

The protocole from recruitment process for International Visiting Lectureship For Entrepreneurs and Practitioners to be held in Katowice in May 2022.

1. The applications were examined by an Evaluation Panel appointed by the Rector and composed by three representatives: one professor of University of Silesia in Katowice expert in entrepreneurship, one student and one representative of the stakeholders identified by University of Silesia in Katowice itself.
2. The Evaluation Panel consisted of experts:
 - prof Barbara Kożusznik (Director of the Interdisciplinary Centre for Staff Development of the University of Silesia in Katowice),
 - Przemysław Ziemiński (SPIN-US Ltd.),
 - Tomasz Janota (Student Council of the University of Silesia in Katowice).

Moderator of interviews – Jacek Nowak from the Industry Cooperation Office of the University of Silesia in Katowice.
3. The recruitment process consisted of:
 - Evaluation of documents in reference to:
 - a previous experience in one of the field: sustainability, societal or digital challenges transformation (max 15 points),
 - demonstrated skills, prior experience as a speaker, lecturer or teacher (max. 10 points),
 - interview (max. 5 points)
4. A call for International Visiting Lectureship For Entrepreneurs and Practitioners was announced via Transform4Europe website (<https://us.edu.pl/european-university/>). The applicants submitted applications via e-mail to the address transform4europe@us.edu.pl by April 11th.
5. Applications consisted of CVs and application forms.
6. Three candidates applied.
 - Applicant's name: **Alessio Ferluga**
Experience in Area: Sustainability, Societal Challenges
 - Applicant's name: **Roberto Della Marina**
Experience in Area: Societal Challenges
 - Applicant's name: **Kamen Boyanov Spassov**
Experience in Area: Digital Transformation

7. At the second stage of the enrolment process, candidates were invited for interviews with experts.

- Applicant's name: **Alessio Ferluga** - Time of interview: April 21st, 8:45-9:05
- Applicant's name: **Roberto Della Marina** - Time of interview: April 21st, 9:05-9:25
- Applicant's name: **Kamen Boyanov Spassov** - Time of interview: April 21st, 11:20-11:40

8. Interviews were conducted in English via Teams platform.

9. During an interview motivation to conduct the lectures as well as individual experience in one of the areas of transformation: societal, environmental or digital, were examined.

Additionally, all applicants had to cover the requested criteria:

- Citizenship from another region of the TRANSFORM4EUROPE alliance than the University Silesia in Katowice;
- Excellent communication and networking skills;
- Fluent English speaking.

10. Points / Results of the recruitment process:

Alessio Ferluga

Qualification criteria	Number of points
Demonstrated experience in the chosen field / max 15 points	8,33
Demonstrated skills, previous experience as a speaker, lecturer or teacher / max 10 points	7,33
Interview / max 5 points	3,00
TOTAL:	19 (18,67)

Roberto Della Marina

Qualification criteria	Number of points
Demonstrated experience in the chosen field / max 15 points	12,33
Demonstrated skills, previous experience as a speaker, lecturer or teacher / max 10 points	7,33
Interview / max 5 points	5,00
TOTAL:	25 (24,67)

Kamen Boyanov Spassov

Qualification criteria	Number of points
Demonstrated experience in the chosen field / max 15 points	12,33
Demonstrated skills, previous experience as a speaker, lecturer or teacher / max 10 points	7,00
Interview / max 5 points	1,67
TOTAL:	21

NOTE. The number of points is the arithmetic mean of separate grades of all members of the Evaluation Committee.

The detailed evaluation form is an attachment to this document.

11. The Evaluation Committee finalized the ranking list, which is as follows:

1. **Roberto Della Marina**

2. **Kamen Boyanov Spassov**

3. **Alessio Ferluga**

12. According to the decision of the Evaluation Panel, the winner is **Roberto Della Marina from Italy**.

13. The candidates were informed about the results of the recruitment process via e-mail till April 25th.

14. Within 7 working days from the date of publication of the ranking, the selected candidate has confirmed to transform4europe@us.edu.pl the acceptance of the mobility indicating in the e-mail subject "Transform4Europe mobility acceptance".