Research fellowship Visioning process, behavioral competencies and their relationship with career and employability outcomes - Università Ca' Foscari Venezia (Italian law 30 December 2010, n.240, art. 22)

The present document in English is to be considered as a mere summary of the main provisions of the notice of competition which is available in Italian at the following (link) The text in Italian is the official text of the notice of competition for all legal intents and purposes and, in the event of non-conformity with the present document, it shall prevail.

Description
The Department of Management at Università Ca’ Foscari Venezia invites applications for a fellowship in: Visioning process, behavioral competencies and their relationship with career and employability outcomes, under the supervision of prof. Fabrizio Gerli (SECS-P/10).

The research shall be carried out in Italian and English. The fellowship is intended to provide the successful candidate with the opportunity to pursue his/her own research while benefiting from the range of expertise at Università Ca’ Foscari Venezia.

Abstract: Behavioral competencies play a key role in the job market. Among these, visioning seems to have a strong value in terms of motivation and behavioral guidance. However, the limited number of studies on the topic has mainly taken into account organizational visions and relative results, neglecting the possible benefits of an individual visioning process. The project aims to examine empirically the role of behavioral competencies, and in particular visioning, in fostering employability and career outcomes, such as consistency with one’s own aspirations and career satisfaction. Furthermore, the project aims to provide new insights on the evaluation of the visioning process through the development of measurement tools.

Who can apply
Prospective candidates are expected to hold doctoral degree in Management and relevant experience on the research topic and scientific-professional curriculum suitable to the development of research activities related to the fellowship.

Ca’ Foscari encourages applications from researchers with positive evaluation in all the criteria in individual proposals such as Marie Skłodowska Curie Actions - Individual Fellowships/ERC Starting Grants/FIRB (Italian Fund for basic research investments)/SIR (Scientific Young Independence Research) or similar. Researchers having successfully completed Marie Skłodowska Curie Actions - Individual Fellowships/ERC Starting Grants/FIRB (Italian Fund for basic research investments)/SIR (Scientific Young Independence Research) or similar funded projects are warmly encouraged to apply.

Duration of contract: 12 months (approximately starting: June 2019).

Stipend: The research fellowship amounts to 19.367,00 Euros per year, including taxes and social charges.

Deadline for submission of applications: May 8th 2019, 12 noon (Italian time).

How to apply:
Candidates should submit:
1. The application form;
2. A motivation letter (max 1 page) along with their CV in European format, duly dated and signed, both to enclosed as a one single.pdf file. (link)
3. A copy of a valid identity document (either Identity Card or Passport);
4. (If available) Evaluation Summary Reports of Marie Skłodowska Curie Actions - Individual Fellowships/ ERC Starting Grants/FIRB (Italian Fund for basic research investments)/SIR (Scientific Young Independence Research) individual proposals having passed all the evaluation thresholds;
5. (If available) Details of Marie Skłodowska Curie Actions - Individual Fellowships, ERC Starting Grants, FIRB (Italian Fund for basic research investments)/ SIR Scientific Young Independence Research funded projects;
6. All documents, qualifications and publications relevant for the selection procedure (please, see the
How to submit your application

Applications should be submitted by the online procedure, available on the notice webpage (link)
Or submit here: https://static.unive.it/domandeconcorso-en/accesso/dma-gerli

The candidate, after the uploading, will receive a submission number and an e-mail acknowledging receipt of his/her application.

The candidate if necessary could access the procedures for updating any data and materials by the link provided by the e-mail, in any case any updates must be made no later than the deadline May 8th 2019, 12 noon (Italian time).

We will inform that the University will be closed on the following days: April 22th, 25th-26th 2019 and May 1st 2019.

Please note that the University can be contacted for any support needs by the candidate until 24 hours prior to the deadline.
Please note that in case of an high number of applications and/or weight of the materials loaded by the candidates the system might become slower, Therefore it is suggested not to start the process close to the deadline.

NB: the University does not take on responsibility for wrong or late communication of addresses, nor for any communication problem not depending on the University.

Evaluation

The total mark of each candidate will be awarded based on 100 total points. The evaluation takes into account the criteria and thresholds described in the table below.

<table>
<thead>
<tr>
<th>Evaluation criteria</th>
<th>Scores</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualifications (including publications and tests)</td>
<td>Maximum 60 points;</td>
</tr>
<tr>
<td>Interview and other tests (if foreseen)</td>
<td>Maximum 40 points</td>
</tr>
<tr>
<td>TOTAL AVAILABLE SCORES</td>
<td>100</td>
</tr>
<tr>
<td>MINIMUM THRESHOLDS</td>
<td></td>
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<tr>
<td>Minimum threshold for the admission to the interview</td>
<td>42/60</td>
</tr>
<tr>
<td>Minimum threshold for passing the interview and other tests (if foreseen)</td>
<td>28/40</td>
</tr>
</tbody>
</table>

Selection procedure

The interview will be on May 22th 2019, 8.45 a.m. (Italian time) in the Università Ca’ Foscari Venezia – Dipartimento di Management, San Giobbe – Cannaregio, 873 Aula Saraceno – ground floor.

The short-list of the candidates admitted to the interview, or any postponement, will be published on the University’s webpage on May 17th 2019 (link).
Candidates living farther than 200 Kms from Venice may ask to hold a telematic interview.

Information and contacts

Candidates may find further details about the application process and the research project in the official call published on the following (link)
Preliminary inquiries about the research program should be addressed to Vladi Finotto <vfinotto@unive.it>
Additional information about the application procedure may be obtained from Elisabetta Cagnin <segreteria.management@unive.it>