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Announcement for the awarding of one private-sector fixed-term contract of dependent employment as ‘assistant professor’ pursuant to article 24, paragraph 3, subparagraph a), of Law No. 240 of 30 December 2010 for the 13/B2 – Management academic recruitment field in the SECS-P/08 – Management of law academic discipline at the Department of Business and Management at Luiss Libera Università Internazionale degli Studi Sociali Guido Carli – vacancy code DIM-RIC-01/2021

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

- having regard to article 24 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 assistant professor 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 article 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, 13 December 2017 and 15 December 2020 updating the said strategic plan;
- having regard to the executive determination NO. G18143, 19 December 2019 on the “Approvazione Avviso pubblico “Contributi per la permanenza nel mondo accademico delle eccellenze”, concerning the implementation of the Lazio Region operational programme (Fondo Sociale Europeo Programmazione 2014-2020 Asse III - Istruzione e formazione)
- having regard to the announcement “Contributi per la permanenza nel mondo accademico delle eccellenze” concerning the implementation of the Lazio Region operational programme (Fondo Sociale Europeo Programmazione 2014-2020 Asse III - Istruzione e formazione);
- having regard to the executive determination n. 9405, 17 June 2020 on the “Approvazione elenco dei progetti ammessi al finanziamento” concerning the implementation of the Lazio Region operational programme (Fondo Sociale Europeo Programmazione 2014-2020 Asse III - Istruzione e formazione)
- having regard the project “Implementazione di progetti di digitalizzazione responsabile nelle supply chain”, CUP: F86J20002710009, Scientific director Prof. Pietro De Giovanni;
- having regard to the proposal of November 10th 2020 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 December 15th 2020;

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 ‘assistant professor’ pursuant to article 24 of Law No. 240 of 30 December 2010 (hereinafter the “Regulations”) – a comparative evaluation for awarding one private-sector fixed-term contract of dependent employment as assistant professor for carrying out research, teaching and student services (hereinafter the “contract”) with the following characteristics:

- three-year contract, pursuant to article 24, paragraph 3, subparagraph a), of Law No. 240/2010, hereinafter referred to in short as ‘assistant professor’;
- full-time job;
- 13/B2 – Management academic recruitment field;
- SECS-P/08 – Management academic discipline;
- vacancy code DIM-RIC-01/2021;
- specific function: The successful candidate will be employed at the Department of Business and Management. The assistant professor will be involved in research and teaching activities focused on the themes of responsible digitalization in supply chain management, in Italian and/or in English, at the Department of Business and Management and in Luiss Business School.

Topics to be covered for research and teaching duties are:

- Industry 4.0;
- Blockchain;
- Artificial Intelligence Systems;
- Sustainable operations;
- Sustainable innovation;
- Circular economy.



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The assistant professor will be teaching courses at the Bachelor and Master levels offered by the Department of Business and Management, as well as the master courses offered by Luiss Business School.

Article 2

Requirements for the Submission of Applications and Exclusions

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

The candidates must demonstrate their ability in teaching courses and writing scientific research in English.

The qualifications and certifications must be held by the candidate by the date when the competition closes.

The competition is not open to people previously hired on the basis of permanent contracts as first or second level university professors or as an assistant professor even if the position is longer held.

The procedure for awarding the contract referred hereby 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 of Law, 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 for cumulative 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, cannot exceed twelve years in total in any case, neither continuously nor 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

The applications to participate in the public selection procedure, the qualifications held by the candidates, as well as documents and publications that are 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-01-2021/>.

The online platform will require candidates to necessarily have an e-mail address to be automatically registered in the system. The candidates must enter all the required data to generate their application and attach soft copies (the files) of their documents referred to in this announcement. No other form of submitting applications or documentation to participate in the selection will be accepted.

By the deadline for the submission of applications, the system allows the candidates to save their application in draft mode. The date of the electronic submission of the current application to participate in the selection is certified by the computer system through a receipt that will automatically be sent by e-mail. After the expiration deadline for the 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, must be specified in any further correspondence.

The process of filling out and submitting the application 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 publication date 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 University's computer systems suffer of a proven technical glitch making the submission procedure impossible through the platform, the University reserves the right to accept applications in different ways than those indicated in the previous paragraphs.

Only to report technical problems, please write to the following e-mail address: luiss@cineca.it.

In their application, the candidates will have to clearly 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);



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- 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;
- doctorate thesis. According 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 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 two 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 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 both the application and the 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 an online preliminary evaluation of the candidates.

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:

- research doctorate or equivalent, awarded in Italy or abroad;
- teaching activities, if any, at university level in Italy or abroad;
- documented training or research activities at qualified Italian and foreign institutes;
- accomplishment of design activities relating to the competition areas where such is envisaged;
- organisation, direction and coordination of national and international research groups or participation therein;
- ownership of patents relating to the competition areas where such is envisaged;
- speaker at national and international congresses and conferences;
- national and international prizes and recognition for research activities;
- European specialisation diploma recognised by international boards relating to those competition areas where such diploma is envisaged.

The evaluation of each qualification specified in point 1. is specifically made considering its significance on the quality and quantity of the candidate's research activities.

2. Evaluation of Academic Output

In making the preliminary evaluation of the candidates, the judging commission takes into account solely publications or manuscripts accepted for publication in accordance with the rules in force, essays included in collective works, as well as articles



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published in electronic and print journals, except the ones linked to 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 publication's editorial positioning and its dissemination within the academic community;
- d) analytical analysis, which is based on relevant criteria recognised by the international academic community, of the individual contribution of the candidate to the collaborative works.

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

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

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), eventually using additional databases and details that will be timely posted on the University's website. The commission can decide to disregard the bibliometric indexes for the sectors in which their use is not internationally established.

The assistant professor must have developed active research at an international level, as demonstrated by:

- Proven scientific maturity;
- Commitment to academic research and scientific publications in high-quality journals that are internationally recognized;
- Active participation in the international academic debate of the scientific community (participation at international conferences, guest speeches, invitations to present research work in prestigious universities);
- PhD or Visiting scholarship or lectureship in top schools and universities;
- Participation in research groups and research fund raising activities.

Successful candidates must have carried out teaching experience, in Italian or in English, at the level of BA, MSc, and post-graduate courses and supervision of bachelor and master of science students.

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 best candidates – a number ranging between 10% and 20% of the total and in any case no fewer than six candidates – 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 for their expenses.

The commission will summon, giving at least 20 calendar days notice, the candidates admitted to the public discussion of qualifications and publications. Accordingly, the commission will assign points to both the qualifications and the publications. At the same time the commission will check the candidate's English fluency during the public discussion.

At the end of the process, 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 closing the procedure for any stated reasons claimed by the commission chairperson. Considering the examining commission's judgment, teaching needs, the profile, and functions specified in the announcement, the Department Board will define, 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 candidates' profiles 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, the winning candidate will be informed of the deadline to communicate the offer acceptance.

If, for any reason, the winning candidate does not accept the offer made, the University may proceed to replace him or her with other suitable candidates, following the defined shortlist.



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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 for full-time contracts, of which at least 120 hours of lectures, and equal to 200 hours for fixed-time contracts, of which at least 90 hours of lectures. The conditions apply within the context of the candidate's assigned academic discipline and according to the indications of the Department to which he or she belongs to.
- During the three-year period the assistant professor will be evaluated according to the following quality standards:
 - Research Activity: the assistant professor must have published – or in publication – at least two articles in international journals, with preference for journals ranked 3 or 4 in the ABS list. It is also requested a rich pipeline of projects regarding the themes and topics above mentioned; the assistant professor will have to show versatile research abilities, using different approaches and methodologies.
 - Teaching Activity: the assistant professor must have showed good teaching ability, which will be proven by Luiss internal evaluation. The candidate will have to be interested in teaching courses regarding the above-mentioned themes as well as transversal and broad-spectrum courses. The candidate will also have to show ability in teaching at Luiss PhD Program.
 - Luiss Community Service: the assistant professor must be committed in Luiss academic community through:
 - a) Collaboration with other faculty members;
 - b) Promotion of Luiss' activities and research related to fund-raising;
 - c) Organization of both internal and external events in Luiss.

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 any incompatibility linked to the legal status of assistant professor and incompatibility linked to the assistant professor's working time commitment.

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 an assistant professor.

Article 6

Elements of the Contract

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

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

The economic terms are equal to the initial ones afforded to researchers confirmed for the assigned working time commitment.

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

The pay rises and promotions envisaged for the permanent assistant professor will not apply to the winner.

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

The contract awarding is incompatible with any other dependent employment relationship with any public or private employer as well as with any 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 any tenure rights.

The performance of the contract referred to in this announcement represents a preferential outcome for other job competitions in the public administration.

Prior to being hired, the winner must supply the original publications and works submitted for evaluation as well as the original or certified copy of the qualifications, in addition to the needed documentation to finalize the hiring procedure according to the purposes of law and internal regulations.

It will not be possible to sign the contract when breaching the provisions of the preceding paragraph.

Article 7

Processing of Personal Data

Pursuant to article 18 of Legislative Decree No. 196 of 30 June 2003, 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.



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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 Luiss Guido Carli's websites, as well as on the Ministry of Education, Universities and the European Union's web site, 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 People & Culture Office, Mr. Francesco Spanò (e-mail: recruiting@luiss.it).

Article 10

Final Provisions

For the purposes of this announcement, the official texts linked to regulations, announcement, and any other document concerning the competitive procedure are solely those published in the Italian language.

For matters not expressly addressed in this announcement, reference has 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.

Rome, 22 January 2021

F.to The General Director
Giovanni Lo Storto