

FONDAZIONE BRUNO KESSLER

**CENTER DIRECTOR APPOINTMENT RENEWAL
GUIDELINES FOR THE EVALUATION**

Annex II/18 to the Minutes of the Board of Directors of March 9, 2018

INTRODUCTION

The Statute of the Foundation provides that the Directors of the Centers and of the other Operating Units around which the organization is structured be appointed by the Board of Directors upon proposal of the President and after consulting with the Secretary General.

The Board of Directors is also responsible for any decision regarding the revocation, extension or renewal of the appointments of Center and Operating Unit Directors.

Center Directors are appointed based on the strategic goals of the Foundation and on a temporary basis.

PURPOSE OF THE GUIDELINES FOR APPOINTMENT RENEWAL OF CENTER DIRECTORS

Grounding the possible appointment renewal of Center Directors to the strategic objectives of the Foundation and to the principles of competence and integrity: this is the purpose of these guidelines, with which the relative decision-making process will have to comply.

FRAMEWORK REGULATIONS

These guidelines are part, and integrate, the regulatory context of the Foundation consisting of: Statute, Administrative Regulations, Selection Guidelines for the role of Center Director, Calls for selection of Center Directors.

THE STAGES OF THE DECISION-MAKING PROCESS

The process by which the decision concerning the appointment renewal of the Center Director is formed consists of the following stages:

- Evaluation, entrusted to three external experts, of the evidence related to the Director's appointment.
- Meeting with the Director, considerations and final determination by the Board of Directors.

PHASE 1: EVALUATION BY EXTERNAL EXPERTS

In appointing the three external experts, the Board of Directors will deem preferential having participated in the selection process of the Director whose appointment is being considered.

Evidence relating to the execution of the Director's tasks, in relation to the strategic goals assigned to him/her, constitutes the object of the evaluation by the three external experts. Such evidence is linked to the following aspects: scientific results, economic and social impact, economic sustainability, human capital management.

The information necessary for the evaluation will be organized, and forwarded to the evaluators, in two separate documents: "*Three year quantitative results*"(drafted by the Secretary General's Office) and "*Director three-year report of activities: results, achievements, contribution to the FBK Mission* " (drafted by the Director).

The external experts are entitled to request from the Secretary General's Office of the Foundation any other information that may be useful for the purposes of the evaluation.

The evaluation process, its outcome and the opinions of the three external experts must be included in a specific Final Report drawn up in writing and signed.

The processing time for the above evaluation is set forth in the appointment deed.
The external experts may organize their work remotely.

STAGE 2: MEETING, CONSIDERATIONS AND DETERMINATION OF THE BOARD OF DIRECTORS

The Board of Directors, upon examination of the Final Report of the three external experts - complete with the "*Three year quantitative results report* " and the "*Director three-year report of activities: results, achievements, contribution to the FBK Mission*" - will interview the Director regarding the future strategic planning and - on the basis of all the information available – will decide on the renewal of the related appointment.

In the case of appointment renewal, the Board of Directors is called upon to set the extent and terms of the incentive associated with it on a *Management by objectives* (MBO) basis.

Read and approved, March 9, 2018

- Prof. Francesco Profumo -
President of Fondazione Bruno Kessler
ORIGINAL SIGNED