

Progetto cod. 6984-0001-231-2024 - Guardare indietro per vedere avanti: evoluzione della digitalizzazione in azienda - CUP H21J24000720007

Bando per n. 1 borsa di ricerca - DGR 231/2024- "PR VENETO FSE+ 2021-2027 Priorità 1 – Occupazione"

"INNOVAZIONE CREATIVA PER LA TRANSIZIONE TECNOLOGICA"

**Call for n. 1 Short Research Fellowship - Ca' Foscari University of Venice – Centro temporaneo
Progetto Ecosistema dell'Innovazione**

(L. 240 del December 30th 2010, art. 18, DL 19/2012; Regulations about Short Research fellowships issued under D.R. 300/2014 of 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](#). 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.

HAVING REGARD TO the Regional Management Decree no. 1165 of 06/09/2024 and subsequent amendments and additions, which approves the research project with code 6984-0001-231-2024, entitled "Guardare indietro per vedere avanti: evoluzione della digitalizzazione in azienda" as part of the 2024 regional call for applications - Decree of the Regional Government n. DGR 231/2024 – "PR VENETO FSE+ 2021-2027 Priorità 1 – Occupazione"

Description

Il "Centro temporaneo Progetto Ecosistema dell'Innovazione" on the basis of the Coordinator's decree Rep. 240/2024 Decreti – INEST Prot. 287280/2024 regarding the activation of research grants, invites applications for a research grant entitled "CREATIVE INNOVATION FOR TECHNOLOGICAL TRANSITION" of 8 months.

The research grant aims to investigate the relationship between technological transformation and organizational culture, focusing on the creative and cultural potential embedded within business processes. The objective is to explore how technological transition can be connected to cultural and creative regeneration within organisations, contributing to shaping an innovative and sustainable strategic vision.

The research seeks to generate:

- A deep understanding of the transformative potential of digital technology, not only as a technical enabler but as a cultural lever for strategic renewal.
- Tools and strategies to foster creativity and innovation in the companies involved, supporting them in adapting to the challenges of digitalization.
- Applicable models of integration between artistic creativity and technological innovation, replicable in various business contexts.

The objectives are to be pursued from a humanistic management perspective, viewing organisations as communities interacting in a context of meanings, values, and emotions. In this vision, the transition is a technological issue and a process that must integrate the organisation's human and cultural capital. Therefore, the research will analyse human potential through formal roles and employees' ability to adapt, invent, and contribute original ideas as active participants in co-creating solutions.

The research will be divided into two main phases:

1. Analysis of corporate cultural identities: This involves an in-depth study of the participating organizations, with particular attention to:
 - o Trajectory of technological transformation: analyzing how the adoption of digital technologies has influenced business processes and values.
 - o Human variables: understanding how organizational culture is reflected in human resource management and adaptation to change.
 - o Expressions of creativity and invention: identifying innovation spaces even in operational activities, exploring employees' ability to bring added value through unconventional approaches.

The result will be a map of the corporate cultures of the companies involved, highlighting the organizations' creative potential and the human dynamics that influence their development.

2. Design of creative and cultural interventions: Based on the evidence collected, targeted interventions will be developed and proposed according to an art & business approach, which may include:
 - o Integrating technology and humanism, with projects demonstrating how art can inspire and accompany organizational change.

- o The presence of cultural and creative professionals (artists, designers, performers) within the company to facilitate technological transition and foster new perspectives.
- o Micro-artistic interventions: initiatives that, through the language of art, can stimulate reflection, a sense of belonging, and the capacity to innovate.

As stated in the ESF Directive, Decree of the Regional Government no. 231/2024, upon completing their research, fellows must provide the department with the following research output:

- a final report on the activities undertaken, highlighting the results achieved.

Short-term research fellows will also be required to register their research activities daily on a specific diary supplied by the Centro temporaneo Progetto Ecosistema dell'Innovazione.

For anything not specified in this Call, please refer to the Regulations, applicable legislation and the Regional Directive on the ESF funding in question and subsequent additions.

Duration of the contract: 8 months, indicatively starting from 15.02.2025

Amount: The total amount of the research fellowship is 17.200,00 [€2.150,00 per month], exempt from IRPEF (personal income tax) and INPS (social security contributions). The amount awarded is understood to include any costs relating to the undertaking of the research envisaged by the project. The monthly amount shall only be approved and awarded for whole months completed, and amounts for months not completed shall not be awarded.

Deadline for the submission of applications: 13.01.2025, noon time (Rome CET 12:00).

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

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

a) A Bachelor's degree in L-18: Scienze dell'Economia e della Gestione Aziendale oppure L-1: Beni Culturali or equivalent foreign qualification.

The requirements must be held by the deadline for this call for applications.

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.

Skills required:

Skills in humanistic and organizational management: ability to analyze and interpret the dynamics of organizational culture, with a focus on human resource management and processes of cultural and technological change.

Interdisciplinary knowledge in art, creativity and innovation: experience in integrating creative and artistic approaches with technological innovation, including the design and implementation of art&business interventions.

Methodological and analytical skills: ability to conduct in-depth qualitative analysis of corporate cultural identities, expressions of creativity and the impact of technological transformation, developing applicable models and operational strategies for organizations.

Any other evaluable qualifications: master's degree in cultural management, volunteer or professional experience on the research topic.

Incompatibility

The short-term research fellowship 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”

Fellowship holders may carry out self-employed work or occasional or permanent collaborations, as long as this is coherent with the ongoing research, upon approval and on the condition that:

- does not involve a conflict of interest with the specific research activity carried out;
- does not prejudice the university, in relation to the activities carried out.

Subordinate employment contracts holders, in addition to obtaining permission by the university, must provide the authorization of their employer.

In the specific case that the subordinate employment contract started prior to the awarding of the fellowship, compatibility with the existing employment will have to be assessed; if the assessment yields a negative result, the short research fellowship will not be awarded; in the case of a positive result, the successful candidate will have to provide the authorization of his/her employer within 15 days.

In the event that the subordinate employment contract will start once the fellowship is ongoing, the successful applicant is required to notify this change at least 15 days before the start of the employment contract for an assessment of compatibility; if the assessment is negative, the fellowship will cease by the start of the employment contract; in the event of a positive outcome, the successful applicant must provide the authorization of his/her employer within 15 days.

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

How to apply

Candidates should submit:

1. The application form
2. Applicants must declare in the application, under their own responsibility:
 - educational qualification held;
 - 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.
3. A CV in European format (<http://www.unive.it/data/28900/>), duly dated and signed.

4. A copy of a valid identity document (e.g. Identity Card or Passport).
5. All documents, qualifications and publications relevant for the selection procedure.

How to submit your application

Applications, together with all the required documentation, have to be submitted exclusively online at the following webpage:

<https://apps.unive.it/domandeconcorso-en/accesso/fse23122024innovazionecreativa>

not later than noon time (12:00 Rome CET) 13rd January 2025.

Selection and Evaluation Procedure

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

The short list of candidates invited for interview will be published on the University website

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 Director approves, by his own decree, the classification and the selection procedure reports and makes them public.

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 notice board, on the University website (<https://www.unive.it/data/28824/>).

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.

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. Comprehensive information on personal data processing can be found here: <https://www.unive.it/pag/36550/>.

Person in charge of the procedure

Pursuant to the provisions of art. 5 of the law of August 7th 1990, no. 241 and subsequent amendments and additions, the person in charge of the administrative procedure for this is Dario Pellizzon, Dirigente del CESA.

Final provisions

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

Venice, 20.12.2024

Il Coordinatore del "Centro temporaneo "Progetto Ecosistema dell'Innovazione"

Prof. Fabrizio Panozzo