

**Application Process for Academic Positions
Universidad de O'Higgins
September, 2025**

Conditions

General Information

1. This document contains the conditions and requirements for the September 2025 Application Process, for academic positions at Universidad de O'Higgins.
2. Universidad de O'Higgins is a state-funded Higher Education institution that undertakes with excellence, a comprehensive educational development, giving people, first and foremost contribution to the cultural, material, and social development in Libertador General Bernardo O'Higgins Region, as a fundamental part of its mission.
3. The academic organization in Universidad de O'Higgins considers the existence of:
 - (i) Multidisciplinary Research Institutes; and
 - (ii) Undergraduate Schools.
4. The selected professionals in this contest, will be hired full time. The positions will be destined to perform as researchers in the Institutes and would have to teach in undergraduate, and if required in postgraduate levels, community involvement, and university management accordingly.
5. Within the applicants, the university will select and appoint academics who will be destined to each of the Research Institutes:
6. For this process, it is considered that five (5) applicants will be chosen for the Social Sciences Institute, two (2) applicants for the Educational Sciences Institute, eight (8) applicants for the Health Sciences Institute, six (6) applicants for the Engineering Sciences Institute, and two (2) for the Agricultural, Animal and Environmental Sciences Institute.

Applicants' Profile

7. The university seeks professionals with a pluralistic thought, a heightened ethical and civic sense, strong commitment to academic integrity, and leadership and innovation abilities. These professionals should be respectful of the natural environment, strongly committed with the academic project, and specifically, with the development and consolidation of the university through collaborative work. The candidates should be in possession of a Doctorate Degree, and they would be expected to pursue their academic activities in all of the institution's mission areas.

8. The applicants will have to demonstrate a high ability in research, evidenced by high-level scientific publications and/or participation in research and development projects, and presentations at international level congresses.
9. In addition to the research work, the academic staff at the institutes must teach in the undergraduate areas of study (in general terms, typically responsible for four courses per academic year). If the selected applicant has the conditions for participating in the different programs' faculty according to CNA (National Accreditation Commission) guidelines, they may also teach at the postgraduate level.
10. It is also expected that the professional get involved in the regional development, in the same way that the development of their academic project benefits the O'Higgins region in their area of specialization, through community engagement activities and scientific outreach towards the community.
11. For being part of the **Social Sciences Institute**, we invite researchers who are able to work in teams, in a multidisciplinary environment. In order to do this, the following positions are called in the according development areas:
 - **(1 position) Main line of research:** Biopsychosocial Conditions of Behaviour: The candidate must hold a PhD in Psychology or a discipline relevant to our research agenda. Also, the candidate must demonstrate experience conducting research in areas related to mental health and wellbeing (e.g., clinical psychology, community psychology, health psychology, psychotherapy, or other areas of expertise). Research proposals addressing topics relevant to the O'Higgins Region and expertise in mixed methods will be highly valued.
 - **(1 position) Main line of research:** Socio-environmental conflicts and climate change challenges: The candidate must hold a PhD in Sociology, Geography, Anthropology, Economics, or any other discipline relevant to our research agenda. Also, the candidate must demonstrate experience conducting research in socio-environmental conflicts and climate change challenges. Experience conducting interdisciplinary research and proposals addressing topics relevant to the O'Higgins Region, employing a territorial approach, will be highly valued.
 - **(3 positions) Main line of research:** Any: The candidate must hold a PhD in Public Administration, Political Science, Law, Economics, Psychology, Sociology, or any other discipline relevant to our research agenda. Also, the candidate must demonstrate experience conducting interdisciplinary work in at least one of the Institute of Social Sciences' lines of research. Research proposals addressing topics relevant to the O'Higgins Region using a territorial approach and demonstrable experience employing mixed methods, big data techniques, machine learning, or emerging research methods will be especially valued.

12. The **Institute of Education Sciences** invites applications from researchers with an international standard of academic excellence who specialize in one of the following two areas of research:

- **Early Childhood Education and Development:** Applications are particularly welcome from candidates conducting classroom-based and/or experimental research on transitions and articulation between early childhood education and primary education, Special Education, Early Childhood Education, and Primary Education, as well as related research areas. Applicants with experience in the use of Pedagogical Interaction Laboratories and Eye Tracking technology in educational contexts will be especially valued.
- **Teaching and Learning:** Applications are particularly welcome from candidates conducting classroom-based and/or experimental research in Didactics, especially in Natural Sciences, Special Education, Early Childhood Education, Assessment, as well as related research areas addressed at the Institute. Applicants with experience in the use of Pedagogical Interaction Laboratories and Eye Tracking technology in educational contexts will be especially valued.

13. The ideal candidate should have a solid academic background and research experience in the field, as well as a strong interest in applying their expertise to the development of pedagogical practices and critical thinking in educational settings, particularly in regional contexts. Candidates must hold a PhD in Education, Social Sciences, or a related field aligned with the profiles described above. They must also demonstrate teaching experience at the undergraduate and/or postgraduate level, and proven research capacity at national and international levels, primarily through externally funded competitive research projects and high-level scientific publications in the relevant discipline. Finally, the selected academics will join the Institute's interdisciplinary research team and will teach primarily in the undergraduate programs of the School of Education in areas related to their professional training.

14. The **Institute of Health Sciences** invites researchers who work in the area of health or medical sciences, preferably specialized in clinical or applied research, and who develop research in the general population, cohorts, animal models and/or cellular models with translational value in human health in any of the following priority areas:

- **Public Health and Epidemiology:** We invite applicants whose research topics relate to transmissible and no transmissible diseases, cancer epidemiology, social and environmental health determinants, occupational and population health, and projects with a 'One Health' focus, as well as other research areas with regional relevance.
- **Clinical Research and Applied Medical Sciences:** We invite applicants who develop research oriented to health prevention and promotion, diagnosis and/or high prevalence

pathologies, the study of illnesses related to environmental factors, and the development of health interventions with a translational focus, and other areas alike.

- **Biomedicine and Neuroscience:** We invite applicants with research areas in molecular, physiological, cellular and systemic bases of the function and dysfunction of the nervous system. Some areas of interest include, but are not limited to, neurodegenerative illnesses, neurodevelopment, sensory neuroscience, and the impact of external factors in mental health, and the functioning of the nervous systems and related areas.
- **Women Health:** We invite applicants who do research in priority topics such as gynecological and reproductive health, women's oncological pathologies, women endocrinology, healthy aging, and the study of gaps and gender determinants in health, and areas alike.

15. To join 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) sustainable and/or 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, (ix) quantitative ecology in vertebrate or invertebrate animals, with emphasis on statistical/mathematical modeling, or (x) biotechnology applied to animal health; (xi) viticulture, comprehensive management of agronomic practices in vineyards and winemaking processes for grape varieties of interest to the O'Higgins Region; (xii) irrigation and/or precision agriculture, sustainable irrigation design and management using new technologies and methodologies employed in agricultural production systems of interest to the O'Higgins Region; (xiii) Agriculture 4.0 with experience in the use of sensors, drones, IoT, and/or Big Data in agriculture; (xiv) in vitro propagation and nursery development of agricultural species, with experience in plant establishment, multiplication, and acclimatization, as well as in the optimization of protocols for fruit, vegetable, and forest species of productive interest. (xv) cellular and molecular signaling mechanisms in plant development and morphogenesis processes, with a focus and perspective on agricultural research and development; (xvi) surface hydrology, modeling, and management of water resources; (xvii) atmospheric processes and/or pollution; (xviii) macroecology and biogeography of vertebrates and invertebrates; (xix) plant ecophysiology; and (xx) bioprocesses and circular bioeconomy.
16. To be part of the **Institute of Engineering Sciences**, we invite researchers to apply to only one of the following positions. Furthermore, in attention to the underrepresentation of the female gender in the Institute, the first four positions are exclusive for women candidates.

- **Industrial Engineering (1 position, underrepresented gender):** The institute invites female applicants who conduct research in areas such as Industrial Engineering, Quantitative Marketing, Logistics, Economics, Transportation Engineering, Management Science, Risk Management, or related fields.
- **Applied Mathematics (1 position, underrepresented gender):** The institute invites female applicants who conduct research in areas such as Algorithm Design and Analysis, Discrete or Combinatorial Optimization, Algorithmic Game Theory, Theoretical Foundations of Computer Science or of Artificial Intelligence, or related fields.
- **Geosciences and related areas (1 position, underrepresented gender):** We invite applicants who develop research in the area of geosciences. This call is directed exclusively to women with doctoral degrees in Earth Sciences, Geological Engineering or related disciplines, who do research and teaching in any area related to geosciences. Nevertheless, it is desirable that the applicant has experience in one or more of the following areas: soil mechanics, rocks mechanics, geophysics, structural geology.
- **Physics, Mechanics, and Materials (1 position, underrepresented gender):** This Institute invites female applicants who develop independent, high-impact research and are interested in approaching local problems with a global reach; are willing to collaborate with interdisciplinary teams inside and outside our Institute, and can contribute to engineering education, particularly through teaching in undergraduate and graduate courses.

We are looking for a female candidate who can integrate the Physics, Mechanics, and Materials group, developing her own research area, while simultaneously relating, complementing, or creating synergy with the current research areas in the group. These are: fluid mechanics; granular media, elasticity; waves, ultrasound, and structural analysis of materials; materials and surfaces for aggressive conditions; vibration analysis and control; and design and control of mechatronics systems. We will value, in a non-exclusive manner: (i) International experience and networks; (ii) Research record according to CNA standards; (iii) Ability to get research funding (public or private).
- **Applied Mathematics (1 position):** The institute invites researchers who conduct research in areas such as Operations Research, Mixed-Integer Programming, Stochastic Programming, Non-Convex Optimization, Variational Analysis, Applied Functional Analysis, Nonsmooth Analysis, or related fields.
- **Physics, Mechanics, and Materials (1 position):** This Institute invites applicants who develop independent, high-impact research and are interested in approaching local problems with a global reach; are willing to collaborate with interdisciplinary teams inside

and outside our Institute, and can contribute to engineering education, particularly through teaching in undergraduate and graduate courses.

We are looking for a candidate who can integrate the Physics, Mechanics, and Materials group, developing theoretical, numerical, and/or experimental research, in: fluid mechanics; energy and heat transfer; biophysics, elasticity and solids mechanics; reliability and management of physical assets; mechanical behaviour of materials and advanced manufacturing. We require the candidate to teach in the Mechanical Engineering Program. We will value, in a non-exclusive manner: (i) International experience and networks; (ii) Research record according to CNA standards; (iii) Ability to get research funding (public or private).

17. In the case of the positions offered for the underrepresented gender, the candidates will be allowed to demonstrate obtaining the doctorate degree to the date of adjudication of the application, attaching, if necessary, an extended evidence of the doctoral programme that explains the feasibility of the obtention of this degree in the indicated date. In the case of not having the doctorate degree at the moment of adjudication, the candidate will be discarded.

Legal Status

18. The appointed professionals will be, at the end of this process, public employees, and will be subject to the current regulations.

Requirements and documentation to apply

19. In addition to the general standards applied to public employees; to be admitted in the application process, the applicants should meet the following requirements:

Mandatory:

- a) Possession of a Doctoral Degree,
- b) Demonstrated research ability at an international level, through high-quality scientific publications, and participation in research projects with external funding,

Desirables:

- a) It is desirable to have links with international or foreign research institutions.
- b) Having experience teaching at the Undergraduate level
- c) A record of community involvement, and scientific reach to the community
- d) A record of teaching at a postgraduate level.
- e) Experience in supervising, co-supervising or participating in postgraduate theses (Magister and/or doctorate)
- f) Membership or affiliation with scientific societies.

Each applicant is responsible for the fidelity of the information being submitted and must retain all supporting documentation, which may be requested at various stages of the selection process.

20. The following individuals are not eligible to participate in this call:

- a) People who have ceased to hold a job in the public sector as a result of a deficient qualification or as a disciplinary measure, or full disability duly reported,
- b) Being disqualified to the exercise of public office
- c) Being condemned or processed for crime or offense, and
- d) Who, within the past five years, have been administratively or judicially sanctioned for workplace harassment, sexual harassment, or gender-based violence, particularly within higher education institutions.

21. Applicants should show an adequate level of Spanish language; to carry out teaching at an undergraduate level, this aspect will be observed in interviews and activities related to the process of application. As a reference, it is desirable to have a B1 (intermediate), according to the CEFR, that can be demonstrated with a certificate along with the presented documentation.

22. In the application form, the applicant should indicate two (2) references regarding their academic background (name, institution, email address), who will be asked to deliver a letter of recommendation for the applicant. Said letter should not be attached to the application, as they will be solicited directly from the University to the mentioned references, giving a deadline for the reception of the documentation. The absence of these letters won't be a reason for elimination in the development of the process, but it might influence the punctuation of the background.

23. To certify the fulfillment of the requirements, the applicants will have to upload to the platform the following documentation in PDF format (each document can't be bigger than 10 Mb). The omission of any of the following documentation will be a cause for elimination of the process:

- a) **CV, using the Curriculum application format**, attached in the indications. About scientific productivity, we will consider the scientific publications from 2015 onwards (last 10 years). For researchers who can demonstrate the birth of a child from 2015, this will be considered to extend the period, including the publications declared from 2012 on (this is, in the last 13 years). If they certify more than one child in this period, they can add one more year in academic scientific productivity for each child. The same criteria is applied for researchers who have been awarded the tuition or personal care as a protective measure legally conferred, or as seen in the articles 19 or 24 in the 19.620 Law about minors' adoption. Researchers in a situation of disability, they can select publications from 2013 onwards (this is, last 12 years).
- b) **Copies of academic and professional degrees**. In the case of foreign applicants, when advancing in the selection process, they should present these certificates with the proper formalities required for their corresponding validation.

- c) **A motivation letter** indicating the reasons for wanting to be part of Universidad de O'Higgins. Also, it should mention those courses that, tentatively, could be in conditions to teach, according to the undergraduate academic curriculum available in the applications' webpage.
- d) **A proposal for their academic development plan** (maximum 5 pages long), that accounts for following areas: the line of research and their relevance for the institution and region, teaching (undergraduate and postgraduate levels), and community involvement and scientific outreach. This development plan should be reflected in an activity proposal and work plan for the next four (4) years at Universidad de O'Higgins.
- e) **A consolidated file (optional)** with additional information that can be considered relevant for the applicant.

23. Even though in the application process, the documents should be presented in a digital format, the candidate must have the original or certified copies of the required documentation, as they could be requested as a part of the process. **The lack of original or certified documents when required, can be a cause of disqualification of the process, even during the process of selection or appointment.**

Application Deadline

24. The applicants interested in this process must send the required documents until Monday October 13th 2025 at 6 pm (Chile time), through the platform for this process, available in the following link <https://www.uoh.cl/concurso-academico>

25. In that link, the documents' templates will be available. Once the documents have been sent, it is recommended that the candidate does a screenshot of the confirmation of the correctly submitted form.

Pre-selection and selection process

26. The application process will have the following instances of background analysis.

27. In the first place, the Office of the Vice Chancellor for Research and Graduate Studies will check the completion of the mandatory data for the application, leaving out those incomplete applications related to documentation. A formal record will be kept listing those applications that have been disqualified, and the reasons for the disqualification.

28. The background information of those who continue in the process, will be analyzed by the Research Institute they are applying to, and there will be a rubric for this evaluation.

29. The Institute will proceed with a curriculum analysis to leave out the applicants without enough academic support according to the profile and information required. There will be a minute with those applications that have been left out, and the reasons behind the decision.

30. For the applicants who continue in the process, the institute will coordinate an activity, such as an interview, class or seminar, agreeing on a date with the applicant. According to this, there will be a periodization of topics for each of the positions in the call. In this selection, there will also be some suggested profiles that, according to their information, could be considered as an associate professor.

31. For those profiles that have the potential for hierarchization, there will be an academic interview with the Vice Chancellor for Research and Graduate Studies, the Academic Vicerrector, and the Institute Director, according to the application, to confirm the potential of said profile, and suggesting the consideration of the High Commission of Evaluation, that will finally decide the associated hierarchy of the applicant.

32. The Vice Chancellor for Research and Graduate Studies will manage, together with the Direction of Human Resources, an occupational psychological evaluation to each applicant of the list. **None of the applicants evaluated as 'non-recommended' in this section will be hired by the University.**

Decision of the process

33. The President of the University will select the applicants, based on the Institute's priority and the results of the occupational psychological evaluation, and any other information related to the academic or personal situation of the selected candidates.

34. The Vice Chancellor for Research and Graduate Studies will inform all the applicants of the results, and will coordinate the processes of appointment and hiring with the Direction of Human Resources. In the same way, they will notify those who won't continue the selection process considered in the call.

35. The participation of women will be encouraged and/or prioritized in attention to the composition of the academic staff in the different institutes, being justified accordingly by the applications.

Stages and Dates of the Process

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

Publication of the conditions	September 2nd 2025
Reception and response of questions	From September 2nd to 14th 2025
Reception of applications deadline	October 13th 2025, 18 hrs, local time in Chile
Reception of Letters of Recommendation	October 20th 2025
Estimated deadline for the decision of the call	December 12th 2025

Conditions of affiliation to the university and other information

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

38. The rank and salary before tax for the selected candidates will be determined according to the regulations referred to the academic staff from Universidad de O'Higgins.

39. To encourage their insertion in the University and ease the development of their academic project, each appointed academic staff will get an installation fund for research activities of a maximum of approximately USD\$2570 (CLP\$2.500.000) to be executed in one (1) year since the appointment date.

40. The Vice Chancellor for Research and Graduate Studies and the Vice-rectorate of Academic Affairs will conduct an induction process to the new academic staff during the first 45 days upon their arrival.

41. The academic staff that is selected in this process will have to participate in the Diploma for Teaching in Higher Education, delivered by the University, unless they demonstrate, to the Direction of Undergraduate Studies, having an equivalent qualification beforehand.

42. According to the Law number 21.389, that creates the National Registration of Debtors of Alimony Payments, and in case they are hired by the University, the said Registry will be consulted in the existence of any pending obligation in order to determine the retentions of payment that correspond to the situation. The person that is in the Registry, will have to authorize as a condition of their contract, that the University can retain and pay directly to the support receiver, in the way stipulated by articles 36 and following, according to the law.

Application and questions

38. The interested applicants will be able to send questions to the following email address: concursoacademico@uoh.cl

39. The questions will be received from September 2nd to September 14th, 2025, through the above mentioned email address.

40. The presented conditions, the academic courses for undergraduate majors, and all the necessary information is available in the following link: www.uoh.cl/concurso-academico

41. The information of the development areas of the different Institutes is available in the following link: <https://www.uoh.cl/investigacion/#institutos>

42. The application must be presented **only through the platform** contained in the link: www.uoh.cl/concurso-academico, having as a deadline Wednesday October 13th, 2025 at 6 pm local time in Chile.

Vice Chancellor for Research and Graduate Studies, September 2nd, 2025.