. If the applicant has obtained third or fourth-level degrees or postdoctoral stays in a country where the official language is English, they are not required to submit a language proficiency certificate.
  - iii. Have completed at least one hundred twenty-eight (128) hours of education, training or updating in the field of knowledge linked to their teaching or research activities, in the last four (4) years, of which at least twenty-five percent (25%) must be on pedagogical topics. This requirement can be understood as fulfilled with participation in conferences, seminars and other related scientific activities.
- b. Teaching requirements:
  - i. Demonstrate at least five (5) years of professional teaching experience in higher education or in research institutions. If the applicant holds a PhD or equivalent degree in the broad field of knowledge related to their teaching or research activities, at least three (3) years of professional teaching experience in higher education will be sufficient.
  - ii. Have obtained at least eighty percent (80%) as the minimum average result in the performance evaluation of the corresponding comprehensive evaluation process for the last year in which teaching was performed.
- c. Academic production requirements:
  - i. Have published at least nine (9) relevant works, of which four (4) must be within the last four (4) years. Of the publications from the last four (4) years, at least two (2) must have international impact or relevance.
- d. Research and/or societal linkage requirements:
  - i. Have participated at least twelve (12) months in one (1) or more research projects and/or linkage with society in the last four (4) years.

**Requirements to apply “Personal académico titular agregado 2”** .- In order to participate in the competition for tenured academic personnel “AGREGADO 2”, the following requirements must be documented:

- a. Academic background requirements:
  - ii. Hold a doctoral degree, PhD, or its equivalent, recognized and registered with SENESCYT, with the note "Doctoral or PhD degree valid for teaching, research, and management in higher education," related to the field of knowledge in which the activities will be carried out. Comply with the requirements outlined in section A, item b.I. of the competition guidelines for international applicants.
  - iii. Demonstrate proficiency in Spanish and in English at the B1 level or its equivalent. If the applicant has obtained third or fourth-level degrees or postdoctoral stays in a country where the official language is English, they are not required to submit a language proficiency certificate.
- b. Teaching requirements:



- i. Demonstrate at least five (5) years of professional teaching experience in higher education or in research institutions. If the applicant holds a PhD or equivalent degree in the broad field of knowledge related to their teaching or research activities, at least three (3) years of professional teaching experience in higher education will be sufficient.
- ii. Have obtained at least eighty percent (80%) as the minimum average result in the performance evaluation from the comprehensive evaluation processes for the last year in which teaching was carried out.
- c. Academic production requirements:
  - i. Have published at least thirteen (13) relevant works, of which four (4) must be within the last four (4) years. Of the publications from the last four (4) years, at least two (2) must have international impact or relevance. Additionally, of the total publications, at least four (4) must have an international impact or relevance.
- d. Research and/or societal linkage requirements:
  - i. Have participated for at least twelve (12) months in one or more research projects and/or creative production and/or community outreach activities in the last four (4) years.

**Requirements to apply “Personal académico titular agregado 3”.** - In order to participate in the competition for tenured academic personnel “AGREGADO 3”, the following requirements must be documented:

- a. Academic background requirements:
  - i. Hold a doctoral degree, PhD, or its equivalent, recognized and registered with SENESCYT, with the note "Doctoral or PhD degree valid for teaching, research, and management in higher education," related to the field of knowledge in which the activities will be carried out. Comply with the requirements outlined in section A, item b.I. of the competition guidelines for international applicants.
  - ii. Demonstrate proficiency in Spanish and in English at the B1 level or its equivalent. If the applicant has obtained third or fourth-level degrees or postdoctoral stays in a country where the official language is English, they are not required to submit a language proficiency certificate.
- b. Teaching requirements:
  - i. Demonstrate at least eight (8) years of professional teaching experience in higher education or in research institutions. If the applicant holds a PhD or equivalent degree in the broad field of knowledge related to their teaching or research activities, at least four (4) years of professional teaching experience in higher education will be sufficient.
  - ii. Have obtained at least eighty percent (80%) as the minimum average result in the performance evaluation from the comprehensive evaluation processes for the last year in which teaching was carried out.
- c. Academic production requirements:
  - i. Have published at least seventeen (17) relevant works, of which four (4) must be within the last four (4) years. Of the publications from the last four (4) years, at least two (2) must have international impact or relevance. Additionally, of the total publications, at least six (6) must have international impact or relevance.
- d. Research and/or societal linkage requirements:
  - i. Have participated for at least twelve (12) months in one or more research projects



and/or creative production and/or community outreach activities in the last four (4) years.

**Requirements to apply “Personal académico titular principal 1”.** - In order to participate in the competition for tenured academic personnel “PRINCIPAL 1”, the following requirements must be documented:

- e. Academic background requirements:
    - i. Hold a doctoral degree, PhD, or its equivalent, recognized and registered with SENESCYT, with the note "Doctoral or PhD degree valid for teaching, research, and management in higher education," related to the field of knowledge in which the activities will be carried out. Comply with the requirements outlined in section A, item b.I. of the competition guidelines for international applicants.
    - ii. Demonstrate proficiency in Spanish and in English at the B2 level or its equivalent. If the applicant has obtained third or fourth-level degrees or postdoctoral stays in a country where the official language is English, they are not required to submit a language proficiency certificate.
  - b. Teaching requirements:
    - i. Demonstrate at least eight (8) years of professional teaching experience in higher education or in research institutions.
    - ii. Have obtained at least eighty percent (80%) as the minimum average result in the performance evaluation from the comprehensive evaluation processes for the last year in which teaching was carried out.
  - c. Academic production requirements:
    - i. Have published at least twenty-one (21) relevant works, of which four (4) must be within the last four (4) years. Of the publications from the last four (4) years, at least two (2) must have international impact or relevance. Additionally, of the total publications, at least six (6) must have international impact or relevance.
  - d. Research and/or societal linkage requirements:
    - i. Have participated in one (1) or more research projects, creative production, or equivalent for a minimum total of six (6) years. No project should last less than twelve (12) months. At least one (1) of the projects must demonstrate international collaboration.
- C. Applications must be submitted within the term established in the schedule by sending them to the e-mail address [concursos@usfq.edu.ec](mailto:concursos@usfq.edu.ec), as follows, and in the following order:
- a. Completed “Applicant's basic information form” (see form published together with the competition rules).
  - b. Applicant's resume.
  - c. Specific documents that accredit compliance with each of the specific requirements described above for the category and level to which the applicant applies, in the same order in which they appear in these conditions, classified in folders by type of requirement. The documents must be sent in digital format, organized by folder.
- D. The duties of the academic staff are:
- a. Maintain a high level of academic competence;
  - b. To observe and comply with all institutional policies and internal rules of the University; iii. To maintain a permanent process of education and training for constant updating of the



- professorship;
  - c. Maintain a permanent process of education and training for a constant updating of the professorship;
  - d. Submit periodically to the evaluation process;
  - e. Submit in their academic work to the study plans and programs and to the working hours stipulated for the different categories;
  - f. To attend the bodies to which they have been appointed in accordance with the applicable regulations;
  - g. Participate in the commissions, tribunals and other activities entrusted to them by the authorities and bodies of the Institution; and,
  - h. Any other duties assigned to them by the applicable regulations.
- E. Affirmative action policies applicable to the process will be: in the event of equal scores, preference will be given to those who are part of a priority attention group.
- F. The regulatory regime applicable to the process is: the Organic Law of Higher Education, the Regulations of the Career and Scale of Academic Personnel of the Higher Education System, the Regulations of the Academic Regime issued by the Council of Higher Education, the Special Work Regime for Academic Personnel of Private Higher Education Institutions, the Regulations of Personnel and Scale of USFQ and the Guide of Public Competitions of Merits and Opposition of USFQ.
- G. Description of the merit phase and its weightings: the Tenured Academic Personnel Selection and Hiring Committee will verify compliance with the general and specific requirements of each category and level. Those who meet the aforementioned requirements may proceed to the competitive examination phase.
- H. The opposition phase will consist of a structured interview of up to forty-five minutes with the Selection and Hiring Committee for Tenured Academic Staff.
- I. For the qualification in the Opposition Phase, an additional score will be considered, to those applicants who meet any or some of these criterion:
- i) That the applicant has previously rendered his/her services at the University;
  - ii) That the applicant is an alumnus of the University;
  - iii) That the applicant has received academic training with a Liberal Arts educational model.
- J. Information on challenges: those who have interest in challenging the results of the competition, will have three (3) days from the notification of the preliminary results to submit their challenge by sending an e-mail to [concursos@usfq.edu.ec](mailto:concursos@usfq.edu.ec). The Tenured Academic Staff Selection and Hiring Committee will make a reasoned decision on the challenges to the preliminary results of the competition within ten (10) days from the receipt of the challenge. No appeal shall be allowed against this decision. The final official results of the public merit and competitive examination shall be notified to the applicants once all the challenges received have been resolved.