

**Regulation governing Bocconi University's "Calls for Expression of Interest" for  
the recruitment of faculty in accordance with the contractual profiles applied  
in the University**

**Annexed to Rectorial Decree no. 104 of 21.12.2022**



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### **CHAPTER I GENERAL SECTION**

#### **Article 1 – Subject**

- 1.1 The present regulation, in light of international best practices and to the extent compatible with the provisions of art. 7 of Law no. 240 of 30 December 2010, governs the procedures for the seeking of faculty to attract to Bocconi University of Milan.
- 1.2 For the purposes hereof the following definitions apply:
- a. **"University"**: Università Commerciale "L. Bocconi" of Milan;
  - b. **"Call for Expression of Interest"** or **"Call for Interest"**: procedure for the seeking of faculty to attract to the University, governed hereby;
  - c. **"Hiring Committee"**: Department Committee in charge of making the annual evaluation of applications submitted subsequent to expressions of an interest in working with the University in accordance with the contractual profiles available;
  - d. **"Committee for Appointments and Promotions – CAP"**: Committee appointed by the Rector charged with evaluating applications for posts of Associate Professor and Full Professor to be submitted to the Faculty Council and the University Board for approval;
  - e. **"Post-Doc Researcher"**: holder of a fixed-term contract for research pursuant to art. 22 of Law 240/2010;
  - f. **"Assistant Professor in tenure-track"**: holder of a fixed-term contract for employment pursuant to art. 24 of Law 240/2010;
  - g. **"Associate Professor"**: professor of level II (Associate level) recruited through direct call pursuant to art. 7 of Law 240/2010 or through public competitive examination pursuant to art. 18 of Law 240/2010;
  - h. **"Full Professor"**: Professor (of "Ordinario" level) recruited through direct call pursuant to art. 7 of Law 240/2010 or through public competitive examination pursuant to art. 18 of Law 240/2010.

### **CHAPTER II ACTIVATION OF CALL FOR EXPRESSIONS OF INTEREST**

#### **Article 2 – Activation of procedure**

- 2.1. Within the limits of the posts allocated by the University Board, the Departments, having assessed their needs regarding instruction and research and by virtue of the three-year development plan, may request the Rector to issue a **Call for Expressions of**

**Interest** to fill posts of the teaching and research faculty pursuant to articles 7, 18, 22 and 24 of Law 240/2010, through specific recruitment procedures.

- 2.2. The search for faculty pursuant hereto will be conducted exclusively by recourse to the international job market in accordance with the procedures described hereinafter.

The Call for Expression of Interest must specify:

- a. the possible contractual profile or profiles sought (Post-Doc Researcher, Assistant Professor in tenure track, or for posts of Associate Professor, Full Professor with tenure);
- b. the effective date: usually 1 September or 1 February of each academic year;
- c. the Department concerned;
- d. the Academic Field if established, or the Scientific Sector, along with the profile requested;
- e. the requirements, course of action and deadline for submitting a declaration of interest.

The notice must also specify the regime of commitment required by the University in order to meet its academic needs, including as regards the internal divisions of the sectors. In particular the University requires of all its Researchers and members of the Core Faculty a regime of full-time commitment, with full application of the system of compatibility and incompatibility prescribed by the Internal Regulation, as defined by art. 6 of Law 240/2010.

- 2.3 The vacancy notice must be published on the University's website and on the principal international recruitment websites of the sector concerned.

### **Article 3 – Requirements for submission of applications**

- 3.1 Persons in possession of the academic qualifications prescribed by the Call may submit their expression of interest.

### **Article 4 – Terms and conditions for submission of applications**

- 4.1 The expressions of interest (applications) concerned hereby must be submitted to the University exclusively via the online form at the address specified by the Call not later than the date stated therein.

- 4.2 A curriculum vitae must be electronically attached to the application. Moreover, the following documents may also be requested, always to be submitted electronically:

- a. a cover letter;
- b. a "Research, Teaching and Service Statement", i.e. a description of the applicant's goals and experiences in research and teaching and in activities of service to the scientific community;

- c. a list of high-profile academic referees for the University's possible requests for letters of presentation.

#### **Article 5 – Procedures for evaluation of declarations of interest and general evaluation criteria**

- 5.1 In order to conduct its evaluation of the declarations of interest received the Department avails of the assistance of the Hiring Committee, appointed annually by the competent Department body designated by the respective Department Regulations, presided over by a Full Professor in the capacity of Head of the Job Market; for a post-doc or tenure track post this person may be an Associate Professor, after consultation with the Dean of the Faculty, ensuring the presence of at least one board member from the same Academic Field or Scientific Sector concerned.
- 5.2 Candidates whose applications are deemed worthy of in-depth consideration will subsequently be requested to present themselves at the University for a series of aptitude interviews at the Departments concerned (flyouts), which may be conducted remotely.
- 5.3 As established by its 2021-25 Strategic Plan, Bocconi University is committed to pursuing its chief objectives in research and instruction in a physical and intellectual environment in which all – students, faculty, staff – receive, and offer to others, equal opportunity, dignity and treatment, irrespective of gender, sexual orientation, ethnicity, religion, age or economic condition. To this purpose the present Regulation, together with all of Bocconi University's Regulations for selection, will respect the crosscutting principles prescribed by EU Regulation 2021/241, in particular the principles of gender equality, protection and valorization of young people and of the overcoming of regional disparities.

### **CHAPTER III RECRUITMENT PROCEDURES**

#### **Article 6 – Call for applications for fixed-term research posts pursuant to art. 22 of Law 240/2010**

- 6.1 When the University has received applications for post-doc Fixed-Term Research posts that it deems interesting, it reserves the possibility to issue a call for applications in accordance with the terms set forth in the *“Regulation governing Bocconi University's procedures of selection for the offering of fixed-term employment contracts for Post-Doc Researchers, pursuant to art. 22 of Law no. 240 of 30 December 2010, amended by Law no. 79 of 29 June 2022”*

**Article 7 – Call for applications for positions of Assistant Professor in tenure-track pursuant to art. 24 of Law 240/2010**

- 7.1 When the University has received applications for tenure-track positions of Assistant Professor that it deems interesting, it reserves the possibility to issue a call for applications in accordance with the terms set forth in the *“Regulation governing Bocconi University’s procedures for selection of Assistant Professors, pursuant to art. 24 of Law no. 240 of 30 December 2010, amended by Law no. 79 of 29 June 2022”*

**Article 8 – Direct call for positions of Associate Professor or Full Professor pursuant to art. 7 of Law 240/2010, or pursuant to art. 1, paragraph 9 of Law 230/2005 and subsequent amendments.**

- 8.1 When the *“Committee for Appointments and Promotions – CAP”* deems a candidate for a position of Associate Professor or Full Professor suitable, satisfying the requirements set forth in art. 7 of Law 240/2010 or in art. 1, paragraph 9 of Law 230/2005 and subsequent amendments, the Rector reserves the possibility to make a formal offer, albeit subject to the condition of a resolution for a call by the University’s Faculty Council and Executive Committee, in which will be specified: the academic role prescribed, the type of contract, the teaching commitment required, the scientific commitments expected, the emoluments proposed, which cannot be lesser than the minimum level of salary currently applied. The date by which acceptance of the offer must be communicated will also be specified.
- 8.2 In the event of acceptance of the offer so made, the University will finalize the employment relationship by classifying the candidate as holder of the position prescribed as from 1 September of the following year or from 1 February of the current academic year.

**Article 9 – Call for applications for positions of Associate Professor or Full Professor pursuant to art. 18 of Law 240/2010**

- 9.1 When there are profiles for positions of Associate Professor or Full Professor which the University deems interesting, it reserves the possibility to issue a call for applications in accordance with the terms set forth in the *“Regulation governing Bocconi University’s procedures of recruitment and promotion of Professors, pursuant to articles 18 and 24 of Law no. 240 of 30 December 2010”*.

**CHAPTER IV  
TRANSITIONAL AND FINAL PROVISIONS**

## **Article 9 – Transitional and final provisions**

- 9.1 This Regulation enters into effect on the day following that of its issuing in a Rectorial Decree with an appropriate form of publicity on the University's website.