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Rector Decree No. 340/2023

Prot. No. 89654 on 09/04/2024

Subject: Public selection procedure for 1 permanent position of Full Professor in compliance with Art. 18, para. 4 *ter* of Italian Law 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, 09 May 1989;
Having regard to the Italian Law 241, 07 August 1990, as amended and supplemented;
Having regard to Pres. Decree 487, 9 May 1994 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 Law No. 4 of 9 January 2004 'Provisions to facilitate access to IT tools for disabled people' and its amendments and additions;
Having regard to the Italian Law 106, 15 April 2004, and related Pres. Decree 252, 03 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 Code of Ethics and Conduct of the University;
Having regard to the University Bylaws;
Having regard to the University's Strategic Plan 2021-2026;
Having regard to the Decree of the General Director 78/2024;
Having regard to the Italian Law 240, 30 December 2010, in particular Art. 18, para. 4 *ter*;
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 8 January 2024 concerning the adjustment of the economic treatment of non-contractual staff;
Having regard to Lgs. Decree 49, 29 March 2012, concerning: "Discipline for programming, monitoring and evaluation of budgetary and recruitment policies of universities" and DPCM on 24 June 2021;

Having regard to the Italian Min. Decrees 855, 30 October 2015 on the redetermination of academic recruitment fields, grouped into competition macro-areas;

Having regard to the University Regulation governing public selections for Full and Associate Professors;

Having regard to the resolution of 20/12/2023 with which the Department of Management requested the financial coverage for the contract of full professor referred to in the object and approved the specifics of the call;

Having regard to the resolutions of the Academic Senate and Board of Governors, respectively on 28 February 2024 and on 6 March 2024, which approved the planning of the academic and research staff of the Departments for the three-year period 2024-2026, and consequently authorized the procedures planned in 2024, including the one mentioned in the object;

Having regard to the budget assigned to the Department of Management to finance this position;

Acknowledging that the proposing structure has certified its compliance with the Italian Law and Ca' Foscari University Venice Regulations

DECREEES

Art. 1

Announcement of public selection procedure

A Public selection procedure for 1 permanent position of Full Professor in compliance with Art. 18, para. 4-ter of Italian Law 240, 30 December 2010 has been opened:

Academic recruitment field	13/B3 Organization and human resource management
Academic Discipline	SECS-P/10 Organization and human resource management
Department:	Management
Work place:	Ca' Foscari University and Department of Management
Teaching and scientific commitment:	<p>The aspiring candidate to a full professorship is expected to spread his or her work over teaching, research and organizational activities adequate to the role.</p> <p>The <u>teaching activity</u> conforms to the Italian Law and to University regulations (Regolamento di Ateneo). It may cover official courses of 1st, 2nd, and 3rd level, as well as all other didactic activities within the Academic Discipline. These include design of new courses, thesis supervision, tutoring and career guidance. Ability and willingness to teach both in English and in Italian are required.</p> <p>Candidate must hold courses of the academic recruitment field, included the ones needed at the moment in the Management department:</p> <ul style="list-style-type: none"> • Organization design • Human resource management • Organizzazione aziendale

	<ul style="list-style-type: none"> • Gestione del Personale • Organizzazione delle aziende internazionali <p>The <u>scientific activities</u> are addressed to the development of research in areas that conform to the strategic plan of the Department of Management, with special reference to topics in: organization studies and innovation, internationalization, human resource management and soft skills development, leadership and organizational behaviour. The candidate is required to have expertise of qualitative and quantitative methods and skills in research design of core research areas related to the Academic Discipline. The candidate will contribute to the international development of the Department's research and teaching activities. It is expected that the candidate be active in applying for competitive funding, in designing new national and international research project, and in the recruitment of junior faculty members.</p> <p>The organizational activities include the third mission, within the extent required by law and the formats acknowledged by the university, active participation in institutional roles, in all activities pertaining to Quality Assurance, and more generally in an involvement in the department governance adequate to a full professorship.</p>
Maximum number of published works to be presented:	12
Content of the interview:	<p>The oral presentation is 45' long, it is held in English, and may be used to ascertain a proper knowledge of this language. During the presentation, the candidate will discuss:</p> <p>a) a research paper, covering the main results and their scientific and social impact describing the results and the research designs framework applied</p> <p>b) a syllabus for a course fit for the department of Management, illustrating his or her teaching approach</p> <p>c) a previous experience in an organizational role, highlighting his or her personal contributions and results</p>
Foreign languages of which will be verified the knowledge	English
Internationally recognized quality standards for the assessment and any further elements of teaching and scientific qualification deemed necessary, providing in any case an adequate width of the profile outlined:	<ol style="list-style-type: none"> 1) Teaching: continuity, cumulative experience and commitment regime. Leadership and innovation in training and in the advancement of young researchers 2) Evaluation of scientific production: originality and continuity (with particular reference to the last five years). Impact and diffusion, also on the basis of bibliometric indicators. 3) Management of research teams: organization, direction and coordination of national and international research projects, or participation in them; management of

	<p>institutions or research institutes of high international qualification.</p> <p>4) Conferences: invited presentations in international scientific conferences, organization and participation as a speaker at congresses, conferences and advanced training summer schools and workshops.</p> <p>5) Assignment of research and teaching positions in highly qualified foreign and international Universities and research institutes: number, prestige and variety of held positions.</p> <p>6) Prizes and awards: number and prestige of received awards.</p> <p>7) Editorial Boards: direction and participation to editorial boards of scientific journals, with regard to the continuity and the number of held positions.</p> <p>8) Patents and spin-off: number (if any).</p> <p>9) Fund raising: number and average size of projects achieved on competitive announcement.</p> <p>10) Managerial and institutional assignments: commitment and complexity of tasks, including in committees and boards, conferred by academic bodies or other scientific and research institutions; proven evaluation activity in the areas of research or teaching.</p>
Notification of interview date and admitted candidates	7 June 2024

Art. 2 Requirements for admission to the selection procedure

The selection procedure is open to candidates who have obtained the national academic qualification referred to in art. 16 of Law 240/2010 for the functions of Full Professors and for the academic recruitment field 13/B3 of the call or for the other academic recruitment fields belonging to the same group 13/B.

Academics holding a position of Full Professor in Italy (*professore o professoressa di prima fascia*) or an equivalent position in other countries cannot participate to this procedure.

Applicants must meet the requirements at the deadline for submission of the application to the selection. The Board (see art. 6) evaluates the qualifications required for admission. Candidates are conditionally admitted to the selection procedure and subject to checks regarding the requirements; they may be excluded from the procedure at any time, even after the final interview, by a motivated decree signed by the Rector.

The procedure is not open to those who have a family relationship or affinity, up to the fourth degree, with professors belonging to the recruiting Department or with the Rector, the General Director, or with any member of the Board of Governors.

The following cannot apply:

1. Those who have been denied their civil and political rights;
2. Those who have been dismissed or relieved from their role in a Public Administration for consistently inadequate performance;
3. Those who have been dismissed or relieved from any other public employment, pursuant to Art. 127, letter d) of Presidential Decree No. 3 of 10 January 1957.

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

Art. 3 Application procedure

To participate in the selection, candidates must submit their application via the web procedure at the following address:

<https://apps.unive.it/domandeconcorso-en/accesso/po18c4ter-2024secsp10>

The application must be submitted within 30 days of publication of this call in the "Gazzetta Ufficiale" of the Italian Republic, no later than 1.00 p.m. (Central European Time).

You can access the platform using your Italian Tax Identification Code (Codice Fiscale). Foreigners with no Italian Tax Identification Code may generate it, for the sole purpose of the procedure, using the link in the bottom right corner of the online application form (click on "Calculate Italian Tax Identification Code").

The following personal data are required to generate the tax identification code: Name; Surname; Gender; Date of birth (dd/mm/yyyy); Place of birth.

Please note that:

1 – As your place of birth you should indicate your country of birth, which must be written in Italian and in capital letters (e.g.: STATI UNITI, SPAGNA, REGNO UNITO) and selected from the scroll-down menu.

The tax identification code must have 16 characters.

The procedure does not allow saving in draft mode. The application shall be completed in all its required fields and then submitted. A unique alphanumeric code will then be generated and sent to the e-mail address entered in the application; the code may be used to edit the application and replace the attached files, within the deadline.

No other form of submission of the application is allowed.

It is advisable to start the application procedure well in advance of the deadline.

The candidates shall indicate their name, their surname, the date and the place of birth as well as their *Italian Codice Fiscale*. They shall also declare under their own responsibility:

- 1- Their citizenship;
- 2- That they have obtained the national academic qualification referred to in art. 16 of Law 240/2010 for the functions of Full Professors;
- 3- That they do not hold a position of Full Professor in Italy (professore o professoressa di prima fascia) or an equivalent position in other countries;

4- that they do not have any family relationship or affinity, up to the fourth degree, with professors belonging to the recruiting Department, nor with the Rector, the General Director, or any member of the Board of Governors.

5- that they have not been convicted of a criminal offence, and are not aware of any criminal proceeding pending against them; if not, indicate any previous convictions (the date and the judicial authority that issued it) and pending criminal proceedings;

6- that they have not been dismissed or relieved from their role in a public employment pursuant to Art. 127, letter d), of Presidential Decree No. 3 of 10 January 1957.

Italian citizens shall also declare under their responsibility:

- The municipality where they are registered in the electoral rolls, motivating, if applicable, the reason for non-registration or cancellation from them; that they have fulfilled their military obligations (to be specified by candidates born before 1985 only);

- Their current situation with regard to military service.

Non-Italian candidates shall declare in the application under their responsibilities:

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

- that they have adequate knowledge of the Italian language;

or

- that they do not have adequate Italian language skills but they commit to achieve them.

In their applications 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 any failed notification due to the incorrect communication of the candidates' contact details.

The University Administration declines all responsibility for any failed notification due to the incorrect communication of the candidates' contact details, a late communication of changes about them or due to possible postal or telegraphic errors caused by fortuitous events or extenuating circumstances.

PDF copies of the following shall be attached to the application:

- a valid identity document;

- a curriculum vitae listing academic outputs and teaching activities, written both in Italian and in English. The cv must be signed and submitted with an affidavit, as provided in Arts. 46 and 47 of Presidential Decree 445/2000. The signature can be handwritten or digital. In line with the actions envisaged by the University as part of the "Human Resources Strategy for Researchers" (HRS4R), applicants are invited to attach a motivation letter.

- a signed list of qualifications to be submitted (signature can be handwritten or digital), and related documents;

- a numbered, signed list of the publications to be submitted, for the purposes of Art. 1 of the Regulations of this Call (signature can be handwritten or digital);

- Publications (see Art. 4) and, if required, their PhD dissertation.

The term "Qualifications" refers to academic and professional qualifications, specialisations, licences, training, update and similar titles.

European Union citizens may:

- submit scanned certified copies of their qualifications (certified by a self-declaration affidavit as provided in Art. 19 and 47 of Pres. Decree 445, 28 December 2000 - Attachment A). Candidates must provide an Italian translation of the documents, and the translation must be certified by an embassy or an official translator.

or

- Declare that they meet the requirements using a self-executed certificate or self-declaration affidavit (Attachment A). This document is compulsory if the qualifications are issued by other Public Administrations.

Non-EU citizens with a valid residence permit may submit scanned certified copies of their qualifications. The affidavits 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 self-declarations contained in the curriculum vitae.

Documents and publications previously submitted to this or other administrations, or documents previously attached to application forms of other selection procedures cannot be merely mentioned, they must be attached.

Reference may not be made to documents submitted to this or other administrations, or to documents attached to the application for participation in another selection procedure

For any clarifications and information on the procedure, and in the event of difficulties in filling in the application form, please contact the Settore Concorsi of the Teaching Staff Office tel. +39 041/2348217, -8269, -8268, -8135 e-mail: pdoc.concorsi@unive.it

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 (please note that **you can upload more than one publication in each field, zipped in one folder**. The name of the zipped folder must not be more than 20 characters long, and it must should start with the number corresponding to the publication in the list you have submitted).

Publications that are not uploaded with the application in the manner and by the deadline of this call shall not be taken into consideration by the Examining Board.

Links to publications or works saved in online storage clouds or webpages will not be considered as valid for the evaluation.

Should the number of publications exceed the maximum number indicated in the call, the Board will evaluate the works in the order listed by the candidate, up to the limit provided.

For the purposes of this selection procedure, only published works, texts accepted for publication, essays in anthologies and articles published in hard copy or digital format magazines in accordance with the current law will be assessed, while internal notes or departmental reports are excluded.

Texts or articles accepted for publication within the deadline of this call must be submitted with the acceptance letter by the publisher.

For joint-authored publications the candidates may include a statement declaring the incidence of 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 academic activity.

The Examining Board will have access to the publications in digital format only for purposes connected to this call, in consideration of the existing legislation concerning publishing and copyright.

Art. 5

Exclusion from selection procedure

Candidates are conditionally admitted to the selection procedure. The Rector may order the exclusion for failure to meet the requirements by a motivated decree at any time. The decree is notified to the candidate concerned with an email sent to the address listed in the application.

Art. 6

Composition of the Examining Board

The appointment of the Examining Board is carried out in compliance with art. 5 of the "University Regulation governing the selection and appointment of Full and Associate Professors" and it is appointed by a Rector's Decree.

The appointment of the Examining Board must comply with the rules concerning incompatibility, conflict of interest and the conditions laid down in the Ethics Code.

In order to ascertain the language proficiency of the candidate, the Board may draw upon the support of one or more experts.

The appointment of the Board is published online on the University website.

The Board may use telematic tools for team work at all stages of the procedure.

The Board shall conclude its activities within two months after the date of the appointment decree, unless otherwise specified. The deadline may be postponed due to proven and exceptional circumstances indicated by the Chair of the Board. Should the Board fail to complete the activities within the set deadline, the Rector shall issue a decree concerning the replacement of members responsible for the delay as well as fixing a new closing date for the completion of activities.

Art. 7

Roles of the Examining Board

For the purposes of admission to the procedure, the Board shall verify the candidates' possession of the requirements.

Then, the Board carries out, in a private session, a comparative evaluation based on the scientific publications, curriculum vitae and teaching activity of the candidates.

A minimum of three and a maximum of five candidates, judged to be most deserving following the comparative evaluation, will be admitted to the final oral test. A lower number of candidates

may be allowed only if in the presence of less than three candidates. The oral test will be public.

During the oral test the Board will assess the foreign language proficiency required by this notice.

The evaluation will be based on criteria predetermined by the Board, according to the qualitative international standards described in art. 1 of this notice.

On 7 June 2024 this University will publish on its website at <http://www.unive.it/bandi-ric240> the date of the oral test and the list of admitted candidates, or news of any postponement of such communications. This communication will be at least 7 days before the oral test and it has the value of notification for all intents and purposes. Therefore, candidates admitted to the interview are required to attend the meeting, without prior notice, on the day and at the time indicated in the notice. Failure to appear will be considered as an explicit and definitive withdrawal from the selection.

Applicants shall present a valid identity document.

In the case of an online interview, the Board shall identify the platform to be used and send the relevant invitation (link) for participation to the candidates admitted, well in advance.

At the end of the oral test, the Board shall formulate a final assessment of the admitted candidates, identifying the best candidates and ranking them in descending order of merit, considering the assessment referred to in paragraph 1 and the oral test.

The Board will carry out its work in the presence of all its members and make their decisions by an absolute majority.

Art. 8 Validity of the proceedings

The proceedings of the Board are attested in the minutes of the meetings with their attachments, and shall be sent to the Ufficio Personale Docente - Settore Concorsi within 7 days after the conclusion of the Board activities. They will be assessed and approved by means of a Rector's Decree, within 30 days.

Once the minutes have been approved, the proceedings are sent to the Director of the recruiting Department and published on the University website at the following address <http://www.unive.it/bandi-ord>. This posting will be announced by a notice in the Gazzetta Ufficiale/Official Gazette - IV Special Series. The deadline for any appeal starts from the date of publication of such notice.

In line with the legislation on access to documents and with the provisions of Law no. 4 dated 9 January 2004, the request for access to the documents can be sent to Ca' Foscari University Settore Concorsi via email (pdoc.concorsi@unive.it), via certified email (PEC) at the address protocollo@pec.unive.it or according to the indications available at <https://www.unive.it/pag/11143>.

Art. 9 Choice of the selected candidate

Within thirty days from the approval of the acts, the Department Board shall propose to the Board of Governors the appointment of the best candidate, evaluated on a comparative basis among those identified as eligible according to the order of merit.

According to the Recruitment Guidelines approved by Department of Management on June 23, 2021 (see <https://www.unive.it/pag/29348/>), the minimum requirements that the Department considers necessary for obtaining a full professor position are the following:

1. a total cumulative score of at least 100 points for published or accepted research (monograph, chapter in a book, or journal article) in the last ten years; 2. having had at least one published or accepted research articles in journals rated no less than 4, since the start of the last academic position held at the time of the application.

The criteria for identifying the publication rank and the points awarded to the research published are reported in Section 3 of the aforementioned Recruitment Guidelines.

If the comparatively best candidate not accept or fail to accept the position, the Department shall submit to the Board of Governors the proposal to appoint the second ranking candidate, evaluated on a comparative basis, among those identified as eligible by the Board of this procedure within one month and subject to compliance with the legal constraints on recruitment and compatibility with financial resources.

Art. 10 Appointment

The appointment is made by a Rector's Decree.

The employment start date shall be established by the recruiting Department as per Art. 1 on the basis of research and teaching requirements, depending on funding available and any legal constraints.

The remuneration for the Full professor shall be that specified by Pres. Decree 232 of 15 December 2011, as amended and supplemented.

The employment relationship established between the University and the professor is governed by the national and University provisions in force, including the rights and duties of the professor.

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

Art. 11 Personal information processing

The processing of personal data provided by candidates or otherwise acquired by the University is aimed only for the purposes of the selection procedure and will be managed in compliance with national and EU legislation (Legislative Decree 196/2003 and EU Regulation 2016/679). The provision of data is necessary to evaluate candidates' requirements and qualifications.

See the "Information on the Processing of Personal Data" attachment for further details.

The Data Controller is Ca' Foscari University Venice, with head office in Dorsoduro n. 3246, 30123 Venice - PEC protocollo@pec.unive.it.

Art. 12 Data Manager

Data Manager: Dr. Monica Gussoni, Manager of the Human Resources Area (tel. +39 041/234-8217, -8268, -8269, -8135 email: pdoc.concorsi@unive.it).

Art. 13
Notice and final provisions

The notice of this call is published in the Official Gazette of the Italian Republic - Series IV – Concorsi ed esami, as well as on the website of the European Commission <http://ec.europa.eu/euraxess/>. The call is published in Italian and in English on the website of the University Ca' Foscari <http://www.unive.it/bandi-ord>.

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

The Rector
F.to Prof. Tiziana Lippiello