

## FAQ – Tenure Track Selections

### What is the definition of “Tenure Track”?

*Tenure track is a type of job classification that indicates **a career path (track) in pursuit of a permanent job position (tenure)**. The purpose of the tenure track is to offer excellent researchers the opportunity to pursue a professional path that is transparent, formalized, structured and aimed at steering tenure-track researchers towards the strengthening of competences necessary to become tenured researchers, i.e. researchers who will be granted a permanent position contract.*

### What are the regulations for the selection process?

*The selection process is governed by the “[Guidelines for Tenure Track positions](#)” and the “[Tenure Track implementation procedure](#)”.*

### Where do I find the selection call?

*The call is published on the FBK website at: <https://jobs.fbk.eu/>*

### Where do I file my application?

*To be valid, applications **must** be submitted through the FBK job portal <https://jobs.fbk.eu/>*

### How do I apply?

*Please select the job title at <https://jobs.fbk.eu/>. Click “Apply online”, enter your personal information, **attach the requested documentation** and click on “Submit” button. Once you have completed your candidacy submission, we suggest that you register to the website by entering your email address and password.*

*Your personal data will be processed pursuant to art. 13 of EU Regulation No. 2016/679 (GDPR), and in general in observance of the principle of transparency, and will be*

retained for a period of 12 months, as indicated in our [“Information notice on privacy protection of participants in recruitment and selection processes promoted by FBK”](#).

**May I edit my profile information once I have registered?**

*You can edit your application only upon registration to the FBK website. FBK invites candidates not to edit their profile until the selection has been completed.*

**What is the deadline for submitting my application?**

*The deadline for application submission is listed on the selection call.*

**Which documents do I have to enclose with my application?**

*Up-to-date CV in English, cover letter (explaining your motives for applying for the position, professional reference contacts (email and/or phone numbers), other relevant documentation which might be listed on the specific call. **For details, please refer to the specific call.***

**Do documents have to be in English?**

*Yes.*

**Does the documentation required have to be submitted within the call deadline?**

*Yes.*

**Which document format is required?**

*Pdf format (max 1 MB per file).*

**What are the eligibility requirements?**

*Requirements are set out in the specific call.*

**Are there any incompatibility criteria?**

*Regulations on incompatibility and impossibility of conferring a position applicable to the Foundation context (a private entity under public control) are set forth in [Resolution n. 4/2015](#).*

**What are the grounds for exclusion from the selection?**

*Requirements are not met and/or documentation has not been submitted.*

**Who is the selection committee composed of?**

*FBK [Tenure Track implementation procedure](#) provides that two selection Committees be appointed:*

*1. A gender balanced panel of **three external experts** in the specific disciplinary field of the call identified by FBK's Institutional and Scientific Governance, that will evaluate the documentation sent by the candidates and **select the three (or more) best candidates to be interviewed.***

*2. The **Institutional Committee**, that **interviews shortlisted candidates and identifies among them a successful candidate** that best suits the Foundation's strategic needs, and additional likely candidates. The Institutional Committee consists of the President of the Foundation, the Director of the Center concerned, the Chair of the Scientific Board of the Foundation, the Head of the Human Resources Department, and the Head of the Research Assessment Office, or their delegates. To ensure evaluation transparency and gender equality, the Institutional Committee will be integrated with an expert from the gender that is not represented.*

**What is the contract type offered by FBK?**

*Tenure Track position leads from a fixed-term contract to a permanent contract. The maximum duration of the Tenure Track contract is up to 5 years, which may be reduced depending on the assessment by the Committee of the candidate's abilities and skills. If the final review of the Tenure Track is positive, the fixed-term contract will become permanent.*

**Is the compensation published on the call gross or net?**

*The proposed salary on the call is annual gross; performance (objectives achievement) bonus is a plus. At the time of disbursement of the compensation, the Employer will withhold taxes (IRPEF income tax and additional taxes) and social security (INPS) as per regulations in force.*

**Does the contract offer a benefits package?**

*The benefits package includes: flexi-time, company subsidized cafeteria or meal vouchers, internal car park, free training courses, welcome office support for visa formalities, accommodation, social security, reduced fees on bank accounts, discounted public transportation, sport and language course fees. Further details available at [www.welfarefbk.info](http://www.welfarefbk.info)*

**Are non-shortlisted candidates notified?**

*Applicants who are not included in the preliminary selection will be notified at the end of the selection process. **Selection status is published [on our website](#)** (see “Tenure Track recruitment sheet”).*