



The Department of Economics and Management (dSEA) of the University of Padua is seeking excellent candidates to fill the academic position of:

**Full Professor in Organization and Human Resource Management
(13/B3 – SECS-P/10 Organizzazione Aziendale)**

Profile

Preferred candidates should have a PhD in Management, Business Economics, or related disciplines and showcase an experience in teaching courses in organization (e.g., Organizational Design, HRM, Organizational Behavior, Entrepreneurship) at the Bachelor, Master, and PhD levels both in Italian and English language. Teaching at recognized international institutions is particularly valued.

Candidates must display an excellent track record of scientific publications, consolidated over time as shown by high impact factor, e.g. publications in 'A' ranked journals according to

- the [ANVUR](https://www.anvur.it/attivita/classificazione-delle-riviste/classificazione-delle-riviste-ai-fini-dellabilitazione-scientifica-nazionale/elenchi-di-riviste-scientifiche-e-di-classe-a/) (https://www.anvur.it/attivita/classificazione-delle-riviste/classificazione-delle-riviste-ai-fini-dellabilitazione-scientifica-nazionale/elenchi-di-riviste-scientifiche-e-di-classe-a/) and
- the [AJG](https://charteredabs.org/academic-journal-guide-2021/) of the Chartered Association of Business Schools (https://charteredabs.org/academic-journal-guide-2021/).

The successful candidate must display an ability to act as a leader in their respective research clusters as demonstrated by supervisions of PhD candidates and support to early career and post-doctoral-researchers. Further, candidates must display an attitude to contribute and belong to international networks of scholars. The Department particularly values the ability in securing research funding through competitive both at the national or international level. Last, candidates should demonstrate an ability in taking up service and leadership position both at the Department or University level.

Further information to illustrate i) the regulated procedure for Full Professor appointment in Italian public universities; ii) the desiderata for a Full Professor appointment at the dSEA and iii) other relevant elements in the application can found here:

<https://www.economia.unipd.it/en/research/home-research/career-upgrading-relevant-documents>

Job Description and Position

The position offered is at the Full Professor Level in Organization (scientific sector SECS-P/10 according to the Italian academic system). The position is tenured, full time, with a minimum teaching load of 120 contact hours per academic year.

The annual gross salary - net of employer-paid social security contributions - is € 75,000. Whilst this is not negotiable, the faculty member will enjoy bi or tri-annual increases upon meeting nationwide targets as defined by the Ministry. The salary is subject to employee-paid social security contributions and Italian income tax. Depending on individual circumstances (e.g., being non-Italian resident for the past two years), the successful candidate may qualify for generous tax exemption.

Qualifications and Requirements

According to Italian legislation, eligible candidates shall already hold an equivalent academic position (Full Professor) at their current foreign or Italian university; alternatively, they must have already obtained the Italian habilitation as 'Full Professor' in the relevant scientific sector.

Furthermore, the Selection Committee will consider applicants meeting the following conditions:

- a) evidence of high-quality teaching and mentoring through student or department evaluations;
- b) demonstrated ability in fulfilling service duties at the department, the university and other bodies (e.g., professional or scientific associations);
- c) evidence of ability to raise funds for research;



- d) evidence of a consolidated experience in working with international scholars and activism in widely recognized academic societies (e.g. AoM, SMS, EURAM, EIASM, EGOS, ASSIOA, etc.);
d) fluency in English is extremely valued.

The Research Cluster is particularly interested in candidates who want to develop innovative teaching and research in the areas of HRM, OB, OT, OD and Entrepreneurship.

About the Department

The Department of Economics and Management of the University of Padova was founded in 1989 and counts over 2000 students and more than 65 faculty members conducting research in economics or business fields. Since 2012 the University guide '[Grande Guida](#)' ranks the Department among the top three institutions for teaching quality in the areas of Economics and Statistics.

The Department ranked fourth in Italy in terms of research quality and productivity. Research carried out in accounting has been ranked third in Italy by the National independent agency ([ANVUR](#)).

Out of 850 assessed Universities, our Department is also at the top of the [U-Multirank](#) international ranking. The working language of the Department of Economics and Management is Italian, whereas teaching is done mainly in English across the Masters, and PhD levels. More information is available on the [website](#).

Selection Process

Interested candidates must apply according to the official call for applications at the [website of the Department](#) by September 1st, 2022.

Additional enquiries can be made at the Head of the Department (Prof Paola Valbonesi) at hiring.economia@unipd.it

Disclaimer

All expressions of interests will be treated as strictly confidential.