



Rector Decree No. 914/2019

Prot. No. 51604 of September 9th, 2019

Title - VII/1

Subject: Public selection procedure for 1 permanent position of Full Professor in compliance with Art. 18, para. 1 of Italian Law 240, 30 December 2010, academic recruitment field 13/B2 (Management), academic discipline SECS-P/08 (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 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, 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 Ethics Code of the University;
Having regard to the University Bylaws;
Having regard to the Strategic Plan 2016-2020;
Having regard to the Decree of the General Director 16/2019;
Having regard to the Code of conduct of the university;
Having regard to the Italian Law 240, 30 December 2010, in particular Art. 18, para. 1;
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 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 Full and Associate Professors;
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 resolutions with which the Department of Management requested one permanent position for the academic recruitment field 13/B2 (Management), academic discipline SECS-P/08 (Management) and indicated its scientific and teaching commitment;
Having regard to the resolution of the Academic Senate on July, 27th 2019;
Having regard to the resolution of the Board of Governors on July, 29th 2019;
Having verified the financial backing for the appointment of the successful applicant;
Acknowledging that the proposing structure has certified its compliance with Italian law and University Regulations

DECREES

Art. 1

Announcement of public selection procedure

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

Group of Academic Recruitment Fields	13/B Business Administration and Management
Academic recruitment field	13/B2 Management
Academic Discipline	SECS-P/08 Management
Academic recruitment fields in	13/B1 Business Administration and Accounting Studies

the Group	13/B3 Organization and Human Resource Management 13/B4 Financial Markets, Financial Institutions, and Corporate Finance 13/B5 Commodity Sciences
Academic disciplines in the Group	SECS-P/07 Business Administration and Accounting Studies SECS-P/10 Organization and Human Resource Management SECS-P/11 Financial Markets and Institutions SECS-P/09 Corporate Finance SECS-P/13 Commodity Sciences
Department:	Management
Work place:	Ca' Foscari University of Venice and Department of Management
Teaching and scientific commitment:	The faculty member will be required to develop his/her teaching activities according to the Italian Law and the University regulations (Regolamento di Ateneo). The teaching load will be integrated in curricular courses and in extracurricular activities coherent with the subject field SECS-P/08 in BA and MA programs as well as in PhD courses. In particular, the faculty member will be required to carry out 2 curricular courses (60 out of the full teaching load of 120 hours): Gestione delle Imprese 1 Gestione delle Imprese 2. The expected scientific activity will deal with the management of manufacturing and service firms, with reference to the firm as a complex system as well as to specific management functions. The following topics are of particular interest: entrepreneurial and managerial decisions; the relationships between the firm and its competitive environment; the study of management problems in relation to the dimension of the firm; the innovation economy and the innovation management.
Maximum number of published works to be presented:	18
Content of the interview:	The candidate will be asked to present a research work, the most relevant research results and their scientific and social impact. The job talk will be held in English. The presentation will last approximately 45 minutes and will be open to the public.
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:	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) Research groups: organization, direction and coordination of national and international research projects, or participation in them; management of institutions or research institutes of high international qualification. 4) Conferences: invited presentations in international scientific conferences, organization and participation as a speaker at congresses, conferences and advanced training summer schools. 5) Assignment of research and teaching tasks in highly qualified foreign and international Universities and research institutes: number, prestige and variety of held positions. 6) Prizes and awards: number and prestige of received awards. 7) Editorial Boards: direction and participation to editorial boards of scientific journals, with regard to the continuity and the number of held positions. 8) Patents and spin-off: number (if present). 9) Fund raising: number and average size of projects made on competitive tenders. 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.

Art. 2

Requirements for admission to selection procedure

The selection procedure is open to:

- a) Candidates who obtained a National Scientific Qualification pursuant to art. 16 of Law 240/2010 in the academic recruitment field 13/B2 or in one of the academic recruitment fields within the group 13/B and for the functions of Full Professor;
- b) candidates who are suitably qualified in accordance with Law 210/1998 for the level of Full Professor, limited to the duration thereof;
- c) professors working in other Italian Universities as Full Professor;
- d) academics abroad regularly engaged in research or teaching at university level in a position on a level with those under this call, based on the table of correspondence determined by the Ministry, heard the CUN (Min. Decree 622, 2016 and a note of the CUN 1/14/2016 - Note: if not possible to identify the correspondence with certainty will be sought an advice from CUN).

Applicants must be in possession of the established requirements at the closing date for the submission of an application for selection. Elimination from the selection procedure will be provided via a reasoned measure from the Rector communicated to those concerned.

Also, under no circumstances may those with a familial or affinity relationship with professors belonging to the recruiting Department, up to the fourth degree, participate in the process including the Rector, General Director, or any member of the Board of Trustees of the University.

The following may 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, section (d) of Pres. Decree 3, 10.01.1957.

This Administration guarantees fairness and equal opportunity to men and women in access 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:

<http://static.unive.it/domandeconcorso-en/accesso/po18c1secsp08>

within a deadline of 12.00 p.m. CET on the sixtieth 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: You need to complete the application by completing all required fields and attaching all required files. Only at this point it will generate an individual alphanumeric code, which will be forwarded to the applicant to the email address entered in the application. By the deadline indicated above, it is allowed to make changes to the application and replace the attached files, by returning in the proceedings with the alphanumeric code access.

When the deadline has expired, the connection will be disabled and you can no longer complete the application or edit it.

No other forms of submission are allowed.

For further information, candidates may contact Settore Concorsi phone: +39 0412348269 - +39 0412348217 - 0412347002, email: pdoc.concorsi@unive.it

The application form shall clearly state the candidate's name and surname, date and place of birth. All candidates must, likewise, declare on their own account:

- 1- Their citizenship;

- 2- That they are in possession of one of the requirements for admission indicated in Art. 2 of these competition regulations;
- 3- That they do not have a familiar or affinity relationship, up to the fourth degree, with professors belonging to the recruiting Department including the Rector, General Director, or any member of the Board of Trustees;
- 4- 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;
- 5- 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, section (d) of Pres. Decree 3 10.01.1957;

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.

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 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 applications:

- Candidate's curriculum vitae listing their scientific and teaching activities, written in Italian or 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 multiple publications grouped a .zip folder. It is recommended that the name of the single file or the ones in the compressed folder does not exceed 20 characters).

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

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 under current standards shall be accepted for evaluation, along with essays in anthologies and journal articles published in hard copy or digital format 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 admitted to evaluation 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 and may be excluded from the procedure at any time for failure to meet the requirements by means of a reasoned Rector's decree.

Failure to comply with requirements laid down in Arts. 2 and 3 herein represents a reason for exclusion from the selection procedure.

Art. 6 Composition of the Examining Board

The Board is identified in accordance with the provisions of the University Regulation governing the public selection procedure for the permanent position of Full and Associate Professor and will be appointed by a Rector's Decree.

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

The commission can be integrated at any time from one or more experts to assessment of the required foreign language/languages.

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

Art. 7 Roles of the Examining Board

The Board conducts, during a private session, a comparative evaluation on the basis of the candidates' scientific publications, curriculum vitae and teaching experience.

Three to five candidates judged comparatively more meritorious as a result of the above evaluation procedure (or a smaller number only if the candidates are less than three) will be admitted to the interview, which shall be conducted in open session.

At the time of the interview, the Board shall assess the knowledge of the language indicated in art. 1 of this call.

The evaluation is based on criteria predetermined by the Board in accordance with internationally recognized quality standards set out in art. 1 of this call.

The University will publish on **November 12th 2019** on its website at the following address <http://www.unive.it/bandi-ord> the interview date, with details of candidates admitted, or the possible postponement of the publication. The said publication will be made at least 7 days prior to the interview and it is equivalent to notification of the law in effect. Therefore, candidates are required to appear for the interview, without any notice, in the place, the day and hour specified in the notice. Failure to attend this interview shall be considered explicit outright proof of their decision to withdraw from the selection process. Attending candidates must present a valid identity document.

At the end of the interviews the Board shall render a final judgment and shall identify the deserving candidates placing them in descending order of merit, based on the assessment in paragraph 1 and on the interview. The Board shall conduct the work in the presence of all the members and takes its decisions by an absolute majority of the members.

The Board may use computerised tools for their activities.

The Board must conclude its activities within two months of the date of the provision for the appointment, unless otherwise specified in the same. The closing date may be extended for demonstratively exceptional reasons given by the Board Chair. In the case of failure to conclude activities by the date established, the Rector shall issue a reasoned provision to begin procedures for the replacement of members 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 individual and collegial opinions that shall be sent by the Board Chair to the ARU – 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 announced by notice in the Official Gazette - Special Series IV. The deadline for any appeal starts from the date of publication of this notice.

Art. 9 Choice of the selected candidate

Within one month of the approval of the proceedings, the Department Board proposes to the Board of Trustees - which decides within thirty days - the appointment of the candidate who is comparatively best among those declared eligible by the Examining Board.

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 full professor position are the following: a) at least one publication ranked 4 (to be considered valid, the publication must have been published after the National Scientific Qualification as Associate Professor or in the case the candidate does not hold the National Scientific Qualification, after the appointment as Associate Professor); b) at least 100 points for the research published; c) a number of books not inferior to the threshold identified by the National Scientific Qualification published by established companies widely known in the research community, with an internationally recognized editorial board and subject to peer review; if the candidate does not have any book, she/he has to have at least two further publications ranked 4.

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.

If the comparatively best candidate refuses the job, the Department, within a month and respecting the constraints of the law regarding employ and the compatibility with the financial resources, may submit to the Board of Trustees the proposal to call the second comparatively best candidate among those identified by the Examining Board as worthy of the call.

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 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. 12
Data Manager

Data Manager: Mr Patrik Sambo, Director of Ufficio Personale Docente e CEL (tel. +39 041/2348217, +39 041/2348269 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 - as well as on the website of the European Commission <http://ec.europa.eu/euraxess/>. The call, in Italian and in English, is published 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
Signed Prof. Michele Bugliesi