

Tenure Track Guidelines

Document drafted by the People Innovation for Research Service.

Approved by the Board of Directors at its meeting of July 24, 2017 and amended at its meetings of October 5, 2018, October 2, 2020 and February 7, 2025.

Attracting and retaining young talent to do scientific research and innovation of excellence at national and international level; Fondazione Bruno Kessler pursues this goal through a strategy that acts on three interconnected dimensions: PhD Program, Talent Development Program, Tenure Track Positions Plan.

While the PhD Program and Talent Development Program act on the higher education and innovation pipeline by supplementing them with customized experiential and entrepreneurial pathways designed around creativity, skills and potential, the Tenure Track Positions Plan offers the opportunity to obtain permanent positions at Fondazione Bruno Kessler through a recruitment, engagement, training and evaluation process that is at once rigorous, challenging and transparent.

The Tenure Track Positions Plan and the related recruitment process translate and concretize the Foundation's strategic planning by bringing into play and then awarding on merit permanent positions for researchers, technologists, and innovators.

The Tenure Track Positions Plan, which follows the Strategic Planning outlined in the POE Plan, includes the following stages: public announcement, candidate selection and evaluation, definition and initiation of the experiential training and professional development path, progress review, and final review.

The phases related to "evaluation" "definition of the experiential training and professional development path," and "progress review" align with those established by the Talent Development Program—both when the Tenure Track Position Call targets young researchers, technologists, and innovators already engaged with the Foundation and considered deserving, and when it is broadly open to the wider research and innovation community.

The Tenure Track is similar to the experiential training and professional development pathways offered by the Foundation's Talent Development Program; however, it is more demanding due to the key performance indicators (KPIs) associated thereto at the time of the initial evaluation.

The duration of the Tenure Track is determined on a case-by-case basis by an ad hoc committee, taking into account both the nature of the key performance indicators and any periods of international mobility (Mobility) defined during the "planning of the experiential training and professional development pathway".

Following the People Strategy that Governance and Scientific Management translate annually into the POE Plan, the Tenure Track process involves the following actors: the People Innovation for Research Service which, in agreement with the Scientific Management concerned, defines the ideal profile for the Tenured position to be held; scientific experts external to the Foundation called upon to be part of the Selection and Evaluation Committee in relation to the disciplinary domains concerned; the Head of the People Innovation for Research Service; the Head of the Research Assessment; the Directors of the Centers concerned; the Head of the Research Enhancement Special Purpose Unit.

A Committee specifically set up by the Foundation's Secretary General takes charge of the entire Tenure Track process. This Committee includes the individuals mentioned above, specifically: an external expert to the Foundation, recognized in the technical-scientific and disciplinary fields relevant to the Call for the Tenure Track Position;

the Head of the People Innovation for Research Service¹; the Head of Research Assessment²; two of the Foundation's Center Directors engaged in the disciplinary domain related to the Call for Tenure Tracks³; the Head of the Research Enhancement Special Purpose Unit⁴.

The ad hoc Committee may seek input from other experts in the areas related to the key performance indicators associated with the Tenure Track.

To ensure compliance with evaluation transparency and gender equality, the ad hoc committee shall include an additional expert from the underrepresented gender.

Calls for applications for Tenure Track positions are published on the Foundation's official channels as well as through the relevant scientific community networks.

The entire Tenure Track process shall reflect the principles of the European Charter for Researchers. The Tenure Track process, again, must be transparent, tracked and documented. It may also include opportunities for discussion open both to the Fondazione Bruno Kessler scientific community and to all its stakeholders.

If tenure is denied, the Foundation shall initiate appropriate outplacement measures to support the individual's transition.

The Foundation's Governance may offer Tenure Track positions to scientific personnel, either internal or external, who hold an ERC (European Research Council) Grant or other internationally prestigious grants of equivalent standing.

Read and approved by the Board of Directors at its meeting on February 7, 2025

¹Or a delegate of his/hers

²Or a delegate of his/hers

³Or their delegates

⁴Or a delegate of his/hers