

**CALL FOR ACADEMIC POSITIONS
UNIVERSIDAD DE O'HIGGINS
OCTOBER 2024**

CONDITIONS

Background

1. This document contains the conditions and requirements for the Call for Academic Positions at the Universidad de O'Higgins in its October 2024 call.
2. Universidad de O'Higgins is a state-funded Higher Education institution that undertakes with excellence the comprehensive educational development of its students and first and foremost contributes to the cultural, material, and social development of the Libertador General Bernardo O'Higgins Region as a fundamental part of its mission.
3. The academic organization at Universidad de O'Higgins considers the existence of (i) Research Institutes with a multidisciplinary approach and (ii) Undergraduate Schools.
4. The professionals selected under this call will be appointed full-time. The positions will be designated to work as faculty members in the Research Institutes. They must teach at undergraduate and postgraduate levels, engage with the community, and fulfill university management accordingly.
5. Within the applicants, the University will select and appoint academics to join each of its Research Institutes.
6. For this call, it is considered to select five (5) applicants to the Institute of Social Sciences, three (3) applicants to the Institute of Educational Sciences, four (4) applicants to the Institute of Health Sciences, one (1) applicant to the Institute of Engineering Sciences, and one (1) applicant to the Institute of Agri-Food, Animal and Environmental Sciences.

Applicant's Profile

7. The University seeks professionals with a pluralism of thought, a heightened ethical and civic sense, a sense of commitment marked by academic integrity, and leadership and innovation abilities. These professionals should respect the natural environment, be firmly committed to the academic project, and specifically, to the development and consolidation of the University through collaborative work. The candidates should have a doctorate degree and carry out their academic activities in all the University's mission areas.
8. Applicants must demonstrate a high research capacity, expressed through top-tier scientific publications, participation in research and development projects, and presentations at international conferences.
9. Besides their research work, the Institute's academics must teach undergraduate courses (in general terms, being responsible for four courses per academic year). They may also teach in postgraduate programs if they meet the conditions to participate in the programs' faculty according to the CNA (National Accreditation Commission) guidelines.
10. It is also expected that the professional will actively engage with the territorial growth so that the development of their academic project benefits the O'Higgins Region in their discipline through community engagement activities and scientific dissemination to the community.
11. To work at the **Institute of Social Sciences (ICSo)**, we invite researchers who can work in teams in a multidisciplinary environment. They are expected to actively collaborate in developing a range of postgraduate programs to be implemented in the short term (diplomas and masters) and the medium term (doctorates), as well as the involvement of the Institute with national and international research networks.
12. Particularly, value will be given to profiles with research experience in core topics of the Institute, namely: Socio-environmental conflicts and challenges in the face of climate change; Social and sustainable development for territorial equity; Citizenship, Security, and Violence; and/or Governance, public management, and decentralization.

13. Applications must fit one of the following disciplinary profiles, ordered by preference:

- **Government and Public Affairs Profile:** The candidate must have a PhD in areas related to Public Administration, Political Science, Public Policy, Sociology, or other related disciplines. Although the call is open to the area of Government and Public Affairs, those profiles with experience in Governance, Public Management, and Public Policy will be especially valued, focusing on priority issues for the O'Higgins Region, such as Decentralization and Sustainable Territorial Development and ideally working with Mixed Research Methods.
- **Economic and Administrative Sciences Profile:** The candidate must have a PhD in Economics and/or Administration or disciplines related to Economics and/or Administration topics. Although the call is open to all areas of Economic Sciences and other areas related to Economics, those profiles with research experience in priority topics for the O'Higgins Region, such as Rural and Territorial Development, Environmental Economics, Political Economy, Impact Assessment, Circular Economy, Gender Economics and Quantitative Marketing, will be especially valued.
- **Legal Sciences Profile:** The candidate must have a Bachelor's degree in Legal Sciences or related disciplines in the field of Law and/or a PhD in Law, Legal Sciences, or related disciplines. Candidates with research experience in Civil, Constitutional, Criminal, Environmental, Natural Resources, International and/or Human Rights Law will be especially valued.

14. To work at the **Institute of Educational Sciences (ICEd)**, researchers with an international quality standard who work in one of the following four specific research areas are invited to apply:

- **Early Childhood Education and Development:** we invite applicants who conduct classroom-based research on the transition and articulation between Early Childhood and Primary Education, Special Education, Early Childhood Education, and Primary Education, as well as related lines of research.
- **Public Policy and Education:** We invite applicants who conduct situated research on management, improvement, and leadership; strengthening of public education; and/or educational communities and coexistence, as well as related lines of research.

- **Profession and Teacher Training:** We invite applicants who conduct situated research on curriculum, general pedagogical knowledge, pedagogical research and reflection, design of evaluation instruments and methodology, and related lines of research.
 - **Teaching and Learning:** We invite applicants who conduct situated research in Natural Sciences, Special Education, Language Teaching, Early Childhood Education, and Evaluation, as well as related lines of research.
15. The ideal candidate for the ICEd must have a solid academic background and research experience in the area and a deep interest in applying their knowledge to developing pedagogical practices and critical thinking in educational contexts. The candidate must have a PhD degree related to the area of Education, Applied Linguistics, and/or areas of Social Sciences related to the profiles described above. In addition, they must demonstrate teaching experience and research capacity at an international level, mainly through awarded projects and high-level scientific publications in the respective discipline. Finally, the academic will join the interdisciplinary team of researchers of the Institute and will develop teaching, preferably in undergraduate courses in Education in areas related to their professional training.
16. To work at **the Institute of Health Sciences (ICS)**, we are looking for profiles associated with health and medical sciences, preferably specializing in **clinical and applied research, public health, and epidemiology** (2 vacancies). Topics of interest: communicable and non-communicable diseases, cancer, diseases related to environmental pollutants, occupational health, population health, social determinants of health, projects with a "One Health" focus, among others. Likewise, for **biomedical sciences and biology**, preferably specializing in neurosciences (1 vacancy) and women's health (1 vacancy). Prioritized topics of interest: communicable and non-communicable diseases, cancer, and diseases related to environmental pollutants.
17. Candidates with experience in interdisciplinary research projects, as well as in the implementation of health intervention programs and evaluation of public policies, will be highly valued. In addition, applicants are expected to have relevant scientific production and a clear orientation towards international collaboration.

18. To work at the **Institute of Engineering Sciences (ICI)**, we are looking for candidates who develop their research in ***any area of electrical engineering*** (or related), such as (but not limited to) energy, control systems, robotics, artificial intelligence, telecommunications, electronics, power electronics, embedded systems, etc.
19. To work at the **Institute of Agri-Food, Animal and Environmental Sciences (ICA3)**, researchers with specialization and verifiable scientific production in one of the following areas are invited to apply: (i) regenerative livestock farming, (ii) agricultural economics with application in animal production systems, (iii) animal feed and nutrition, (iv) health and biosecurity in animal production systems, (v) ethology and animal welfare, (vi) applied microbiology in zoonosis and/or safety, (vii) precision livestock farming, (viii) conservation medicine with emphasis on management, conservation and monitoring of wildlife, or (ix) quantitative ecology, with emphasis on statistical/mathematical modeling.

Legal status

20. The professionals appointed in this call will be public employees, subject to the current Chilean regulations.

Requirements and documentation to apply

21. In addition to the general rules applicable to public sector officials, to be admitted to this call, applicants must meet the following requirements:

Mandatory:

- a) To own a Doctorate degree.
- b) To have teaching experience in Higher Education
- c) To demonstrate international-level research capacity, mainly through high-level scientific publications and participation in externally funded research projects.

Desirable:

- a) To have links and/or networks with foreign research institutions.
- b) To exhibit experience doing outreach and scientific dissemination to the community.
- c) To showcase teaching experience in Postgraduate studies.

Each applicant is responsible for ensuring the accuracy of the information provided and for having the evidence to justify it if required.

22. May not participate in this competition those who have ceased to hold public office as a result of having obtained a poor qualification, or due to a disciplinary measure, or due to total disability duly declared, and who are not disqualified from exercising public functions or positions, nor have been convicted or prosecuted for a crime or simple offense.
23. The applicant should show adequate Spanish language skills to teach at an undergraduate level; this aspect will be observed in interviews and activities related to the application process.
24. To prove compliance with the above requirements, applicants must have the following documents in PDF format at the time of their application, which must be submitted once the application form has been completed:
 - a) Updated Curriculum Vitae. Regarding scientific productivity, publications from 2019 onwards (from the last five years) will be considered. For female researchers who have certified the birth of a child since 2019, this period will be extended, including publications declared from 2016 onwards (that is, from the last eight years). If they certify more than one child in the period, one more year of academic scientific productivity may be added for each child. This same criterion applies to researchers who have been granted guardianship or personal care as a judicially conferred protection measure or under the provisions of articles 19 or 24 of Law No. 19,620 on adopting minors. Researchers with an accredited disability may select publications from 2017 onwards (from the last seven years).
 - b) Certificates of Academic Degrees and Titles. In the case of foreign applicants, if they advance in the selection process, they must present these certificates with the formalities required for their corresponding validation.
 - c) Mention two (2) references, for which it is required to indicate the name, position, institution, telephone number, and contact email of academics in your area who are available to issue a recommendation letter. These letters should not be attached to the application since they will be requested directly by the Academic Vice-Rector's Office if the application is preselected.
 - d) A motivation letter stating why you wish to join the Universidad de O'Higgins.
 - e) Evaluations of the quality of teaching at other Higher Education Institutions where you have carried out academic activity in the last five years (if any).
 - f) Submit an academic development plan (maximum length four pages) mentioning the applicant's proposals in the following areas of academic work: line of research that they wish to carry out and its relevance for the institution and the region, teaching (undergraduate and postgraduate), community engagement, and outreach. This

development plan must be reflected in a proposal of activities and a work plan for the next four (4) years at the Universidad de O'Higgins.

- g) For the undergraduate degree programs available on this call webpage, indicate the list of those courses that you may tentatively be able to teach as a professor.
- h) Up to two additional background documents the applicant considers relevant to the application.

25. Although documents must be submitted in digital format during the application phase, the applicant must have the original documentation or an authorized copy of these documents since they may be required in the event of any request as part of the process. The absence of original documents or authorized copies at their request will be grounds for elimination, even during the selection or appointment process.

Application Deadline

26. Those interested in applying for the positions offered in this competition must complete their application by Monday, November 25th, 2024, at 6:00 p.m. (Chilean time) through the platform available at the link <https://www.uoh.cl/concurso-academico>.

27. Only once the application form has been completed and sent will the applicant receive an email with instructions for sending the background information in PDF format.

Pre-selection and selection process

28. The application process will have two instances of background analysis.

29. The first step involves the formation of a commission led by the Academic Vice-rector, along with the Research and Postgraduate Studies Vice-rector, the Institute Director, and the School Director. This commission will review the applicants' CVs, pre-select the candidates based on the requirements defined in this document and the background presented by each applicant, and consider, among other aspects, gender equity.

30. The Academic Vice-Rectorate will send the CVs selected by this committee to each Institute for their analysis and consideration.

31. The Institute will proceed to select the applicants, considering the backgrounds related to research, teaching, community engagement, and outreach that have been presented.
32. For prioritized applicants, the Institute will coordinate holding a lecture and/or seminar-type talk.
33. With all the above information, the Institute will generate, if possible, a prioritized shortlist of three (3) candidates for each vacancy in this call. The Institute's Council must approve this shortlist.
34. The shortlist and its prioritization will be sent by the Director of the Institute to the Academic Vice-Rector's Office, from where an interview will be arranged to gain an in-depth understanding of the academic project of each pre-selected candidate.
35. Once the academic interview process has been completed, the Institute will ratify or modify the shortlist and its prioritization, informing the Academic Vice-Rectorate of this.
36. The Academic Vice-Rector's Office will arrange an occupational psychological evaluation for each candidate on the shortlist with the Human Resources Management Department. The University will not hire applicants evaluated as 'non-recommended.'

Resolution of the Academic Call

37. The President of the University will select the applicants for this call based on the Institute's priority and the result of the occupational psychological evaluation.
38. The Academic Vice-Rector's Office will inform all applicants of the results of the competition and will coordinate the respective appointment and hiring processes with the Human Resources Management Department.
39. The participation of women may be encouraged and/or privileged in light of the composition of the academic staff of each Institute to the extent that there are applications that justify it.

Stages and dates of the process

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

Publication of the call	October 9th, 2024
Reception and response to questions	From October 9th to October 20th, 2024
Reception of applications deadline	November 25th, 2024, 6 p.m. Chilean time

Type of appointment, academic ranking, and other information

41. The selected researcher(s) will be appointed and hired with a contract.

42. The rank and salary before tax for the selected candidates will be determined according to the regulations referred to the academic staff of the University.

43. To encourage their insertion in the University and facilitate the development of their academic project, each appointed academic will get an installation fund for research activities of \$5,000,000 Chilean pesos (approximately US\$5,750 US dollars).

44. The Vice-rector of Academic Affairs and the Vice-rector of Research and Postgraduate Studies will conduct an induction process for the new academics during their first 30 days of arrival.

45. Academics who join as a result of this call must complete, before their first Academic Qualification process, the Diploma in University Teaching taught by the UOH.

46. According to the provisions of Law No. 21,389, which creates the National Registry of Debtors of Child Support, if they join this University, the registry above will be consulted for the existence of any pending obligation to make the corresponding withholdings and payments. As an enabling condition for their appointment, the person who appears in the registry must authorize this University to proceed to make the withholdings and payments directly to the person receiving the alimony in the manner prescribed by Article 36 and following the Law mentioned above.

Application and questions

47. Applicants will be able to send questions to the following email address:
concursoacademico@uoh.cl
48. The questions will be received from October 9th to October 20th, 2024, through the above email address.
49. This presented conditions, the academic programs for undergraduate majors, and all the necessary information to apply are available at the following link: www.uoh.cl/concurso-academico
50. Information on the work of each of the Institutes is available at the link: <https://www.uoh.cl/investigacion/#institutos>
51. The application must be presented only through the platform in the link: www.uoh.cl/concurso-academico, and has a deadline of Monday, November 25th, 2024 at 6 p.m. Chilean time.

Academic Vice-rectorate, October 8th, 2024