

**Application Process for Academic Positions
Universidad de O'Higgins
December 2022**

General Information

1. This document presents the conditions and requirements for the December 2022 Application Process, for academic positions at Universidad de O'Higgins in Chile.
2. Universidad de O'Higgins is a Higher Education Institution that undertakes the scientific research with excellence, giving people a comprehensive educational development, and with first and foremost contribution to the cultural, material, and social development in *Libertador General Bernardo O'Higgins* Region.
3. The academic organisation in Universidad de O'Higgins considers the existence of:
 - (i) Research Institutes and a multidisciplinary connection with the community;
 - (ii) Undergraduate and Postgraduate Schools.
4. The selected applicants will be appointed as fulltime faculty members at the Institutes and part of their time should be devoted to undergraduate teaching as responsible instructor of 4 semester courses per academic year (normally 2 courses each semester, meaning 6 class hours per week during that period). Besides, they can teach graduate courses in programs close to their specialty areas.
5. Within the applicants, the university will select and appoint faculty members (no minimum or maximum number per area), who will be destined to the following Institutes:
 - Social Sciences,
 - Educational Sciences,
 - Engineering Sciences,
 - Agrofood, Animal and Environmental Sciences,
 - and Health Sciences.

Further information about the Institute's research activities, available at: <https://www.uoh.cl/investigacion/#institutos>.

Applicant profile

6. The university seeks professionals with leadership and innovation abilities, pluralistic, and also with a high ethical and civic sense. These professionals should

be respectful of the environment, strongly committed with the academic project of the University, and specifically, with its development and consolidation. The candidates should be in possession of a Doctoral Degree (or close to obtain it, within 6 months from the application to these positions), they should show teaching experience and ability to do research at an international level mainly through high level scientific publications.

7. In addition to research work, the faculty staff at the institutes must devote a part of their time for undergraduate teaching in their areas of specialty, and they can teach graduate courses too. It is expected that the fulltime faculty member will contribute significantly to the development of the academic project, and to the O'Higgins region as well, in their area.
8. To be part of the Social Sciences Institute, we invite researchers in Economics, Applied Economics, or related disciplines, or Law, who exhibit demonstrated scientific productivity in mainstream academic journals, as well as experience in university teaching, at least at the undergraduate level. In addition, desirable characteristics consider the ability to work as a team member in multidisciplinary environments, participation in research and development projects financed regionally, nationally or internationally, and the willingness to participate and/or manage dissemination activities within the regional environment. The candidate is also expected to collaborate actively in the development of postgraduate programs to be implemented in the short term (diplomas and master programmes, and in the medium term doctoral programmes) and to initiate collaborations with the Institute and relevant national and international research networks. Even though the call is open to all areas of Economic Sciences, those profiles with research experience in priority areas for the O'Higgins Region, such as Rural and Territorial Development, Natural Resources and Climate Change, and Political Economy, Digital Economy, Circular Economy, Gender Economy, and Public Economy, will be especially valued. In Law, we seek researchers in Public Law, Private Law, General Theory of Law and Philosophy of Law, with demonstrable research in areas as relations between government agencies and local or regional community; human rights applied to mental health; sexual or domestic violence; sexual and reproductive rights; environmental protection; inclusion and gender equality; and digital transformation.
9. To be part of the Health Sciences Institute, we invite researchers in health and medical sciences working in one of the following priority areas: Neurosciences, Nutrition and Public Health. Areas of interest: chronic diseases, physical activity

and nutritional interventions, cognitive neuroscience, sensory neuroscience and endocrine neuroscience.

10. To be part of the Education Sciences Institute, we invite researchers from educational sciences or related areas and whose research lies in areas of early, school, and tertiary education; specific didactics (language, mathematics, English, science, and other related areas); teacher training; management and educational technology; evaluation; public policies; artistic education; identities and social justice or others. Demonstrated research in Educational Sciences with an international quality standard is required. The academic will join the interdisciplinary team of researchers at the Institute and will teach undergraduate courses, preferably in Education, in areas related to their professional training.

11. To be part of the Agrofood, Animal and Environmental Sciences Institute - whose research priorities are sustainable development, one health, climate change and rural development -, we invite researchers specialized in and with verifiable scientific production in any of the following areas: (i) Animal welfare, with emphasis on animal production systems; (ii) Sustainable animal production (poultry or ruminants); (iii) Economics (Agricultural, livestock, and environmental); (iv) Ecotoxicology, with emphasis on priority and emerging pollutants; (v) Microbiology, with emphasis on zoonotic bacteria; (vi) Virology, with emphasis on zoonotic viruses or viruses with zoonotic potential; (vii) Dynamics of wetlands; (viii) Ecological restoration of Mediterranean-type ecosystems (emphasis on landscape-scale); (ix) Basin hydrology; (x) Spatial planning and land management; (xi) Data science (geomatics, modeling, and machine learning); (xii) Post-harvest of new fruit and vegetable products (with emphasis on the evaluation and validation of the behavior of new varieties and the application of new technologies with a focus on sustainability); (xiii) Air quality/Atmospheric contaminations; (xiv) Bioclimatology/Agrometeorology; (xv) rural development and/or peasant family agriculture.

12. To be part of the Engineering Sciences Institute, we invite researchers who work in topics related to the current research areas: a) AI and Robotics; b) Applied Mathematics; c) Biotechnology and Bioinformatics; d) Geosciences; e) Operations Research; f) Physics, Mechanics and Materials; and g) Power and Control. Experience and interest in areas related to Circular Economy, Climate Change, Computer Science, Energy, Geological Hazard, Industrial Engineering, Metallurgy,

Mining, Precision Agriculture, Pollution, Transportation and Water Resources Management, will be positively considered.

Legal status

13. The appointed professionals, at the end of this process, will be public employees, and subject to the University's Statutes.

Requirements and documentation to apply

14. In addition to the general standards applied to public employees, to be admitted in the application process, the applicants should meet the following requirements:
 - a) Hold a Doctoral Degree (or soon to be obtained, within 6 months of application to these positions),
 - b) Show teaching experience,
 - c) Demonstrate research ability at an international level (mainly through high level scientific publications), and
 - d) Show links with international or foreign research institutions.
15. To certify the fulfilment of the requirements, the applicants will provide the following documentation (in PDF):
 - a) Curriculum Vitae
 - b) Academic and Professional Degrees (simple copies are allowed, originals will be requested only for those selected at the end of this process)
 - c) References: Name, position, institution, phone number and email address of three faculty in their area, available to issue a recommendation letter (they will be requested directly from the Academic Vice-Rector's office, only for those who pass the first stage and are pre-selected for interview)
 - d) Motivation letter explaining why the candidate wants to join Universidad de O'Higgins
 - e) Teaching evaluations from other Higher Education Institutions where the candidate has taught over the last 5 years (only if applicable)
 - f) A proposal for their academic development plan (maximum 3 pages long), that accounts for the specific research area that they will develop, that includes the general exposition of the line of research and their relevance, pinpointing the innovative aspects to be developed, the focus currently being used, theoretical foundations and bibliographical analysis in which it is sustained, working hypothesis to guide their research, general and specific objectives to be obtained, methods and technologies to be used, activities and work plan for the

next 3 years; and the expected contribution to teaching at the undergraduate and graduate levels, as well as the connection and outreach to the community.

16. The original or certified copies of the required documentation to appoint the candidates, will be asked for after the selection process, when the appointment takes place.

Application deadline

17. The applicants can apply for these positions and send the required documentation until December 5th, 2022 until 18:00 hours (Chilean time), through the available platform for this purpose at <https://www.uoh.cl/concurso-academico> (in Spanish).

Academic applications committee

18. The applicants will be selected by an Academic Application Committee, from now on referred as 'the Committee', which will be composed by:
 - a) The Academic Vice-Rector, as president,
 - b) The Research Vice-Rector, and
 - c) Three faculty members, appointed by the Rector.
19. The participation of women may be encouraged and/or privileged in attention to the academic staffing and conformation of the various Institutes, to the extent that there are applications that justify it.
20. The members of the Committee will analyse the documentation of each candidate and, if they find it pertinent, will call them for an interview, in person or online.
21. The Committee will inform the Rector the results of the process, indicating the selected applicants according to the evaluation carried out.

Application process results

22. The Rector will confirm or reject partially or in full the propositions of the Academic Applications Committee, ending the process.

23. The University's General Secretary will notify the selected professionals, informing the deadline to accept the position and also the documentation they need to send to appoint them and the respective deadlines.

Stages and dates of the process

24. The stages and dates for the process will be the following:

Constitution of the Academic Applications Committee	October 20 th , 2022
Publication of the application process regulations	October 21 st , 2022
Reception and response of questions	October 21 st to November 21 st , 2022
Reception of applications deadline	December 5 th , 2022, until 18:00 hrs. Chilean time
Evaluation of applicants' background information	December 6 th , 2022 to January 16 th , 2023
Final Report by the Academic Applications Committee	January 17 th , 2023
Results report to the Rector	January 18 th , 2023
Decision by the Rector	January 19 th , 2023
Notification to applicants	January 20 th , 2023

Conditions of affiliation to the university

25. The selected candidates will be appointed faculty members of Universidad de O'Higgins.
26. The selected academics' hierarchy will be defined according to the University's Academic Regulations.
27. The gross salary of a faculty member appointed as an Assistant Professor will be in the range \$2650000-3150000 Chilean pesos according to areas, equivalent to US\$2800-3300 dollars app (at this date).
28. During the first year of appointment, each faculty member will have at their disposition a research-related activities mobility fund of \$5500000 Chilean pesos, equivalent to US\$5750 dollars app (at this date).
29. It is not required to be a fluent Spanish speaker to be appointed as a faculty member or to start activities at Universidad de O'Higgins, however the University

expects that by the end of one semester the appointed faculty member will show basic language proficiency to be able to teach in Spanish.

Application and questions

30. The applicants can consult to the email: concursoacademico@uoh.cl, also they can download the requirements and send their applications and documentation through the platform, available at: <https://www.uoh.cl/concurso-academico> (In Spanish).
31. Questions can be made from October 21st to November 21st, through the platform mentioned before.

Rancagua, October 21st 2022.