



Decreti - DMA - Repertorio n. 107/2024 - Prot. n. 0034270 del 01/02/2024

Call for n. 1 Short Research Fellowship - Ca' Foscari University of Venice – Department of Management

(L. 240 del December 30th 2010, art. 18, DL 19/2012; Regulations about Short Research fellowships DR 300/2014 del 14/04/2014 and subsequent amendments and additions)

The present document in English is to be considered as a mere translation of the provisions of the call which is available in Italian at the following link - Albo on line <http://www.unive.it/data/30402/>. 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 of the Ca' Foscari University of Venice, on the basis of resolution taken by the Departmental Council on January 17th 2024 on the awarding of research grants for research fellows, hereby calls for applications for n. 1 Short Research Fellowship entitled **“Digital transformation and the Future of Work”**, lasting **5 months. The expected starting date is end of February 2024.**

The research fellow must perform the following research:

SHORT RESEARCH FELLOWSHIP - “Digital transformation and the Future of Work”

ABSTRACT

Introduction

The research will focus on a topic related to the research area of Analytical Intelligence for Management (IAM), namely the opportunities offered by new digital technologies and artificial intelligence in the field of the future of work and Human Resource Management.

Objectives

Analysis of the impact of digital technologies and artificial intelligence on the future of work and HRM in particular in hybrid forms between remote working and presence and on HRM analytics.

Expected outcomes

Report through desk analysis and interviews on Italian and international cases of new forms of use of digital technologies and Artificial Intelligence for hybrid work and HRM processes, leveraging HR analytics.

The scientific responsible and tutor of the short research fellowship is **prof. Anna Comacchio**.

The research fellow must provide the department with the following research output:

- **two-monthly reports** on the activities (Tot. **3 reports**);
- **a final report** on the activities undertaken, highlighting the results achieved.

For anything not specified in this Call, please refer to the Regulations and applicable legislation.

Duration of the contract: 5 months, indicatively starting **by the end of February 2024**.

The research fellowship amounts to **€ 7.800,00 (euro seven thousand eight hundred//00)**, exempt from IRPEF (personal income tax) and INPS (social security contributions). The amount will be given through **deferred bimonthly payments** and it will be inclusive of any possible cost related to the research activity of the project.

The monthly amount shall only be approved and awarded for whole months completed; amounts for months not completed shall not be awarded.

Deadline for the submission of applications: not later than noon time (12:00 Rome CET) of February 15th 2024.



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Who can apply? (University Regulation for short-term research fellowships, Art. 3)

Applications are open to all EU citizens and non-EU citizens who hold:

- **Master's degree in Management (Business administration) or equivalent foreign qualification.** Qualifications obtained abroad will be examined by the Committee, which may consider them as being equivalent for the purposes of admission, without prejudice to the current legislation.

In addition, the following skills, competencies and qualifications will be assessed as rewarding:

Skills required

- Participation in academic conferences as a speaker;
- Teaching experience at university/professional master's level;
- Ability to collect and analyse both qualitative and quantitative data.

Other evaluable qualifications

- PhD

People who have a degree of kinship or affinity, up to and including the fourth degree, with any professor belonging to the Department or facility issuing the call, or with the Rector, the General Manager or a member of the University Board of Directors, cannot participate to the selection.

Applicants must hold all the requisites within the call deadline.

Candidates are admitted to the selection conditionally; they may be excluded from the call at any time should they fail to meet the predefined requirements, even after the selection process is complete, with just cause and notification sent to the person concerned.

Incompatibility (University Regulation for short-term research fellowships, Art. 12)

The short-term research fellowship, within this announcement, may not overlap with:

- other scholarships granted in any capacity, apart from those granted by national or foreign research institutes in order to integrate with periods abroad the specific activity foreseen by the work plan of the appointed fellow;
- attendance of PhD courses with scholarship and medical specialization, in Italy and abroad;
- research grants "assegni di ricerca";
- subordinate employment relationships.

Scholarship holders can carry out occasional work activities, upon written communication to the scientific manager and on the condition that: a) this activity is declared by the person in charge to be compatible with the pursuit of the research activity referred to in the scholarship; b) does not involve a conflict of interest with the specific research activity carried out; c) does not prejudice the University, in relation to the activities carried out.

The awarding of the short-term research fellowship does not imply the establishment of any employment contract, nor does it give rise to any rights of access to positions of employment at the University.

Short Research Fellowship to non-EU citizens.

If a non-EU citizen already living in Italy applies for a Research Fellowship, he must hold a residence permit valid up to the Deadline of the call. Otherwise, the Department undertakes to undergo the procedures for obtaining a residence permit for research activities.

How to apply (University Regulations for short-term research fellowships, Art. 5)

Candidates must submit:

- a) The **application form, duly dated and signed**, available on the University website <https://www.unive.it/data/28824/>

Applicants must declare in the application, under their own responsibility:

- educational qualification held. Candidates in possession of a qualification obtained abroad must also submit a



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copy of the foreign title with a translation in Italian or English language including marks obtained, accompanied by a self-declaration relating to the conformity to the original of the translation itself. The candidate who has been awarded a Diploma Supplement, may not submit any other documentation, provided that the DS provides a complete description of the nature, level, academic system and status of the studies carried out. In any case, it is advised to submit any other document useful to the evaluation of the academic title obtained;

- the possession of a residence permit valid at the deadline of the call for applications, in case he/she is a non-European citizen residing in Italy;
- that they understand that the short-term research fellowship is not compatible with the positions referred to in Art. 12 of the present Regulations and current legislation;
- to be medically fit to discharge his/her duties for the fellowship;
- not to have received measures restricting personal freedom at the time of submitting the application;
- not to have a degree of kinship or affinity, up to and including the fourth degree, with any professor belonging to the department or facility issuing the call or with the Rector, the General Manager or a member of the University Board of Directors and that they are aware of the provisions of the Law no 240/2010, Art. 18, para. 1, letter b);
- any benefit under L. 104/92.

b) A CV in European format (Europass) **signed with handwritten signature and dated and containing the declaration on data use and privacy stated by Italian Law D.P.R. n. 445/2000, D.Lgs 196/2003 and art. 13 of the GDPR (EU Regulation n. 2016/679).** The Europass form is available online at this link: <http://www.unive.it/pag/10368/>;

c) A copy of a valid identity document (e.g. Identity Card or Passport);

d) All documents, qualifications and publications relevant for the selection procedure.

How to submit your application

Candidates must demonstrate possession of qualifications (excluding publications) by means of the declarations referred to in the aforementioned D.P.R. n. 445/2000.

The lack or inaccuracy of the declaration(s) referred to in letters a), b), d) will result in exclusion from the selection.

The University carries out random checks on the veracity of the statements made by the candidates in the applications and in the curriculum.

If from the control indicated above the untruthfulness of the content of the declaration emerges, the declarant forfeits any benefits resulting from the provision issued based on the untruthful declaration, without prejudice to the provisions of the criminal code and special laws on the subject.

Applications can be:

1) **sent by certified e-mail** to the address protocollo@pec.unive.it

Indicate the following wording in the subject of the e-mail: **“Bric-DIGITALE E FUTURO-5 mesi”**. It should be noted that the validity of such sending, as established by current legislation, is subject to the use by the candidate of a certified e-mail box in turn. Therefore, sending from a simple / ordinary e-mail box will not be considered valid even if addressed to the PEC of the Ca' Foscari University of Venice. Only documents in PDF/A format must be attached to the e-mail message;

2) **sent by e-mail** to the address ricerca.management@unive.it specifying in the subject of the e-mail **“Bric-DIGITALE E FUTURO-5 mesi”**. In this case, the candidate assumes the responsibility arising from any failure to deliver the application and its annexes. Only documents in PDF/A format must be attached to the e-mail message.

The University assumes no responsibility in the event of dispersion of communications due to inaccurate indications of residence and address by the applicant, or from failure, or late, communication of the change of the same, nor for any postal or telegraphic problems, not attributable to the Administration itself. Likewise, the University cannot be held responsible for any non-receipt of applications sent via non-certified email within the deadline.

Incomplete applications, those without the required data and the compulsory attachments will not be taken into consideration. Furthermore, the applications which, for any reason, reach this University beyond the deadline indicated above cannot be accepted.



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Selection and Evaluation Procedure

The selection is made by assessment of the scientific-professional qualifications of the candidates, by a Selection Committee appointed by order of the Director of the Department taking into account, whereas possible, gender balance.

The Commission compiles a ranking and specifies the winning applicant, having regard to the score appointed to **experience and qualifications**, as specified by the call. In the event of two or more candidates obtaining the same score at the end of the selection, the younger candidate will be preferred.

Awarding of the short research fellowship

Having received the selection documents, and at the outcome of the checks, the Department Director approves, by his own decree, the classification and the selection procedure reports and makes them public, according to the procedures specified in the Regulation awarding the short research fellowship art. 8.

Notification, including the start date of the short-term research fellowship, shall be sent to the winning candidate.

The winner must accept the short-term research fellowship within seven days of receipt of the written notification referred to above, under penalty of revocation. In the event of withdrawal, the short-term research fellowship shall be awarded to the next available candidate, following the order of the final ranking of merit.

Publication of the results of all the selection phases shall be published in the online University's notice Board - Albo on line <http://www.unive.it/data/30402>, on the specific Department web page <https://www.unive.it/data/29521/> and <http://www.unive.it/data/17432/> and on the dedicated page of the University website <http://www.unive.it/data/12136> and <https://www.unive.it/data/28900>

Access to the selection documents is guaranteed pursuant to the law of August 7th 1990, no. 241 and subsequent amendments and additions and relative internal implementation regulation.

Information and contacts

Candidates may find further details about the application process and the research project in the official Call published on Albo on line <http://www.unive.it/data/30402> and on Department website <http://www.unive.it/data/17431/>

For further information please contact - Department of Management - Research Area - tel. 041 234 8758-8705 - email: ricerca.management@unive.it

Processing of personal data

Personal data provided by the candidates in their applications for participation in the selection procedures, are processed pursuant to the legislative decree of June 30th 2003, no. 196 and subsequent amendments and additions and to EU Regulations 2016/679.

It is possible to download the policy document (in Italian) here: <https://www.unive.it/pag/36550/>.

Person in charge of the procedure

In accordance with the provisions of Art. 5 of Italian Law no. 241 of 07/08/1990 and subsequent amendments and additions, the person in charge of the administrative procedure for this selection procedure is Sonia Pastrello, Executive Officer of the Department of Management.

Final provisions

For anything not specified in this call, see the University of Venice's current regulations regarding the awarding for research fellowships and the current legislation.

Digitally signed
The Head of the Department of
Management
Prof. Anna Comacchio

Digitally signed

Seen

The person in charge of the procedure,
Executive Officer of the Department of Management,
Sonia Pastrello.