



Decree - VSM - Rep. no. 287/2026 - Prot. no. 087771 dated 25/03/2026

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

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 online <https://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.

<b>HAVING REGARD TO</b>	the Article 18, paragraph 5, letter f) of Law No. 240 of December 30, 2010, and subsequent amendments and integrations;
<b>HAVING REGARD TO</b>	the Article 21 <i>quinquies</i> of Law No. 241 of August 7, 1990, and subsequent amendments and integrations;
<b>HAVING REGARD TO</b>	Article 1 bis, paragraph 2, of Decree-Law No. 45 of April 7, 2025, as amended during conversion by Law No. 79 of June 5, 2025, which came into force on June 7, 2025, and which, in Article 4, paragraph 3, of Law No. 210 of July 3, 1998, abolished the favorable tax regime for short-term research fellowships post-graduation, establishing the application of IRPEF and IRAP taxes on such Short-term Research Fellowships;
<b>RECALLED</b>	the Regulation for the establishment of Short-term Research Fellowships for post-graduate activities pursuant to Article 18 of Law No. 240 of December 30, 2010, issued with Rectoral Decree No. 300/2014 of April 14, 2014, and subsequent amendments and integrations;
<b>WHEREAS</b>	the tax treatment of Short-term Research Fellowships is subject to the legislation in force at the time of granting. Even if not expressly referred to in this notice, the applicable tax regime will be that provided for by current legislation <i>pro tempore</i> ;
<b>HAVING REGARD TO</b>	the contract with Veritas S.p.a. (ref. no. 28/2026 - prot. no. 0061163 dated 23/02/2026) to carry out a research aimed at measuring the impact of practices on organisational well-being, effective from 23/02/2026 for a duration of 12 months – CUP H73C26000090005 – Ref. Prof. S. Bonesso;
<b>HAVING REGARD TO</b>	the extension to 31/01/ 2027, of the deadline set forth in the aforementioned contract (ref. no. 28/2026 - prot. no. 0061163 dated 23/02/2026);
<b>HAVING REGARD TO</b>	professor Sara Bonesso's request (prot. no. 86727 dated 23/03/2026) concerning the awarding of no. 1 Short-term Research Fellowship, lasting 12 months, to carry out the research activities within the framework of the aforementioned contract;
<b>HAVING REGARD TO</b>	the authorization of the above-mentioned request given by the Departmental Board held on March 24, 2026;
<b>VERIFIED</b>	the funding, related to the research grant, whose costs are allocated under the project VSM.CT2026.VERITAS.BONESSO;



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#### **Description**

The Venice School of Management - Ca' Foscari University of Venice, as specified in the introduction, hereby calls for applications for n. 1 Short-term Research Fellowship entitled "**Organisational well-being and inclusive leadership: metrics and impact in the workplace**" (lasting 12 months), as part of a research aimed at measuring the impact of practices on organisational well-being (Contract with Veritas S.p.a. - ref. no. 28/2026 - prot. no. 0061163 dated 23/02/2026) – CUP H73C26000090005 – Tutor prof. Sara Bonesso.

The research fellow must perform the following research:

#### **ABSTRACT**

*Over the past decade, many organisations have invested in initiatives aimed at improving organisational well-being and implementing diversity, equity and inclusion (DEI) policies to create a diverse workforce and inclusive workplaces. However, there is currently a lack of systematic measurement of organisational well-being and DEI practices in the literature. Furthermore, there is limited understanding of how such initiatives bring about significant changes in terms of employees' wellbeing, attitudes, behaviour and performance. Therefore, the project addresses the following research questions: How can an organisation's investment in organisational wellbeing be measured? What are the relevant intermediate outcomes (wellbeing, attitudinal, behavioural and performance indicators) influenced by such practices? How are organisational wellbeing strategies and related practices conveyed through effective leadership behaviours? The empirical research will be conducted within a corporate context that is investing in a culture focused on organisational wellbeing and aimed at creating an inclusive working environment. The research methodology will adopt both quantitative and qualitative approaches to investigate the impact of wellbeing practices and the underlying mechanisms.*

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

- **two-monthly reports** on the activities (Tot. **6 reports**);
- **a final report** on the activities undertaken, highlighting the results achieved.

This documentation is by way of example and not exhaustive and may change or be implemented according to the needs of the research activity concerning the project and/or the structure that calls for the research grant. For anything not specified in this Call, please refer to the Regulations and applicable legislation.

**Duration of the Short-term Research Fellowship: 12 (twelve) months, indicatively starting in May 2026.**

**Amount:** The amount of the Short-term Research Fellowship is equal to € 24.508,08 (twenty-four thousand five hundred and eight//08 euros), gross percipient and will be subject to taxation according to current regulations. It will be paid in bimonthly instalments after certification of the regular performance of the activity. The amount 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; amounts for months not completed shall not be awarded.**

**Deadline for submission of applications: not later than noon time (12:00 Rome CET) of Thursday, 9 April 2026.**

In case the deadline is on Saturdays, Sundays or on holidays, it is extended to the first working day thereafter.

**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 classe LM-77 Scienze economico-aziendali** (Italian Regulation) 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:**



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**Skills required:**

- **Proficiency in Italian at native speaker level, C1 level or higher;**
- Research and/or professional experience in fields relevant to the research project outlined in the call for applications;
- Knowledge of social research methods;
- Good knowledge of the English language;

**Any other evaluable qualifications:**

- PhD in Management studies;
- Documented research experience at research institutions;
- Publications, working papers, and participation in and presentation of papers at international conferences;

**Please note that the applicant shall attach any documents, language certificates, qualifications and publications relevant for the selection procedure.**

Those 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 in 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 may not overlap with:

- other short-term research fellowships 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" o "incarichi di ricerca".

Short-term Research 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-term 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 30 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**.



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**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** (University Regulations for short-term research fellowships, Art. 5)

**Candidates must submit:**

a) **The attached application form duly dated and signed.** The application form is available on the VSM website [unive.it/management-ricerca](http://unive.it/management-ricerca)>"Research>Short-term research fellowships" and on the University website "Research>Working in research>Short Term Research Fellowships".

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

- **the possession of a Master's degree or equivalent qualification obtained abroad. Candidates in possession of a qualification obtained abroad must also submit a 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;
- nationality (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);
- to be medically fit to discharge his/her duties for the fellowship;
- that they understand that the Short-term Research Fellowship is not compatible with the positions referred to in Art. 12 of the Regulations for Short-term Research Fellowships and current legislation;
- 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) **duly dated and signed** (available on the VSM website [unive.it/management-ricerca](http://unive.it/management-ricerca)>"Research>Short-term research fellowships"). The CV must specify the educational qualification held by the candidate and a detailed description of his/her scientific-professional qualifications. In addition, **the CV must contain the following declarations:**

- 1) the declaration made pursuant to the Italian D.P.R 445/2000 and subsequent amendments and additions, that the information provided corresponds to the truth;**
- 2) the authorization to the processing of personal data for the purposes related to this selection procedure, made pursuant to Legislative Decree no. 196/2003 and Article 13 of the GDPR (EU Regulation 2016/679).**

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.

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), c) and d) will result in exclusion from the selection.

The University carries out random checks on the truthfulness of what the candidates declare in their applications and resumes.

Should the above check reveal that the contents of the declaration are not true, the declarant shall forfeit any benefits arising from the measure issued on the basis of the untrue declaration, without prejudice to the provisions of the Criminal Code and special laws on the subject.



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#### How to submit your application

1. **sent by certified e-mail** to the address [protocollo@pec.unive.it](mailto:protocollo@pec.unive.it) indicating the following subject: **“Bric-VSM-Veritas-12 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;**
2. **sent by e-mail** to the address [ricerca.management@unive.it](mailto:ricerca.management@unive.it) specifying in the subject of the e-mail **“Bric-VSM-Veritas-12 mesi”**. In this case, the candidate assumes responsibility for any failure to deliver the application and its annexes. The University assumes no responsibility for cases of dispersion of communications sent via non-certified email. **Only documents in PDF/A format must be attached.**

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.

#### Selection and Evaluation Procedure

A Selection Committee is appointed by order of the Director of the School taking into account, whereas possible, gender balance.

The selection is made by **assessment of the scientific-professional qualifications of the candidates, followed by an interview, to be held via teleconference**

The **interviews phase** is scheduled for **Wednesday 22 April and/or Thursday 23 April 2026, via ZOOM platform.**

**The short list of candidates admitted to the interview and eventual postponements will be published online on Monday 20 April 2026** on the VSM website [unive.it/management-ricerca](http://unive.it/management-ricerca)>“Research>Short-term research fellowships>Research fellowships expired calls” and on the University website “Research>Working in research>Short Term Research Fellowships>Research fellowships expired calls”. The publication of the aforementioned calendar, list and announcements have the value of notification; therefore, candidates are required to present themselves, with the valid identification document presented during the application phase, on the day, the time and according to the electronic media indicated in the public notice. The absence of a candidate from the interview will be considered to all intents and purposes as a waiver.

**Please note that proficiency in Italian and English languages will be assessed by the selection committee during the interview of admitted candidates.**

The Commission compiles a ranking and specifies the winning applicant, having regard to the score appointed to experience and qualifications, interview and any other test, 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 her decree, the ranking list 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's notice Board - Albo on line, on the VSM website [unive.it/management-ricerca](http://unive.it/management-ricerca)>“Research>Short-term research fellowships” and on the University website “Research>Working in research>Short Term Research Fellowships”.

All information on the convocation of candidates will be published there, too, without further direct communication to the candidates.

Access to the selection documents is guaranteed pursuant to the law of 07/08/1990, no. 241 and subsequent



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amendments and additions and relative internal implementation regulation.

The Department reserves the right to cancel the procedure and/or not to proceed with the stipulation of the "Declaration of Acceptance" of the Short-term Research Fellowship with the winning person, if for any reason the interest in the research ceases.

#### **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 and on the VSM website [unive.it/management-ricerca](http://unive.it/management-ricerca) > "Ricerca > Bandi Borse di Ricerca".

For further information please contact - Venice School of Management – Research Area - tel. 041 234 8758-8705 - email: [ricerca.management@unive.it](mailto: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 30/06/2003, no. 196 and subsequent amendments and additions and to EU Regulations 2016/679. Comprehensive information on personal data processing can be found [here](#).

#### **Person in charge of the procedure**

Pursuant to the provisions of Art. 5 of Italian Law of 07/08/1990, no. 241 and subsequent amendments and additions, the person in charge of the administrative procedure for this selection procedure is Sonia Pastrello, Executive Officer of the Venice School 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 Venice  
School of Management  
Prof. Anna Comacchio

Digitally signed  
Seen  
The person in charge of the procedure,  
Executive Officer of the Venice School of Management,  
Sonia Pastrello.