Recruitment
And Career Development in IIT

Paris 11 December 2017

Event name
"Researchers without borders"

Speaker Mrs Lina Donnarumma

Job position

HRO Manager at Fondazione Instituto Italiano di Tecnologia

ISTITUTO ITALIANO DI TECNOLOGIA

Center for Neuroscience e Cognitive Science, Università di Trento, TRENTO

Center for Genomic Science, Campus IFOM-IEO, MILANO

Center for Nano Science and Technology, Politecnico di Milano, MILANO

Center for Sustainable Future Technologies, Politecnico di Torino, TORINO

Center for Translational Neurophysiology, Università di Ferrara, FERRARA

Center for Microbiorobotics, Scuola Superiore Sant'Anna, PISA

Center for Nanotechnology Innovation, Scuola Normale Superiore, PISA

Center for Life Nanoscience, Università degli Studi di Roma La Sapienza, ROMA

Center for Advanced Biomaterials for Health Care, Università degli Studi Federico II di Napoli, NAPOLI

Center for Biomolecular Nanotechnologies, Università del Salento, LECCE

• Machine Learning, MIT, BOSTON (USA)

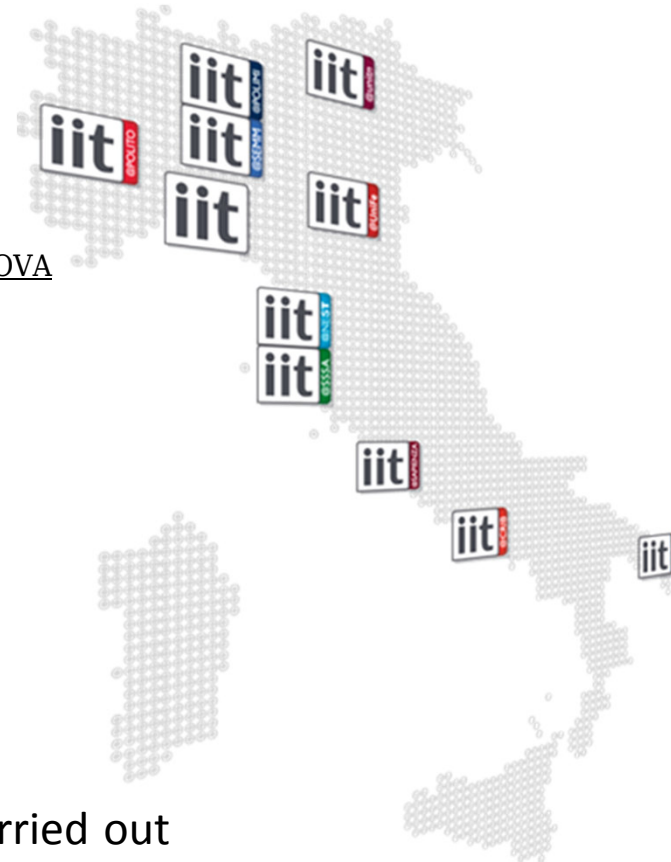• Neurobiology Dept., Harvard Univ., BOSTON (USA)
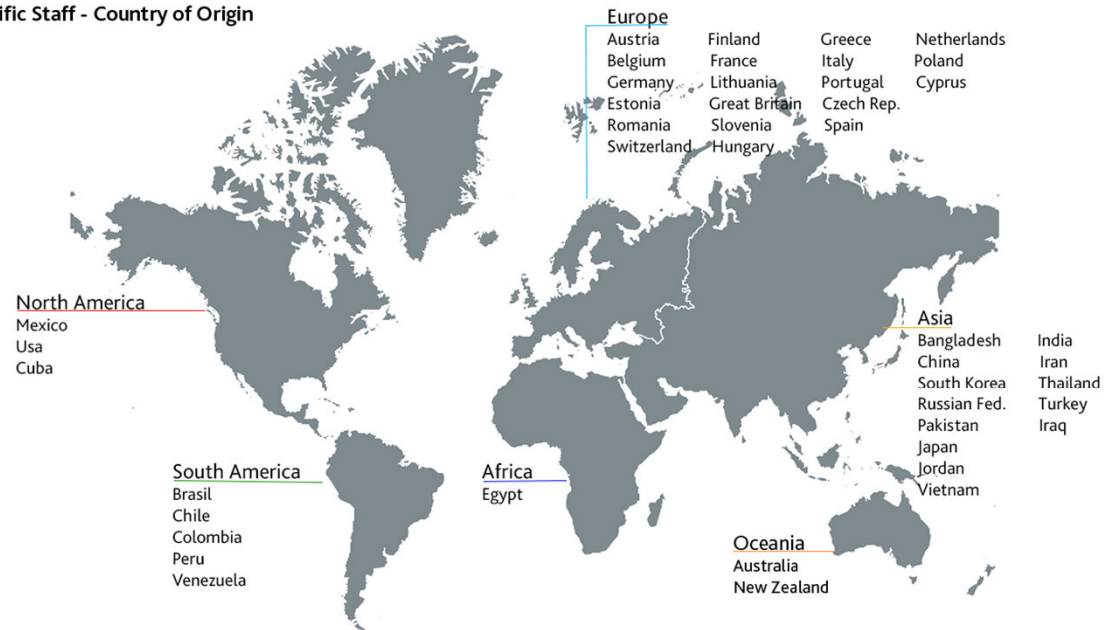
Central Research Laboratories, GENOVA
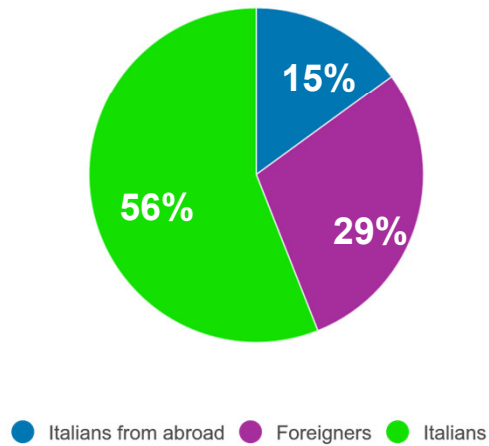
iit ISTITUTO ITALIANO DI TECNOLOGIA

Research at IIT is carried out in the main laboratory in Genoa, 11 IIT Research Centers across Italy and 2 IIT outstations in US.

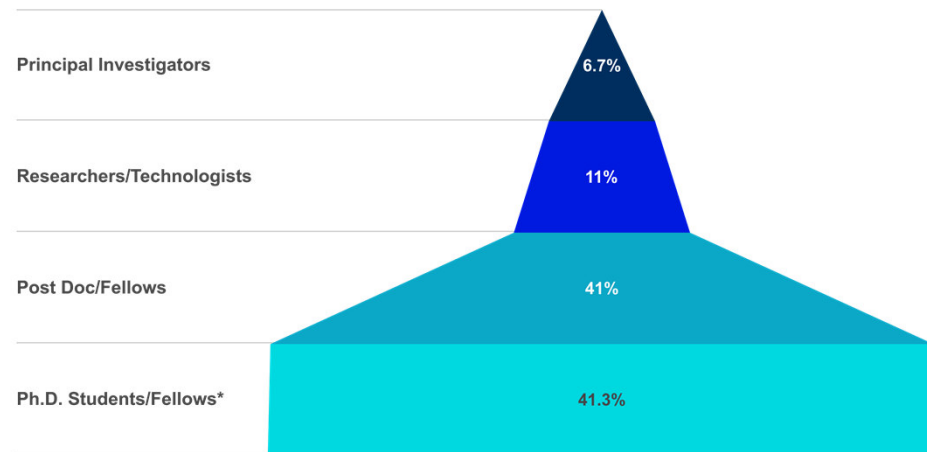**ISTITUTO ITALIANO DI TECNOLOGIA**

Scientific Staff - Country of Origin

Europe
Austria	Finland	Greece	Netherlands
Belgium	France	Italy	Poland
Germany	Lithuania	Portugal	Cyprus
Estonia	Great Britain	Czech Rep.	
Romania	Slovenia	Spain	
Switzerland	Hungary		

North America
Mexico
Usa
Cuba

Asia
Bangladesh	India
China	Iran
South Korea	Thailand
Russian Fed.	Turkey
Pakistan	Iraq
Japan	
Jordan	
Vietnam	

South America
Brasil
Chile
Colombia
Peru
Venezuela

Africa
Egypt

Oceania
Australia
New Zealand

Scientific staff origins

15%
29%
56%

● Italians from abroad ● Foreigners ● Italians

Scientific staff and Ph.D. Students by position

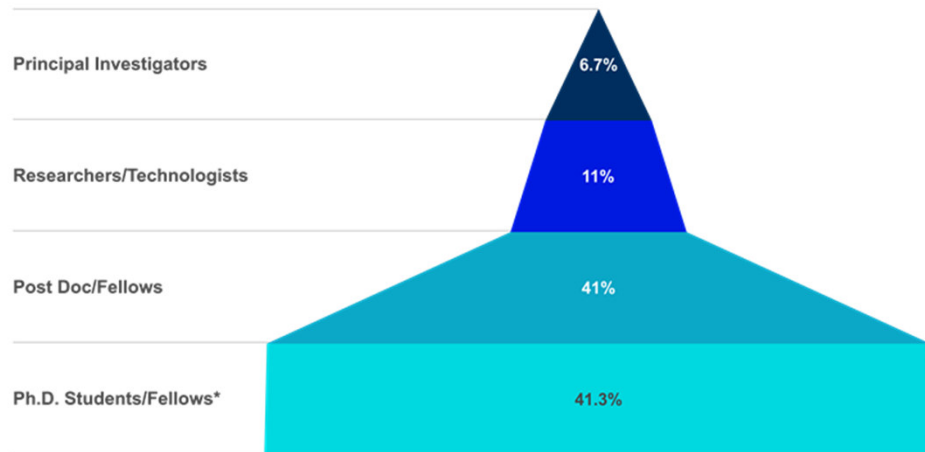|	
Principal Investigators	6.7%
Researchers/Technologists	11%
Post Doc/Fellows	41%
Ph.D. Students/Fellows*	41.3%

SCIENTIFIC STAFF AT IIT

IIT recruits technical and scientific staff focusing on the quality of candidates and adopting transparent selection procedures.

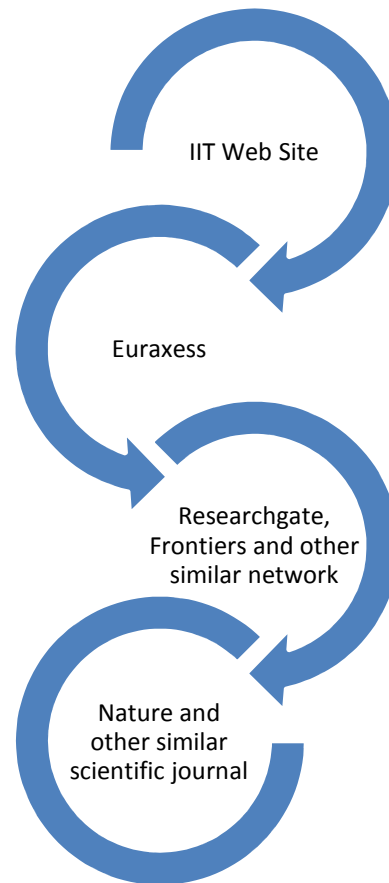| Principal Investigators | 6.7% |
Researchers/Technologists	11%
Post Doc/Fellows	41%
Ph.D. Students/Fellows*	41.3%

*with Ph.D. degree to obtain

IIT scientific plan encompasses 11 programs relating to 3 main areas (Technology oriented, Core and Cross Disciplinary programs), in a fully cross-disciplinary research environment.
Scientists with 21 different profiles (spanning from medicine to engineering) work together to implement the Institute's strategic plan.

RECRUITING SCIENTIFIC STAFF AT IIT

How we search People? Here where we publish our Job Post

IIT Web Site

Euraxess

Researchgate, Frontiers and other similar network

Nature and other similar scientific journal

SCIENTIFIC STAFF AT IIT

The maximum duration of a Post Doc appointment at IIT is 5/6 years. Post Docs are considered junior if recruited within 2 or 3 years after their PhD diploma, whereas the senior level is for those who have at least 3 years' experience after the PhD

Researcher positions lasts five years. Researchers report to a PI and can be in charge of a laboratory and post docs and students

Technologists' primary mission is to develop technology-oriented research and/or coordinate laboratories and facilities of general interest for the Institute. Technologists report to a PI and can be in charge of post docs, students and technicians

RECRUITING SCIENTIFIC STAFF AT IIT

Post Doc, Researcher and Technologist are recruited by open calls

Post Doc candidates are evaluated by Search and Evaluation Committee consisting of internal experts, while Researcher and Technologist candidates are evaluated by Search and Evaluation Committee consisting of both internal and external experts

RECRUITING SCIENTIFIC STAFF AT IIT
SKILLS

Specific Competencies

Professional Experience

Education or training

Initiative

International Mobility

Multidimensional Career

Bibliometric Indexes

Interest in the position

Overall Evaluation

RECRUITING FOR TENURE TRACK POSITIONS

EXTERNAL EXPERTS FOR EVALUATION PANELS

SCEE – STANDING COMMITTEE of EXTERNAL EVALUATORS

- IIT has established a Standing Committee of External Evaluators (SCEE), a list of particularly qualified scientists at international level in the field of life science, drug discovery, robotics, smart materials and nanotechnologies, who take part in the selection and evaluation of the scientific staff

SEARCH COMMITTEE: it is entrusted with examining all CVs and identifying a short list of excellent candidates, who will then be invited for an interview

EVALUATION COMMITTEE: it attends the seminars and conducts the interviews of the candidates selected by the Search Committee in order to identify the best profile.

RECRUITING FOR TENURE TRACK POSITIONS

Principal Investigators (PIs) at IIT are tenure track and/or tenured scientists. They carry out their own research activity in the frame of the Strategic Plan, and they are fully independent. They are recruited by open calls

Tenure track scientists are hired upon international calls.

An international Search Committee is established by the Scientific and Technical Committee (STC) to evaluate applications and create a short list of candidates to interview. Short listed candidates are invited for a scientific seminar and an interview in front of an Evaluation Committee consisting of a majority of external experts.

RECRUITING FOR TENURE TRACK POSITIONS

TENURE TRACK PATH

Candidates may access the tenure track at junior (stage 1) or senior level (stage 2)

The maximum duration of the tenure track is 5 + 5 years (stage 1 + stage 2). A peer review evaluation must be passed at the end of each phase

Senior scientists can also be recruited as tenured scientists upon evaluation of the Scientific and Technical Committee.

RECRUITING FOR TENURE TRACK POSITIONS

TENURE TRACK PATH – ERC GRANT WINNER

IIT has many ERC winners within its staff. Under the supervision of the IIT Scientific Technical Committee, ERC winners are automatically granted access to a Tenure Track Position.

ERC Starting Grant winners access a Tenure Track Stage 1 position, ERC Consolidator grant winners access a Tenure Track Stage 2 position

The maximum duration of the tenure track is 5 + 5 years (stage 1 + stage 2). A peer review evaluation must be passed at the end of each phase

Advanced Grant winners can be considered directly for Tenured Positions.

The Tenure Track Package includes funding to match the ERC program

RECRUITING TECHNICAL AND ADMINISTRATIVE STAFF

The recruiting of technical and administrative staff is established on a competitive basis, through publication of advertisements on the IIT website and specialized websites for recruiting. The advertisement defines the position to be filled, the main activities, the technical, behavioural and managerial skills requested for the role, methods and timing for the application

The evaluation committee, composed by the specialists of the Human Resources and Organization Directorate and by the head of the Organizational Unit/Research Line, screens all the applications and select a list of candidates. The skills and the level of the experience required are evaluated by individual or group interviews and technical test

The evaluation committee defines a final ranking and identifies the successful candidate following the outcome of the interviews and the tests.

ADMINISTRATIVE AND TECHNICAL STAFF RECRUITING TOOLS

Assessment Center

Behavioral Event Interview

WHAT ARE ADMINISTRATIVE AND TECHNICAL POSITIONS?

Administrative roles are required in tipical administrative Units (i.e. HRO Directorate, Administrative Directorate, Purchaising Directorate, etc)

Technical roles are required in the Research Lines, in Facilities and Laboratories. Technician could have the PhD degree

Research support roles are required in infrastructure Units as Technical Office, Technology Transfer Directorate, Patent Office, Research Organization Directorate. These units are very close to the research area and often their employees could have a PhD degree
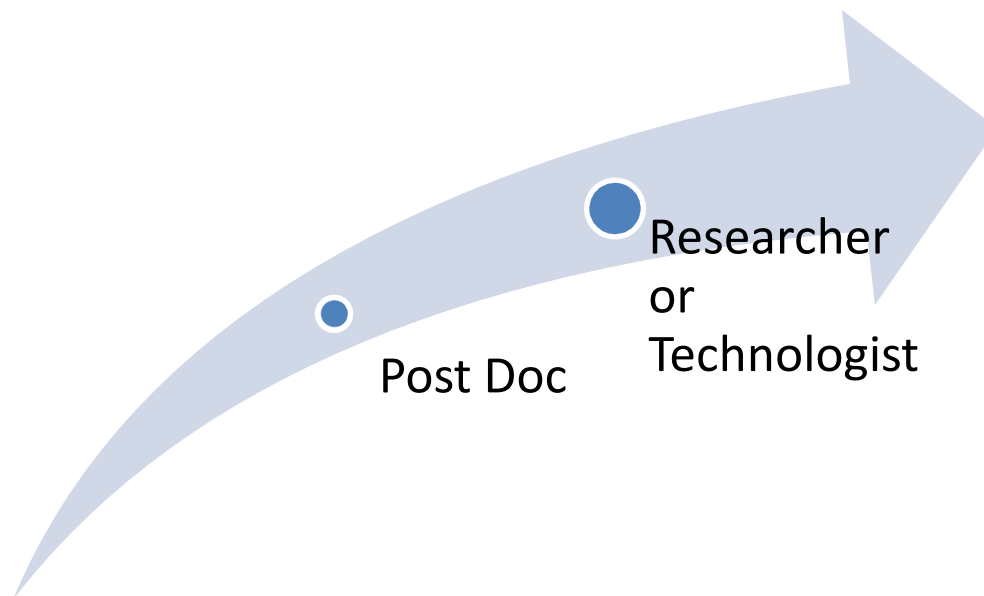
![iit ISTITUTO ITALIANO DI TECNOLOGIA]

RESEARCHER'S CAREER DEVELOPMENT AT IIT

IIT promotes researcher's career development and it has adopted specific procedures to support it.

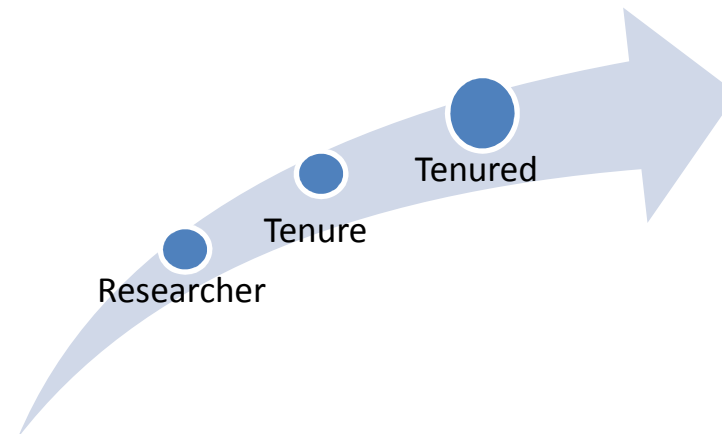A very skilled Post Doc could be evaluated for a Researcher or a Technologist position

Post Doc

Researcher
or
Technologist

RESEARCHER'S CAREER DEVELOPMENT AT IIT

A very skilled Researcher could be evaluated for a Tenure Track position if he will be an ERC Grant winner or if he will apply to a Tenure Track Advertisement

A Tenure Track Researcher could be evaluated for a Tenured position, covering also the role of PI (Principal Investigator)
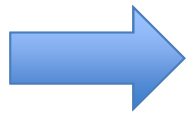
Tenured

Tenure

Researcher

The evaluation for promotions is made by an Evaluation Committee consisting of both internal and external experts, considering the whole career, the bibliometric indexes, the fund raising and the patent capability.
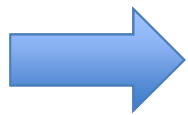
PHD SCHOOL

A Degree in research

IIT gives the opportunity to graduate students to earn a doctorate degree in its state-of-the-art laboratories and facilities. PhD students can develop their research programme within IIT scientific activity, working every day in IIT laboratories, collaborating with cross-disciplinary scientific teams and attending seminars and specific courses.

Training Programmes

The PhD courses arise from a close collaboration between IIT and Italian Universities, that are responsible for the organizational and training aspects, and for the awarding of the final degree, whereas IIT supports PhD scholarships and plans the scientific activity.

GOODBYE - ARRIVEDERCI

Please come and visit our web site
www.IIT.it