



**Announcement for the awarding of one Associate Professor for the 13/B3 – Organization and human resource management academic recruitment field in the SECS-P/10 – Organization and human resource management academic discipline at the Department of Business and Management at Luiss Libera Università Internazionale degli Studi Sociali Guido Carli – vacancy code DIM-ASSOC-02/2021**

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

- having regard to article 18 of Law No. 240 of 30 December 2010;
- having regard to the current Independence Statute of Luiss Guido Carli;
- having regard to the current University General Regulations;
- having regard to the current Code of Ethics of Luiss Guido Carli;
- having regard to the Luiss Libera Università Internazionale degli Studi Sociali Guido Carli regulations 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 2017 approving the University's three-year strategic plan;
- having regard to the proposal of February 9<sup>th</sup>, 2021 of the Board of the Department of Business and Management, having consulted with the Academic Senate through the Rector, designed to provide for teaching and research activities in the 13/B3 – Organization and human resource management academic recruitment field in the SECS-P/10 – Organization and human resource management academic discipline of Business and Management;
- having regard to the resolution of the Executive Committee of March 25<sup>th</sup>, 2021.

**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 18, paragraph 1, of Law No. 240 of 30 December 2010 and in the manner laid down in the Luiss Guido Carli regulations 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 (hereinafter the “Regulations”) – a selection procedure for the recruitment of a tenured professor with the following characteristics:

- number of positions: one;
- Associate Professor;
- Department of Business and Management
- 13/B3 – Organization and human resource management academic recruitment field
- SECS-P/10 – Organization and human resource management academic discipline;
- vacancy code DIM-ASSOC-02/2021.
- specific functions: The successful candidate will be employed by the Department of Business and Management.

The position of associate professor will involve responsibilities in teaching and research in the field of organizational behaviour within the Department of Business and Management. He/she must have the ability to teach courses about issues of organizational behaviour, in Italian and/or in English. He/she should be able to promote research projects at both national and international level.

Specific topics of research and teaching are:

- Strategic Human Resources Management;
  - Career Management and development;
  - Performance Appraisal and Performance Management;
  - Diversity Management and Leadership;
  - Cross-cultural management.
- The remuneration that the winner of the selection will be entitled to under article 8 of Law No. 240/2010 and Presidential Decree No. 232 of 15 December 2011 is that applicable to Full Professors depending on the career position of the winner and the relevant commitment chosen.

**Article 2**

**Requisites for the Submission of Applications and Exclusions**

The selection is open to:

- a. candidates who have obtained national eligibility pursuant to article 16 of Law No. 240/2010 for the academic competition field or for one of the academic competition fields within the same group of academic competition fields and for the functions that the procedure concerns;
- b. candidates who have obtained eligibility pursuant to Law No. 210/1998 for the level corresponding to that covered by this announcement subject to the duration of the eligibility;
- c. professors already working at other universities at the level corresponding to that for which the selection is announced;
- d. Italian or foreign scholars permanently involved abroad in research and teaching activities at university level in a position equal to that which this announcement concerns on the basis of the equivalence table set out in Ministerial Decree No. 236 of 2 May 2011.

The candidates should be able to teach courses and write journal articles in English.

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



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 of Law, the Rector, the Director General or a member of the University's Board of Directors.

### 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-assoc-02-2021>.

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 Summer Time (CEST), UTC +2) on thirteenth 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](mailto: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;
- the academic publications up to a maximum of 10 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 10 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](mailto:recruiting@luiss.it) unless specified otherwise. Any change must thus be timely communicated to [recruiting@luiss.it](mailto: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

##### **Examining Commission and Selection Procedures**

The Commission is appointed by the Executive of the Department and made up of three professors in accordance with the provisions of article 6 of the Regulations.

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 will appoint one of its number as the Chairperson and another as the Recording Secretary.

The comparative evaluation is informed by the principles of article 7 of the Regulations.

Additional evaluation criteria are:

The associate professor must demonstrate a track record of:

- Commitment to meaningful academic research and scientific publications in high-quality international academic journals;
- 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);
- Visiting scholarship or professorship in top schools and universities;
- Participation in editorial boards of top scientific journals and program committees of top scientific conferences.

The successful candidate must have carried out relevant teaching experience, in Italian as well as in English, at the level of BA, MSc, and post-graduate courses and supervision of bachelor, master of science or PhD students.

In addition to the candidate's academic prowess the evaluation will also take account of the linguistic skills necessary because of the University's multilingual character and the teaching needs for courses taught in foreign languages. To this end candidates might be called upon to hold a seminar on a topic of their choice, preferably in English, also in presence of students. The Commission will summon candidates for the holding of the seminar subject to giving them at least 20 calendar days' notice.

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.

#### Article 5

##### **Duration of Selection Process**

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 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-level professors for the recruitment of first-level professors and absolute majority of first and second level professors for the recruitment of second-level professors, a ranking of names for submission to the Rector. On the basis of the deliberations of the Department Board, the Rector will make a proposal to the Executive Committee. The Executive Committee will decide on the recruitment. The Rector will issue a decree recruiting the professor.

#### Article 6

##### **Protection of Personal Data**

Luiss Guido Carli, as Controller, collects and processes data subjects' information in full compliance with the general principles and rules laid down by the law governing the protection of personal data (Legislative Decree No. 196/03 and Regulation (EU) No. 2016/679).

The processing is required to correctly manage the procedures inherent in the call for applications as well as associated and ensuing obligations: the characteristics of the processing are communicated through a privacy notice given to the data subjects, who are also requested to consent to the processing of their data should it prove necessary in relation to the aims pursued by the Controller.

Data subjects may at all times exercise their statutory rights (concerning, for example, access to data, rectification of data, erasure of data, restrictions on processing of data and portability of data) by contacting the Controller Luiss Guido Carli at Viale Pola 12, 00198 Rome, Italy, e-mail [privacy@luiss.it](mailto:privacy@luiss.it).

#### Article 7

##### **Publication**

The notice relating to this announcement is published in the Official Gazette of the Italian Republic – 4<sup>th</sup> 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 (<http://www.luiss.it>), the Ministry of Education and Universities and the European Union and could be published in national and international academic journals.

Upon completion of the selection procedure that this announcement concerns, the name of the winner will be published in the Luiss Guido Carli's website (<http://www.luiss.it>).

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**Art. 8**

**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](mailto:recruiting@luiss.it)).

**Article 9**

**Final Provisions**

For the purposes of this announcement the official texts of the regulations and the announcement 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.

Rome, March 30<sup>th</sup> 2021

The Rector  
Andrea Prencipe