Università Commerciale
Luigi Bocconi

Via Sarfatti 25
20136 Milano

Tel. +39 025836.1
www.unibocconi.it

Milano, 28 LUG. 2014 prot. n. 4509
[Cod. riferimento: AP]

COMPETITION FOR THE CONFERRAL OF N. 2 FIXED-TERM PRIVATE LAW CONTRACTS AS "ASSISTANT PROFESSOR" IN THE DEPARTMENT OF MARKETING OF UNIVERSITÀ COMMERCIALE "LUIGI BOCCONI" OF MILAN

Article 1

Università Commerciale "Luigi Bocconi" of Milan, according to article 24 of the Law 30th December 2010, n.240 and using the methods explained in its regulations "Recruiting of Assistant Professors", emanated with the Rectoral Decree n. 128 of 10th June 2011, the Università Commerciale "Luigi Bocconi" of Milan, announces a competition for the conferral, of **2 fixed-term private law contract** as Assistant Professor, to carry out research, teaching and assistance for students, with the following characteristics:

Type of contract: Assistant Professor contract, ex article 24, letter a) of the law 240/2010;
Duration: three year contract, which can be extended for a further two years and possibly renewed for another three years ("tenure track model": 3+2+3)
Starting date: **1st September 2015**
Department: **Department of Marketing**
Competition sectors: 13/B2 "Economia e Gestione delle Imprese"
Scientific Sectors: SECS-P/08

Article 2
Admission Requirements

Candidates for the **type a) posts as Assistant Professor** must be young scholars with a PhD or equivalent, carried out in Italy or abroad or in the process of finishing their PhD.

Professors and researchers who already hold a position with tenure are not allowed to apply, even if they have ceased service.

Relations or kin, up to and including 4th grade, with a professor who is part of the Department asking for the vacancy, as well as with the Rector, General Director or a component of the University Board cannot apply.

The total duration of post-doc contracts according to article 22 of the Law 240/2010 and other fixed term Assistant Professor contracts with different Universities, cannot, in any case exceed twelve years, even if they are not continuous. Periods on maternity leave or for health reasons are not counted.

Via Sarfatti 25
20136 Milano

Tel. +39 025836.1
www.unibocconi.it

Art.3
Applications

Applications, addressed to the University Rector according to the on-line application form, must be sent electronically via the site **"www.unibocconi.eu/jobmarket", by 12.00pm of 31st August, 2014 (Italian time).**

The following documents must be attached to the electronic application:

a. a scientific curriculum (including a list of titles and publications);
b. titles, publications and documents which the candidates intend to submit for this evaluation ;
c. list of highly qualified academic referees providing a reference letter.

If the candidate has any other roles, he must attach a declaration stating the type of position and role currently being carried out.

Any possible externally paid roles may only be carried out after authorization by the Academic Bodies of Università Bocconi, according to the current regulations of the University.

Art.4
Selection Procedure

In order to carry out the selection, the Department uses the Junior Hiring Committee (CJH), nominated yearly by the Department, designated by the respective regulations of the Department, chaired by a Full Professor as Head of the Junior Job Market, having heard the Vice-Rector for Human Resources.

For hiring via the National and International job market, the evaluation of the applications will be carried out by the Junior Hiring Committee (JHC), who will draw up a short list of candidates. The short list of candidates to be interviewed must be between 10 and 20 percent of the applications, with a minimum of 6 candidates irrespective of the number of applications. Each candidate may be interviewed in person or via conference call, according to International Job Market practices to assess their teaching and research abilities and interest in covering the Assistant Professor position.

Deserving candidates will be invited to the University to carry out a series of interviews in the Department and to give a seminar based on their research (fly out).

At the end of the selection process the Department Board, with agreement from the Vice Rector for Human Resources, will write an overall evaluation for each candidate, forming a table of eligible candidates which will be published on the University website.

For eligible candidates, the University has the possibility to make an offer which must explain: the contract type a) or b), teaching load required, requested scientific commitments in terms of minimum publications requested, proposed salary, which cannot be less than the minimum amount as laid down by article 24 of the Law 230/2005. It must also indicate the deadline by which the candidate must communicate their acceptance of the offer.

If the candidate accepts the offer, the University will draw up a fixed term, private law contract.

Università Commerciale
Luigi Bocconi

Via Sarfatti 25
20136 Milano

Tel. +39 025836.1
www.unibocconi.it

Article 5
Rights and Duties of the Assistant Professor

The Assistant Professor contract lasts for three years and starts from *September 1st, 2015* and can be extended for 2 years (type "a") and possibly renewed for an additional 3 years (type "b"), for a total duration not more than 8 years. The extension and renewal, as an expression of the will of the parties, will be provided only with a written contract and a successful evaluation of the activity carried out, as discussed below.

The Assistant Professor will have the following commitments:

- Teaching activity, in their given scientific sector, also assuming the responsibility for coordination course of multi-class courses, as agreed annually by the Academic Council, for a number of classroom hours equal to 105 per academic year, preparation of teaching material and assistance to students and checking of their knowledge.
- Research activity, also carrying out the scientific coordination, within research projects developed by the Department of referral, as well as within the structure of research centers within the University, with the aim of producing an adequate number of scientific publications in prestigious sites, before the maximum duration of the current contract, including any possible renewal three-year period.

A year of paid sabbatical leave can be carried out, but must be agreed with the relevant Department.

Assistant Professor contract, type a), evaluation for contract extension and/or contract renewal. At the start of the third year of the contract (type a), the Assistant Professor will be evaluated according to the following parameters.
For teaching activity, the Department will consider the obligatory teaching activity and individual performance according to the procedures defined by the University.
For Research Activity, the Department will evaluate the scientific articles produced, taking into account whether these articles have been submitted to prestigious journals, whether they have had a "Revise and resubmit" response and whether they have been published. The result of the evaluation will be sent to the Assistant Professor as well as the Vice Rector for Human Resources.

The Department, based on these evaluations, can propose an extension to the contract for a further two years or directly propose that the University offers a type (b) contract.

In the case of the second proposal (type b contract), the subsequent evaluation will be carried out by an Internal Evaluation Committee (CORU) to the Human Resources Committee, Chaired by the Vice Rector for Human Resources. This same procedure starts at the beginning of the final year of contract extension if the Department proposes to continue the relationship with a type (b) contract.

Assistant Professor contract, type b), evaluation to start the procedure for the conferral of tenure. At the start of the final year of the contract (type b), the Assistant Professor will be evaluated according to the following parameters.
For the teaching activity carried out: fulfilling teaching obligations and evaluation of the individual teaching performance according to the procedures defined by the University.
For the research activity: evaluation of the research projects and checking of the number of

Via Sarfatti 25
20136 Milano

Tel. +39 025836.1
www.unibocconi.it

scientific publications produced.
In particular in order to be given tenure as Associate Professor, the candidate must have an adequate number of scientific publications in prestigious journals or judged equivalent by the University and positive evaluations on teaching activity and student services given during the duration of the contract.
The University will also evaluate the Assistant Professor's position in the scientific community using internal and external referees' letters of reference partly independently and partly indicated by the Department of referral.

Article 6
Definition of the Relationship

The following elements will be subject to negotiation between the university administration and the winning candidate, according to the preceding articles:

a) the economic conditions, within the limits imposed by the University Board; in any case the economic conditions cannot be less than the Ministerial tables dictated for Confirmed University Researchers with a National Role according to article 24 of the Law 240/2010;
b) the teaching and research obligations according to the model outlined in article 5 of this announcement;
c) an additional sum for relocation, for candidates coming from EU or non EU countries, within the parameters fixed by the University Board.

The Assistant Professor will be subscribed to the obligatory national insurance fund INPS (ex INPDAP).

The Assistant Professor will also receive the company benefit of a health insurance policy, defined by the Administration.

The gross salary will be paid, net of the legal deductions based on the applicable Italian laws, in 12 monthly post-dated payments, plus an extra 13th payment, in addition to the share of employee severance pay, which will be paid at the end of the contract.

At the end of the first contract there is an increase of 8% if the contract is renewed as a three year "type b" Assistant Professor contract.

Art. 7
Treatment of Personal Data

According to the Legal Decree n. 196 of 30th June 2003, and subsequent modifications, all personal data supplied by candidates to the Faculty and Research Division, both in electronic and paper format, is exclusively for evaluation purposes and to publicize the acts related to the current evaluation procedure and the conferral of an Assistant Professor position as detailed in this announcement.

Università Commerciale
Luigi Bocconi

Via Sarfatti 25
20136 Milano

Tel. +39 025836.1
www.unibocconi.it

Article 8
Advertising

This current competition announcement is published on Gazzetta Ufficiale, on the website of Università Bocconi - Teaching Faculty \ faculty recruiting \ job market positions and on the MIUR and EU websites. A copy of the announcement is available from the Faculty and Research Division.

MANAGING DIRECTOR
(dott. Bruno Pavesi)

Bocconi