

Announcement for the awarding of one private-sector fixed-term contract of dependent employment as senior lecturer pursuant to article 24, paragraph 3, subparagraph b), of Law No. 240 of 30 December 2010 for the 13/B2 – Management academic recruitment field in the SECS-P/08 - Management academic discipline at the Department of Business and Management at Luiss Libera Università Internazionale degli Studi Sociali Guido Carli – vacancy code DIM-RIC-04/2019.

The Director General of Luiss Libera Università Internazionale degli Studi Sociali Guido Carli:

- having regard to articles 24 and 18 of Law No. 240 of 30 December 2010;
- having regard to the independence statute of Luiss Guido Carli as amended;
- having regard to the Regulations of Luiss Libera Università Internazionale degli Studi Sociali Guido Carli governing the awarding of private-sector fixed-term contracts of dependent employment for senior lecturer;
- pursuant to article 24 of Law No. 240 of 30 December 2010, issued through Rectoral Decree No. 185 of 9 September 2011 as amended;
- having regard to the Regulations of Luiss Libera Università Internazionale degli Studi Sociali Guido Carli governing the procedure for recruiting first and second level professors at Luiss Guido Carli pursuant to articles 18 and 24 of Law No. 240 of 30 December 2010 in force;
- having regard to the resolution of the Board of Directors of Luiss Guido Carli on 13 December 2011 approving the University's three-year strategic plan and the subsequent resolutions of 21 March 2013, 10 December 2014 and 13 December 2017 updating the said strategic plan;
- having regard to the proposal of September 23th, 2019 of the Board of the Department of Business and Management, having consulted with the Academic Senate through the Rector, designed to provide for research activities, teaching activities and student services in the 13/B2 - Management academic recruitment field in the SECS-P/08 - Management academic discipline;
- having regard to the resolution of the Executive Committee of October 10th, 2019;

RESOLVES

Article 1

Announcement

Luiss Libera Università Internazionale degli Studi Sociali Guido Carli (hereinafter the "University" or "Luiss Guido Carli") hereby announces – pursuant to article 24 of Law No. 240 of 30 December 2010 and in the manner laid down in the Regulations of Luiss Guido Carli governing the awarding of private-sector fixed-term contracts of dependent employment for senior lecturer pursuant to article 24 of Law No. 240 of 30 December 2010 (hereinafter the "Regulations") – a comparative evaluation for the awarding of one private-sector fixed-term contract of dependent employment as senior lecturer for the carrying out of research, teaching and student services (hereinafter the "contract") with the following characteristics:

- three-year contract pursuant to article 24, paragraph 3, subparagraph b), of Law No. 240/2010, hereinafter referred to in short as 'senior lecturer';
- full-time job;
- 13/B2 - Management academic recruitment field;
- SECS-P/08 - Management academic discipline;

- vacancy code DIM-RIC-04/2019;
- specific function: The Senior Lecturer will be called upon to undertake research and teaching duties at the Department of Business and Management and at the Luiss Business School and he/she will have to teach in Italian and/or in English.

The research and teaching activities should be mainly focused on cross-cutting issues between strategy and innovation management, with particular emphasis on:

- Innovation
- Open innovation
- Technological innovation
- R&D strategies
- R&D collaborations
- Resource based view
- Institutional theory
- Regulated industries
- Digital transformation
- Networks

The assistant professor will be teaching courses at the Bachelor and Master levels offered by the Department of Business Management, as well as the master courses offered by the Luiss Business School; topics taught will be, in particular, Management of Innovation, competitive strategy e corporate strategy and other full-time Master also in English.

Article 2

Requirements for the Submission of Applications and Exclusions

The competition is open to persons who hold a research doctorate or equivalent qualification awarded in Italy or abroad.

Applications to participate in the selection procedure may be submitted solely by those persons who have held a contract as assistant professor or who have obtained national eligibility pursuant to article 16 of Law No. 240/2010 for the first or second level professors or who have been the awardees for at least three years (not necessarily consecutive) of research grants under article 51, paragraph 6, of Law No. 449 of 27 December 1997 or research grants under article 22 of Law No. 240/2010 or post doctoral scholarships under article 4 of Law No. 398 of 30 November 1989 or analogous contracts, grants or scholarships in foreign universities or also with persons who for at least three years held contracts entered into pursuant to article [1, paragraph 14](#), of Law No. 230/2005.

The candidates must be capable of teaching courses and writing research reports also in English.

The qualifications must be held on the date that the competition closes.

The competition is not open to persons already previously hired on permanent contracts as first or second level university professors or as senior lecturer even though no longer working as such.

The procedure for the awarding of the contract referred to in this announcement is not open to those who are related, by blood or marriage up to the fourth degree inclusive, to a first or second level professor at the Department who issues announcement, the Rector, the Director General or a member of the University's Board of Directors.

The overall duration of the relations established with the holders of research grants under article 22 of Law No. 240/2010 and the contracts referred to in article 24 of Law No. 240/2010, concluded by the same person also with various public, private and distance learning universities as well as with the bodies referred to the first paragraph of article 22 of Law No. 240/2010, may not in any case exceed twelve years in total, continuously or otherwise. Statutory maternity or sick leave will not be taken into account for the purposes of the duration of the said relations.

Article 3 Applications

Applications to participate in the public selection procedure as well as qualifications held and documents and publications considered useful for the selection procedure must, on pain of exclusion, be submitted electronically using the dedicated computerized platform on the following page of the University's website: <https://pica.cineca.it/luiss/dim-ric-04-2019/>.

The platform will necessarily require candidates to have an e-mail address in order to be able to register automatically with the system. The candidate must enter all the required data to generate their application and attach soft copies of the documents referred to in this announcement. No other form of submitting applications or documentation with a view to participating in the selection will be accepted.

By the deadline for the submission of applications, the system allows candidates to save their application in draft mode. The date of electronic submission of the actual application for participation in the selection is certified by the computer system through a receipt that will automatically be sent by e-mail. Upon expiry of the deadline for submission, the system will no longer allow access to and submission of the electronic application form. Applications received after the deadline will not be accepted.

Each application will be assigned an identification number that, together with the competition code specified on the platform, will have to be specified in any subsequent correspondence.

The process for filling out and submitting applications must be completed no later than **2 p.m. (Central European Time (CET), UTC +1)** on the 30th day running from the day after the date of publication of the Notice regarding this announcement in the Official Journal of the Italian Republic - 4th special series. If the stated deadline falls on a public holiday, it is extended to the next business day.

The submission of the application must be formally completed by choosing one of methods of signature set out in the "digital signature" page of the dedicated platform.

The service may be temporarily suspended for technical reasons.

Should the computer systems adopted by the University suffer a proven technical glitch making submission of applications impossible through the platform, the University reserves the right to accept applications in ways other than that indicated in the previous paragraphs.

To report solely technical problems, please write to the following e-mail address: luiss@ Cineca.it.

In their application, candidates will have to declare under their own responsibility:

- department, academic recruitment field, academic discipline of the selection procedure;
- surname and name;
- gender;
- place and date of birth;
- residence;
- nationality;
- contact address for the purposes of the competition;
- tax number (solely for Italian residents);
- e-mail address for the purposes of the competition;
- telephone number;
- university qualifications held (degree, research doctorate);
- fulfilment of the requisites referred to in article 2 above;
- that they have no prior criminal record;
- that they enjoy their civil and political rights in their country of residence or origin.

Candidates with a recognized disability, pursuant to Law No. 104 of 5 February 1992, must specify in their application the assistance that they will require having regard to their situation as well as the extra time, if any, needed for the interview.

The following must be attached to the application and uploaded to the system:

- a copy of a valid identification document;
- an academic-professional curriculum;
- research doctorate thesis (pursuant to Ministerial Decree 243/11, The PhD thesis is considered a publication and thus it shall be included in the maximum number indicated);
- the academic publications up to a maximum of 12 (including the research doctorate thesis) that candidates intend to rely on for the purposes of the selection procedure.

Each attachment must not exceed 30 megabytes.

Should the candidate submit more than 12 publications and/or works, the extra ones will be excluded from the comparative assessment.

Works published abroad must cite their ISBN or equivalent.

Publications may be submitted in their original language if that is Italian or English. Otherwise they must be translated into one of those said languages. The translation must be submitted along with a copy in the original language.

The e-mail address stated in the application constitutes the official means of communication for this selection. The official e-mail address of Luiss Guido Carli elected for the purposes of the competition is recruiting@luiss.it unless specified otherwise. Any change must thus be timely communicated to recruiting@luiss.it.

Luiss Guido Carli assumes no liability for any inability to contact the candidate or for any correspondence that goes astray as a result of the applicant's giving of imprecise contact details or any problems not attributable to the University itself or in any event attributable to third parties, chance or force majeure.

The Commission shall have the sole say on checking and judging the admissibility of the application and attached documentation.

Article 4

Procedure and General Criteria for the Comparative Evaluation of the Candidates

The preliminary evaluation of the candidates who have submitted applications will be done by an examining commission made up of three current or former tenured professors, including from foreign universities, appointed by the Executive of the Department of Business and Management. The commission will appoint one of its number as the chairperson.

Should a commission member be replaced during the course of the procedure, everything done up to the time of that replacement shall remain valid and effective pursuant to the principle of conservation of legal acts.

The commission may carry out the preliminary evaluation of the candidates telematically.

The preliminary evaluation of the candidates will be done in accordance with criteria and parameters recognised also at international level and identified in Ministerial Decree No. 243 of 25 May 2011, set out below.

1. Evaluation of Qualifications and Curriculum

The judging commission will make a reasoned assessment followed by a comparative evaluation – referring to the specific competition area and a possible profile defined solely through indicating one or more academic disciplines – of the curriculum and of the following qualifications, duly documented, of the candidates:

- a) research doctorate or equivalent, awarded in Italy or abroad;
- b) teaching activities, if any, at university level in Italy or abroad;
- c) documented training or research activities at qualified Italian and foreign institutes;
- d) accomplishment of design activities relating to the competition areas where such is envisaged;
- e) organisation, direction and coordination of national and international research groups or participation therein;

- f) ownership of patents relating to the competition areas where such is envisaged;
- g) speaker at national and international congresses and conventions;
- h) national and international prizes and recognition for research activities;
- i) European specialisation diploma recognised by international boards relating to those competition areas where such is envisaged.

The evaluation of each qualification specified in this point 1. is made considering specifically the significance that it has regarding the quality and quantity of the research activities carried out by the single candidate.

2. Evaluation of Academic Output

In making the preliminary evaluation of the candidates the judging commission takes into account solely publications or texts accepted for publication in accordance with the rules in force and essays included in collective works and articles published in electronic and print journals except for internal notes or departmental reports. Doctoral theses or equivalent qualifications are taken into account even if they do not meet the conditions set out in this paragraph.

The judging commission makes the comparative evaluation of the publications referred to in the preceding paragraph on the basis of the following criteria:

- a) originality, innovativeness, methodological rigour and relevance of each academic publication;
- b) consistency of each publication with the competition area that the selection procedure concerns and with a possible profile, defined solely through indicating one or more academic disciplines, or with connected interdisciplinary subjects;
- c) academic importance of the editorial positioning of each publication and its dissemination within the academic community;
- d) analytical determination, including on the basis of criteria recognised in the relevant international academic community, of the individual contribution of the candidate in the case of participation in a collaborative work.

The judging commission will also assess the amount of the candidate's overall academic output, its intensity and its continuity over time except for adequately documented periods of involuntary absence from research activities, especially to attend to parental duties.

In evaluating publications the commission, for the sectors in which their use is internationally established will rely on the following indicators as at the deadline for submitting applications:

1. total number of citations;
2. average number of citations per publication;
3. total "impact factor" (if possible);
4. average "impact factor" per publication (if possible);
5. combinations of the above parameters suited to assessing the impact of the candidate's academic output (Hirsch index or similar).

The above indicators will be assessed referring to the Google Scholar database (through Publish or Perish), without prejudice to the use of additional databases details of which will be timely posted on the University's website. The commission can decide to don't use the bibliometric indexes for the sectors in which their use isn't internationally established.

The evaluation criteria set out above shall be integrated as specified as below:

Research

- good scientific maturity and independence, witnessd by a good record of publications also without the coauthorship of the PhD supervisor;
- a curriculum vitae showing precocious achievements, including relevant publications in leading international scientific journals and a list of works to be sent for publication to leading international journals;

- Good international experience, with foreign PhD or significant periods of visiting in prestigious international universities..

Teaching

- proven teaching experience - also in English - both at university and post-graduate level.

On the basis of the preliminary evaluation of the candidates expressed through a reasoned and detailed judgment on qualifications, curriculum and academic output, including doctoral thesis, the commission will proceed to admit the most deserving candidates – a number ranging between 10% and 20% of the total and in any case no fewer than six individuals – to the public discussion of qualifications and academic output with the commission. All candidates will be admitted to the discussion should their number be six or fewer.

The candidates admitted to the public discussion will not be remunerated or reimbursed their expenses.

The commission will summon, giving at least 20 calendar days notice, those admitted to the public discussion of qualifications and publications following which it will assign points to the qualifications and publications. At the same time the commission may check adequate knowledge of the English language through an oral test.

At the end of the proceedings the commission will come to an overall judgment on each candidate and will compile a ranking to be sent to the Department Board. The commission will conclude its work within four months after its appointment. The Rector may extend once and by two months at most the deadline for the conclusion of the procedure for stated reasons given by the commission chairperson.

Taking account of the examining commission's judgment, teaching needs and the profile and functions specified in the announcement, the Department Board will establish, by reasoned and favourable vote of the absolute majority of first and second level professors, a ranking to be sent to the Rector for subsequent forwarding to the Executive Committee concerning the designation of the winner. The Department Board may decide not to designate the winner, specifying why the professional profiles of the candidates do not meet its teaching and academic needs.

The winning candidate will be given detailed information on the University's offer, including the economic terms proposed. At the same time that candidate will be informed of the deadline by which he or she must communicate acceptance of the offer.

If for any reason whatsoever the winning candidate does not accept the offer made, the University may proceed to replace him or her with other suitable candidates following the ranking order that may have been compiled.

Article 5 **Rights and Duties**

The winner will take on the following commitments:

- full-time job;
- scientific research activities, including responsibility for scientific coordination, within the context of research projects developed by the Department that he or she belongs to or within the context of other research facilities in the University; in particular the candidate will be assigned also the functions specified in article 1 of this announcement;
- the total annual commitment for carrying out teaching activities, supplementary teaching activities and student services will be equal to 350 hours, of which at least 120 hours of lectures, for full-time contracts and to 200 hours, of which at least 90 hours of lectures, for fixed-time contracts, within the context of the candidate's assigned academic discipline in accordance with the indications of the Department that he or she belongs to.

The assistant professor on a fixed-term contract will be subject to the provisions of article 6, paragraphs 9, 10 and 12, of Law No. 240/2010 that govern incompatibility linked to the legal status of assistant professor and incompatibility linked to the working time commitment of assistant professor.

Any remunerated external positions may be held solely upon prior authorisation of the Academic Authorities of Luiss Guido Carli and on condition that they are compatible with the working time commitment of assistant professor.

Article 6 **Elements of the Contract**

The contract referred to in this competition announcement is one for three years commencing, as a rule, from the date of the winning candidate's acceptance of the offer of employment.

The candidate must communicate acceptance within 10 days after receipt of the offer.

The total remuneration will be paid, net of statutory deductions, in accordance with Italian law in 13 deferred monthly instalments.

The annual gross all-inclusive remuneration for fixed-term senior lecturer full time is the annual gross remuneration provided by D.P.R. 15/12/2011 n. 232.

The pay rises and promotions envisaged for senior lecturers on permanent contracts will not apply to the winner.

The winner will be registered with the national social security institute INPS (**gestione ex INPDAP**).

The awarding of the contract is incompatible with any other dependent employment relationship with any public or private employer and with holding research grants (including with other universities), doctoral and post-doctoral grants and in general any scholarship or grant in any guise awarded (including by third party bodies).

The contract referred to in this announcement does not grant rights in relation to tenure.

The performance of the contract referred to in this announcement affords preferential treatment in competitions for jobs in the public administration.

Prior to being hired the winner must furnish the originals of the publications and works submitted for evaluation as well as the original or certified copy of the qualifications in addition to the documentation necessary for hiring for the purposes of law and internal regulations.

It will not be possible to sign the contract in the event of breach of the provisions of the preceding paragraph.

Article 7 **Processing of Personal Data**

Pursuant to the current legislation, the personal data supplied by the candidates will be gathered and processed electronically and manually at Luiss Guido Carli for the purposes of managing this comparative evaluation procedure, publicising the relevant acts and possibly awarding the contract.

Article 8 Publication

The notice relating to this announcement is published in the Official Gazette of the Italian Republic – 4th special series and in the Official Roll of Luiss Guido Carli. This announcement may also be found at the Academic Personnel Office, is posted on the websites of Luiss Guido Carli, the Ministry of Education and Universities and the European Union and is published in national and international academic journals.

Upon conclusion of the selection process referred on in this announcement the name of the winner will be published on the website of Luiss Guido Carli <http://www.luiss.it>.

Article 9 Person in Charge of the Procedure

The person in charge of the selection procedure that this announcement concerns is the Head of the University's Personnel Office, Mr. Francesco Spanò (e-mail: recruiting@luiss.it).

Article 10 Final Provisions

For the purposes of this announcement the official texts of the regulations, of the announcement and any other document concerning the competition are solely those in the Italian language.

For matters not expressly addressed in this announcement, reference is to be made to the legislative and regulatory provisions cited in the preamble as well as to the laws and regulations in force in the matter.

25 OTT. 2019

Rome,



The General Director
Giovanni Lo Storto