



## BASES OF THE PUBLIC COMPETITION FOR MERIT AND OPPOSITION FOR THE HIRING OF A PROFESSOR FOR THE VETERINARY MEDICINE PROGRAM AT UNIVERSIDAD SAN FRANCISCO DE QUITO

To participate in the Public Competition for Merit and Opposition corresponding to the CALL published on December 10, 2024, please take into account the following BASES:

- A. These competition bases are published on the USFQ website: <https://www.usfq.edu.ec/es/trabaja-con-nosotros/concursos-abiertos>.
- B. A full-time professor is needed for the Veterinary Medicine program in one of the following categories: "Auxiliar", "Agregado" y "Principal". The level will be determined based on the fulfillment of the requirements. The general requirements for the position are as follows:
  - i. Undergraduate degree in Veterinary Medicine.
  - ii. Fourth-level degree in Veterinary Medicine (Master's or Doctorate) registered at SENESCYT<sup>1</sup>.
  - iii. The aforementioned degrees must be from accredited universities or universities with a focus on Liberal Arts.
  - iv. Teaching experience in veterinary gross anatomy and histology or veterinary pathology.
  - v. Experience in anatomic pathology or veterinary pathology focused on diagnosis and scientific research.
  - vi. Experience in physiology, embryology, or clinical and surgical practices will be considered an additional asset.
  - vii. English language proficiency at level B1 or its equivalent.
  - viii. Ability to work proactively and collaboratively in a team environment.
  - ix. Passion for teaching and student development.
  - x. Experience developing scientific publications and research projects will be considered an additional asset.
- C. The field of knowledge in which the activities will be performed is veterinary anatomic pathology (equivalent term: veterinary pathology).
- D. The dedication regime is full-time, equivalent to forty (40) hours per week.
- E. The place where the academic staff will carry out their activities will be at the Cumbayá Campus.
- F. 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 10, 2024

<sup>1</sup> If the title is in the process of registration, it must be registered for the contracting to proceed. Foreign degrees may be accepted without registration for the competition, but the winner of the competition must register the degree for the hiring to proceed.



Closing date (deadline for receipt of documents from applicants)	January 15, 2025
Merits phase and qualification	Within a maximum of 10 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 10 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 term 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.

A. The general requirements for all applicants are:

- i) Be 18 years old or older;
- ii) Be in full exercise of the rights provided for in the Ecuadorian Constitution and the Law;
- iii) Not be under civil interdiction or in a state of judicially declared insolvency; and,
- iv) Submission of the resume with supporting documentation that prove compliance with the specific requirements for the respective category and level.

B. Specific requirements for each category and level:

**Requirements to apply as “Personal académico titular auxiliar 1”.** - To participate in the competition for “AUXILIAR 1” academic personnel, the following requirements must be documented:

- a. Academic background requirements:
  - i. Hold a fourth level academic degree, master's degree, in the field of anatomic pathology or veterinary pathology recognized and registered in SENESCYT.
- b. Teaching requirements:
  - i. Accredited at least twelve (12) months of professional teaching experience in higher education in the area of Veterinary Medicine.
- c. Academic production requirements:
  - i. Have published at least one (1) article in a journal indexed in SCOPUS, Web of Science or PUBMED (works of relevance).

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



- a. Academic background requirements:
  - i. Hold a fourth level academic degree, master's degree, in the field of anatomic pathology or veterinary pathology recognized and registered in SENESCYT.
- b. Teaching requirements:
  - i. At least two (2) years of professional teaching experience in higher education in the area of Veterinary Medicine.
  - ii. To have obtained at least eighty percent (80%) as a minimum average as a result of their performance evaluation in the comprehensive evaluation processes corresponding to the last year in which they practiced teaching.
- c. Academic production requirements:
  - i. Have published at least five (2) articles in journals indexed in SCOPUS, Web of Science or PUBMED, or a combination of the above, meeting the required minimum number of two (2) in the last four (4) years.
- d. Other requirements:
  - i. Accredited at least forty-eight (48) hours of training in the last year, which could be in pedagogy or the professional's academic area.

**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 fourth level academic degree, master's degree, in the field of anatomic pathology or veterinary pathology recognized and registered in SENESCYT.
  - ii. Accredited competence in the English language corresponding to level B1 or its equivalent. If you have obtained your third or fourth level academic degrees in a country where the official language is English, you are not required to present a certificate of proficiency in that language.
  - 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.
- b. Teaching requirements:
  - i. At least eight (8) years of professional teaching experience in higher education or research institutions. If the candidate has a PhD degree in the broad field of knowledge related to his/her teaching or research activities, at least four (4) years of professional teaching experience in higher education will suffice.
  - ii. To have obtained at least eighty percent (80%) as a minimum average as a result of their performance evaluation in the comprehensive evaluation processes corresponding to the last year in which they were teaching.
- c. Academic production requirements:
  - i. To have published at least six (6) products, among which may be publications indexed in SCOPUS, Web of Science or PUBMED of which four (4) must be in the last four (4) years. Of the production of the last four (4) years, at least one (1) publication must be in Q1 or Q2 (Scimago) and must be lead author in at least one (1) publication.
- d. Research and/or societal linkage requirements:
  - ii. 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:
  - i. Hold a fourth level academic degree, master's degree, in the field of anatomic pathology or veterinary pathology recognized and registered in SENESCYT.
  - ii. Accredit competence in the English language corresponding to level B1 or its equivalent. If you have obtained your third or fourth level academic degrees in a country where the official language is English, you are not required to present a certificate of proficiency in that language.
  - 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.
- b. Teaching requirements:
  - iii. At least eight (8) years of professional teaching experience in higher education or research institutions. If the candidate has a PhD degree in the broad field of knowledge related to his/her teaching or research activities, at least four (4) years of professional teaching experience in higher education will suffice.
  - iv. To have obtained at least eighty percent (80%) as a minimum average as a result of their performance evaluation in the comprehensive evaluation processes corresponding to the last year in which they were teaching.
- c. Academic production requirements:
  - i. Have published at least ten (10) products, among which may be articles published in journals indexed in SCOPUS, Web of Science, or PUBMED, of which four (4) must be in the last four (4) years. Of the production of the last four (4) years, at least two (2) publications must be in Q1 or Q2 (Scimago), and at least one (1) publication or patent must be lead author. Of the total production, at least three (3) publications must be in Q1 or Q2 (Scimago).
- d. Research and/or societal linkage requirements:
  - i. Have participated for at least twelve (12) months in one (1) or more research and/or social outreach projects 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 fourth level academic degree, master's degree, in the field of anatomic pathology or veterinary pathology recognized and registered in SENESCYT.
  - ii. Accredit competence in the English language corresponding to level B1 or its equivalent. If you have obtained your third or fourth level academic degrees in a country where the official language is English, you are not required to present a certificate of proficiency in that language.
  - 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.
- b. Teaching requirements:



- i. At least eight (8) years of professional teaching experience in higher education or research institutions. If the candidate has a PhD degree in the broad field of knowledge related to his/her teaching or research activities, at least four (4) years of professional teaching experience in higher education will suffice.
  - ii. To have obtained at least eighty percent (80%) as a minimum average as a result of their performance evaluation in the comprehensive evaluation processes corresponding to the last year in which they were teaching.
- c. Academic production requirements:
  - i. Have published at least fourteen (14) products, among which may be articles published in journals indexed in SCOPUS, Web of Science or PUBMED of which four (4) must be the last four (4) years. Of the production of the last four (4) years, at least two (2) publications must be in Q1 or Q2 (Scimago) and at least one (1) publication or patent must be lead author. Of the total production, at least five (5) publications must be in Q1 or Q2 (Scimago).
- d. Research and/or societal linkage requirements:
  - i. Have participated for at least twelve (12) months in one (1) or more research and/or social outreach projects 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:

- a. Academic background requirements:
  - i. Hold a fourth level academic degree, master's degree, in the field of anatomic pathology or veterinary pathology recognized and registered in SENESCYT.
  - ii. Have a doctoral degree, PhD or its equivalent, recognized and registered in SENESCYT with the legend “Doctorate or PhD degree valid for the practice of teaching, research and management in higher education”, in the field of health.
  - iii. Proof of English language proficiency corresponding to level B2 or its equivalent. If you have obtained your third or fourth level academic degrees in a country where the official language is English, you are not required to present a certificate of proficiency in that language.
  - iv. Have completed at least one hundred twenty-eight (128) hours of education, training or updating in the field of knowledge related 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.
- b. Teaching requirements:
  - i. At least eight (8) years of professional teaching experience in higher education or research institutions. If the candidate has a PhD degree in the broad field of knowledge related to his/her teaching or research activities, at least four (4) years of professional teaching experience in higher education will suffice.
  - ii. To have obtained at least eighty percent (80%) as a minimum average as a result of their performance evaluation in the comprehensive evaluation processes corresponding to the last year in which they were teaching.
- c. Academic production requirements:
  - i. Have published at least twenty (20) products, among which may be articles published in journals indexed in SCOPUS, Web of Science or PUBMED of which four (4) must be in the last four (4) years. Of the production of the last four (4) years, at least two (2) publications must be in Q1 or Q2 (Scimago) and at least one (1)



publication or patent must be lead author. Of the total production, at least seven (7) publications must be in Q1 or Q2 (Scimago), and at least eight (8) publications or patents must be lead author.

d. Research and/or societal linkage requirements:

- i. Have participated in one (1) or more research projects or equivalent for a total of at least six (6) years. No project may last less than twelve (12) months.
- ii. Have participated as a speaker in at least two (2) international academic or equivalent events, held within or outside the country, in the last four (4) years.
- iii. To have participated in community outreach projects.

J. 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:

- i. Completed "Applicant's basic information form" (see form published together with the competition rules).
- ii. Applicant's resume.
- iii. 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.

K. The duties of the academic staff are:

- i. Maintain a high level of academic competence;
- ii. 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;
- iv. Submit periodically to the evaluation process;
- v. Submit their academic work to the study plans and programs and to the working hours stipulated for the different categories;
- vi. To attend the bodies to which they have been appointed in accordance with the applicable regulations;
- vii. Participate in the commissions, tribunals and other activities entrusted to them by the authorities and bodies of the Institution; and,
- viii. Any other duties assigned to them by the applicable regulations.

L. The starting date for the tenured faculty member shall be immediate.

M. Affirmative action policies applicable to the process will be: in the event of equal scores, preference will be given to those in a priority attention group.

N. The regulatory regime applicable to the process is: the Ecuadorian 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.



O. 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.

P. Description of the competitive examination phase and qualification parameters:

For those who have not taught at USFQ, the competitive examination phase will consist of an interview with the Committee and an open class. In the case of professors who have taught at USFQ, an interview with the Committee will be conducted.

For the qualification in the Opposition Phase, an additional score will be considered, to those applicants who meet any or some of these criteria:

- a. That the applicant has previously rendered his/her services at the University;
- b. That the applicant is an alumni of the University;
- c. That the applicant has received academic training with a Liberal Arts educational model.

Q. Information on challenges: those interested 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.