

"Tenure Track Guidelines" Regulations

Document drafted by the Human Resources Service.

Approved by the Board of Administration session held on July 24, 2017 and subsequently amended during the sessions of October 5, 2018 and October 2, 2020.

Attracting the best talent for internationally recognized scientific excellence in research. Fondazione Bruno Kessler pursues this goal through tenure tracks: rigorous and transparent recruitment and evaluation processes aimed at assigning a permanent position *to* the most deserving researchers and innovators.

Through the tenure *track* process for recruiting and evaluating, the Foundation implements its strategic planning as far as scientific staff is concerned. This process involves the following stages: *call* publication, access selection and evaluation, definition and start of the evaluation steps, final review.

Tenure tracks usually *have* a duration of five years and are also considered as an opportunity for personal and professional development. The staff on *tenure* tracks is in fact involved in training, *mobility* and *coaching* programs.

The following players are involved in the tenure track process: the institutional and scientific *Governance* of the Foundation, which is responsible for the strategic planning of required personnel; scientific experts outside the Foundation, who are charged with providing the list of the three best candidates for the tenure position based on the *call* requirements; the Internal Institutional Committee called on to assess who, among the shortlisted candidates, should be granted the tenure *track* position, and evaluate its progress until its conclusion. When evaluating the tenure track, the Internal Institutional Committee can make use of the contribution of experts. In order to comply with transparency in the evaluation process and with our gender equality policy, the Institutional Committee shall be integrated with an expert belonging to the gender that is not represented. Both staff external and internal *to the Foundation may apply for the public calls for tenure track* positions; the latter only if they are not already tenured *employees*.

The tenure *track calls* are published in the main scientific research and development journals and on international search engines.

The public *calls* for *tenure* track positions must contain at least the following information: the description of tenured position *that is* being sought, the requirements and supporting documentation needed, contract terms and conditions relating to the tenure *track* and to the tenured *position*.

The entire tenure *track process* must comply with the principles of the European Charter of Researchers. The tenure *track process* must also be timely and duly documented and traced, and may include events for open discussion both with the scientific community of Fondazione Bruno Kessler and with all of its *stakeholders*.

In the case of events requiring leave of absence, maternity leave, *part-time* or specific forms of *smart working* during the tenure track period, the Foundation will seek solutions that make the periodic evaluation process feasible.

In case of a negative outcome of *the* tenure track process, the Foundation pledges to take appropriate outplacement *actions*.

The institutional and scientific *Governance* of the Foundation, unanimously, may offer a tenure track position to scientific staff external or internal to the Foundation, recipient of an individual ERC (*European Research Council*) *grant* or internationally awarded *grant* of equal prestige.

If, as provided for by the Administrative Regulations of the Foundation and by the Directives of the Autonomous Province of Trento on staffing, the Board of Administration decided on reserving a quota for

permanent positions for internal research staff, the relating selection procedure must comply with the these Guidelines except for the following.

The *calls* are advertised within the Foundation, published on the institutional website and reported to the competent offices of the Autonomous Province of Trento, while the evaluation of the applications is entrusted jointly to the internal Institutional Committee and to external experts.

Read and approved on October 2, 2020

- prof. Francesco Profumo –
President of Fondazione Bruno Kessler
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