



Expat allowances and hiring process of new personnel in the Joint Secretariat of the IPA-Adrion Programme.

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Expat allowances

For information only

Subsequent to the discussion on the issue of the “expat allowances” for the JS staff coming from abroad occurred in the meeting of the Monitoring Committee held on the 25th of July, in agreement with the Managing Authority and also taking into consideration the budget of the Technical Assistance Core and in particular the budget approved to cover the JS costs for the entire programming period, ART-ER put forward the following solution.

Personnel employed with fixed terms employee contracts will be entitled to have an expat allowance corresponding to one month salary for each year of the contract duration in case of people coming from abroad to compensate for the disadvantages of the moving and the temporary position.

No expat allowance will be recognised in case of permanent contract.

As for the current staff who left their country to join the Secretariat in Bologna, namely Jelena Kolic and Evangelia Karpodini, an expat allowance corresponding to 1 month salary will be provided for each year of their fixed-term contract (3 years).

Hiring process of new personnel

Vacancy notices for 2 Project Officers and 1 Finance Officer

For information only

The hiring procedures for 2 Project Officers and 1 Finance Officer (Fixed Term Employment contract) have been formally closed with no selected candidates available to cover the above positions.

Find below a summary of the process highlighting the main steps and results.

It is worth to recall that 2 vacancy notices for 2 experts Project officers and 1 expert Finance Officer were published on ART-ER website on the 22nd of December :

<https://www.ART-ER.it/2022/12/vacancy-notice-procedure-ref-art-2022-22-interreg-v-b-adriatic-ionian-programme-adrion-joint-secretariat-n-1-expert-finance-officer/>

<https://www.ART-ER.it/2022/12/vacancy-notice-procedure-ref-art-2022-21-interreg-v-b-adriatic-ionian-programme-adrion-joint-secretariat-n-2-experts-project-officer/>

Following the requests of the MA the deadlines for the submission of the applications were extended from the 20th of January to the 10th of February 2023 to ensure a higher number of candidatures.

The notices provided for the hiring of employees to be included in the Joint Secretariat staff through a full-time/fixed term employee contract.

ART-ER adopted the corresponding selection procedure inviting the members of the MC to take part in the Selection Board. Given that no member of the MC expressed its interests in participating, a Selection Board of 3 people including representatives of ART-ER, of the Joint Secretariat and of the Managing Authority was appointed by ART-ER director.

Vacancy Notice for 2 experts Projects Officers

The applications submitted were 19 of which 18 were eligible. As foreseen by the procedure the Selection Board verified the access requirements and admitted 8 applicants to the CVs evaluation. Finally 6 candidates were admitted to the written test and interview.

The written test and the interview were held remotely on the 6th of June, as most candidates lived abroad. The Nationalities of the candidates were: Serbian, Croatian, Belgian, Italian. The written test included mainly technical questions related to the tasks the searched profile had to perform, while the interview also aimed at verifying the professional experience, the motivation and interest of the candidate in the role.

The selection ended with a ranking of 4 applicants who were judged suitable to cover the position.

The first 2 candidates were informed about the final results and were offered the post. Both winners lived abroad and replied that the cost of living in Italy and in particular in Bologna was too high, therefore they wouldn't be in the condition to move to Bologna and they would only be available to work remotely.

ART-ER set-up individual meetings with the two candidates. In these meetings the responsible for the procedure explained that due to legal constraints the remote work was not possible (the Italian law allows remote work for the employees only from countries where the company has an office with a fiscal position), ART-ER clarified that an expat allowance was recognised for each year of the contract duration and explained in full details the benefits included in ART-ER supplementary contract.

The 2 winners reserved time to think about the offer appreciating ART-ER's efforts, but in the end one of them found better work alternatives, while the other declined the offer.

As foreseen by the procedure, the ranking was scrolled down, offering the same conditions to the subsequent 2 candidates with a dedicated meeting. The candidates reserved time to think about the offer. In the end one candidate declined because the

type of contract and its implications were not suitable for her, the second one declined with no specific motivation.

Vacancy Notice for 1 expert Finance Officer

The applications submitted were 5 of which 4 were eligible. As foreseen by the procedure the Selection Board verified the access requirements and admitted 4 applicants to the CVs evaluation. Finally 3 candidates were admitted to the written test and interview.

The written test and the interview were held remotely on the 6th of June, as the candidates lived abroad. The Nationalities of the candidates were: Croatian and Greek. The written test included mainly technical questions related to the tasks the searched profile had to perform, while the interview also aimed at verifying the professional experience, the motivation and interest of the candidate in the role. The selection ended with a ranking of 2 applicants who were judged suitable to cover the position.

The first candidate was informed about the final results and was offered the post. The winner lived abroad and replied that the cost of living in Italy and in particular in Bologna was too high, therefore he wouldn't be in the condition to move to Bologna and he would only be available to work remotely.

ART-ER set-up a meeting with the candidate. In this meeting the responsible for the procedure explained that due to legal constraints the remote work was not possible (the Italian law allows remote work for the employees only from countries where the company has an office with a fiscal position), ART-ER clarified that an expat allowance was recognised for each year of the contract duration and explained in full details the benefits included in ART-ER supplementary contract.

The winner reserved time to think about the offer, appreciating ART-ER's efforts, but in the end he declined for the reason mentioned above.

As foreseen by the procedure, the ranking was scrolled down, offering the same conditions to the subsequent candidate with a dedicated meeting. The candidate reserved time to think about the offer but in the end she declined due to Bologna costs of living and to the fact there was no possibility to work remotely.

New process for personnel hiring

For discussion and for Monitoring Committee approval

In the end the selection process for new staff and the further clarifications provided to the winning candidates did not lead to the identification of people available to fill the sought roles.

From the exchanges with the winning candidates, it was clear that the employee contract offered does not provide for salary levels that would cover the living costs of a permanent stay in the city of Bologna and subsequent move for applicants who live abroad

All candidates formally declined the role proposed.

By the way, all candidates declared their availability to work remotely but as said the Italian law allows remote work for personnel hired with an employee contract only from countries where the company has an office with a fiscal position. These types of constraints do not apply to self-employment contracts.

Provided that:

- the Joint Secretariat is still understaffed and the recruitment of new resources remains a compelling need;
- remote working for personnel hired with an employee contract who live abroad is not legally feasible, while remote working is viable in the case of external experts with a self-employment contract;
- remote working represents a new way of working much appreciated by the candidates to reconcile personal and family needs. This is in line with the most recent trends in the labor market that recognise remote working as one of the main benefits required in the selection phases.
- ART-ER in agreement with the MA considers not appropriate that the salary of new employees exceeds the salary level of the current officers of Adrion JS, taking into consideration the experience gained on the program and the same living costs incurred in the city of Bologna;
- the TA core budget approved has limitations which do not allow room for maneuver

ART-ER in agreement with the MA proposes to the MC to proceed as follows:

- start immediately, after the approval of the MC, a new public procedure that entails new notices of the vacancies for 1 PO e 1 FO covered by a self-employment contract which allows remote working offering the same level of remuneration as the previous procedure. This case entails the opening of a new selection procedure, including the collection of applications, selection of the candidatures and definition of the rankings. This procedure, for technical reasons, may take from 2 to 4 months to be completed, unless the occurrence of unexpected events that can slow down or interrupt the process.
- start in parallel, after the approval of the MC, a new public procedure for the selection of 1 PO to be hired with a fixed term employee contract, with an initial duration of 12 months with possibility to be extended up to 24 months, to work in presence in the Joint Secretariat headquarter in Bologna. The level of salary offered will correspond to the salary paid for a PO profile currently

employed in the Joint Secretariat which implements the same tasks without any specific responsibility. The PO will be entitled to an expat allowance of one month salary for each year of the fixed term contract in case of selected candidates coming from countries outside Italy. This procedure may take from 5 to 8 months to be completed, unless the occurrence of unexpected events that can slow down or interrupt the process. The actual hiring of the successful candidates will depend on the availability declared during the acceptance phase of the assignment. In case the procedure ends without assignment due to the non-availability of candidates, this type of procedure for this type of contract will not be offered further in the future and a different proposal to cover this position will be made to the MC.