



GUIDELINES FOR THE PUBLIC MERIT-BASED COMPETITION FOR THE HIRING OF A PROFESSOR IN THE BIOTECHNOLOGY AREA AT THE COLLEGE OF BIOLOGICAL AND ENVIRONMENTAL SCIENCES (COCIBA), USFQ

To participate in the Public Merit-Based Competition corresponding to the CALL published on March 27, 2025, please consider the following GUIDELINES:

- 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, including LinkedIn, Instagram, Facebook, and WhatsApp.
 - a. A professor with a research profile is needed for hire as an "Auxiliar 2", "Agregado", or "Principal" for the College of Biological and Environmental Sciences (COCIBA). The specific level will be determined based on the fulfillment of the requirements.
 - b. The specific requirements for the position are as follows:
 - I. A Ph.D. in Biology or related sciences, properly registered with SENESCYT if the candidate is Ecuadorian or a resident of Ecuador. For international applicants, if selected, they must be willing to register their degree with SENESCYT within a mandatory one-year period.
 - II. Proven experience in research related to plant biotechnology, with an emphasis on genetic transformation and molecular plant breeding. This criterion will be evaluated based on peer-reviewed scientific publications (e.g., articles, book chapters, and books), considering the applicant's leadership in the field.
 - III. Teaching experience in higher education institutions, in topics related to the applicant's area of expertise (at least 2 years).
 - c. The person to be hired will have the following responsibilities:
 - Lead the teaching, research, and management efforts primarily in Plant Biotechnology, with knowledge in genetics, molecular biology, genetic engineering, and molecular plant breeding.
 - Conduct scientific research and produce scientific and outreach publications.
 - Teach undergraduate and graduate courses in the areas of Plant Biotechnology, Genetics, Molecular Biology, Genetic Engineering, Genetic Transformation Methods, Molecular Plant Breeding, and related fields.
 - Apply for external funding to USFQ for research activities in various areas of Biotechnology.
 - Collaborate in outreach activities and/or management and research at USFQ and with external partners.
 - d. The work schedule is full-time, on-site, equivalent to forty (40) hours per week, starting in August 2025.



- e. The academic staff will carry out their teaching activities at the Cumbayá Campus of the Universidad San Francisco de Quito (USFQ). Teaching and research activities may include field trips to various parts of the country, especially where USFQ operates scientific stations.
- f. The timeline for the process is as follows:

COMPETITION STAGES	DEADLINES (every day) AND TERMS (business days only)
Publication of the call for applicants	March 27, 2025
Closing date (deadline for receipt of documents from applicants)	May 12, 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 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 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 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. Provide proof of at least two (2) years of professional teaching experience in higher education in the related field.
 - ii. Have obtained at least eighty-five percent (80%) as the minimum average result in the performance evaluation of the comprehensive evaluation processes for the last year of teaching.
- c. Academic production requirements:
 - i. Have published at least five (5) significant works, of which four (4) must have been published in the last four (4) years.

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:
 - 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. Provide proof of at least five (5) years of professional teaching experience in higher education or in research institutions. If holding a PhD or equivalent degree in the broad field of knowledge related to their teaching or research activities, a minimum of 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 comprehensive evaluation processes for the last year of teaching.



- c. Academic production requirements:
 - i. Have published at least nine (9) significant works, of which four (4) must have been published in the last four (4) years. Of the works 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 for at least twelve (12) months in one or more research projects, creative production, and/or outreach activities in the last four (4) years.

Requirements to apply as “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 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. Provide proof of at least five (5) years of professional teaching experience in higher education or research institutions. If holding a PhD or an equivalent degree in the broad field of knowledge related to their teaching or research activities, a minimum of three (3) years of professional teaching experience in higher education will suffice.
 - ii. Have obtained at least eighty percent (80%) as the minimum average score in the performance evaluation of the comprehensive evaluation processes for the last year in which they taught.
- c. Academic production requirements:
 - i. Have published at least thirteen (13) significant works, of which four (4) must have been published in the last four (4) years. Among the works from the last four (4) years, at least two (2) must have international impact or relevance. Additionally, at least four (4) of the total published works 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, creative productions, and/or community engagement activities in the last four (4) years.

Requirements to apply as “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. Provide evidence of at least eight (8) years of professional teaching experience in higher education or research institutions. If holding a PhD or an equivalent degree in the broad field of knowledge related to their teaching or research activities, a minimum of four (4) years of professional teaching experience in higher education will suffice.
 - ii. Have obtained at least an eighty percent (80%) minimum average in their performance evaluation as part of the comprehensive assessment processes corresponding to the last year in which they engaged in teaching.
- c. Academic production requirements:
 - i. Have published at least seventeen (17) relevant works, of which four (4) must be from the last four (4) years. Among the works produced in the last four (4) years, at least two (2) must have international impact or relevance. Additionally, out 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 (1) or more research projects, creative productions, and/or community engagement activities in the last four (4) years.

Requirements to apply as “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 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. Provide evidence of at least eight (8) years of professional teaching experience in higher education or research institutions.
 - ii. Have obtained at least eighty percent (80%) as the minimum average result in the performance evaluation during the comprehensive assessment processes for the last year in which they taught.
- c. Academic production requirements:
 - i. Have published at least twenty-one (21) relevant works, of which four (4) must be from the last four (4) years. Of the works produced in the last four (4) years, at least two (2) must have international impact or relevance. Additionally, out 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 productions, and/or community engagement activities for the minimum of six (6) years. None of these projects may have a duration of less than twelve (12) months. At least one (1) of these projects must include international collaboration.



- C. Applications must be submitted within the deadline specified in the schedule by sending them to the email address concursos@usfq.edu.ec, in the following manner and in the following order:
 - a. Completed "Basic Information Form" of the applicant.
 - b. Curriculum Vitae of the applicant.
 - c. Specific documents that certify the fulfillment of each of the specific requirements described above for the category and level the applicant is applying for, in digital format, in the same order as presented in these guidelines, classified in folders by type of requirement.
- D. The general obligations of the academic staff are:
 - a. Maintain a high level of academic competence and research.
 - b. Adhere to and comply with all institutional policies and internal university regulations.
 - c. Continuously engage in training and professional development for constant curriculum updates.
 - d. Submit to periodic evaluation processes.
 - e. Comply with the academic plans, study programs, and working hours established for different categories in their academic tasks.
 - f. Attend the bodies they have been appointed to in accordance with applicable regulations.
 - g. Participate in commissions, tribunals, and other activities assigned by the authorities and bodies of the institution.
 - h. Fulfill any other duties assigned by applicable regulations.
- E. Affirmative action policies: In the event of a tie in scores, priority will be given to those who belong to a priority attention group.
- F. Applicable regulatory framework: The process will be governed by the Organic Law of Higher Education, the Regulations of the Career and Scale of Academic Staff in the Higher Education System, the Regulations of the Academic Regime issued by the Higher Education Council, the Special Employment Regime for Academic Staff in Private Higher Education Institutions, the Personnel and Scale Regulations of USFQ, and the Guide for Public Merit and Opposition Competitions at USFQ.
- G. Description of the merit phase and its weighting: The Selection and Hiring Committee for Full-Time Academic Staff will verify compliance with the general and specific requirements for each category and level. Those who meet the requirements will proceed to the opposition phase.
- H. Opposition phase: The opposition phase will consist of a demonstrative class and a structured interview with the Selection and Hiring Committee for Full-Time Academic Staff.



- I. For the scoring in the Opposition Phase, an additional score will be considered for applicants who meet any of the following criteria:
 - i) That the applicant has previously provided 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 appeals: Those interested in challenging the results of the competition will have a period of three (3) days, starting from the notification of the preliminary results, to submit their appeal by sending an email to concursos@usfq.edu.ec. The Selection and Hiring Committee of the Tenured Academic Staff will issue a reasoned decision on the appeals to the preliminary results of the competition within ten (10) days from the receipt of the appeal. No further appeals can be made regarding this decision. The official final results of the public merit and opposition competition will be notified to the applicants once all received appeals have been addressed.