



Rector Decree No 116/2021

Prot. No. 7851 of February 4th, 2021

Title - VII/1

Subject: Public selection procedure for No. 1 fixed-term researcher in compliance with Art. 24, Par. 3, Letter b) of Italian Law No. 240, 30 December 2010, academic recruitment field 13/B3 (Organization and Human resource management), academic discipline SECS-P/10 (Organization and Human resource management).

The Rector

Having regard to the Italian Law 168, 9 May 1989;
Having regard to the Italian Law 241, 7 August 1990, as amended and supplemented;
Having regard to Pres. Decree 445, 28 December 2000, on administrative documentation, as amended and supplemented;
Having regard to the Italian Personal Data Protection Code adopted by Leg. Decree 196, 30 June 2003;
Having regard to the Regulation EU 2016/679;
Having regard to the Italian Digital Administration Code adopted by Leg. Decree 82, 7 March 2005;
Having regard to the Regulation of the University about the "Freedom of Information Act (FOIA)"
Having regard to the Italian Law 106, 15 April 2004, and related Pres. Decree 252, 3 May 2006;
Having regard to Art. 1, Par. 105 of Italian Law 311, 30 December 2004, providing for a three-year staff recruitment programme;
Having regard to the Min. Decree 363/1998 and Leg. Decree 81/2008 as amended and supplemented concerning safety at work;
Having regard to the Ethics and Behavioural Code of the University;
Having regard to the University Bylaws;
Having regard to the Decree of the General Director 96/2021;
Having regard to the Italian Law 240, 30 December 2010, in particular Art. 24;
Having regard to the Min. Decree 242, 24 May 2011, on the "Criteria and parameters for the evaluation of teaching and research activities carried out by the holders of the contracts under Art. 24 of Law no. 240/2010";
Having regard to the Min. Decree 243, 25 May 2011, on the "Criteria and parameters recognized also at international level, for the preliminary assessment of the candidates recipients of contracts under Article 24 of Law 240/2010";
Having regard to Pres. Decree 232, 15 December 2011, on the Regulation governing the salaries of professors and researchers, in accordance with Law 240, 30 December 2010, Art 8, par. 1 and 3;
Having regard to DPCM December 31st 2020 on the ISTAT adjustment of the economic treatment of non-contractual staff

- Having regard to the resolution of 8 September 2014 with which the Board of Governors determined the remuneration of the fixed-term researcher art. 24 paragraph 3 letter b) Law 240/2010;
- Having regard to Lgs. Decree 49, 29 March 2012, concerning: "Discipline for programming, monitoring and evaluation of budgetary and recruitment policies of universities";
- Having regard to the Min. Decree 855, 30 October 2015, on the redetermination of academic recruitment fields, joined into groups of academic recruitment fields;
- Having regard to the Min. Decree 662, 01 September 2016, for determining the tables of correspondence between the Italian and foreign academic positions as per Article 18, para. 1, section (b) of Law 240/2010;
- Having regard to the Regulations governing the public selections and call of fixed-term researchers in compliance with Art. 24 of the Italian Law 240/10;
- Having regard to the resolution of 8/4/2020 with which the Department of Management requested the activation of the researcher contract referred to in the object;
- Having regard to the resolutions of the Board of Governors and the Academic Senate, respectively of 22th and 30th April 2020, which authorized the initiation of the procedure in question;
- Having regard to the resolution of 18/5/2020 with which the Department of Management defined unambiguously the academic discipline of which the object;
- Having regard to the D.R. n. 515 of 5/06/2020 which approved the "Information on the conduct of public competitions at the Ca 'Foscari University of Venice in the period of emergency COVID-19" attached to the same Decree;
- Acknowledging that the proposing structure has certified its compliance with Italian Law and University Regulations

D E C R E E S

Art. 1

Announcement of public selection procedure

A public selection procedure is opened for No. 1 fixed-term researcher (36 months) in compliance with Art. 24, Par. 3, Letter b) of Italian Law 240, 30 December 2010.

Broup of academic recruitment fields	13/B Business administration and Management
Academic recruitment field	13/B3 Organization and Human resource management
Academic discipline	SECS-P/10 Organization and Human resource management
Department	Management
Work place	Università Ca' Foscari Venezia and Department of Management

<p>Teaching activities, also integrative, and service provided to students and research activities</p>	<p><u>Teaching activity:</u> The selected will have to teach in respect of the requirements of the law and of the <i>Regolamento di Ateneo</i>. He will be teaching in undergraduate, graduate, and doctoral courses, both in Italian and English, on subjects related to the SECS-P/10 (Organization and Human resource management) academic discipline. In particular, teaching will consist in 3 courses (for a total of 90 academic hours), in the academic discipline SECS-P/10 - Organization and Human resource management.</p> <p><u>Research activity:</u> The selected candidate will collaborate to the activity of the Department's research labs and the Ca' Foscari Competency Centre, in particular in the field of digital transformation and its interplay with organization design and human resource management, in the field of social and emotional competencies and leadership. The research activity should be oriented to reach high academic standards and publications in top international journals. The candidate is expected to contribute to the development of the research and teaching activities of the Department of Management, to be directly involved in its institutional, organizational and educational activities, and to actively seek national and international research funding.</p>
<p>Foreign languages of which will be verified the knowledge</p>	<p>English Professional proficiency in spoken and written English is required: candidates have to meet at least the C2-standards of the Common European Framework (CEF). Applicants whose Italian does not meet the same level, are expected to acquire a working knowledge (teaching level at least) of Italian language within 3 years.</p>
<p>Language of the interview</p>	<p>English</p>
<p>Maximum number of published works which can be presented, in addition to the PhD dissertation</p>	<p>12</p>

Art. 2

Requirements for admission to selection procedure

The Selection Procedure is open to both Italian and foreign applicants with a PhD or equivalent degree awarded either in Italy or abroad.

Participation is limited to candidates who:

1) obtained a National Scientific Qualification pursuant to art. 16 of Law 240/2010 for the functions of Associate or Full Professor

or

2) have used for at least three years, even not-consecutive:

- a) contracts according to art. 24, paragraph 3, letter a) of Law 240/2010; or
- b) contracts concluded according to Art. 14, paragraph 1 of Law 230/2005;
- c) research grants awarded according to art. 51, paragraph 6, of Law 449/1997, as amended, or postdoctoral fellowships according to art. 4 of Law 398/1989, or similar contracts, grants or scholarships in foreign universities;
- d) research grants awarded according to art. 22 of Law 240/2010.

For the purposes of the maturation of the minimum period of three years referred to in this paragraph, the services provided in the types a), b), c) and d) can be combined.

and who satisfy at least one of the following requirements:

a) to have obtained the Phd or the research grant or the researcher according to art. 24 par. 3 letter A) in an University different from the one in which they obtained the master's degree or equivalent qualification, or, alternatively, have achieved the same at foreign institutions, or, as an alternative, to have obtained it in a foreign University or it is jointly awarded by different Universities;

b) to have completed at least one year (with characteristics of substantial continuity even if distributed over several periods) of postdoctoral or equivalent research, properly documented, in universities and/or research centers abroad.

Applicants must be in possession of the requirements laid down at the closing date for the submission of application to the selection. The Committee, as defined in the next art. 6, evaluates the qualifications required for admission, such as the assessment of the analogy of contracts, grants or scholarships held in foreign universities with those provided by Italian law and the equivalence of qualifications obtained abroad, if not provided by law.

Exclusion from the selection procedure shall take place by means of a motivated order issued by the Rector and communicated to the candidates concerned.

The following are excluded: anyone with a contract for research fellowship or fixed-term research contract as provided in Arts. 22 and 24 of Italian Law 240/10 at Ca' Foscari or at other Italian Universities, whether public, private or online, or bodies under Par. 1 of Art. 22 of Italian law 240/10 for a period, in addition to the intended duration of the competition contract, exceeding a total of 12 years, even if not continuing. Maternity or sick leave as provided in the laws in force shall not be included in the duration of the aforementioned employment contracts. Also excluded from the selection procedures are those who have already been employed on

permanent positions as full and associate professors or as researchers, even if no longer in service.

Also belonging to the exclusion categories are those with a family relationship or affinity, up to the fourth degree, with professors belonging to the recruiting Department including the Rector, Administrative Manager, any member of the Board of Governors as provided in Art. 18, Par. 1, Letter b) and c), of Italian Law 240/2010.

The following shall not participate in the selection procedures:

- 1) Those who are not entitled to exercise civil and political rights;
- 2) Those who have been dismissed or relieved from office with a Public Administration for consistently poor performance;
- 3) Those who have been dismissed from a civil service job as provided in Art. 127, Letter d) of D.P.R. 10/1/1957, No. 3.

This Administration guarantees fairness and equal opportunity to men and women in access in to employment and employment conditions.

Art. 3

Application submission procedure

To participate in the selection, candidates must submit their application only using the procedure available on the web at:

<https://apps.unive.it/domandeconcorso-en/accesso/rtdb-secsp10>

within a deadline of 12.00 p.m. (midday) CET on the thirty day following the date of publication of the call in the Official Gazette of the Italian Republic. If this deadline expires on a public holiday, it is extended to the next working day.

The application may be filled via web using any computer with Internet connection within the deadline.

Note: the candidate must fill out the application by completing all the required fields and by attaching all the files required. Only in this moment the procedure shall generate an individual alphanumeric code, which will be forwarded to the email address written in the application. Until the deadline indicated above, it is allowed to make changes to the application and replace the files attached, exclusively by returning in the proceedings with the alphanumeric code access.

Then, the link will be blocked and will no longer be possible to fill and modify the application.

No other forms of submission are allowed under penalty of exclusion.

For further information, candidates may contact Settore Concorsi phone: +39 0412348269- +39 0412348217- +39 0412348135, email: pdoc.concorsi@unive.it

The application form shall clearly state the candidate's name and surname, date and place of birth and tax identification number.

To generate the Italian tax code (only for the purposes of the call) the candidate should use the link that finds in the lower right corner of the online application form (click on "Calculate Italian tax identification code (codice fiscale)")

Enter the personal data:

- name;
 - surname;
 - sex;
 - date of birth;
 - nation of birth (written in Italian)
- and the system will generate the tax code.

Please note that:

- 1 - the place of birth if foreign must be the country, written in Italian and capital letters (e.g.: STATI UNITI, SPAGNA, REGNO UNITO)
 - 2 - when the candidate writes the country is need to click on the suggestion that appears under the bar.
- The tax code provided must be of 16 digits.

All candidates must, likewise, declare on their own account:

- 1- Their citizenship;
- 2- That they are in possession of a PhD awarded in Italy or abroad;
- 3- -That obtained a National (Italian) Scientific Qualification pursuant to art. 16 of Law 240/2010 for the functions of Associate or Full Professor
or
- That they have used for at least three years, even not-consecutive:
 - a) Italian contracts according to art. 24, paragraph 3, letter a) of Law 240/2010; or
 - b) Italian contracts concluded according to Art. 14, paragraph 1 of Law 230/2005; or
 - c) Italian research grants awarded according to art. 51, paragraph 6, of Law 449/1997, as amended, or Italian postdoctoral fellowships according to art. 4 of Law 398/1989, or similar contracts, grants or scholarships in foreign universities; or
 - d) Italian research grants awarded according to art. 22 of Law 240/2010.
- 4- That they satisfy at least one of the following requirements:
 - a) to have obtained the Phd or the research grant or the researcher according to art. 24 par. 3 letter A) in an University different from the one in which they obtained the master's degree or equivalent qualification, or, alternatively, have achieved the same at foreign institutions, or, as an alternative, to have obtained it in a foreign University or it is jointly awarded by different Universities;or
 - b) to have completed at least one year (with characteristics of substantial continuity even if distributed over several periods) of postdoctoral or equivalent research, properly documented, in universities and/or research Centers abroad;
- 5- That they do not have, nor have they had in the past, a contract for research fellowship or fixed-term research contract as provided in Arts. 22 and 24 of Italian Law 240/10 at Ca' Foscari or at other Italian Universities, whether public, private or online, or bodies under Par. 1 of Art. 22 of Italian Law 240/10 for a period, in addition to the intended duration of the competition contract, exceeding a total of 12 years, even if not continuing;
- 6- That they have not already been employed on permanent positions as full and associate professors or as researchers, even if no longer in service, at Italian Universities;
- 7- That they have not a family relationship or affinity, up to the fourth degree, with professors belonging to the recruiting Department including the Rector, General Director or any member of the Board of Governors;

- 8- That they have not been convicted of a crime nor are they aware of being subject to criminal proceedings or of any pending criminal proceedings against them;
- 9- That they are/are not employees in a Public Administration;
- 10- That they have not been dismissed from office with a Public Administration for consistently poor performance nor from a civil service job as provided in Art. 127, Letter d) of President Decree 3, 10.01.1957;
- 11- That they are aware that all communications to candidates shall be made by posting on the website of the University and that such publication has the value of notification in all respects.

The failure to make the declarations in the above paragraphs will cause elimination from participation in the selection procedure.

Italian candidates shall also state on their own account:

- In which electoral roll they are registered (municipality) and any reasons for non-registration or deletion from it;
- Their current situation with regard to military service.

Foreign candidates shall also state on their own account:

- That they exercise civil and political rights in their country or give the reasons for failure to do so;
- That they have adequate Italian language skills

Or

- That they do not have adequate knowledge of the Italian language, but they undertake to acquire it.

Candidates with disabilities shall specify which support (if any) they require with regard to their handicap to attend the interview.

In their application candidates should also include the address for their notification, a telephone number, a mobile number and an e-mail address.

The University Administration declines all responsibility for the notifications due to the failure of the candidate to provide a correct address or a failure or delay in notifying about a change to the address given in the application or for any postal or telegraphic services misdeliveries, or due to third parties, unforeseeable events or force majeure.

Candidates must also attach the following to their application:

- Candidate's curriculum vitae listing their scientific and teaching activities, written in Italian and in English, signed with an original signature and declaration of veracity as provided in Arts. 46 and 47 of Pres. Decree 445/2000;
- Documents confirming the qualifications deemed useful for the selection procedure (except for qualifications issued by other Public Administrations for which candidates must submit the self-executed certificate) and a list signed with original signature;
- List of published works that candidate intends to submit for the purposes of Art. 1 of these competition regulations, signed with original signature;
- Photocopy of valid identity document.

According to the University's actions within the Human Resources Strategy for Researchers (HRS4R), candidates are invited to submit a cover letter to their CV.

Qualifications refer to academic qualifications, professional qualifications, specialisations, licenses, training, updates and so on.

European Union citizens may:

- Submit scanned copies of qualifications, that are certified copies of the originals with self-executed affidavit as provided in Arts 19 and 47 of Pres. Decree 445, 28 December 2000 (attachment A); if written in a foreign language, said qualifications shall include a sworn Italian translation performed by embassy or consulate translators or by an official translator;
- or
- Prove that they have the necessary qualifications using the self-executed certificate or self-executed affidavit (Attachment A). The latter mode is the only accepted for qualifications issued by other Public Administrations.

Non-EU citizens with a regular residence permit may submit scanned copies of qualifications, authenticated or true certified copies of the original. The self-executed certificates must be used in accordance with the procedure laid down for EU citizens whenever it is necessary to provide proof of status, facts or personal qualities certifiable or confirmable by Italian public agencies or if the production of self-executed certificates takes place under international agreements between Italy and the applicant's country of origin.

Non-EU citizens without a regular residence permit may submit scanned copies of qualifications, authenticated or true certified copies of the original.

Certificates issued by the relevant authorities of the applicant's Country of origin must be submitted together with a translation into Italian authenticated by the Italian consular authority certifying conformity with the original.

The Administration shall carry out a verification process on the contents of substitute declarations contained in the curriculum vitae.

No reference may be made to documents presented to this or other administrations or to documents attached to the application forms of other selection procedures.

Art. 4 Publications

Candidates must upload their publications in pdf, dividing them into the appropriate four fields of electronic procedure of the capacity of 50 MB each (in each field can be inserted more publications collected into a .zip folder. It is recommended that the names of the files in the folder do not exceed 20 characters).

Published works not uploaded within the closing date shall not be taken into consideration by the Examining Board.

It is not allowed to present publications as link or in a "storage/file sharing on-line" or web pages.

If a candidate presents more publications than required, the Commission will evaluate the publications, in the order specified in the list of publications produced by the candidate, up to the limit provided.

For the purposes of this selection procedure only published works or texts accepted for publication as provided in current law shall be accepted for assessment, along with essays in anthologies and articles published in hard copy or digital format magazines excluding internal notes or departmental reports.

For joint-authored publications the candidates may include a statement confirming their contribution. Otherwise, joint-authored publications may be evaluated provided it is possible to identify the individual contribution of the candidate on the basis of its coherence with their overall scientific activity.

The Examining Board will have access to the publications in digital format only for competition purposes, taking into account the existing legislation concerning publishing and copyright.

Art. 5

Exclusion from selection procedure

Candidates are conditionally admitted to the selection procedure. The exclusion, due to lack of the requirements on the expiry date, is ordered at any time, even after the discussion has taken place.

The exclusion is ordered by motivated Rector's decree and is published on the university website.

Art. 6

Composition of the Examining Board

The Board, made up at least of three members chosen from tenured professors, mainly from other universities (also foreign universities), shall be proposed by means of a resolution passed by the Department Board and appointed by a Rector's Decree. The Board may draw upon the support of one or more experts for the language proficiency assessment.

The appointment of the Examining Board must be carried on in compliance with Art. 7 of Regulations governing the public selections of fixed-term researchers

The appointment of the Board shall be published online on the University website.

Art. 7

Roles of the Examining Board

The Commission can make use of telematic tools at all stages of the procedure.

For the procedure admission, the Board assesses:

- a) the PhD equivalence of any qualifications obtained abroad;
- b) the "contracts, checks or grants in foreign universities and research centers" analogy to contracts, checks or grants referred to in art. 6, paragraph 2, lett. a), b), c) and d) of the Regulations for the Recruitment of fixed-term researchers, taking into account the

correspondence tables defined by the Ministry pursuant to art. 18, paragraph 1, letter b), Law 240/2010 "(Ministerial Decree 662/2016).

The Board shall carry out the preliminary assessment of candidates, providing motivated evaluations of qualifications, curriculum vitae and scientific work, including their doctoral thesis, according to criteria and parameters recognised at international level, identified by means of Ministerial Decree 243, 25 May 2011, to be carried out in accordance with the guidelines for the evaluation in Annex no. 1 of the Regulations governing the public selections of fixed-term researchers in compliance with Art. 24 of the Italian Law 240/2010.

Following the preliminary assessment the Board will admit the most worthy candidates - 10 to 20 per cent of the original candidates and no less than six in number - to participate in a public discussion of their qualifications and scientific work; all candidates shall be admitted to the discussion should their total number be equal to or less than six.

After the discussion the board will grade the qualifications and each of the published works presented by the candidates admitted to said discussion. The board will draw up a collective overall evaluation of the candidates admitted to the discussion of their qualifications and published works, stating whether they are eligible for the competition and expressing a concise evaluation.

The assessment of candidates involves no written or oral examinations.

The University will publish on April 20th 2020 on its website at the following address <http://www.unive.it/bandi-ric240> the discussion date, with details of candidates admitted, or the possible postponement of the publication.

The said publication is equivalent to notification of the law in effect. Therefore, candidates are required to appear for the discussion, without notice, in the day and hour specified in the notice. Failure to attend this discussion shall be considered explicit outright proof of their decision to withdraw from the selection process.

Attending candidates must present a valid identity document.

The Board must conclude its activities within three months of the appointment decree, unless otherwise specified. The closing date may be deferred for proven exceptional motives given by the Board Chair. In the case of failure to conclude activities by the date established, the Rector shall issue a reasoned decree giving rise to procedures for the replacement of members held to be responsible for the delay as well as establishing a new closing date for the conclusion of activities.

Art. 8 Validity of the proceedings

The Board proceedings are attested in the minutes of the meetings, together with the related attachments that shall be sent by the Board Chair to the ARU (Ca' Foscari Human Resources Area) – Ufficio Personale Docente e CEL Settore Concorsi within 7 days after the conclusion of the Board activities for assessment of the proceedings and approval of the minutes by Rector's Decree.

Once the minutes have been approved, the proceedings are sent to the recruiting Department Head and published by insertion in the University website at the following address <http://www.unive.it/bandi-ric240>. This insertion will be announced by notice in the Official Gazette (<http://www.gazzettaufficiale.it/index.jsp>)

From the date of publication of this notice starts the deadline for any appeal.

Art. 9 **Selection conclusion and appointment**

Within two months of the receipt of the proceedings, the Department Board proposes to the Board of Governors the choice of the candidate who is comparatively best among those declared eligible as shown by the proceedings of the Examining Board. In case of ex aequo, candidates will be assessed taking into account the consistency of their scientific activity with the research and teaching needs of the Department, and also on the basis of their potential contribution to the research line described in this call.

According to the Recruitment Guidelines approved by Department of Management on June 27, 2017 (see

https://www.unive.it/pag/fileadmin/user_upload/dipartimenti/management/documenti/ASSICURAZIONE_Qualita/Linee-Guida-Reclutamento-20180627.pdf) the minimum requirements that the Department considers necessary for obtaining a tenure-track assistant professor position are the following:

- a) at least one publication ranked no less than 2
 - b) at least 20 points for the research published; if the candidate obtained his/her PhD at Ca' Foscari University or under the direction of one of its faculty members, at least 50% out of the required points shouldn't refer to publications co-au-authored with his/hes thesis supervisor.
- The criteria for identifying the publication rank and the points awarded to the research published are reported in Section 3.4 of the aforementioned Recruitment Guidelines, where the minimum requirements expected for the evaluation of scientific research evaluation to advance to the position of Associate Professor are disclosed.

In any case, the resolution will take care to highlight the precise reasons for choosing the candidate.

Art. 10 **Drawing-up of contract**

The Administration invites the person concerned to send all documentation required under current legislation and the competition regulations within 30 days of the drawing-up of the individual fixed-term employment contract. The contract shall be drawn up by the Rector or her/his representative on behalf of the University.

The employment is governed by the individual contract and by the regulations in force also regarding to the tax, welfare, social treatment for employee income.

The gross annual pay for fixed-term full-time researcher corresponds to the initial remuneration of the full-time researcher, high of 20% (currently € 46.612,78).

The contract will specify the causes of termination; in any case is a cause of termination of the contract the annulment of the selection procedure, which is its prerequisite.

The employment start date shall be established by the recruiting Department on the basis of research and teaching requirements, and depending on funding available and any legal constraints.

Should circumstances arise hindering recruitment - whether for legal, organisational or financial motives, prior to the completion of the selection procedures, this Administration reserves the right not to hire or to delay recruitment.

Within the resources available for programming, in the third year of the contract the - University evaluates the researcher, who has achieved the scientific qualification pursuant to art. 16 of Law 240/2010, in order to call him in the role of associate professor, pursuant to art. 24 paragraph 5, Law 240/2010.

Art. 11 Incompatibilities

The incompatibilities provided for the employees of public Administration and in particular those resulting from the provisions of Article 53 of Legislative Decree no. 165/2001 are applied to the employment contract established in accordance with this call.

Art. 12 Information about the processing of personal data

The processing of personal data provided by candidates, or otherwise acquired by the University, is aimed only at the completion of the selection procedure and will be carried out in compliance with the applicable national and Community legislation (Legislative Decree 196/2003 and EU Regulation 2016/679). The provision of data is necessary to evaluate candidates' requirements and qualifications.
See the "Privacy" attachment for further details.

The Processing Controller is Ca' Foscari University of Venice, based in Dorsoduro no. 3246, 30123 Venice (Italy) - certified electronic mail protocollo@pec.unive.it.

Art. 13 Data supervisor

Data Manager: Mr. Patrik Sambo, Director of Teaching Staff Department (tel. +39 041/2348217, +39 041/2348269, +39 041/2348135 e-mail: pdoc.concorsi@unive.it)

Art. 14
Final provisions

For any matters not expressly provided herein, the current provisions of law on the matter shall apply.

The Rector
signed Prof. Tiziana Lippiello

DISCLAIMER: The English version is a translation of the original in Italian for information purposes only. In case of a discrepancy, the Italian original will prevail.