

## **SELECTION ANNOUNCEMENT FOR THE POSITION OF MANAGEMENT BOARD MEMBER OF ANTIBIOTICE S.A. IAȘI**

The Ministry of Health announces the launch of the selection procedure for candidates for the nomination for appointment of 7 (seven) members to the Management Board of Antibiotice S.A. Iași. This selection process is carried out in accordance with the provisions of O.U.G. no. 109/2011 on the corporate governance of public enterprises, approved by law no. 111/2016, with the additions and amendments brought by Law no. 187/2023 and with those of H.G. no. 639/2023 for the approval of the methodological norms for the application of the Government Emergency Ordinance no. 109/2011 on the corporate governance of public enterprises.

### **I. STAGES OF THE SELECTION PROCESS**

The candidate selection process has the following stages:

<b>Submission of application files:</b>	30 days from the date of publication of the recruitment announcement
<b>Development of the Long List</b>	5 days from receipt of AMEPIP approval for submitted applications
<b>Evaluating candidates and development of the Shortlist</b>	5-10 days from the Longlist development
<b>Submission of declarations of intent</b>	15 days from the notification of inclusion on the Short List
<b>Final selection interviews</b>	3-10 days from the submission of the Declaration of Intent

All these stages are eliminatory.

The candidates will be informed promptly and transparently, by phone and by e-mail, regarding any changes in the schedule of these stages, as well as the results obtained by each of them at each stage of this process.

### **II. CRITERIA AND REQUIREMENTS**

The candidates we wish to identify in the selection process for nomination for appointment as members of the Management Board of Antibiotice S.A. must cumulatively meet the following criteria and requirements:

#### **Participation requirements**

##### **For the position of administrator no. 1**

- a) higher education completed with a bachelor's degree in economics, proven with documents;
- b) a minimum of 10 years of experience in the specialty (economic field).
- c) a minimum of 10 years of professional experience in companies with a turnover of at least 50 million euros;

- d) a minimum 10 years of experience in management positions in commercial companies or autonomous administrations;
- e) previous experience as a member of a management board;
- f) Minimum 10 years of experience in the company's field of activity, namely "the manufacture of basic pharmaceutical products".
- g) He or she is not in a conflict of interest that would make them incompatible with the exercise of the specific duties of the position for which they applied;
- h) he or she is not in any of the situations provided for in article 30, paragraph 9 and article 36, paragraph 7 of the G.E.O. no. 109/2011.
- i) He or she has not been definitively convicted by a court decision for committing a crime against humanity, against the state or against authority, corruption and for official offenses, for offenses against the administration of justice, forgery offenses, for offenses against property, for the offenses provided for by Law no. 129/2019 for the prevention and sanctioning of money laundering, as well as for the establishment of measures to prevent and combat the financing of terrorism, with subsequent amendments and completions, or for the offenses provided for by Law no. 85/2014 regarding procedures committed with intent that would make them incompatible with the exercise of their function;
- j) did not engage in political policing, as defined by law;
- k) he or she has full exercise capacity;
- l) he or she is medically fit;
- m) he or she is not registered in the tax register;
- n) he or she is not registered in the criminal record;
- o) he or she is medically fit;
- p) he or she meets the criteria required by OUG. no. 109/2011 regarding the corporate governance of public enterprises, with subsequent additions and amendments, namely: article 4, article 28, paragraphs (1), (3), (5), (6) and (7), article 30, paragraph (9), and article 33.

### **For the position of administrator no. 2**

- a) higher education and experience in the field of engineering, economics, social sciences, law or in the company's field of activity of at least 7 years (proven with documents); higher education in the company's field of activity will be proven with copies of bachelor's degrees related to one of the following specializations: Faculty of Pharmacy or Faculty of Chemistry;
- b) a minimum 12 months of experience in managing companies or autonomous administrations, proven with documents;
- c) he or she is qualified as a financial auditor according to a document issued by the competent authority in Romania, another Member State, a member state of the European Free Trade Association, Switzerland or the United Kingdom of Great Britain and Northern Ireland, according to the law and/or has at least 3 years of experience in statutory auditing, acquired by participating in statutory audit missions in Romania, another Member State, an EFTA state, Switzerland or the United Kingdom of Great Britain and Northern Ireland, or within the audit committees formed at the level of the administrative/supervisory boards of public interest companies/entities, proven by documents;
- d) he or she is not in a conflict of interest that would make him or her incompatible with the exercise of the specific duties of the position for which he or she applied;

- e) he or she is not in any of the situations provided for in article 30, paragraph 9 and article 36, paragraph 7 of Emergency Ordinance no. 109/2011;
- f) he or she has not been definitively convicted by a court decision for committing a crime against humanity, against the state or against the authority, corruption and official offenses, for offenses against the administration of justice, for forgery offenses, offenses against property, for the offenses provided for by Law no. 129/2019 for the prevention and sanctioning of money laundering, as well as for the establishment of measures to prevent and combat the financing of terrorism, with subsequent amendments and completions, or for the offenses provided for by Law no. 85/2014 regarding procedures committed with intent that would make it incompatible with the exercise of the function;
- g) he or she did not conduct political policing as defined by law;
- h) he or she has full exercise capacity;
- i) he or she are medically fit;
- j) he or she is not registered in the tax register;
- k) he or she is not registered in the criminal record;
- l) he or she is medically fit;
- m) he or she meets the criteria required by OUG. no. 109/2011 regarding the corporate governance of public enterprises, with subsequent additions and amendments, namely: article 4, article 28, paragraphs (1), (3), (5), (6) and (7), article 30, paragraph (9), article no. 33 and article no.34, paragraph (1), (3) and (4<sup>1</sup>).

**For the position of administrator no. 3,4,5,6 and no. 7**

- a) higher education and experience in the field of engineering, economics, social sciences, law or in the company's field of activity of at least 7 years (proven with documents); higher education in the company's field of activity will be proven with copies of bachelor's degrees related to one of the following specializations: Faculty of Pharmacy or Faculty of Chemistry;
- b) a minimum 12 months of experience in managing companies or autonomous administrations, proven with documents;
- c) he or she is not in a conflict of interest that would make them incompatible with the exercise of the specific duties of the position for which they applied;
- d) he or she is not in any of the situations provided for in article 30, paragraph 9 and article 36, paragraph 7 of the G.E.O. no. 109/2011;
- e) he or she has not been definitively convicted by a court decision for committing a crime against humanity, against the state or against the authority, corruption and official offenses, for offenses against the administration of justice, for forgery offenses, offenses against property, for the offenses provided for by Law no. 129/2019 for the prevention and sanctioning of money laundering, as well as for the establishment of measures to prevent and combat the financing of terrorism, with subsequent amendments and completions, or for the offenses provided for by Law no. 85/2014 regarding procedures committed with intent that would make he or she incompatible with the exercise of the function;
- f) he or she did not conduct political policing as defined by law;
- g) he or she has full exercise capacity;
- h) he or she are medically fit;
- i) he or she is not registered in the tax register;

- j) he or she is not registered in the criminal record;
- k) he or she is medically fit;
- l) he or she meets the criteria required by OUG. no. 109/2011 regarding the corporate governance of public enterprises, with subsequent additions and amendments, namely: article 4, article 28, paragraphs (1), (3), (5), (6) and (7), article 30, paragraph (9), article no. 33 and article no.34, paragraph (1), (3) and (4<sup>1</sup>).

### III. ASSESSMENT CRITERIA

These criteria are skills and traits necessary for candidates to be able to successfully fulfill the role assigned to them; these criteria are grouped into the following groups: skills specific to the public enterprise's activity sector, skills of strategic/technical importance, corporate governance skills, social and personal skills, local and national experience, skills and specific restrictions for civil servants or other categories of personnel within the public supervisory body or within other public authorities or institutions, skills specific to shareholders and the public supervisory body, job-specific traits, alignment with the Letter of Expectations.

Evaluation method: observation and analysis of the reactions and responses of the candidates by reporting to the Board and Candidate Profile.

### IV. SUBMISSION OF APPLICATION FILES

In accordance with the provisions of the Regulation - Framework for the Organization and Functioning of the Selection and Nomination Committees for the Position of Member of the Administrative/Supervisory Boards of Public Enterprises, published by AMEPIP on 12.03.2024, article 23, paragraph (1), the candidacy file is submitted by the deadline of **23.12.2024**, 17:00, according to article 19, paragraph (3) of Annex no. 1 to Government Decree no. 639/2023 for the approval of the methodological norms for the application of Emergency Ordinance no. 109/2011 regarding the corporate governance of public enterprises, in paper format to the **APT Register Office** and is mandatorily transmitted in electronic format by e-mail, to the institutional addresses of the Selection and Nomination Committee [aptms@ms.ro](mailto:aptms@ms.ro)

#### **The application file in letter format (on paper)**

The application files on paper will be submitted in a closed and sealed envelope, on which the following text will be written: "Application for administrator X of Antibiotice S.A. / [Surname and First Name of the candidate] to the **Registry Office of the Ministry of Health, located at Str. Cristian Popișteanu no. 1-3, sector 1, Bucharest.**

#### **The electronic file**

The application files in electronic format should be sent to the following e-mail address, with the following text in the subject of the message: "Application for Administrator X ANTIBIOTICE S.A. [Candidate's First and Last Name]", [aptms@ms.ro](mailto:aptms@ms.ro)

Mandatory rules for submitting application files:

- The e-mails for submitting the file in electronic format, as well as the attached documents, must mandatorily contain the candidate's first and last name (for example "CV Popescu Ion").
- Forms F1-F5 and the CV in the electronic file will be sent as a PDF file (.pdf extension), as well as an editable file (.docx extension).
- The copies of the requested documents will be scanned and sent as separate documents, with the title indicating the type of document, the candidate's name and surname - for example "Popescu Ion Bachelor's Degree Diploma" or " Popescu Ion REGES Extract".
- The files in electronic format will **NOT be sent** through file transfer applications (e.g. WeTransfer or other similar applications) - if the file size exceeds the capacity of the message; instead, several consecutive numbered messages will be sent (e.g. "Application for Administrator X Candidacy Antibiotice SA Popescu Ion 1 ", Application for Administrator X Candidacy Antibiotice SA Popescu Ion 2", etc.).
- The files in electronic format will be submitted by the same date and time established for the submission of the application file in physical format to the registry office of the Ministry of Health.
- All the documents presented in the application file will be written in Romanian.
- The documents written in a foreign language must be submitted in certified copy, accompanied by a legalized translation, performed by an authorized translator.

For the studies completed abroad, their validations will be submitted, as appropriate.

## V. DOCUMENTS REQUIRED FOR SUBMITTING THE APPLICATION

The application files will mandatorily contain the following documents:

1. The list of documents (only in the paper file);
2. Curriculum vitae;
3. Copies:
  - a. Copy of the identity card;
  - b. Copy of the criminal record;
  - c. Copy of the tax record (excluding the tax clearance certificate);
  - d. Copy of the marriage certificate or other documents, only if the name on the submitted documents is different from the name on the identity card;
  - e. Copy of the bachelor's degree or an equivalent;
  - f. Copies of graduation diplomas from other university study cycles (if applicable) - other bachelor's programs, master's programs, doctorate, MBA. The copies of diplomas or certificates of participation in short-term training programs will not be sent;
  - g. Copies of documents proving the required professional experience (Reges/Revisal extract, copy of the work book, if applicable), mandate/management contracts, certificates issued by

employers, certificate of incorporation for the individual issued by ONRC, certificates authenticated by the signature and stamp of the issuer showing the employer's turnover in the periods specified by the candidate in the CV, certificates authenticated by the signature and stamp of the issuer showing the exact periods - year, month - in which the candidate exercised a role as a member of the Audit Committee within a CA/SC (if applicable), other documents authenticated by the signature and stamp of the issuer attesting to the candidate's direct contribution to improving the financial performance of the companies he/she managed/led, etc.)

#### 4. Forms:

- a. F1 – The application for registration;
- b. F2 – Affidavit regarding the conformity of the documents and information presented in the file, the absence of conflict of interest and incompatibility situations.
- c. F3 – The agreement regarding the obtaining of data in order to verify the information.
- d. F4 – The consent to the processing of personal data.
- e. F5 – The declaration of interest.

#### 5. Letter of recommendation (minimum 1 - maximum 5).

The form templates can be downloaded from the web pages [www.ms.ro](http://www.ms.ro) and [www.antibiotice.ro](http://www.antibiotice.ro)

### **VI. OTHER INFORMATION**

#### **a. The communication with the candidates**

Throughout this selection process, the communication with the candidates will be done by electronic means. The long list, short list and nomination proposals are confidential and will not be published; the results obtained by candidates at each stage of the selection process will be communicated to them individually in the manner described above. Candidates will not be given their scores, as these are relevant as a whole and not individually; instead, we will inform them of the decisions taken on their candidacy for each stage of the recruitment process. The final results will be communicated to candidates after the decision-makers have formally communicated them to us.

#### **b. The personal data protection**

This recruitment and selection process described in detail above will be carried out in accordance with Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of the personal data.