

GUIDELINES FOR TENURE TRACK POSITIONS

Approved by the Board of Directors on July 24, 2017

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 regularly 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 external experts.

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 calls for tenure track positions are published in leading 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.