

**Application Process for Academic Positions
Universidad de O'Higgins
November 2020**

General Information

1. This document presents the conditions and requirements for the November 2020 Application Process, for academic positions at Universidad de O'Higgins in Chile.
2. Universidad de O'Higgins is a recently created 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).
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.

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 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 the research work, the faculty staff at the institutes should assign a part of their time for undergraduate teaching in their areas of specialty. 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 social science preferably in the following areas:
 - Law, especially in fields related with Administrative Law, Private Law, Philosophy of Law, Criminal Law, Labour Law and Constitutional Law.
 - Economic Sciences, especially in fields related to priorities of the O'Higgins Region, such as Development Economics, Agricultural and Natural Resources Economics, Industrial Economics, Regional Economics and Public Economics, among others.
 - Psychology, particularly in the fields of Clinical and/or Community Psychology, with focus on prevention and promotion of mental health, and expertise in qualitative or mixed methods.

The ability to work in multidisciplinary research groups will be highly valued.

9. To be part of the Health Sciences Institute, we invite to apply researchers from Health Sciences with preferred specialization in clinical research, public health and epidemiology. Prioritized areas of interest: communicable and non-communicable diseases, chronic diseases, cancer, environmental diseases, environmental contaminants, among others.
10. To be part of the Education Sciences Institute, the university invites to apply researchers with an international standard of quality in the areas of:
 - Teaching and learning: teaching and learning processes in areas such as natural sciences, English language, arts education, and reading and writing, both inside and outside school; sociological, psychological, and neuroscientific processes and factors underlying learning; tools, methods, and policy for teaching, learning, and assessment; diversity, inclusion, and curricular adaptations.
 - Pedagogy for children: Rights Approach; children's education in early childhood and primary school, considering cultural, familial, and socialization factors; cultural/artistic/pedagogical productions of children and for children;

contexts of children rearing; children's voice and agency; play and learning; teacher training for early childhood, primary, and special education.

- Identities, integration, and socialization: individuation and socialization processes in the educational system from diverse perspectives; identities and socialization in educational contexts regarding interculturality and migrations; social integration in the educational system with a focus on social justice: rural education, education in contexts of vulnerability; historical analysis of the educational system; inequity and segregation in the school system.
- Teaching profession and teacher training: initial teacher training processes, teachers' professional development and identity development; teaching practicum; history of teacher training; teachers' role, voice, and agency in all levels of the educational system; educational policy related to the teaching profession and teacher training.

11. To be part of the Agrofood, Animal and Environmental Sciences Institute we invite to apply researchers from the following areas:

- Veterinary Medicine with proven expertise and scientific production in one of the following areas: pathology, genetics, reproduction, ecology, wildlife conservation, apiculture, swine production, or poultry production.
- Agricultural Engineering with experience in safe and sustainable horticultural production, and with verifiable scientific production in this area. Knowledge of development and innovation of horticulture production and management systems focused on horticultural crops relevant to the O'Higgins Region will be considered as desirable.
- Environmental Engineering, Natural Resources, Forestry or equivalent with research experience in water resources management and watershed management. Candidates with the following experience are specially encouraged to apply: natural and anthropogenic processes affecting surface and ground waters, protection and restoration of water resources, sustainable management and water conservation, watershed and hydrological modeling, ecohydrology, climate change and water scarcity.

12. The Engineering Sciences Institute invites to apply researchers from the following areas:

- Industrial Engineering or related areas, specialized in Business Intelligence, Market Intelligence, Economy, Industrial Processes, Management, Public Policies, Industrial Organization or Finance.
- Computer Science or related areas, specialized in Software Engineering, Data Engineering or Security.

- Artificial Intelligence or related areas, specialized in Machine Learning, Data Science, or Natural Language Processing.
- Geological Engineering or related areas, specialized in modeling in Hydrology and Hydrogeology, or Environmental Geology.
- Mechanical Engineering, Chemical Engineering or related areas, specialized in Asset Management and Maintenance, Design of Machines and Products, Thermal Sciences, or Material Sciences.
- Electrical Engineering or related areas, with specialization in Telecommunication, Telematics, Sensor Networks, Computer Networks or Remote Sensing.

Experience and interest in the following problem areas will be positively evaluated: Climate Change, Smart Agriculture, Geological Hazard, Energy, Management of Hydric Resources, Transport, Pollution, and Circular Economy.

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, precisising 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 an undergraduate level, as well as the connection 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 November 30th, 2020, through the available platform for this purpose at 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 Director, and
- c) Three faculty members, designated by the Rector.

19. 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.

20. The Committee will inform the Rector the results of the process, indicating the selected applicants according to the evaluation carried out.

Application process results

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

22. 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

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

Constitution of the Academic Applications Committee	September 30 th , 2020
Publication of the application process regulations	October 1 st , 2020
Reception and response of questions	From October 1 st to November 20 th , 2020
Reception of applications deadline	November 30 th , 2020
Evaluation of applicants' background information	December 1 st to January 11 th , 2021
Final Report by the Academic Applications Committee	January 12 th , 2021
Results report to the Rector	January 13 th , 2021
Decision by the Rector	January 14 th , 2021
Notification to applicants	January 15 th , 2021

Conditions of affiliation to the university

24. The selected candidates will be appointed faculty members of Universidad de O'Higgins.

25. The selected academics' hierarchy will be defined according to the University's Academic Regulations.

26. The gross salary of a faculty member appointed as an Assistant Professor will be in the range \$2400000-2850000 Chilean pesos according to areas, equivalent to US\$3000-3600 dollars app (at this date).

27. During the first year of appointment, each faculty member will have at their disposition a research-related activities mobility fund of \$5000000 Chilean pesos, equivalent to US\$6400 dollars app.
28. 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

29. 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: www.uoh.cl/#concurso-academico.
30. Questions can be made from October 1st to November 20th, through the platform mentioned before.

Rancagua, October 1st 2020.