

Annex A to Rectoral Decree No. 243 of 4/8/2025

**Doctoral Program in
Management**

XLI Cycle – 2025/2026 Academic Year

Administrative Headquarters: Department of Business & Management
Statutory Duration of the Program: 4 years

a) Educational Goals and Research Themes:

The Doctoral Program in Management is an international program for talented students who wish to pursue academic or professional careers with consultancy firms, financial institutions, economic policy and/or regulatory authorities. The Department of Business and Management excels in numerous clusters of research but is specifically interested in research projects related to the following prevalent areas of research:

- Organization Design
- Organization Studies
- Marketing and Technologies
- Consumer Behavior
- Economics of innovation
- Corporate Governance
- Firm international determinants and processes
- Human Resource Management
- Digitalization and global value chains
- Entrepreneurship and start-up management
- Corporate misconduct
- Strategic Change and Business Transformation
- Accounting and Performance Measurement for Sustainability
- Organizations' purpose and impact
- Global Challenges in Sustainability

- Open Innovation
- AI in Organizations
- Collaborative Networks and Team Performance
- Family Business Governance and Innovation
- SMEs financing

b) Places on offer:

➤ **No. 1 Position with fellowship funded by Agency for National Cybersecurity (ACN)**

The position is funded by fellowship sponsored by Agency for National Cybersecurity (ACN) in order to develop a specific Research Project submitted by the University to ACN that has the following characteristics:

- **Project title:** "Security Strategies for Artificial Intelligence: Metrics, Processes, and Organizational Practices".
- The PhD project includes a **study period abroad** (4 months) to be carried out at one of the universities or research centers that are members of the ENGAGE.EU European Alliance, of which Luiss is a partner. The choice of host institution will depend on the opportunities available within the network, which includes renowned European universities: Tilburg, Mannheim, Sofia (University of National and World Economy), Toulouse Capitole, Vienna (WU), Hanken School of Economics (Helsinki/Vaasa), Ramon Llull (Barcelona), and the Norwegian School of Economics (NHH) in Bergen. During this period, the doctoral student will have the opportunity to collaborate with researchers working on topics related to digitalization. In particular, participation in initiatives within the Industry-Academia Network of the Cybersecurity Skills Academy—part of the initiatives promoted by ENGAGE.EU—will enable the student to develop applied skills in managing the security of emerging technologies, integrating theoretical knowledge with practical, field-based experience. Additionally, the PhD candidate will benefit from collaboration with the Department of Information Systems at the University of Agder in Norway, where there is an ongoing partnership focused on cybersecurity and AI topics.

The characteristics of the offered position and the timetable of activities are described within Technical Sheet A, attached to this notice. Acceptance of the position implies acceptance of the conditions, activities and rules contained in the notice, this Annex A and Technical Sheet A.

c) Selection Process:

The selection process for admission to the Doctoral Program consists of three phases:

1. First Phase: Evaluation of CV, qualifications and publications

This phase will take into account all qualifications, publications (if any) and further relevant elements indicated in a candidate's CV.

Publications will be evaluated taking into account the academic value of the writings, their relevance to the topics under study in the Doctoral Program and the standing of the journals and publishing houses through which the candidates have published.

Please note that it is possible to apply for the Doctoral Program even in the absence of publications.

Candidates who score at least 24 points in the first phase will be admitted to the second phase, i.e. the Oral Exam. Reference should be made to section **d)** of this sheet for more details on the evaluation criteria.

2. Second Phase: Oral Exam and English language test

The Oral Exam will focus on the Research Project funded by the ACN for the specific Doctoral program (see Technical Sheet A) and will concern topics and subjects pertinent thereto (even if not directly covered by the Research Project itself but which relate to the areas under study in the Doctoral Program).

It is designed to assess not only the candidate's depth of knowledge regarding the themes of the Research Project, but also the candidate's ability to engage in legal reasoning and discuss concepts relating to various branches of the legal system.

The examination will be conducted in English, given that the PhD program will be delivered entirely in English.

The oral exam may be held in presence or through the WebEx online platform.

The Oral Exam may be held online on the Webex platform. Candidates must possess a computer (with a webcam and microphone) and internet access and follow the instructions relating to the use of the Webex application which they will receive by email at the address that has been submitted during the candidacy phase.

The indication of the modality, will be communicated to interested parties at least 7 days before the date set for the exam by e-mail to the address through which the

application for admission was completed online and, in addition, a notice will be given by the University to interested parties through the publication of a notice, on the website of Luiss Guido Carli, in the pages of the site <http://www.luiss.it> dedicated to the individual Doctorates.

The Oral Exam will be deemed to have been passed by candidates who obtain at least 36 points; 15 of the 60 points will be reserved for the evaluation of the candidate's knowledge of the English language.

d) Admissions Commission Scoring

The scoring system utilized by the Commission is as follows (minimum score for eligibility 60):

Competition Phase	Subject matter of evaluation	Maximum Score	Minimum score to pass to next phase
Phase 1	CV, qualifications and publications	40	24
Phase 2	Oral Exam and English language evaluation (in presence or via Webex)	60	36
Total		100	60

The minimum score for eligibility (60 points) is to be understood as the sum of the points assigned from the three phases, with the candidate having attained at least the minimum score in all of the selection phases.

e) Method of Submission of Candidature:

The online application procedure is to be completed through accessing the University's website at:

<https://phd.luiss.it/management/calls/open-calls/>

To submit an application to participate in the competition candidates must:

- go to the webpage: <https://phd.luiss.it/management/calls/open-calls/>
- fill out the competition application in full, attaching the required documents, specifically:

MANDATORY DOCUMENTATION:

- I) **Proof of possession of a master's degree**
- II) **Curriculum vitae, indicating all the qualifications held**
- III) **National ID card/passport**
- IV) **Annex B to the present Call for Applications, duly filled out and signed**
- V) **List of publications together with the full text of the publications or a self-declaration stating that no publications exist**

Details of the mandatory documentation

I) Proof of possession of a master's degree

The required documentation to prove the attainment of a master's degree varies according to where the degree was awarded, thus it should be noted that:

Candidates with a qualification awarded in ITALY must submit:

- certification/self-certification of the degree held, setting out the exams taken and marks obtained for each exam, credits earned and the degree grade (for each degree if more than one degree is held);

Candidates with a qualification awarded in an EU country must submit the following:

1. certification/self-certification of the degree held, setting out the exams taken, and marks obtained for each exam (academic transcript of records), credits earned and the degree grade (for each degree if more than one degree is held);
2. degree parchment in its original language;
3. diploma supplement in its original language;

4. translation into Italian or English of the above-mentioned documents, indicated in the points 1, 2 and 3: the translations are not required if the documents in question are issued by the institution directly in English.

Candidates with a qualification awarded in a non-EU country must submit the following:

- A. degree parchment in its original language;
- B. academic transcript of records in its original language;
- C. translation into Italian or English of the two documents indicated in the preceding points A and B: the translations are not required if the documents in question are issued by the institution directly in English.

In the case of admission, applicants holding foreign degrees are required to submit to the PhD & Education Funding Office either the Diploma Supplement (the "access to further studies" section must necessarily be complete) or an Attestation of Comparability of the foreign degree issued by CIMEA. The Certificate of Comparability can be found at the following link: <https://www.cimea.it/>.

Candidates who declare they will obtain their degree no later than 15 September 2025, as well as those holding qualifying degrees subject to verification as provided in Article 2 of the Call, will be admitted "with reservation."

- II) **Curriculum vitae, indicating all the qualifications held**
(for example, master's degree, advanced courses, other PhDs, etc.), research undertaken, study and work periods either abroad or of international relevance, and certified knowledge of additional foreign languages other than English, if any;
- III) **National ID card/passport**
- IV) **Annex B – Personal Declaration Form**
Annex B is available at pg. 27 of this Call for Applications.
- V) **List of publications** in areas pertinent to the Doctoral Program, together with the full text of the publications included in said list, to be uploaded in pdf format onto

relevant sections of the online platform. In the absence of publications, a self-declaration should be uploaded attesting to the same.

N.B. it is nonetheless possible to apply for the Doctoral Program even in the absence of publications, by attaching a self-declaration stating that no publications exist;

OPTIONAL DOCUMENTATION:

I) **Any other qualifications** (for example, certification of knowledge of foreign languages other than English or certification of other qualifications held, indicating the marks obtained in the individual exams if such marks were awarded (for example, a master's degree in a subject pertinent to the doctoral program, relevant experience at institutions and public bodies, etc.);

II) **GMAT**

III) **Reference letter (produced exclusively by representatives belonging to the teaching and/or academic staff)**

The reference letter should not be uploaded to the platform: the candidate should insert into the platform the names and email addresses of the referees, who will receive communication at the indicated email address containing a link through which they can personally write and send the letter to the PhD & Education Funding office.

The deadline for submitting reference letters is set for 10 September 2025.

It is recommended that files be uploaded in pdf format.

f) Deadlines:

- **Deadline for submission of applications:** 8 September 2025 at 16:00 (CEST), UTC+2
- **Deadline for publication of the ranking for admission purposes:** within 30th September 2025, unless extended by a communication to that purpose on the Luiss website.

The ranking order and list of those admitted will be published on the Doctoral Program website at the following link:

<https://phd.luiss.it/management/calls/admission-and-ranking-list/>

and communicated by e-mail to the successful candidates in accordance with article 5 of the call for applications.

- **Deadline for acceptance of admission by the successful candidates:** within 7 days, to commence from the day after publication of the ranking order and list of those admitted on the University's website (<http://www.luiss.it>) and the associated concurrent notice of admission.
- **Commencement of the Program:** October 2025.