

IMT POLICY FOR THE RECRUITMENT OF TENURED FACULTY

This document outlines the procedure adopted by IMT in the recruitment of its Tenured Faculty. The procedure illustrates the scouting and assessment activities within the relevant job markets which will be performed in preparation of the formal recruitment procedures. The IMT Policy for the recruitment of Tenured Faculty is consistent with the principle standards defined in the IMT Policy.

The definition of the recruitment policies and IMT general policies conform to and comply with international standards such as the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, adopted from the European Commission with Recommendation March 11, 2005 (2005/251/CE).

This document is not a legal translation from the original Italian. It has been adapted for an international audience.

1) STRATEGIC PLANNING

Within the Strategic Planning as established in Art. 14 of IMT Bylaws, the Director proposes the number of Full Time Equivalent (FTE) professors to be recruited, specifying:

- the corresponding financial requirement and a preliminary indication of the timing of recruitment;
- a broad description of the profiles in terms of: fields of research, the policies defined in the Strategic Planning Document and the relevance for IMT Ph.D. Programs;
- a non-binding estimate of full professors versus associate professors, as well as an estimation of the allocation of resources among the different Research Areas.

2) ANNUAL PLANNING

In the annual planning document the Director proposes the estimated budget related to the Full Time Equivalent units to be recruited within the corresponding fiscal year.

3) NOMINATION OF THE EVALUATION COMMITTEE

Consistent with the profiles to be recruited, the Director will appoint one or more evaluation committees, in which he will serve as Chairman. These will be composed of two to four members, selected among university professors and experts in the relevant fields, within the international community.

4) ADVERTISEMENT

The Director will oversee the publication of the call of interest for future openings. The ads will be placed on international research websites, websites of associations of Italian academics abroad, such as ISSNAF (www.issnaf.org), the website of the School, relevant departments, and other international institutions. The participants in the call of interest will be asked to provide their Curriculum Vitae detailing their publications and research activities, the text of five selected publications, and the name of three referees.

5) JOB MARKET ANALYSIS

Broad profiles are published in order to collect expressions of interest to detect the potential for recruitment in a subset of narrower profiles and to get information about its “location” (e.g. within the Italian University system, abroad, etc.). This analysis allows IMT to get a clear view of the available professionalism and of the “location” of the highest potential to be recruited. The job market analysis is carried out by specific Evaluation Committees, one per job market, paying particular attention to:

- the scientific and academic record, the relevance of the research activity of the applicants, as well as all the materials produced in response to the call, namely the CV, scientific publications, and, if required, references on behalf of the referees.
- the ability to conduct autonomous research;
- the capacity to secure and manage external research funds;
- experience in instruction and supervision of students;
- English language skill level, both written and spoken.

The Evaluation Committee will draw a final report for the Director.

6) RECRUITMENT PLAN

Based on the reports produced by the Evaluation Committees and the budget, IMT Director draws a Recruitment Plan, with the support of the Research Area Directors. The recruitment plan contains both the specific positions (full or associate) and profiles to be hired and the procedure to be followed for each profile/position according to national procedures, i.e.

- From Italian Universities:
Bando per trasferimento, “transfer call” reserved to professors already affiliated in Italy in the same position or *chiamata di idoneo*, direct appointment of winners of Italian professorship public competition who have not been hired yet
- From Foreign Universities or non Academic Research Institutes:
Chiamata diretta or *chiamata di chiara fama* “direct appointment” mainly for candidates affiliated to foreign universities or national and foreign non academic research institutes, who can be appointed without public competition.

The recruitment plan is deliberated by the Executive Council.

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