

Call for Academic Positions

Universidad de O'Higgins
June, 2024

Conditions

Background

1. This document contains the conditions and requirements for the Call for Academic Positions June 2024 at Universidad de O'Higgins.
2. Universidad de O'Higgins is a state-funded Higher Education institution that undertakes scientific research with excellence, providing comprehensive educational development to its students, and first and foremost contributing to the cultural, material, and social development in the Libertador General Bernardo O'Higgins Region.
3. The academic organization in Universidad de O'Higgins considers the existence of:
 - (i) Research Institutes with a multidisciplinary approach.
 - (ii) Undergraduate Schools.
4. The professionals who will be selected within this call will be appointed full-time. The positions will be destined to perform as researchers in the Research Institutes, and would have to 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 the Institutes of:
 - Social Sciences,
 - Engineering Sciences,
 - and Health Sciences
6. For this call, it is considered to select five (5) applicants to the Institute of Engineering Sciences, one (1) applicant to the Institute of Social Sciences, and one (1) applicant to the Institute of Health Sciences.

Applicants' Profile

7. The University seeks professionals with a pluralism of thought, a heightened ethical and civic sense, and leadership and innovation abilities. These professionals should be respectful of the natural environment, firmly committed

to the academic project, and specifically, to the start 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. The applicants must show a high level of research ability, expressed through top-tier scientific publications, participation in research and development projects, and international congresses' presentations.
9. In addition to the research work, the academics of the institutes must carry out teaching in undergraduate courses (in general terms, being responsible for 4 courses per academic year). If they meet the conditions to participate in the different graduate programs staff, they can also teach at a postgraduate level.
10. It is also expected that the professional engages with the regional development so that the development of their academic project benefits the O'Higgins region in the scope of their discipline.
11. To be part of the Social Sciences Institute, we invite researchers in the areas of Law, Legal Sciences, or areas alike. They should show scientific productivity demonstrated by publications in leading current journals, besides their experience in teaching at least at an undergraduate level. Additionally, the researchers should have the ability to work in teams in a multidisciplinary environment, participate in research projects, preferably multidisciplinary, and have the potential to get awarded grants for research at a regional, national, or international level, and the willingness to participate or manage activities and initiatives conducive to the growth of the Institute and its community engagement. They are also expected to actively collaborate in developing postgraduate and continuing education programs to be implemented in the short term (diplomas and Masters) and the medium term (Doctorates), besides contributing to the institute's involvement in international and national research networks. Even though this process is open to all areas in Legal Sciences and Law, profiles with research topics related to the institute's central areas will be especially valued, that is: Socio-environmental conflicts and challenges towards climate change; Social and sustainable development for the territorial equity; Citizenship, Security and Violence; and/or Governance, public administration, and decentralization.
12. To work in the Health Sciences Institute, we invite researchers who work in Physical Activity, Exercise, or Nutrition. The ideal candidate should have a solid academic background, experience in research in the area, and a deep interest in applying their knowledge to practices and policy development in health and sports. The candidate should have a doctor's academic degree in Physical activity, Exercise or Nutrition. Furthermore, they should have demonstrated experience in teaching and capacity for research at an international level,

fundamentally through the awarding of research grants and scientific publications at a high level in their respective discipline.

13. To be part of the Engineering Sciences Institute, we invite researchers who develop independently, high-impact research and are also interested in tackling local challenges with a global perspective, willing to collaborate with interdisciplinary teams, both within the Institute and with other Institutes of the University, and that can contribute to the development of people in engineering, mainly through undergraduate and postgraduate teaching. We especially value:
- (i) Experience and international connections,
 - (ii) Productivity according to the CNA accreditation criteria for postgraduate faculty,
 - (iii) Capacity to attract funding from the private sector or public grants like ANID's
 - (iv) Belonging to the least represented gender in the applicant's area within the Institute.

Applications should adjust to one of the following disciplinary profiles, organized by preference:

Profile 1: Industrial Engineering

Background in industrial engineering or related areas. Research in one of the following fields: Quantitative marketing, Logistics, ICTs, Business intelligence, Operations management, and/or Transportation engineering.

Profile 2: Electrical Engineering

Research in one of the following areas: Large Power Systems (generation, distribution and transmission) and its updated 4.0 version, Machine Learning for Electrical Systems, Smart Cities, Microgrids, Cyber-physical Systems, Power Electronics, New Generation Telecommunications Networks, Robotics control systems with AI, Field Robotics, Agricultural Robotics, Robotics Manipulation, Human-Robot Interaction, Collaborative Robotics, Medical Robotics, Autonomous Vehicles, AI and signal processing for robotics, Aerial and Submarine Robotics, Robotics for Mining, Soft Robotics, Bio-inspired Robotics, Micro and Nano Robotics, Telerobotics, Haptic, Tactile and Proximity Sensing, Humanoid Robotics, Cognitive Robotics, Sensors networks.

Profile 3: Physics, Mechanics and Materials

Research in one of the following areas: Vibration control, Ultrasound, Elastography and rheology of complex materials, Granular media, Non-equilibrium statistical mechanics, Fluid mechanics, Capillary phenomena, Wave turbulence, Fluid-structure interaction, Industrial transport of multiphase flows, Use of renewable energy sources, Metallurgy and materials for energy conversion. We are seeking a person who can contribute to these areas or ***the integration between them.***

Profile 4: Computational Biology and Biotechnology

Research in one of the following areas: System Biology, Biotechnology, Bioengineering, Biomining, Handling of OMIC tools (genomic, transcriptomic, microbiomic, etc), and others. The Institute owns a cutting-edge infrastructure related to biotechnology, sequencing, and high-performance computing.

Profile 5: Mathematics

Background in mathematics or related areas. Research in one of the following lines: Partial Differential Equations, Mathematical modeling, Mathematical analysis, Calculus of variations, Mathematical image processing, Probability, Statistics, Optimization and control, Discrete mathematics, Computer sciences.

Profile 6: Geosciences

Research in one of the following areas: Geological hazards and volcanology (expertise in evaluation and mitigation of geological risks, with a focus on volcanic activity and its impacts), Geology applied to engineering (ability to integrate geological principles in civil engineering projects, with focus on security and sustainability of critical infrastructure), Structural geology and tectonics (expertise in crustal deformation and its links to the formation of mineral resources and/or the geological hazards).

Legal Status

14. At the end of this process, the appointed professionals will be public employees, subject to the current Chilean regulations.

Requirements and documentation to apply

15. 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) To have a doctorate degree,
 - b) To have undergraduate teaching experience, desirable experience at postgraduate level,
 - c) To show research ability at an international level through top-tier scientific publications and participation in research projects with external funding,
 - d) It is desirable to have links with international or foreign research institutions.
16. May not participate in this call those who have ceased to hold a public position as a result of having obtained a deficient qualification, or as a disciplinary measure, or due to a duly declared total disability, and are not disqualified from holding a public position, nor being convicted or prosecuted for crime or offense.
17. The applicant should show an adequate level of Spanish language skills to carry out teaching at an undergraduate level; this aspect will be observed in interviews and activities related to the application process.
18. To demonstrate compliance with the above requirements, applicants must have the following documents digitized in PDF format at the time of application, which must be submitted once the application form is completed:
 - a) CV,
 - b) 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) Two (2) academic references. It is required to deliver the name, position, institution, phone number, and email address of two academics in their area who can issue a recommendation letter. The Academic Vice-Rector's office will request these letters directly, so they shouldn't be uploaded with the application.
 - d) Motivation letter indicating the reasons for wanting to be part of Universidad de O'Higgins.
 - e) Evaluations for the teaching experience in other higher education institutions where they have been part of the academic staff in the last five years (when having them).
 - f) A proposal for their academic development plan (maximum three 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 for the institution and region, as well as a proposal for activities and work plan for

the next three years at Universidad de O'Higgins, considering research actions, undergraduate and postgraduate teaching, and outreach.

- g) Considering the undergraduate programs available on the University's webpage, the applicant should indicate the list of courses they could teach as professor in charge of the course.

19. Even though the documents should be presented in a digital format in the application process, the candidate must have 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 cause disqualification from the process, even during the selection or appointment steps.

Application Deadline

20. The applicants interested in this call must send the required documents by Sunday, June 30th, 2024, at 6 pm (Chilean time), through the platform for this process, available at the following link <https://www.uoh.cl/concurso-academico>
21. Only once the application form has been completed and submitted, the applicant will receive an email with instructions on how to send the documents in PDF format.

Pre-selection and selection process

22. The application process will have two instances of background analysis.
23. 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 meticulously review the applicants' CVs, pre-selecting the candidates based on various aspects, including gender equity.
24. The selected CVs will be submitted by the Academic Vice-rectorate to the Direction of each Institute for their analysis and selection.
25. The Institute will proceed to select the applicants, considering backgrounds related to research, teaching, and outreach that have been presented. In the same way, for the prioritized applicants, an interview will have to be considered.
26. The Institute will coordinate with the prioritized applicant their presentation of a class or seminar to the Institute's faculty, the School's Directory, and the Director of Studies related to the discipline and/or teaching interest mentioned by the applicant.
27. With all the above mentioned, the Institute will create a list of three prioritized candidates for each position presented, when possible. The list will have to be approved by the Institute's faculty.

28. The Academic Vice-rector will manage, together with the Director of Human Resources, an occupational psychological evaluation of each applicant on the shortlist. The University will not hire applicants evaluated as 'non-recommended'.

Resolution of the Academic Call

29. The President of the University will select the applicants based on the Institute's priority and the results of the occupational psychological evaluation.
30. The Academic Vice-rector will inform all the applicants of the results, and coordinate the processes of appointment and hiring with the Director of Human Resources.
31. The participation of women will be encouraged and 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

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

Publication of the call	June 04th, 2024
Reception and response to questions	From June 04th to June 11th, 2024
Reception of applications deadline	June 30th, 2024, 6 pm Chilean time

Conditions of affiliation to the University and other information

33. The selected researcher(s) will be appointed and hired with a contract.
34. 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.
35. 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 CLP \$5.000.000 (approximately USD \$5.750).
36. The Vice-rector of Academic Affairs and the Vice-rector of Research and Postgraduate Studies will conduct an induction process for the new academic staff during their first two weeks of arrival.
37. The academic staff that is selected in this call must participate in the University's Diploma for Teaching in Higher Education.
38. In accordance with the provisions of Law No. 21.389, which establishes the National Registry of Alimony Debtors, and in the event of being incorporated into this University, the aforementioned registry will be consulted for the existence of any pending obligations in order to make the corresponding withholdings and

payments. The person listed in the registry must authorize, as a condition for their appointment, that this University proceed to make the withholdings and payments directly to the alimony recipient, in the manner prescribed by Articles 36 and following of the aforementioned law.

Application and questions

39. Applicants will be able to send questions to the following email address: concursoacademico@uoh.cl
40. The questions will be received from June 04th to June 11th, 2024, through the above-mentioned email address.
41. The presented conditions, the academic programs for undergraduate majors, and all the necessary information are available at the following link: www.uoh.cl/concurso-academico
42. The information on the development areas of the different Institutes is available at the following link: <https://www.uoh.cl/investigacion/#institutos>
43. The application must be presented only through the platform in the link: www.uoh.cl/concurso-academico, and has a deadline of Sunday, June 30th, 2024 at 6 pm Chilean time.

Academic Vice-rectorate, June 04th, 2024