APPENDIX 2

International recruitment procedure (see also https://www.iit.it/careers/working-iit)

HT will recruit technical and scientific staff focusing on the quality of candidates and adopting the selection procedures of IIT.

IIT has established a Standing Committee of External Evaluators (SCEE), a list of particularly qualified scientists at international level in the fields covered by the strategic plan of the Institute, who take part in the selection and evaluation of the scientific staff. The activity of these external members is performed pro bono.

Tenure Track

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

Tenure track scientists are hired upon international calls. An international Search Committee is established by the Scientific Technical Committee (STC) to evaluate applications and create a short list of candidates to interview. Short listed candidates are invited for a public presentation and an interview in front of an Evaluation Committee consisting of a majority of external experts. 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 Technical Committee.

Staff Researchers

Researchers are hired by open calls (scientific journals and IIT web site), through Search and Evaluation panels consisting of both internal and external experts. Researchers positions are time limited (up to five years). Researchers report to a PI and can be in charge of a laboratory and post docs and students.

Technologists

Technologists are hired by open calls (scientific journals and IIT web site), through Search and Evaluation panels consisting of both internal and external experts. Their 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.

Post docs

Post docs are recruited by open calls (scientific journals and IIT web site), through Search and Evaluation panels consisting of internal experts. 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.

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, behavioral 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 tests. For some professional profiles, the selection process may include a first step consisting of an Assessment Center, a methodology that help assessors identify how close candidates' abilities and behaviors match the sought-after job profile.

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