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UFFICIO PROGRAMMAZIONE  
RUOLI E RECLUTAMENTO

**COMPARATIVE SELECTION FOR N. 3 FIXED TERM JUNIOR RESEARCH ASSOCIATE – ART. 24, PARAG. 3, LETTER A) OF LAW NO. 240 DATED 30 DECEMBER 2010 –PART TIME - THREE-YEAR TERM  
(DR register no. 64024, dated 10.04.2019)**

**DEPARTMENT OF SCIENZE DELLA FORMAZIONE, SCIENZE UMANE E DELLA COMUNICAZIONE INTERCULTURALE**

**n. 1 POSITION**

**Academic recruitment field:** 11/E3 Social Psychology and Work and Organizational Psychology

**Academic discipline:** M-PSI/05 Social Psychology

**Research Project:** “Research and development of Community-based strategies for preventing radicalization and supporting integration”.

**Research activities:**

The research project focuses on the study of consolidated practices for the prevention of radicalization in institutions, multicultural organizations and in social contexts with a high risk of marginality.

In the framework of social research on new radicalisms, the project will examine community-based actions and strategies for the prevention of radicalization processes, to identify devices, tools and methodologies useful for working with a view to social integration.

**Hours of classroom teaching each academic year:** 60

**Maximum of scientific publications:** 12

**Scientific Head:** Prof.ssa Loretta Fabbri

**Foreign requested language:** English or French- **Level of proficiency:** Good

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**DEPARTMENT OF SCIENZE DELLA FORMAZIONE, SCIENZE UMANE E DELLA COMUNICAZIONE INTERCULTURALE**

**n. 1 POSITION**

**Academic recruitment field:** 11/D2 Methodologies of Teaching, Special Education and Educational Research

**Academic discipline:** M-PED/03 Methodologies of Teaching and Special Education



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**Research Project:** "Analysis and validation of community-based practices to prevent radicalization and support integration".

**Research activities:**

Communities play a fundamental role in shaping the individual's ethnic, linguistic and cultural identity. They allow the elaboration and transmission of culture; it is through these that every effective form of "socialization" takes place primarily.

Specific research is aimed at: (a) the analysis of national and international literature on the topic of methodologies useful for the development of inclusive communities; (b) the study and experimentation of community-based educational methodologies and practices useful to prevent radicalization processes and support subjects and communities in the validation of the assumptions underlying their beliefs; (c) the construction of a repository of research experiences and good practices for the development of multicultural high-density communities.

**Hours of classroom teaching each academic year:** 60

**Maximum of scientific publications:** 12

**Scientific Head:** Prof.ssa Loretta Fabbri

**Foreign requested language:** English - **Level of proficiency:** Good

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**DEPARTMENT OF SCIENZE DELLA FORMAZIONE, SCIENZE UMANE E DELLA COMUNICAZIONE  
INTERCULTURALE**

**n. 1 POSITION**

**Academic recruitment field:** 14/C1 General Sociology

**Academic discipline:** SPS/07 General Sociology

**Research Project:** "Analysis of multicultural management practices developed in social contexts in order to support integration processes".

**Research activities:**

The research activity, using theoretical and empirical approaches, will focus in particular on three objects: the theories and practices to prevent the phenomena of radicalization that arise and develop in social contexts, in everyday life and in the workplace; the intervention methodologies useful to support the creation of inclusive communities; the impact of multicultural processes in local communities and in work and welfare systems.

The practices of multicultural management will be identified both in life contexts and in organizations (firms, schools, associations) with particular attention to the contribution of the different stakeholders and to the processes of social construction of interventions and policies.

**Hours of classroom teaching each academic year:** 60

**Maximum of scientific publications:** 12

**Scientific Head:** Prof.ssa Loretta Fabbri



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**Foreign requested language:** English - **Level of proficiency:** Good

**ADMISSION REQUIREMENTS**

Applications for the comparative selection procedure are accepted from candidates holding a PhD or equivalent completed in Italy or abroad.

Applications are also accepted from non-EU citizens who meet the admission requirements stated above.

**In relation to qualifications obtained abroad, it is necessary to attach the above-mentioned academic equivalence of the educational qualification in accordance with art 38 of Legislative Decree no 165/2001, or the certificate of equipollence with the PhD title in accordance with Italian University regulations issued pursuant to Paragraph 74 of Presidential Decree 382/1980, or the application for the request of the equivalence/equipollence certificate.**

For further information please consult the following website  
<http://www.funzionepubblica.gov.it/strumenti-e-controlli/modulistica>

In the latter case, applicants will be provisionally admitted to the call, it being understood that the academic equivalence/equipollence certificate must be in their possession at the time of recruitment.

Candidates must be in possession of the requirements for admission to the selection procedure by the deadline of this call.

**All candidates are admitted to the selection procedure conditionally, reserving the right to verify that they meet the requirements for admission to the selection procedure.** The administration can, at any time and with justifiable reason, exclude candidates who fail to meet the selection requirements.

Applications cannot be accepted from the following people: retired or currently employed full or associate University professors or researchers; those who have a relationship of marriage [*coniugio*] or cohabitation or a degree of relationship or affinity up to and including the fourth degree with a professor belonging to the Department or the structure proposing the activation of the contract, or with the Rector, the General Manager or a member of the University Council.

**APPLICATION PROCEDURE**

Applications for admission to the procedures and the documents, **in pdf**, indicated below must be lodged by certified email to [rettore@pec.unisipec.it](mailto:rettore@pec.unisipec.it) or email to [concorsi@unisi.it](mailto:concorsi@unisi.it) within 30 days starting from the day after the publication of this call in the *Gazzetta Ufficiale della Repubblica Italiana*.

Proof of receipt will be considered as: for applications sent by certified email (PEC) [rettore@pec.unisipec.it](mailto:rettore@pec.unisipec.it) - the date of the delivery receipt sent automatically by the system; for those sent by email: [concorsi@unisi.it](mailto:concorsi@unisi.it), the date of the University terminal that receives them. The University administration declines any responsibility for non-receipt of applications due to third party liability. To check whether an application has been received and is deemed



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complete, candidates can contact the University's *Ufficio programmazione ruoli e reclutamento* (tel. + 39 0577 235060 - 235059). Applications must be accompanied by a copy of the candidate's identity document under art. 38 of Presidential Decree no. 445 of 28 December 2000.

Applications must be compiled according the enclosed model (Annex A), providing all the information required.

Candidates must enclose with the application (**pdf Format**):

- scientific publications and its signed list;
- a signed curriculum vitae
- Declaration in lieu of certification (Annex B)
- copy of the candidate's identity document.

Publications must be submitted in the original language which, if other than English, French, German and Spanish, must be translated into one of said languages. The translated texts must be submitted as a certified true typed copy as required by current regulations.

Documents written in a foreign language other than English, French, German and Spanish, must be accompanied by an Italian translation, certified as true to the original text by the competent diplomatic or consular representation, or by an official translator.

#### **EXAMINING COMMISSION**

The Examining Commission is composed of three full professors (including at least two who are not employed by the University of Siena) belonging to the above-mentioned academic discipline or to an academic discipline in the same above-mentioned academic recruitment field or group of academic recruitment fields.

Prior to the start of the selection, the candidate must declare under his/her own responsibility, pursuant to article 7 of the University Code of Ethics, that he/she does not have a relationship of consanguinity or affinity up to and including the fourth degree with any member of the Committee, and that the Committee does not include his/her spouse or partner or any persons with whom he/she has business relations.

#### **EVALUATION OF QUALIFICATIONS, PUBLIC INTERVIEW AND ORAL EXAM**

The selection is made by through a preliminary evaluation of candidates and a reasoned analytical judgment of their academic qualifications, curriculum and scientific productivity, including their doctoral thesis, if applicable, based on the criteria and parameters specified in University Ministerial Decree 243 dated 25.05.2011.

Following the preliminary evaluation, the top 10 to 20 per cent of the most merit-worthy candidates, and in any case no less than six, will be admitted to a public interview with the Commission concerning their qualifications and scientific work. If only six or less candidates apply, all of them will be admitted to the interview.

Should the candidates be foreign nationals, they must demonstrate an adequate knowledge of the Italian language during the interview.



Following the interview, a score is given to the qualifications and each publication presented by the candidates who have passed the oral exam, according to criteria established in advance by the Commission itself.

The Commission writes up a report at the end of each individual meeting.

A notice inviting candidates for the interview and oral exam will be sent to the individual candidates at least fifteen days before the date of the interview and exam. This notice need not be given fifteen days in advance if all candidates admitted to the selection provide their explicit written consent.

Candidates must bring their identity document.

EU nationals must bring their passport or identity document issued by their country of origin. Candidates from non-EU countries must only bring their passport.

#### **RANKING LIST AND PROPOSAL OF EMPLOYMENT**

Upon completion of the selection procedure, the Commission determines the winner by drawing up a ranking list of eligible candidates. The waiting list will only remain open until the Start date for the selected Junior Research Associate.

#### **CONTRACT AND ACTIVITIES**

The successful candidate will be offered a part time three-year contract. The contract can be renewed only once for a two-year period, subject to the availability of financial resources as well as a positive evaluation of the teaching and research carried out. This evaluation will be made in accordance with art. 10 university's regulations concerning fixed-term junior research associates.

The University will pay for insurance against accidents and third party liability.

The total annual commitment to teaching, supplementary teaching and student support is equivalent to 200 hours; for the purposes of reporting on the research project, the research, supplementary teaching and student support together are figuratively equal to 750 each year.

In the case of public funding, the contract will be terminated should the funding not be received. The trial period lasts three months.

#### **INCOMPATIBILITY AND OTHER COMMITMENTS**

The research contract is not compatible with the following:

- any other contract of employment with a public or private body;
- research grants from other Universities;
- teaching contracts regulated by the relevant provisions in force;
- doctoral or post-doctoral research grants or, in general, any grant or scholarship for any purpose awarded by the University or any third party.



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**PUBLICATION**

This call and the summary in English are published on the University's Albo on line, on the web page at the following address: <http://www.unisi.it/ateneo/concorsi>, on the website of the Ministry for Education, University and Research ([www.miur.it](http://www.miur.it)) and on the European Union portal (<http://ec.europa.eu/euraxess/>).

Date digital signature

The Rector  
Francesco Frati

Endorsement  
The General Director  
Emanuele Fidora

Endorsement  
Procedure manager  
Clara Pluchino

ATTACHMENTS

- 1 Annex – A
- 2 Annex – B