

Public Competition
for the admission to the PhD programmes
41st cycle
Academic year 2025/2026
Faculty of Economics
Joint PhD Programme with University of Trento in
MANAGEMENT

Website: <https://www.unibz.it/en/faculties/economics-management/phd-management/>

Duration: 3 years

Academic year: 2025/2026

Start date: November 1st, 2025

Official language: ENGLISH

Art. 1 - POSITIONS

1. A **total of 7 positions** are available for the PhD programme in Management.
2. All information about the PhD programme in general, the schedule and its structure as well as the possible research projects listed below can be found at the following link: <https://www.unibz.it/en/faculties/economics-management/phd-management/>

3. Positions:

with unibz scholarship: 3

with unitn scholarship: 3

Positions without scholarship: 1

Positions tied to subject-related scholarship: none

Art. 2 – ADMISSION REQUIREMENTS

1. Application to the present public competition for the admission at the **Joint PhD programme in Management (with Università degli Studi di Trento)** may be presented pursuant to art. 4 of the general part of the present call for application, without limitations regarding gender, age or citizenship, by:

- a) Applicants holding a postgraduate degree as per Ministerial Decree no. 509/1999, a

postgraduate degree as per Ministerial Decree no. 270/2004, a degree of the former Italian university system of the following degree classes: **LM-18, LM31, LM-47, LM-49, LM-50, LM-51, LM-52, LM-55, LM-59, LM-63, LM-75, LM-76, LM-77, LM-91, LMG-01**

- b) Applicants holding an equivalent degree obtained abroad;
- c) Applicants achieving one of the above-mentioned titles within the enrolment deadline. In the latter case, applicants will be conditionally admitted to the public competition and are **required to present the qualification by the enrolment deadline, under penalty of forfeiting admission to the programme.**

2. The minimum grade required for Italian degrees is **95/110** and for foreign degrees is ECTS 'C' or **GPA 3.00 out of 5.00**. In the event that the above-mentioned grading scales do not apply, the selection committee will use the following grading formula for the conversion of foreign grades:

$$\text{Voto} = \frac{V - V_{\min}}{V_{\max} - V_{\min}} * (I_{\max} - I_{\min}) + I_{\min}$$

- V= grade to be converted
- Vmin= minimum passing grade at the foreign university
- Vmax= highest final grade at the foreign university
- Imin= minimum passing grade at Italian universities: 66/110
- Imax= highest final grade at Italian universities: 110/110;

In the case of candidates not yet in possession of the master's degree a grade point average of at least 26/30 on the Italian scale is required for the examinations taken as part of the master's degree or equivalent qualification.

Applicants who have only a satisfactory degree (<95/110) but have published a scientific article in a reputable peer-reviewed journal in the last four years or who have a proven record of being in the review process of such a journal may be admitted to the selection process if the selection committee approves it unanimously.

3. Language requirements

Knowledge of the **English** language of **at least level C1** is required, to be proven in the application portal by uploading the relevant language certificate (section 'upload language certificates' after filling in the pre-enrolment form in the 'create/manage applications' section).

Language skills can be proven by:

- a) if the main language of instruction in the last year of high school is English, it counts as C1;
- b) a bachelor's or master's degree in English certifies the C1 level. Unibz and unitn graduates must upload the language certificates obtained or declare that they have passed the C1 exam at their Universities.
- c) A recognised language certificate (see the list of certificates recognised by the Language Centre: <https://www.unibz.it/it/services/language-centre/study-in-three-languages/>). Please note: the certificate must not have been obtained more than 5 years before the application for recognition

Art. 3 – APPLICATION FOR ADMISSION

1. In addition to the documentation listed in the general part of the present call for applications, the following documents must be uploaded to the application portal:

a) **Research proposal** (in English in PDF format) In this strictly limited document (2 pages), you should address a sufficiently specific field of research and research questions that you would like to address during the doctorate. This field of research should be close to the potential research topics covered by the members of the Collegio (see list on https://www.unibz.it/assets/Documents/PhD/2025-03-20-update_research_topics_2025_03_20_def.pdf). Develop a scientific problem into a research proposal. The scientifically sound proposal should contain the following: a comprehensible description of the problem/management challenge, brief references to the previous scientific examination of the topic, the development of a research need, the specific objective or research questions you want to address, references to management theories and empirical methods that you intend to use in your research to solve the problem. Avoid phrases and AI-generated solutions but demonstrate your ability to analyse the problem.

Please note: If you are successfully accepted onto our PhD programme, there is neither a requirement nor an obligation to implement this exact research proposal. Promising topics and studies are developed in consultation with the tutors and supervisors, taking into account the UniBz doctoral regulations and in agreement with the Collegio.

b) Updated **curriculum vitae in English** pursuant to the European format, downloadable at the following link: <https://europass.cedefop.europa.eu/en/documents/curriculum-vitae>

c) **Two letters of reference** in Italian, German or English from a university lecturer or a researcher at a research institute describing the work and its quality. These reference letters must be current and individualised for the application for this PhD programme.

d) a **list of publications** (if available): preferably with respective links to the full text, certificates of special courses or awards and special achievements of relevance with regard to the PhD program, or any other document that provides evidence of the qualifications necessary to successfully participate in our joint PhD program

Art. 4 – SELECTION PROCEDURE

1. The selection procedure consists of three phases:

a) applications will be examined ex officio for completeness and fulfilment of the formal requirements; applicants excluded due to incomplete applications or lack of requirements will be notified on the dedicated unibz web page. The publication will have the nature of a notification to all effects. No individual communications will be made.

b) The selection committee will assess the complete applications in accordance with Article 5, considering the qualifications and attached documentation referred to in Article 3. Applicants who reach the minimum score referred to in Article 5 will be admitted to the interview. Admission to the interview, as well as the relevant dates and times, will be communicated on the unibz dedicated web page. Individual communications will be sent in due time to the e-mail address indicated in the application form to applicants admitted to the interview.

c) Interviews may take place in person or by videoconference and will be assessed according to the criteria set out in Article 5. Candidates must guarantee the use of a webcam to enable the selection committee to identify them by means of a valid identity card or passport, otherwise they will be excluded from the selection procedure.

2. Absence from the interviews, non-connection, unavailability of the applicant on the appointed day and/or time or non-exhibition of a valid identity document or passport are a cause for exclusion from the public competition.

3. If technical problems arise during the video conference interviews for which unibz is responsible, the interview will be postponed ex officio to another date. If the problem concerns the candidate, the selection committee may postpone the examination to another date for valid reasons in accordance with the principles of non-discrimination and equal treatment of candidates.

4. Once the examinations have been completed, the relevant selection committees draw up rankings on the basis of the scores obtained by the applicants in the individual tests.

Art. 5 – EVALUATION CRITERIA

1. The selection committee carries out a comparative assessment of the applicants.

2. The following scores will be awarded during the evaluation of the documents submitted with the application under Article 3:

a) **Qualifications:** scientific proximity of the qualification to the PhD and final mark or average of the examinations taken for applicants not yet in possession of a Master's degree or similar - up to a **maximum of 20 points**;

b) **Content proximity/affinity of previous education** and qualifications to the subject content of the Joint PhD-program in Management, i.e., scientific proximity (total **max. 20 points**).

c) **Quantity and quality of scientific publications and/or research-related work experience** (only those that match the subject content of the PhD-program in Management will be considered), if this represents added value for the PhD program and the targeted research area up to a **maximum 7,5 points**.

d) **CV and letters of recommendation:** coherence of the applicant's profile with the scientific fields relevant to the PhD - if the candidate has a very good GMAT or GRE test (not older than five years) it will be credited here up to a **maximum of 7,5 points**;

Candidates who do not reach the **threshold of 35 points (out of 55 points)** regarding the evaluation of criteria a) to d) are **declared ineligible** at this stage and their research statement is not evaluated

e) **Research statement:** formal correctness and terminological accuracy; consistency with the research topics of the doctoral programme; clarity of the logical and argumentative structure; originality in the design of the research proposal; scientific quality and independence - up to a **maximum of 15 points**;

Candidates who reach **at least 45 out of max. 70 points** in the assessment of criteria a) to e), including **at least 10 points for the assessment of the research statement** under e), will be admitted and invited to the personal interview.

3. Applicants who reach the threshold of **at least 45 out of max. 70 points** in the assessment of criteria a) to e), including **at least 10 points for the assessment of the research statement** under e), points will be admitted to the interview. Admission to the interview and the relevant dates and times will be communicated on the unibz dedicated web page. Individual communications will be sent in due time to the e-mail address indicated in the application form to applicants admitted to the interview.

4. During the **interview**, the following elements are assessed: attitude for research; ability to argue in relation to the theoretical and methodological hypotheses of the research project presented, verbal fluency. A **maximum of 30 points** will be awarded. The interview is considered **passed if at least 20/30 points are obtained**.

5. The **final score** is made up of the sum of the scores obtained in the assessment of the documentation and interview. Applicants and candidates who have obtained **at least 65/100 points** will be eligible.

Art. 6 – RANKING

1. Applicants and candidates will be admitted to the programmes in the order of their ranking until the number of positions available is reached. In the event of equal merit, the applicant who is younger in age shall prevail. In the event of successful placement in more than one ranking list, the winner must exercise the option for only one position.

2. The final rankings will be published on the unibz website on the page dedicated to PhDs. Such publication has the **value of an official communication. No individual communications will be made.**