



Università
Ca' Foscari
Venezia

**VENICE SCHOOL
OF MANAGEMENT**

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Public Notice for Expression of Interest - art. 22 ter, paragraph 4 L. 240/2010 and subsequent amendments and additions, pursuant to art. 8 of the University's Research Assignments Regulation for the awarding of n. 1 Research Assignment.

PR Veneto FESR 2021-2027. Azione 1.4.1 - DGR n. 1382 del 04/11/2025 project ID 251382_008138 "Le Trasformazioni degli Ecosistemi Culturali e Creativi in veneto – TECC" - Scientific Director professor Fabrizio Panozzo - CUP H73C25001380002

**UNIVERSITY CA' FOSCARI VENEZIA
VENICE SCHOOL OF MANAGEMENT**

THE DIRECTOR

ORDERS

Art. 1 – Subject of the Notice

1. A procedure is activated for the awarding of n. 1 Research Assignment with a duration of 24 months with the possibility of renewal and/or extension through a public notice aimed at collecting expressions of interest from candidates for carrying out research activities on the Project ID 251382_008138 TECC - CUP H73C25001380002 – scientific director professor Fabrizio Panozzo.
2. Research activities shall commence, without fail, no later than June 2026.
3. The project titled **"The theatre ecosystem in the Veneto region: cooperation, resource access and relational dynamics in the performing arts system"** aims to analyse the ecosystem of performing arts in the Veneto region, taking theatre as a privileged observatory for understanding the dynamics of cooperation, the relationships among actors and the mechanisms of access to resources that characterise the regional cultural sector.

Theatre represents a particularly significant field for observing cultural production processes, as it relies on highly relational, temporary and collaborative forms of organisation involving a plurality of actors and institutions. The study engages with the international debate on cultural and creative ecosystems, which proposes analysing cultural production not as a linear sequence of activities or as a set of isolated organisations, but as a complex system of relationships among individuals, organisations, places and institutions that coevolve over time. Within this perspective, attention shifts from individual organisations to the interdependencies that make cultural production possible and to the plurality of values and practices that sustain these processes.

The regional theatre ecosystem is therefore understood as a dynamic configuration composed of artists, companies, theatres, festivals, distribution circuits, technical services, cooperatives, training institutions, public authorities and support organisations operating within a network of relationships through which knowledge, professional opportunities, material resources and symbolic recognition circulate. The aim of the research is to understand how these relationships are structured and transformed over time, how cultural operators gain access to the resources required for artistic production and which forms of cooperation make theatrical projects possible. Attention will be devoted to the ways in which artists and organisations build and maintain professional relationships, the forms of collaboration that emerge among different actors and the mechanisms through which public institutions, funding schemes and cultural infrastructures influence the evolution of the ecosystem. In this perspective, the theatre ecosystem does not coincide solely with the actors directly involved in artistic production but also includes the institutional, social and territorial contexts within which these practices take shape, highlighting the interdependence

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between cultural organisations, educational institutions, public policies and local environments that sustain the production and circulation of performing arts.

The project also builds on the research activities previously developed by Ca' Foscari University of Venice on the regional theatre system, particularly in relation to studies addressing the structure of the performing arts ecosystem and the dynamics of cultural entrepreneurship within the theatre sector. The research therefore does not start from scratch but continues and further develops an existing line of inquiry that has already contributed to identifying some of the main organisational, economic and professional characteristics of the theatre sector in the Veneto region. The study will focus on actors operating in theatre, dance and interdisciplinary performance practices, including areas such as contemporary circus, mime, clowning, juggling, acrobatics and hybrid performance forms. Through the analysis of professional trajectories, organisational models and collaborative practices, the research aims to shed light on how cultural work is concretely organised in the regional context and how dynamics of cooperation and access to resources are structured within the sector.

4. The amount of the Assignment is equal to **Euro 22.500,00** gross ANNUAL, net of charges to the University. The amount may be subject to adjustment following any changes in legislation.

Art. 2 - Characteristics of the Assignment

The main activities for this position are listed below.

The research will involve activities aimed at reconstructing and analysing the relational dynamics that characterise the regional theatre ecosystem, further developing the work already conducted by Ca' Foscari University of Venice on the performing arts system and on emerging forms of theatre entrepreneurship. The first task will consist of a systematic examination of the actors operating in the performing arts sector in the Veneto region, with particular attention to the organisational forms adopted by theatre companies, the models of collaboration among operators and the ways in which these actors interact with public institutions and with production and distribution circuits.

A second task will focus on analysing the mechanisms through which artists and organisations access the resources required for the development of theatrical activities, considering both institutional support schemes and the informal forms of cooperation and professional exchange that characterise the sector. Particular attention will be devoted to the dynamics of cultural entrepreneurship in the performing arts, especially the emergence and development of new initiatives, artistic collectives and theatre start ups that experiment with innovative models of production, management and circulation of artistic work. The research will also include qualitative investigation involving artists, cultural operators, theatre organisations and institutions engaged in the performing arts system, with the aim of reconstructing professional trajectories, forms of collaboration and the conditions that enable or constrain artistic practices within the regional context. The results of the research will contribute to developing an interpretative understanding of the theatre ecosystem in the Veneto region, highlighting patterns of cooperation among actors, mechanisms of access to resources and the dynamics of entrepreneurship that shape the evolution of the performing arts sector.

Art. 3 - Requirements for participation

1. Participation in the expression of interest is open to young scholars of any nationality who have obtained a master's degree or a single-cycle degree no more than six years before the deadline of this Notice or an equivalent qualification obtained abroad and have a curriculum suitable for assisting in the performance of research activities, pursuant to art. 22 ter, paragraph 4 L. 240/2010 and subsequent amendments and additions. In the case of multiple degrees, the six-year term is calculated from the date of obtaining the first master's or single-cycle degree.
2. *Essential requirements*
The candidate must have the following qualification: LM-77 (Business Administration and Management) or an equivalent qualification)

ERC sector/disciplinary scientific group/disciplinary scientific sector:

Area 13 - Economics and Statistics

SSD ECON-06/A Business Administration, Accounting & Performance Measurement

Cod. GSD 13/ECON-06



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Without prejudice to the provisions of art. 9 of the Notice, the following may not hold an assignment and are therefore automatically excluded from participation in this notice:

- those who have held contracts pursuant to art. 24 of Law 240/2010 as well as permanent staff, hired on an open-ended basis, of the subjects referred to in paragraph 1 of art. 22 of Law 240/2010 and subsequent amendments and additions;
- those who have a degree of kinship or affinity, up to and including the fourth degree, with a professor belonging to the structure making the call or with the Rector, the Director General or any member of the University's Board of Directors.

3. Expected academic skills. Knowledge. Such knowledge must be clearly inferable from the candidate's scientific and professional curriculum:

- advanced knowledge of cultural and creative ecosystems and relational dynamics in the performing arts
- knowledge of organisational models and forms of cultural entrepreneurship in the theatre sector
- knowledge of modes of access to resources and of institutional and informal mechanisms in the cultural sector
- knowledge of qualitative research approaches and methods applied to cultural organisations.
- background in the Innovation Ecosystem.

4. Expected Transversal skills. Such skills must be clearly inferable from the candidate's scientific and professional curriculum:

- ability to work in complex, collaborative and relational environments
- effective communication skills and the ability to interact with institutional and professional stakeholders
- ability to organise work autonomously and manage time
- critical thinking, problem solving, and adaptability to dynamic research contexts.

Art. 4 - Methods of submitting Expressions of Interest

1. Candidates can express their interest in the assignment by sending their availability **no later than 2026/05/13 at 12:00 (Italian time)**. If this deadline falls on a public holiday, the deadline is extended to the first working day.
2. The expression of interest and the relevant documentation must be sent exclusively through the procedure available at the address:
<https://apps.unive.it/domandeconcorso-en/accesso/2026-vsm-incric24mesi-panozzo>
by entering your Tax Code.
Foreign citizens who do not have one can generate a temporary code through: <https://apps.unive.it/utills/cf>
The Notice is published on the specific University web page ([link](#)).
3. The candidate must fill out the online form and attach all the mandatory documents required by the Notice. After submitting the Expression, the candidate will receive a confirmation email of the successful submission and an application code with which they can access the procedure for any updates to the data and materials no later than the deadline of the Notice.
For support or clarifications, you can contact the structure exclusively up to 24 hours before the deadline this notice at Venice School of Management: lisa@unive.it, tel + 39 041 2347435; chiara.sisto@unive.it, tel + 39 041 2349258; segreteria.management@unive.it
It is recommended not to start the procedure close to the deadline due to possible system slowdowns.
4. **Candidates are required to provide active and monitored telephone numbers and email addresses. The University cannot be held responsible for any disruptions resulting from incorrect, inactive, or unmonitored contact details.**
5. The application **must be accompanied** by:
 - a) a copy of a valid identity document in .pdf format
 - b) a scientific-professional curriculum vitae, in a single PDF file. The curriculum must be signed, accurately describe the scientific-professional qualifications, and contain a declaration of truthfulness (Presidential Decree n. 445/2000) and authorization for the processing of personal data (Legislative Decree 196/2003 and EU Regulation 2016/679).



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For candidates with foreign qualifications only, attach a copy of the qualification with an Italian or English translation and exam grades, accompanied by a self-declaration of conformity of the translation. This documentation will be useful for the purpose of equivalence.

It is in any case recommended to attach any other useful document for the declaration of equivalence, which the candidate possesses;

Those who have a Diploma Supplement (DS) may not present other documentation, provided that the DS provides a complete description of the nature, level, context, content and status of the studies carried out.

6. Incomplete expressions of interest, those without the mandatory signed attachments (where required), or those sent after the deadlines are inadmissible.
7. The University assumes no responsibility for the candidate's unavailability or for the dispersion of communications due to incorrect indication of contact details, failure or late communication of changes, or for disruptions not dependent on the University.
8. The declarations contained in the expression of interest and in the relevant attachments are to be considered for all legal purposes as a self-certification pursuant to articles 46 and 47 of Presidential Decree 445/2000 and subsequent amendments and additions of the data contained therein and the attached documents.

The University carries out sample checks on the truthfulness of what is declared.

The untruthfulness of what is declared entails the forfeiture of any benefits resulting from the measure issued, without prejudice to the provisions of the penal code and special laws on the matter.

Art. 5 - Awarding of the assignment

1. The expressions of interest received will be evaluated by the scientific director of the project, Prof. Fabrizio Panozzo,

The scientific director will send the Director of the Venice School of Management with the indication of the candidates who have submitted the expression of interest, expressing for each candidate a reasoned judgment of suitability or unsuitability for the performance of the research project in relation to the scientific-professional profile and indicating the candidate to whom the assignment is to be awarded.

2. The Scientific Director, at their discretion, if they deem it necessary to delve into the participation requirements, may interview one or more candidates. The candidates indicated by the scientific director will be contacted by the Secretariat of the Department at the contact details (email and/or phone) indicated in the expression of interest.
3. The awarding of the assignment will be approved by decree of the Director of the Department and published on the official register and on the University website. The publication of the decree constitutes notification to the interested parties of the outcome of the procedure and the list of suitable candidates remains effective for the entire duration of the Research Project in question.
4. The holder must accept within 7 days of receiving the communication by signing the contract by affixing a remote digital signature (<https://www.agid.gov.it/it/piattaforme/firma-elettronica-qualificata/ottenere-firma-elettronica>).

The contract will regulate the terms and methods of carrying out the collaboration activity and the payment of the remuneration, as provided for in the premises of this Notice.

5. The research assignment may be renewed or extended, in the presence of the relative financial coverage, in the ways and terms provided for in article 11 of the University's Research Assignments Regulation.
6. Within the project referred to in this Notice, the scientific director may draw from the list of suitable candidates, by drawing up a report containing the detailed reasons, in case it is necessary to identify additional candidates for:
 - a. impossibility of signing the contract with the candidate previously identified;
 - b. renunciation of signing the contract by the candidate previously identified;
 - c. withdrawal from the contract by the holder of the research assignment;
 - d. need to award additional research assignments on the same project.



Art. 6 - Activities of the assignment holder

1. The activity takes place at Venice School of Management for the entire duration of the assignment, without prejudice to missions or off-site activities provided for by the research project and/or those previously authorized by the tutor/scientific director or by the Director of the structure.
2. The assignment holder carries out their activity independently and without a pre-established work schedule, within the limits of the research program and the instructions of the research director.
3. The activity of the assignment holder does not constitute an employment relationship and does not give the right to access the University's roles.
4. The holder of a research assignment must register with the separate INPS management and the Ministerial portal loginmiur.cineca.it, implement the University's Arca catalog containing the scientific publications produced by the assignment holder, comply with the University's regulations, in particular this Regulation, the University's Regulation for the valorization of knowledge and the University's Policy for the valorization of knowledge and IP management, the Regulations on confidentiality, the University's Code of Ethics and Conduct, the Regulation containing the code of conduct for public employees, pursuant to article 54 of Legislative Decree 30 March 2001, n. 165.

Art. 7 - Methods of control and evaluation of the activity carried out by the assignment holders

1. At the end of the research or at another frequency identified by the Venice School of Management, the assignment holder is required to submit a written report on the research activity carried out.
2. In the report, the assignment holder must account for the research methods applied and the results achieved, including partial ones.
3. The assignment holder, at the end of their activity, must also provide the Department with the following scientific products:
 - 4 brief six-monthly reports on the activities carried out;
 - Interim report with preliminary results after 12 months;
 - the overall evaluation includes the production of at least one scientific paper assessable according to the AdiR criteria and the presentation of the results at a national or international conference, or in a departmental seminar. The final evaluation is based on the scientific quality of the results achieved and the methodological consistency of the work performed.
4. The report will be examined by the interested structure and will be accompanied by the tutor's judgment on the congruity of the research methods applied and the validity of the results achieved.
5. In the event of a negative evaluation of the report, as provided for in art 15 of the Regulation, the structure, after hearing the holder, may propose, and subsequently deliberate, the revocation of the assignment.
6. The assignment holder is required to report on their research activity whenever requested by the tutor or the reference structure. For this purpose, a diary-register may be requested to periodically record the state of implementation of the pre-established program.
7. The University's right to withdraw from the contract in the event of serious and documented non-compliance by the assignment holder reported by the tutor/scientific director or the reference structure remains unaffected. Any legal action by the University to protect its interests and its assets also remains unaffected.

Art. 8 - Suspension of research activity

1. The research activity and the assignment are suspended, without reducing the duration, in case of certified absences, for compulsory military service, compulsory maternity, paternity, adoption, fostering and parental leave, serious illness or serious family reasons.

Assignment holders must promptly communicate the occurrence of the aforementioned conditions to the Director of the structure.

2. The suspension periods will be recovered at the end of the natural expiration of the contract.

A total period of absence not exceeding thirty working days, even if not consecutive, does not constitute suspension, and consequently does not need to be recovered.



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Art. 9 - Incompatibility - Prohibition of accumulation

1. Research assignments are not compatible with attending bachelor's, master's or single-cycle degree courses, research doctorates or medical specialization courses, in Italy or abroad, without prejudice to the possibility of implementing specific research financing programs of the European Union within the framework of the actions related to the Marie Skłodowska-Curie (MSCA) program, nor with the holding of research doctorate scholarships or other scholarships, for any reason granted by national or foreign institutions, except in the case where these are aimed at international mobility for research reasons.
2. Research assignments are not compatible with the contracts referred to in articles 22 and 22 bis of Law 240/2010.
3. The holder of the research assignment can carry out self-employed work or occasional or continuous collaborations, compatible with the research activity in progress and with the prior authorization of the structure, provided that the activity:
 - does not involve a conflict of interest with the specific research activity carried out by the holder of the research assignment;
 - does not prejudice the University.
4. The holding of the assignment is compatible with unpaid leave for employees of public administrations, even if part-time employees. The legal provisions that regulate the awarding of paid assignments to full-time public employees remain unaffected.

Employees of private companies can take advantage of research assignments with unpaid leave as provided for by current legislation and the relevant National Collective Labor Agreements (CCNL).
5. The holder of a research assignment can participate in different university research groups and projects from those for which he/she was recruited, unless there are other causes of incompatibility provided for by the specific financing programs for which the assignment was activated.

Art. 10 - Intellectual property

The legal and economic regime relating to the protection and exploitation of all research results will be established by the contract.

Specifically, the University holds the Industrial Property Rights on the research results and the Copyrights on the Particular Works of the Intellect developed by the assignment holder.

In this regard, the University's Regulation for the valorization of knowledge and the definitions contained therein apply.

Art. 11 – Tax, social security and insurance treatment.

1. For research assignments, the provisions of Art. 4 of Law 13.08.1984, n. 476 and subsequent amendments and additions apply regarding tax matters, as well as the provisions of Art. 2, paragraphs 26 and subsequent of Law 08.08.1995, n. 335 and subsequent amendments and additions regarding social security matters.
2. Regarding compulsory maternity leave, the provisions of the Decree of the Minister of Labor and Social Security of 12 July 2007 apply. During the period of compulsory leave, the INPS allowance (Art.5 of the aforementioned decree of 12 July 2007) is supplemented by the structure up to the full amount of the remuneration.
3. Regarding sick leave, article 1, paragraph 788, of Law 27 December 2006, n. 296, and subsequent amendments and additions apply.
4. The University provides insurance coverage for accidents and third-party liability in the performance of the research activity.

Art. 12 - Processing of personal data

The processing of personal data takes place in accordance with the applicable national and community legislation (Legislative Decree 196/2003 and EU Regulation 2016/679). The information notice can be downloaded at the following link: <https://www.unive.it/privacy> or on the notice page of the present call.



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Art. 13 - Head of the procedure

Pursuant to art. 5 of law 07/08/1990, n. 241 and subsequent amendments and additions, the head of the administrative procedure for this selection is dott. Sonia Pastrello, head of the relevant structure of Venice School of Management.

Art. 14 – Final provisions

For anything not provided for in this notice, reference is made to the University's Regulation and the legislation in force on the matter.

The Director of Venice School of Management
Prof. Anna Comacchio