



Venezia, September 29<sup>th</sup> 2023  
Rep. 732 prot. 226088

**Research fellowship on “Blending the physical and the virtual workplace: How different hybrid work’s models call for emergent configurations of organizational and leadership practices” - Università Ca' Foscari Venezia (Italian law 30 December 2010, n. 240, art. 22 and subsequent amendments and additions).**

**The present document in English is to be considered as a mere summary of the main provisions of the notice of competition which is available in Italian at the following ([link](#)) The text in Italian is the official text of the notice of competition for all legal intents and purposes and, in the event of non-conformity with the present document, it shall prevail.**

#### **Description**

The Department of Management at Università Ca' Foscari Venezia invites application for one-year fellowship in **Blending the physical and the virtual workplace: How different hybrid work’s models call for emergent configurations of organizational and leadership practices**, under the supervision of prof. Sara Bonesso (SSD SECS-P/10 - Organization and Human Resource Management)

**Project acronym: PRIN 2022 “Blending the physical and the virtual workplace: How different hybrid work’s models disrupt the labor market and call for emergent configurations of organizational and human resource management practices” n. 20224BJLC7 – CUP H53D23002160006**

A full copy of the approved project will be provided to the selected applicant.

**Abstract:** The growth of remote working due to COVID-19 has accelerated some trends already on the way, like connectivity and virtualization of teamwork affecting the supervision style required in distributed organizations. If the future of work is depicted as hybrid - that is, employees who do some tasks in the office and others virtually – it becomes paramount to understand the implications that these changes will generate for the organizations and the labour market. In this scenario, the aim of the project is to disentangle the broad category of hybrid working, identifying the salient dimensions that can help to identify different combinations between the two poles of the continuum virtual- physical work. The project will analyze the design of hybrid work solutions, looking at the combination of coordination mechanisms with a specific attention to the use of digital technologies and leadership-follower behaviours.

The research may be carried out in Italian and English.

The fellowship is intended to provide the successful candidate with the opportunity to pursue his/her own research while benefiting from the range of expertise at Università Ca' Foscari Venezia.

#### **Who can apply**

Prospective candidates are expected to hold a master’s degree in economic area, business area and related social disciplines and scientific-professional curriculum suitable to the development of research activities related to the fellowship.

Ca' Foscari encourages applications from researchers with positive evaluation in all the criteria in individual proposals such as Marie Skłodowska Curie Actions - Individual Fellowships/ERC Starting Grants/FIRB (Italian Fund for basic research investments)/SIR (Scientific Young Independence Research) or similar.

Researchers having successfully completed Marie Skłodowska Curie Actions - Individual Fellowships/ERC Starting Grants/FIRB (Italian Fund for basic research investments)/SIR (Scientific Young Independence Research) or similar funded projects are warmly encouraged to apply.

**Duration of contract:** 12 months (approximately starting: January 2024), with the possibility of renewal within the limits of art. 2 of the Regulations on university research fellowship awarding, which will be subject to a specific contract.

**Stipend:** The research fellowship amounts to **19.456,00 Euros per year**, including taxes and social charges depending on applicant’s filing status (cost to Ca' Foscari € 24.000,00).

**Deadline for submission of applications: October 24<sup>th</sup> 2023, 12 noon (Italian time).**



### How to apply:

Candidates shall submit:

1. The application form;
2. A motivation letter (max 1 page) along with their CV in European format, duly dated and signed, both to enclosed as a one single.pdf file ([link](#)); a declaration must be appended in the footnote of the curriculum, pursuant to the Italian DPR 445/2000 and subsequent amendments and additions, that the information provided corresponds to the truth. Moreover the candidates have to consent to the use of their personal data for the purposes of this selection procedure pursuant to the Italian Legislative Decree 196/2003 and to the EU Regulations 2016/679;
3. The attachments called "obligations and understanding" and "participation and compatibility";
4. All documents, qualifications and publications relevant for the selection procedure (please, see the notice - [link](#));
5. A copy of a valid identity document (either Identity Card or Passport);
6. (If available) Evaluation Summary Reports of Marie Skłodowska Curie Actions - Individual Fellowships/ ERC Starting Grants/FIRB (Italian Fund for basic research investments)/SIR (Scientific Young Independence Research) individual proposals having passed all the evaluation thresholds;
7. (If available) Details of Marie Skłodowska Curie Actions - Individual Fellowships, ERC Starting Grants, FIRB (Italian Fund for basic research investments)/ SIR Scientific Young Independence Research funded projects;
8. Declaration on availability to held the interview in remote ([link](#)) to be send via email at the following address: [segreteria.management@unive.it](mailto:segreteria.management@unive.it)

All the schemes of the quoted documentation are available on the website ([link](#)).

**Incomplete applications will be rejected.**

### How to submit your application

Applications should be submitted by the online procedure, available on the notice webpage ([link](#))

**Or submit here:** <https://apps.unive.it/domandeconcorso-en/accesso/dma-bonesso-prin2022>

The candidate, after the uploading, will receive a submission number and an e-mail acknowledging receipt of his/her application.

The candidate if necessary could access the procedures for updating any data and materials by the link provided by the e-mail, in any case any updates must be made no later than the deadline: **October 24<sup>th</sup> 2023, 12 noon (Italian time)**.

Please note that the University can be contacted for any support needs by the candidate until 23/10/2023, 12 noon (Italian time).

Please note that in case of an high number of applications and / or weight of the materials loaded by the candidates the system might become slower, Therefore it is suggested not to start the process close to the deadline.

**NB:** the University does not take on responsibility for wrong or late communication of addresses, nor for any communication problem not depending on the University.

### Evaluation

The evaluation takes into account the criteria and thresholds described in the table below.	
Evaluation criteria	Scores
Qualification, including education, publications, work experience, awards, etc., and tests (if any)	Maximum 60 points; Minimum admission score: 42/60
Interview and other tests (if any)	Maximum 40 points Minimum admission score: 28/40
TOTAL AVAILABLE SCORE	100/100
Threshold for inclusion in the final ranking	70/100

### Selection procedure



Università  
Ca' Foscari  
Venezia

The interview will be on **October 27<sup>th</sup> 2023, at 09.00 a.m. (Italian time)**. The interview will be held in remote only. Further details on how to connect online will be published alongside the convocation notice.

The short-list of the candidates admitted to the interview, or any postponement, will be published on the University's webpage on October 26<sup>th</sup> 2023 ([link](#)).

#### **Information and contacts**

Candidates may find further details about the application process and the research project in the official call published on the following ([link](#))

Preliminary inquiries about the research program should be addressed to Sara Bonesso <[bonesso@unive.it](mailto:bonesso@unive.it)>

Additional information about the application procedure may be obtained from <[lisa@unive.it](mailto:lisa@unive.it)>  
<[segreteria.management@unive.it](mailto:segreteria.management@unive.it)> <[ricerca.management@unive.it](mailto:ricerca.management@unive.it)>