

## Call for Applications for no. 1 Short-term Research Fellowship Ca' Foscari University of Venice – Venice School of Management

The present document in English is to be considered as a mere translation of the provisions of the call which is available in Italian at the following link - Albo online <https://www.unive.it/data/30402/> 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.

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| <b>HAVING REGARD TO</b> | the Article 18, paragraph 5, letter f) of Law No. 240 of December 30, 2010, and subsequent amendments and integrations;                                                                                                                                                                                                                                                                                                           |
| <b>HAVING REGARD TO</b> | the Article 21 <i>quinquies</i> of Law No. 241 of August 7, 1990, and subsequent amendments and integrations;                                                                                                                                                                                                                                                                                                                     |
| <b>HAVING REGARD TO</b> | Article 1 bis, paragraph 2, of Decree-Law No. 45 of April 7, 2025, as amended during conversion by Law No. 79 of June 5, 2025, which came into force on June 7, 2025, and which, in Article 4, paragraph 3, of Law No. 210 of July 3, 1998, abolished the favorable tax regime for short-term research fellowships post-graduation, establishing the application of IRPEF and IRAP taxes on such Short-term Research Fellowships; |
| <b>RECALLED</b>         | the Regulation for the establishment of Short-term Research Fellowships for post-graduate activities pursuant to Article 18 of Law No. 240 of December 30, 2010, issued with Rectoral Decree No. 300/2014 of April 14, 2014, and subsequent amendments and integrations;                                                                                                                                                          |
| <b>WHEREAS</b>          | the tax treatment of Short-term Research Fellowships is subject to the legislation in force at the time of granting. Even if not expressly referred to in this notice, the applicable tax regime will be that provided for by current legislation <i>pro tempore</i> .                                                                                                                                                            |
| <b>HAVING REGARD TO</b> | professor Sara Bonesso's request (prot. no. 0184105/2026) concerning the awarding of no. 1 Short-term Research Fellowship entitled " <i>Leadership in crisis contexts</i> ", lasting 12 months for a total amount of 26.040,00 euros;                                                                                                                                                                                             |
| <b>HAVING REGARD TO</b> | the authorization of the above-mentioned request given by the School Council held on 15 July 2026;                                                                                                                                                                                                                                                                                                                                |
| <b>VERIFIED</b>         | the funding, related to the research grant, whose costs are allocated under the project VSM.MRG2026.daRICCOMP-aRICbase.DSAAM.BS.GAZA (euro 11.040,00) and project MAN.MRG2017.DMA (euro 15.000,00);                                                                                                                                                                                                                               |

### Description

The Venice School of Management - Ca' Foscari University of Venice, as specified in the introduction, hereby calls for applications for no. 1 Short-term Research Fellowship entitled "*Leadership in crisis contexts*", lasting 12 months – CUP H73C26000730005 – Tutor prof. Sara Bonesso.

The research fellow must perform the following research:

## **ABSTRACT**

*Educational leadership in crisis contexts defines the ability of leaders to manage critical scenarios arising from natural disasters, armed conflicts, health crises, or socio-political tensions affecting the academic community. In such contexts, leadership behaviors aim not only to safeguard the safety of students and staff, but also to protect the continuity of educational processes, mitigate the psychological and traumatic impact on the community, and activate interventions for the recovery and revitalization of the educational system in the post-crisis period.*

*In particular, the unique nature of armed conflicts sets them clearly apart from other emergencies—such as pandemics or natural cataclysms—which generally exhibit a cyclical pattern or a defined timeframe. War generates violence, uncertainty, and a constant climate of fear that indiscriminately affects every stakeholder in the school and university system. Compounding this are the destruction of physical structures and infrastructure, forced displacement, and geopolitical and humanitarian crises. Consequently, educational leaders operating in war zones are not merely called upon to provide immediate emergency responses; they must also take responsibility for maintaining learning pathways and protecting the psychophysical well-being of the community for an indefinite period, working under conditions of persistent vulnerability and a dramatic scarcity of resources.*

*Despite the crucial importance of educational leadership in war settings, existing literature fails to provide a comprehensive overview of the competencies required of academic leaders to tackle such complex challenges.*

*This research aims to contribute to this debate by focusing on the future of Palestinian human resources in the Gaza Strip in the post-war period, specifically examining the leadership capacity of higher education systems to foster recovery processes and human capital development to revitalize post-conflict environments.*

*The approach will be descriptive-analytical, relying on review of existing scientific literature on leadership in crisis contexts and a qualitative study conducted through interviews with industry experts and educational leaders, aimed at developing an interpretive model of effective leadership behaviors to support the recovery and revitalization of educational systems in war contexts and broader crisis scenarios. **To this end, proficiency in the Arabic language is required to carry out the research.** Ultimately, the research aims to provide actionable support to policymakers in defining effective recovery strategies.*

## **OBJECTIVES:**

- *Analysis of scientific literature on leadership models, with particular reference to crisis contexts (specifically in wartime settings) and the educational system;*
- *Definition of the qualitative research design, including the data collection protocol and theoretical sampling framework for conducting interviews with educational leaders and key stakeholders within the Palestinian context of the Gaza Strip;*
- *Development of a model aimed at identifying the behaviors and competencies of educational leaders that foster the recovery and revitalization of higher education systems in post-conflict settings.*

## **EXPECTED RESULTS:**

- *Description of the critical issues faced by educational leaders operating in war-affected contexts;*
- *Identification of effective behaviors and competencies deployed by educational leaders to promote recovery in post-conflict environments;*
- *Organization of seminars at the Department of Asian and North African Studies and the Venice School of Management, aimed at sharing human resources and leadership practices that emerged from the research project to support recovery in crisis contexts;*
- *Submission of research outputs to national and international conferences;*
- *Policy recommendations tailored for policymakers, stakeholders, and higher education institutions to support targeted interventions for training and human capital development in post-conflict recovery settings.*

The research fellow must provide the School with the following research output:

- **two-monthly reports** on the activities (Tot. **6 reports**);
- **a final report** on the activities undertaken, highlighting the results achieved.

This documentation is by way of example and not exhaustive and may change or be implemented according to the needs of the research activity concerning the project and/or the structure that calls for the research grant. For anything not specified in this Call, please refer to the Regulations and applicable legislation.

**Duration of the Short-term Research Fellowship: 12 (twelve) months, indicatively starting in September 2026.**

**Amount:** The amount of the Short-term Research Fellowship is equal to € 24.000,00 (twenty-four thousand/00 euros) gross percipient and will be subject to taxation according to the regulations in force. It will be paid in bimonthly instalments, after certification of the regular performance of the activity. The amount awarded is understood to include any costs relating to the undertaking of the research envisaged by the project. **The monthly amount shall only be approved and awarded for whole months completed; amounts for months not completed shall not be awarded.**

**Deadline for submission of applications: not later than noon time (12:00 Rome CET) of Thursday 20 August 2026.**

In case the deadline is on Saturdays, Sundays or on holidays, it is extended to the first working day thereafter.

**Who can apply?** (University Regulation for short-term research fellowships, Art. 3)

**Applications are open to all EU citizens and non-EU citizens who hold:**

- **Master's Degree (or equivalent) in Business Administration / Management, or equivalent qualification obtained abroad.** Qualifications obtained abroad will be examined by the Committee, which may consider them as being equivalent for the purposes of admission, without prejudice to the current legislation.

**Skills required:**

- **Arabic language proficiency at native level or C2 level (CEFR);**
- **Knowledge of the Palestinian Arabic dialect (spoken variety);**
- Good knowledge of the English language;
- Research and/or professional experience in fields relevant to the project;
- Knowledge of social research methodologies;
- Documented professional leadership experience in academic settings.

**Any other evaluable qualifications:**

- PhD in Business Administration / Business Studies (or equivalent);
- Documented research experience at research institutions;
- Publications, working papers, and participation in and presentation of papers at international conferences.

**Please note that the applicant shall attach any documents, language certificates, qualifications and publications relevant for the selection procedure.**

Those who have a degree of kinship or affinity, up to and including the fourth degree, with any professor belonging to the Department or facility issuing the call, or with the Rector, the General Manager or a member of the University Board of Directors, cannot participate in the selection.

Applicants must hold all the requisites within the call deadline.

Candidates are admitted to the selection conditionally; they may be excluded from the call at any time should they fail to meet the predefined requirements, even after the selection process is complete, with just cause and notification sent to the person concerned.

**Incompatibility** (University Regulation for short-term research fellowships, Art. 12)

The Short-term Research Fellowship may not overlap with:

- other short-term research fellowships granted in any capacity, apart from those granted by national or foreign research institutes in order to integrate with periods abroad the specific activity foreseen by the work plan of the appointed fellow;
- attendance of PhD courses with scholarship and medical specialization, in Italy and abroad;
- research grants “*assegni di ricerca*” o “*incarichi di ricerca*”.

Short-term Research Fellowship holders may carry out self-employed work or occasional or permanent collaborations, as long as this is coherent with the ongoing research, upon approval and on the condition that:

- does not involve a conflict of interest with the specific research activity carried out;
- does not prejudice the university, in relation to the activities carried out.

Subordinate employment contracts holders, in addition to obtaining permission by the University, must provide the authorization of their employer.

- In the specific case that the subordinate employment contract started prior to the awarding of the fellowship, compatibility with the existing employment will have to be assessed; if the assessment yields a negative result, the Short-term Research Fellowship will not be awarded; in the case of a positive result, the successful candidate will have to provide the authorization of his/her employer **within 15 days**.
- In the event that the subordinate employment contract will start once the fellowship is ongoing, the successful applicant is required to notify this change at least 30 days before the start of the employment contract for an assessment of compatibility; if the assessment is negative, the fellowship will cease by the start of the employment contract; in the event of a positive outcome, the successful applicant must provide the authorization of his/her employer **within 15 days**.

**The awarding of the Short-term Research Fellowship does not imply the establishment of any employment contract, nor does it give rise to any rights of access to positions of employment at the university.**

**How to apply** (University Regulations for short-term research fellowships, Art. 5)

**Candidates must submit:**

- a) **The attached application form.**

Applicants must declare in the application, under their own responsibility:

- **the possession of a Master's degree or equivalent qualification obtained abroad.**

**IMPORTANT: Candidates in possession of a qualification obtained abroad must also submit a copy of the foreign title with a translation in Italian or English language including marks obtained, accompanied by a self-declaration relating to the conformity to the original of the translation itself.** The candidate who has been awarded a **Diploma Supplement**, may not submit any other documentation, provided that the DS provides a complete description of the nature, level, academic system and status of the studies carried out. In any case, it is advised to submit any other document useful to the evaluation of the academic title obtained;

- nationality (the possession of a residence permit valid at the deadline of the call for applications, in case he/she is a non-European citizen residing in Italy);
- to be medically fit to discharge his/her duties for the fellowship;
- that they understand that the Short-term Research Fellowship is not compatible with the positions referred to in Art. 12 of the Regulations for Short-term Research Fellowships and current legislation;
- not to have received measures restricting personal freedom at the time of submitting the application;
- not to have a degree of kinship or affinity, up to and including the fourth degree, with any professor belonging to the department or facility issuing the call or with the Rector, the General Manager or a member of the University Board of Directors and that they are aware of the provisions of the Law no 240/2010, Art. 18, para. 1, letter b);

- any benefit under L. 104/92.

b) A **CV in European format** (Europass) **duly dated and signed**. The CV must specify the educational qualification held by the candidate and a detailed description of his/her scientific-professional qualifications. In addition, **the CV must contain the following declarations:**

- 1) the declaration made pursuant to the Italian D.P.R. 445/2000 and subsequent amendments and additions, that the information provided corresponds to the truth;**
- 2) the authorization for the processing of personal data for the purposes related to this selection procedure, made pursuant to Legislative Decree no. 196/2003 and Article 13 of the GDPR (EU Regulation 2016/679).**

c) A copy of a valid identity document (e.g. Identity Card or Passport);

d) All documents, qualifications and publications relevant for the selection procedure.

The declarations contained in the application forms 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, reserving the right to request the originals of the publications.

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.

#### **How to submit your application**

The **application for participation** and the **relevant documentation** must be submitted exclusively through the procedure available at the address:

<https://apps.unive.it/domandeconcorso-en/accesso/vsm-2026-bric-bonesso>

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 mandatory deadline for submitting applications is set for **Thursday 20 August 2026 at 12:00 (Italian time)**.

The candidate, after the uploading, will receive a submission number and an e-mail acknowledging receipt of their application. The candidate if necessary could access the procedures for updating any data and materials through the link and submission number provided in the e-mail **until the call deadline expires**.

Please note that the University can be contacted for any support needs by the candidate until 24 hours prior to the deadline. For further information please contact Research Area of Venice School of Management – e-mail: [ricerca.management@unive.it](mailto:ricerca.management@unive.it) Please note that any requests for clarification will be handled up to 30 July 2026 and from 18 August 2026 onwards.

Please note that in case of a 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.

Incomplete applications, those without the required data and the compulsory attachments will not be taken into consideration. Furthermore, the applications which, for any reason, reach this University beyond the deadline indicated above cannot be accepted.

The declarations made in the application shall be considered issued in accordance with the DPR no. 445/2000 and subsequent amendments, by candidates entitled to use the simplified administrative certifications permitted by the above decree.

### Selection and Evaluation Procedure

A Selection Committee is appointed by order of the Director of the School taking into account, where possible, gender balance.

The selection is made by **assessment of the scientific-professional qualifications of the candidates, followed by an interview, to be held via teleconference.**

The **interviews phase** is scheduled for **Tuesday 01 September 2026**, via ZOOM platform.

**The short list of candidates admitted to the interview and eventual postponements will be published online on Thursday 27 August 2026** on the VSM website [unive.it/management-ricerca](http://unive.it/management-ricerca) > “Research>Short-term research fellowships>Research fellowships expired calls” and on the University website “Research>Working in research>Short Term Research Fellowships>Research fellowships expired calls”. The publication of the aforementioned calendar, list and announcements have the value of notification; therefore, candidates are required to present themselves, with the valid identification document presented during the application phase, on the day, the time and according to the electronic media indicated in the public notice. The absence of a candidate from the interview will be considered to all intents and purposes as a waiver.

**Please note that proficiency in Arabic and English will be assessed by the selection committee during the interview of admitted candidates.**

The Commission compiles a ranking and specifies the winning applicant, having regard to the score appointed to experience and qualifications, interview and any other test, as specified by the call. In the event of two or more candidates obtaining the same score at the end of the selection, the younger candidate will be preferred.

### Awarding of the Short Research Fellowship

Having received the selection documents and at the outcome of the checks, the Director approves, by her decree, the ranking list and the selection procedure reports and makes them public.

Notification, including the start date of the Short-term Research Fellowship, shall be sent to the winning candidate.

**The winner must accept the Short-term Research Fellowship within seven days of receipt of the written notification referred to above, under penalty of revocation. In the event of withdrawal, the Short-term Research Fellowship shall be awarded to the next available candidate, following the order of the final ranking of merit.**

Publication of the results of all the selection phases shall be published in the online University's notice Board - Albo online, on the VSM website [unive.it/management-ricerca](http://unive.it/management-ricerca) > “Research>Short-term research fellowships” and on the University website “Research>Working in research>Short Term Research Fellowships”.

All information on the convocation of candidates will be published there, too, without further direct communication to the candidates.

Access to the selection documents is guaranteed pursuant to the law of 07/08/1990, no. 241 and subsequent amendments and additions and relative internal implementation regulation.

The Department reserves the right to cancel the procedure and/or not to proceed with the stipulation of the "Declaration of Acceptance" of the Short-term Research Fellowship with the winning person, if for any reason the interest in the research ceases.

### Information and contacts

Candidates may find further details about the application process and the research project in the official Call published on Albo online and on the VSM website [unive.it/management-ricerca](http://unive.it/management-ricerca) > “Bandi Borse di Ricerca”.

### Processing of personal data

Personal data provided by the candidates in their applications for participation in the selection



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procedures, are processed pursuant to the legislative decree of 30/06/2003, no. 196 and subsequent amendments and additions and to EU Regulations 2016/679. Comprehensive information on personal data processing can be found [here](#).

#### **Person in charge of the procedure**

Pursuant to the provisions of Art. 5 of Italian Law of 07/08/1990, no. 241 and subsequent amendments and additions, the person in charge of the administrative procedure for this selection procedure is Lisa Botter, Venice School of Management Executive Officer, acting on behalf of the Director-General Tommaso Piazza.

#### **Final provisions**

For anything not specified in this call, see the University of Venice's current regulations regarding the awarding for research fellowships and the current legislation.

Digitally signed  
The Head of VSM  
Prof. Anna Comacchio

Digitally signed  
Seen  
The person in charge of the procedure,  
Executive Officer of VSM,  
*on behalf of the Director-General*  
*Dr Tommaso Piazza.*  
The delegate – Dr Lisa Botter.

**INFORMATION ON PERSONAL DATA PROCESSING**  
**pursuant to Article 13 of Regulation (EU) 2016/679**

The Ca' Foscari University of Venice, as part of its institutional aims and in fulfillment of the obligations set forth in art. 13 of the 2016/679 EU Regulation ("Regulation"), provides you with information regarding the processing of personal data that you have provided to the University for the purpose of carrying out the selection procedure you wish to participate in.

**1) THE DATA PROCESSOR**

The data processor is the Ca' Foscari University of Venice, with headquarters in Dorsoduro n. 3246, 30123 Venice (VE), in the person of the Rector Magnificent.

**2) DATA PROTECTION OFFICER**

The University has appointed the "Data Protection Officer", who can be contacted by writing to the e-mail address [dpo@unive.it](mailto:dpo@unive.it) or to the following address: Ca 'Foscari University, Venice, Data Protection Manager, Dorsoduro n. 3246, 30123 Venice (VE).

**3) PERSONAL DATA CATEGORIES, PURPOSES AND LEGAL BASIS OF DATA PROCESSING**

The data processing in question involves the provision of personal data and data relating to previous study and professional experience.

Unless the selection procedure is for protected categories, it is not necessary to provide data of a sensitive nature (for example, data concerning health status, sexual orientation or political or trade union opinions); candidates are therefore requested not to provide such data, unless deemed necessary for optimal evaluation of the position selection procedure.

The processing of personal data is aimed solely at the completion of the selection procedure and will take place in a way and within the limits necessary to pursue the aforementioned purpose. The legal basis for this treatment is represented by art. 6.1.e) of the Regulations ("execution of a task of public interest or connected to the exercise of public powers").

The processing of personal data is based on the principles of correctness, lawfulness and transparency and the protection of the privacy and rights of the data subject, as well as the additional principles established by art. 5 of the Regulations.

**4) DATA PROCESSING MODALITIES**

The processing of personal data will be carried out by authorized parties (in compliance with the provisions of Article 29 of the Regulation), with the use of computerized procedures, adopting appropriate technical and organizational measures to protect them from unauthorized or illegal access, destruction, loss of integrity and confidentiality, even if accidental in nature.

**5) STORAGE TIME**

The data will be stored in accordance with the Regulations on the storage of administrative documentation.

**6) RECIPIENTS AND CATEGORIES OF RECIPIENTS OF PERSONAL DATA**

For the purposes set out above, in addition to specifically authorized employees and collaborators of the University, personal data may also be processed by individuals who execute outsourced activities on behalf of the Data Controller, in their capacity as External Data Processors.

The same data might be communicated to the public administrations directly interested in the legal-economic situation of the candidate hired.

There are no further communications to third parties except to persons to whom the data must be transmitted in fulfillment of legal obligations or, on request, to judicial and supervisory authorities.



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The data of the hired candidate might be shared for the fulfillment of the obligations regarding transparency as per Legislative Decree n. 33/2013 and future modifications.

The results of any intermediate tests and final rankings will be published according to current legislation.

#### **7) DATA PROVISION**

The provision of such data is necessary to evaluate the requirements for participation and to verify academic qualifications. The failure to indicate these data might preclude this assessment, with a consequent exclusion from the procedure.

#### **8) USER RIGHTS AND HOW TO EXERCISE THEM**

As an interested party, you have the right to obtain from the University, in the cases provided for by the Regulations, access to personal data, rectification, integration, their cancellation or processing limitation or to object to the data processing itself (articles 15 and following of the Regulations). The request can be submitted, without any particular formal procedures, by contacting the Data Protection Officer directly at [dpo@unive.it](mailto:dpo@unive.it) or by sending a communication to the following address: Ca' Foscari University Venice - Data Protection Officer, Dorsoduro 3246, 30123 Venice. Alternatively, you can contact the Data Controller, by writing a PEC (certified email) to [protocollo@pec.unive.it](mailto:protocollo@pec.unive.it).

Interested parties, who believe that the processing of their personal data is in violation of the provisions of the Regulations, also have the right to file a complaint to the Data Protection Guarantor, as provided for by art. 77 of the Regulations itself, or to take appropriate legal action (Article 79 of the Regulations).