



DECREE ISSUED BY THE DIRECTOR GENERAL

*Information Derived from the Protocol Registration:
Repertory Number, Protocol Number, Title,
Attachments and References File Class*

Subject: PUBLIC COMPETITION, THROUGH EXAMS, FOR THE HIRING OF no. 1 TECHNOLOGIST ON A FIXED-TERM, FULL-TIME BASIS, TO BE HIRED IN CATEGORY D, ECONOMIC POSITION D3, WITH AN EMPLOYMENT CONTRACT OF A SUBORDINATE NATURE FOR A DURATION OF 18 MONTHS, FOR LABORATORY ACTIVITIES PERTAINING TO THE RESEARCH PROGRAM OF SPOKE 5 WITHIN THE PROJECT ASSOCIATED WITH THE NATIONAL RECOVERY AND RESILIENCE PLAN "PNRR - MISSION 4 COMPONENT 2 - INVESTMENT LINE 1.4 - CN0000023 RESEARCH PROGRAM "SUSTAINABLE MOBILITY CENTER (CENTRO NAZIONALE PER LA MOBILITA' SOSTENIBILE - CNMS)."

SELECTION CODE 23TR001

THE DIRECTOR GENERAL

CONSIDERING Law No. 241 of August 7, 1990, "New provisions on administrative proceedings and the right of access to administrative documents," and subsequent amendments and additions;

CONSIDERING Decree of the President of the Council of Ministers (D.P.C.M.) No. 174 of February 7, 1994, "Rules on access for citizens of the Member States of the European Union to positions in public administrations," and subsequent amendments and additions;

CONSIDERING Presidential Decree (D.P.R.) No. 487 of May 9, 1994, "Rules on access to employment in public administrations and procedures for conducting competitions," amended by Presidential Decree (D.P.R.) No. 82 of June 16, 2023;

CONSIDERING Law No. 127 of May 15, 1997, "Urgent measures for streamlining administrative activities and decision-making and control procedures," and subsequent amendments and additions;

CONSIDERING Presidential Decree (D.P.R.) No. 445 of December 28, 2000, "Unified text on administrative documentation," and subsequent amendments and additions;

CONSIDERING Legislative Decree No. 165 of March 30, 2001, "Unified text on public employment," and subsequent amendments and additions;

CONSIDERING Law No. 266 of December 23, 2005 (Financial Law 2006), and subsequent amendments and additions, particularly Article 1, paragraph 188, which establishes that "(omission) for universities (omission), fixed-term appointments and the signing of coordinated and continuous collaboration contracts for the implementation of research and technological innovation projects or projects aimed at improving services, including educational services for students, are in any case preserved, with the costs not being borne by the operating budgets of the entities or the Financing Fund for entities or the Ordinary Financing Fund for universities."

CONSIDERING Legislative Decree No. 198 of April 11, 2006, "Code of Equal Opportunities between Men and Women, pursuant to Article 6 of Law No. 246 of November 28, 2005";

CONSIDERING Law Decree (D.L.) of July 9, 2009, regarding the equivalence of degrees from the old academic system, specialist degrees (LS) under Ministerial Decree (D.M.) 509/99, and master's degrees (LM) under Ministerial Decree (D.M.) 270/04 for the purpose of participating in public competitions;

TAKING INTO ACCOUNT Presidential Decree (D.P.R.) No. 189 of July 30, 2009, "Regulation concerning the recognition of academic qualifications, pursuant to Article 5 of Law No. 148 of July 11, 2002," and in particular, Article 2, "Recognition of foreign academic qualifications for access to public competitions";

CONSIDERING Law Decree (D.L.) of May 31, 2010, No. 78, converted with amendments by Law No. 122 of July 30, 2010 (Measures for financial stability and economic competitiveness) and subsequent amendments and additions;

CONSIDERING Law No. 170 of October 8, 2010, "New provisions on specific learning disorders in the school environment," and Article 3, paragraph 6, of Law Decree (D.L.) of June 9, 2021, No. 80, converted with amendments by Law No. 113 of August 6, 2021;

CONSIDERING Law No. 240 of December 30, 2010, "Provisions on the organization of universities, academic staff, and recruitment, as well as delegation to the Government to promote the quality and efficiency of the university system," in particular, Article 24-bis.

CONSIDERING Law No. 183 of November 12, 2011, "Provisions for the formation of the annual and multi-year budget of the State (Stability Law 2012)," and in particular, Article 15, which contains "Rules on certificates and self-declarations and prohibition of introducing, in the transposition of European Union directives, additional requirements compared to those provided for by the directives themselves";

CONSIDERING Law No. 215 of November 23, 2012, containing provisions on equal opportunities in the composition of competition boards in public administrations;

CONSIDERING Legislative Decree No. 81 of June 15, 2015, "Organic discipline of employment contracts and revision of the legislation on duties, pursuant to Article 1, paragraph 7, of Law No. 183 of December 10, 2014";

CONSIDERING Regulation (EU) 2016/679 of the European Parliament and of the Council, of April 27, 2016, regarding the protection of individuals with regard to the processing of personal data and the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation - GDPR);

CONSIDERING Legislative Decree No. 75 of May 25, 2017, (Amendments and additions to Legislative Decree No. 165 of March 30, 2001, pursuant to Articles 16, paragraph 1, letter a), and 2, letters b), c), d), and e), and 17, paragraph 1, letters a), c), e), f), g), h), l), m), n), o), q), r), s), and z), of Law No. 124 of August 7, 2015, concerning the reorganization of public administrations);

CONSIDERING the National Collective Labour Agreement of the University Sector for the legal four-year period 2006-2009 signed on October 16, 2008, regarding the parts still in force;

CONSIDERING the National Collective Labour Agreement of the Education and Research Sector for the legal three-year period 2016-2018 signed on April 19, 2018;

CONSIDERING the National Collective Labour Agreement of the Education and Research Sector on the main aspects of the economic treatment of personnel for the three-year period 2019-2021 signed on December 6, 2022;

CONSIDERING the Statute of the University of Bergamo, issued with Rectoral Decree Rep. 570/2023 of August 1, 2023, published in the Official Gazette No. 192 of August 18, 2023;

CONSIDERING the Code of Ethics issued with Rectoral Decree Prot. No. 14405/I/003 of July 19, 2011, and modified with Rectoral Decree Rep. No. 262/2018, Prot. No. 60030/I/3 of April 12, 2018;

CONSIDERING it necessary, for the pursuit of strategic objectives, to recruit a personnel unit in accordance with Article 24-bis of Law 240/2010, to be employed at the University in activities referred to in Article 1;

CONSIDERING that there are no available rankings suitable for hiring and that it is necessary to proceed with the recruitment of the aforementioned professional profiles through the conduct of new selection procedures;

CONSIDERING Law Decree (D.L.) No. 36 of April 30, 2022, "Additional urgent measures for the implementation of the National Recovery and Resilience Plan (PNRR)," converted with amendments by Law No. 79 of June 29, 2022;

CONSIDERING Law No. 197 of December 29, 2022, "State Budget for the financial year 2023 and multi-year budget for the three-year period 2023-2025";

CONSIDERING the resolution of the Board of Directors dated December 20, 2022, approving the Single University Budget for the annual forecast 2023 and the three-year period 2023-2025;

CONSIDERING the minutes no. 10/2023 of the meeting of the Council of the Department of Management, Information and Production Engineering held on 9th November 2023, which resolved to initiate the selection process for the recruitment of no. 1 technologist to be hired in category D, economic position D3, on a full-time basis for the duration of 18 months, to be charged to the PNRR project - Mission 4 component 2;

VERIFYING the budget availability for the PNRR project - MISSION 4 COMPONENT 2 - INVESTMENT LINE 1.4 - RESEARCH PROGRAM CN00000023 "SUSTAINABLE MOBILITY CENTER (CENTRO NAZIONALE PER LA MOBILITA' SOSTENIBILE - CNMS)" project code MALI_P_RN_MIUR_AL_CNMS_01 budget account CA.04.43.09 Salaries and related charges for Executives and Temporary Technical-Administrative Staff;

CONFIRMING that the recruitment procedure complies with the temporary requirements established by Article 36, paragraph 2, of Legislative Decree 165/2001 and the provisions of Article 24-bis of Law 240/2010;

CONSIDERING the "University Regulation for the discipline of fixed-term technologists pursuant to Article 24-bis of Law 240/2010" issued with Rectoral Decree Rep. 11/2022 dated January 17, 2022;

CONSIDERING Rectoral Decree Rep. No. 1097/2022 dated November 24, 2022, for the issuance of the new "Regulation on the organization of administrative and technical services";

CONSIDERING Legislative Decree No. 66 of March 15, 2010, and subsequent amendments and additions, particularly Articles 678 and 1014, paragraph 1, concerning the reservation of positions for auxiliary officers as well as volunteers from the armed forces;

GIVEN that, in accordance with Article 1014, paragraph 4, and Article 678, paragraph 9, of Legislative Decree 66/2010, this competition establishes a portion of reserved positions in favour of volunteers from the Armed Forces, which will be cumulated with other portions already established or that may arise in future recruitment measures;

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Article 1 **Notice and Required Profile**

At the University of Bergamo, a public selection is announced, based on exams, for the recruitment of **no. 1 technologist on a fixed-term**, full-time basis, to be hired in category D, economic position D3, with an employment contract of a subordinate nature for a duration of 18 months.

It is hereby acknowledged that, as of December 31, 2022, gender representation, with reference to the category of positions subject to competition, was as follows:

67% female personnel

33% male personnel

Therefore, the preference title specified in letter o) of Article 5, paragraph 4, of DPR 82/2023 applies.

The candidate declared successful will be assigned duties specific to the role of a fixed-term technologist as outlined in Article 24-bis of Law No. 240 of December 30, 2010, particularly: "laboratory activities related to the research program of spoke 5 within the project "PNRR - Mission 4 Component 2 - Investment Line 1.4 - Research Program CN00000023 - Sustainable Mobility Center (Centro Nazionale

per la Mobilità Sostenibile – CNMS),” using the equipment available in the research laboratories of the University of Bergamo, especially the research tools specifically acquired for the implementation of the project at the laboratories of the University of Bergamo located at the Kilometro Rosso.”

In particular, the planned activities are as follows:

- The candidate will oversee the setup and equipment of machinery and the execution of tests.
- The candidate will be responsible for organizing the laboratory in terms of consumables procurement (inventory management) and safety (basic level).
- The candidate will set up and conduct structural tests on components, assemblies, and sub-assemblies mounted on universal test machines and prototypes. He / She will also be involved in measuring the stress state of these components following the application of the load.
- Additionally, the candidate will manage test benches, perform electrical and electronic measurements, conduct tests on electrical machines, carry out tests on energy storage systems, and implement real-time motion control techniques.

For the purpose of this selection, the candidate is required to have the following knowledge and skills:

- Machine construction, particularly with regard to performing static and fatigue tests, strain gauges and accelerometers.
- Electrical Machines, Electrical and Electronic Measurements and in particular the knowledge and use of the main sensors and transducers in the context of electrical drives;
- Proficient use of applications such as Matlab and Simulink.;
- Good knowledge of the English language;
- Strong interpersonal skills and predisposition for teamwork.

Article 2 **Requirements for admission to selection**

For admission to this selection, the following requirements are required, subject to exclusion:

a) Educational Qualification:

- **Old Ordinance Bachelor's Degree (Laurea Vecchio Ordinamento) in Industrial Engineering;**
or:
- **Three-year Bachelor's Degree (Laurea Triennale (L)) according to DM 509/1999:**
09-Ingegneria dell'informazione;
10-Ingegneria industriale;
- **Three-year Bachelor's Degree (Laurea Triennale (L)) DM 270/2004:**
L-08 Ingegneria dell'informazione;
L-09 Ingegneria industriale;

In the absence of the aforementioned degrees, the following titles will be considered valid:

- **Master's degree (Laurea Magistrale (LM)) M.D. 270/04:**
LM-20 Ingegneria aerospaziale e astronautica;
LM-25 Ingegneria dell'automazione;
LM-28 Ingegneria elettrica;
LM-29 Ingegneria elettronica;
LM-30 Ingegneria energetica e nucleare;
LM-33 Ingegneria meccanica;
- **Master's degree (Laurea Specialistica (LS)) M.D. 509/99:**
25/S Ingegneria Aerospaziale e Astronautica
29/S Ingegneria dell'Automazione
31/S Ingegneria Elettrica
32/S Ingegneria Elettronica
33/S Ingegneria Energetica e Nucleare
36/S Ingegneria Meccanica

- b) Italian citizenship (Italians not belonging to the Republic are considered equivalent to citizens of the State) or citizenship of another Member State of the European Union. In addition, access to the selection is allowed, in accordance with Article 38 of Legislative Decree No. 165/2001 as amended and supplemented by Article 7 of Law No. 97/2013, for citizens of one of the Member States of the European Union or their family members who do not have the citizenship of a Member State but are holders of the right of residence or permanent residence, as well as for citizens of third countries who hold the EU residence permit for long-term residents or who hold refugee status or subsidiary protection status
- c) Age not less than 18 years;
- d) Physical fitness for the employment to which the selection refers; the Administration has the authority to subject the winners of the competition, summoned for the signing of the employment contract, to a medical check-up in accordance with current regulations.;
- e) Enjoyment of civil and political rights;
- f) Compliance with military service obligations (for Italian male citizens born before 1985).
- g) No criminal convictions that, according to current regulations, would prevent the establishment of an employment relationship.

Candidates who have obtained their academic qualifications abroad must declare the recognition details for their academic qualification in their application.

For academic qualifications obtained abroad and not acknowledged as valid in Italy, candidates are required to submit a declaration of equivalence to the academic qualification specified in the notice for selection. This should be done following the procedure outlined in Article 38, paragraph 3 of Legislative Decree No. 165/2001 (refer to the website <http://www.funzionepubblica.gov.it/strumenti-e-controlli/modulistica>). Further information on equivalence is available on the following webpage: <https://www.cimea.it/pagina-riconoscimento-non-accademico>. Candidates applying for the recognition of their admission qualification to the competition are permitted to participate with a reservation. The Department of Public Administration within the Presidency of the Council of Ministers concludes the recognition process outlined in this paragraph only for the winners of the competition. They are obligated, under the penalty of forfeiture, to inform the Ministry of University and Research of the published ranking within fifteen days. The determination of equivalence must be mandatorily submitted at the time of employment, failing which may result in the non-execution of the contract.

Those ineligible for the selection include individuals excluded from active political suffrage. Additionally, those dismissed or released from public administration roles due to consistently poor performance or declared forfeited for securing their appointment or employment through the submission of forged or legally flawed documents are also ineligible. This extends to individuals terminated in accordance with existing legal or contractual regulations or declared forfeited from a state employment for similar reasons. Those facing disciplinary actions under Article 127, paragraph 1, letter d) of the consolidated provisions governing the status of civil servants of the State, as approved by Presidential Decree No. 3 of January 10, 1957, are also excluded from participation.

Candidates without Italian citizenship who qualify for the competition based on the criteria mentioned earlier must also meet the following conditions:

- (a) Hold civil and political rights in their respective states of origin or citizenship.;
- (b) Fulfil all other requirements applicable to citizens of the Republic, excluding Italian citizenship;
- (c) Demonstrate adequate proficiency in the Italian language (assessment will be conducted during the selection tests).

The aforementioned requirements must be met both on the deadline for submitting the application for admission to this selection and at the time of signing the employment contract.

This Administration ensures equality and equal opportunities between men and women for access to employment and treatment in the workplace.

Article 3 Exclusion from the Selection Process

The following conditions will lead to exclusion:

- Failure to sign the application form;
- Failure to meet the admission requirements outlined in Article 2;
- Failure to comply with the deadline for submission and method of submitting the application, as set forth in Article 4 below;
- Absence of the receipt of payment of the competition fee attached to the application.

All candidates are provisionally admitted to the competition. Should additional inquiry be necessary, candidates are required to regularize their applications within the specified deadline.

Exclusion from the selection process due to failure to meet any of the requirements outlined in this notice, may be ordered at any time by reasoned decision of the Director General.

Article 4 Methods and Deadlines for Submitting the Participation Application

Participation in the selection process is exclusively allowed, subject to exclusion, after registering on the Unified Recruitment Portal, as per Article 35-ter of Legislative Decree No. 165 of March 30, 2001 hereinafter referred to as the Portal. This Portal is available at www.InPA.gov.it and is developed and managed by the Department of Public Function of the Presidency of the Council of Ministers. Registration on the portal is free and can only be done using the SPID, CIE, and CNS identification systems, as outlined in Article 64, paragraphs 2-quater and 2-nonies, of Legislative Decree No. 82 of March 7, 2005. Alternatively, registration can be done using a digital identity based on credentials of at least a significant level within an electronic identification regime, successfully completed pursuant to Article 9 of Regulation (EU), No.910/2014 of the European Parliament and of the Council of July 23, 2014.

The procedure for filling in and sending the application electronically must be completed no later than 12:00 noon (Italian time) on the thirtieth day following the day of publication of the notice. Should this deadline fall on a public holiday, the deadline shall be postponed to 12:00 noon (Italian time) on the first working day thereafter.

After this deadline, the system will no longer allow the submission of an incomplete or in-progress application; therefore, it is recommended not to complete the application close to the deadline.

Applications submitted in a form other than the one described above will not be considered.

The candidate must enter all the required data to generate the application and attach the documents in electronic PDF format as specified in this notice.

No other forms of submission of applications or documentation useful for participation in the procedure are allowed (with the only exception provided in Article 2 for foreign academic qualifications not yet recognized).

The application must contain all the required data in the online procedure, and the attachments must be signed with either a handwritten or certified digital signature and accompanied by the candidate's valid identification document.

Each application will be assigned an identifying number, which, along with the competition code indicated in the informative application, must be specified for any subsequent communication.

The submitted application can be modified or supplemented by the candidate, following the procedure outlined on the InPA Recruitment Portal, until the deadline for the notice. In this case, the administration will consider exclusively the last application submitted in chronological order.

For technical problems, contact the support indicated on the InPA Portal.

In the case of a confirmed malfunction of the digital platform preventing one or more candidates from participating in the remotely conducted tests, and the technical cause is not attributable to the candidate, the administration, upon the applicant's request, will provide specific recovery tests, respecting the guarantees outlined in paragraph 3 of Article 3 of Presidential Decree No. 82/2023. In this case, the administration will publish on the institutional website and on the Unified Recruitment Portal (InPA) a notice of the confirmed malfunction and the corresponding extension period related to it.

Article 5 Application for admission

In the application, the candidate must state his or her first and last name, date and place of birth, tax code number and residence; he or she must also indicate his or her elected address for the purposes of the procedure, as well as a telephone number and e-mail address and PEC, if any.

The candidate must also declare, under his or her own responsibility in accordance with the provisions of Presidential Decree 445/2000, as amended, the following:

Under their own responsibility, according to the provisions of Presidential Decree 445/2000 and subsequent amendments, the candidate must declare the following:

- a) Possession of Italian citizenship or citizenship of another European Union member state or being a family member of a citizen of a European Union member state without citizenship of a member state who holds the right of residence or permanent residence, or being a third-country national holding a UE residence permit for long-term residents or holding refugee or subsidiary protection status.
- b) If an Italian citizen: being registered in the electoral rolls, specifying the municipality and, if applicable, indicating the reasons for non-registration or removal from the rolls. If a foreign citizen (citizens of EU member states or their family members or citizens of third countries as mentioned above): enjoying civil and political rights in their states of origin or provenance, or indicating the reasons for not enjoying such rights.
- c) Possession of the academic qualification as per the previous Article 2, specifying the date of attainment and the issuing institution. Candidates with foreign qualifications must declare that they have obtained recognition of the qualification, providing the details of the decision or committing to request recognition from the Department of Public Function by the deadline of the notice.
- d) Possession of any other requirements set forth in Article 2;
- e) Enjoyment civil and political rights;
- f) That he/she has physical fitness for continuous and unconditional service in the employment to which the selection relates;
- g) That he/she is not excluded from active political voting;
- h) That he/she has not been dismissed from employment with a public administration for persistent inadequate performance and that he/she has not been declared disqualified from state employment, in accordance with Article 127 letter d) of Presidential Decree No. 3 of January 10, 1957;
- i) That he/she has no criminal convictions or indicating any convictions, providing details of the relevant sentences, and any pending criminal proceedings against them;
- j) Position regarding military obligations, for Italian male citizens born before 1985 only;
- k) Possession, if any, of preference or precedence titles according to Article 5 of Presidential Decree 487/94 and subsequent amendments as modified by Presidential Decree 82/2023, which will be considered in case of equal merit with other candidates.
- l) Any service in public service and causes of termination of previous employment;
- m) Possession of adequate computer knowledge of the most commonly used software applications, also acquired through specific courses or work experience, with particular reference to Matlab and Simulink applications;
- n) Good knowledge of the English language.

The candidate holding a citizenship other than Italian is also required to confirm their proficiency in the Italian language.

In accordance with Law No. 104 of February 5, 1992, candidates with established disabilities, certified invalidity, or diagnosed specific learning disorders must specify, in their participation application for the competition and in compliance with the regulations outlined in the subsequent Article 6 of this notice, whether they require assistance due to their disability. They should also indicate if they need additional time to complete the tests mentioned in this notice. It is mandatory to attach a relevant medical certification issued by a public health facility.

Participation in the competition requires, under penalty of exclusion, the payment of a non-refundable registration fee of € 10 (ten euros) to be made through PagoPA via the Payment Portal, <https://unibg.pagoatenei.cineca.it/frontoffice/pagamentospontaneo> . Select "Contributo" (Payment) as the payment reason and indicate "Concorso Cat. D Tecnologo – cod. Selezione 23TR001" (Competition Cat. D Technologist - code Selection 23TR001) in the description. **The receipt of the payment must be attached to the application, or there is a risk of exclusion.**

The payment of the contribution is not required for:

- Candidates already employed by the University of Bergamo at the time of the issuance of the notice;
- Candidates who attach to their application the ISEE (Equivalent Economic Situation Indicator) of their family unit, which is less than €9,000.

The application must be accompanied by the following mandatory attachments:

- Photocopy of the front/back of a valid identification document.
- Receipt of payment of the participation fee for the competition or the ISEE;
- For interested candidates, a suitable medical certificate attesting to the request for aids and/or additional time and/or exemption from any pre-selection.

Any changes to the provided contact information must be promptly communicated to the TA Personnel and Collaborators Service at the email address concorsi.mobilita@unibg.it .

The university administration assumes no responsibility for the unavailability of the recipient and for the loss of communications resulting from the incorrect indication of the contact information by the candidate or the failure to communicate changes to the address indicated in the application, whether delayed or not. The university administration also assumes no responsibility for any failure or delay in the delivery of communications related to the competition due to causes not attributable to the fault of the administration itself, but rather to postal or digital malfunctions, third-party actions, fortuitous events, or force majeure.

In accordance with the provisions of Law 183/2011, the University cannot accept or require individuals to exhibit or produce certificates issued by other public administrations regarding states, personal qualities, and facts. Instead, it can only accept substitute declarations of certification or notoriety submitted in place of the certificates. **It should be noted that the interested party must sign substitute declarations of certification and submitted together with a non-authenticated photocopy of a valid identity document of the signatory.**

In the application for admission to the competition, citizens of non-European Union states who are legally residing in Italy can use substitute declarations as per Articles 46 and 47 of Presidential Decree 445/2000, limited to states, personal qualities, and facts certifiable or attestable by Italian public authorities. However, they must attach certificates or attestations issued by the competent authority of the foreign state, accompanied by a translation into Italian authenticated by the Italian consular authority, confirming its conformity to the original as specified in Article 3 of Presidential Decree 445/2000. The administration reserves the right to carry out appropriate checks on the truthfulness of the content of the substitute declarations as provided for by Presidential Decree 445/2000.

The qualifications, submitted on plain paper, must be held as of the deadline for the submission of applications. Referring to documents submitted to this or other administrations, or documents attached to another application for participation in another competition, is not allowed. Certificates issued by the competent authorities of the foreign state of which the individual is a citizen must comply with the provisions in force in that state and must also be legalized by the competent Italian consular authorities. Acts and documents drafted in a foreign language must be accompanied by a translation into Italian, certified as conforming to the foreign text and authenticated by the competent Italian diplomatic or consular representation.

Article 6

Provisions regarding candidates with confirmed disabilities and/or specific learning disorders

In accordance with Article 7, paragraph 6, of Presidential Decree 82/2023, candidates with confirmed disabilities under Article 4, paragraph 1, of Law No. 104 of February 5, 1992, and/or with confirmed specific learning disorders under Law No. 170 of October 8, 2010, will carry out the competition tests through the adoption of compensatory measures, at the unquestionable judgment of the Commission and in compliance with the relevant regulations, especially as outlined in Article 3, paragraph 4-bis, of Law Decree No. 80, dated June 9, 2021, converted with amendments by Law No. 113, dated August 6, 2021.

Therefore, candidates intending to benefit from the aforementioned provision are required to declare it in the application for admission to this competitive procedure, attaching the relevant certifications in their possession.

Article 7

Provisions for Pregnant or Breastfeeding Candidates

Candidates who, due to pregnancy or breastfeeding, are unable to comply to the test schedule should notify the Administration at the time of submitting the application for participation in the competition. This notification should be made in the designated section provided by the Digital Platform, and it should include the relevant health certification.

If the aforementioned condition arises after the date of submitting the application for participation in the competition, candidates should forward the relevant communication, accompanied by the appropriate health certification, via email to concorsi.mobilita@unibg.it. The email should include a confirmation of reading by the Administration and should be sent at least 7 working days before the scheduled test date.

The organizational measures taken by the Administration will be communicated to the interested parties no later than the day preceding the test.

Article 8

Selection Committee

The Assessment Committee will be appointed by the Director General in accordance with current regulations and in line with Article 39 of the current University Regulations on the organization of offices and services, as well as Article 4 of the University Regulations for the discipline of fixed-term technologists under Article 24-bis of Law 240/2010. This is in application of the principle of gender parity as stipulated by current legislation. Additional members may be added to the Committee for foreign language examinations and subjects related to specializations not found within the administrations, including specialists in psychology and human resources.

The Committee may utilize computer and digital tools, subject to the implementation of specific operational measures, until the completion of its designated tasks. This ensures the security and traceability of communications.

Article 9

Selection procedure and written test

To be eligible to take the examination tests, candidates must have a valid identification document. The selection procedure consists of exams. The overall score, calculated out of sixty, is determined by adding the scores obtained in the written test and the interview.

The exams are aimed at assessing the candidates' abilities to perform the tasks of the position in question and their knowledge of the examination topics specified in Article 1 of this selection notice.

Candidates will be required to undergo, in order:

- A written test;
- An interview.

The written test will take place with the aid of computer and digital tools; in this case it will have value as an assessment with respect to the ability to use these tools.

During the conduct of the written test, candidates may not use writing paper, notes, manuscripts, books or publications of any kind, nor electronic equipment or computer instruments and cell phones. Candidates may use only uncommented legal texts authorized by the Commission, if provided for in this notice, and dictionaries.

For individuals with specific learning disabilities (SLD) in the written test, they will have the opportunity to replace the test with an oral interview or to use compensatory tools for reading, writing and calculation difficulties. They can also benefit from an extension of the established time for taking the tests in accordance with Article 7 of DPR 82/2023.

Applicants with a score of at least 21/30 in the written test will be admitted to the oral test. At the end of each session, the evaluation committee compiles the list of examined candidates with the scores obtained by each candidate, who receives immediate notification. The list is simultaneously published on the institutional website on the page dedicated to the competition and on the Recruitment Portal.

Article 10 Interview Process

The selection process will involve an interview, either entirely or partially conducted in English, covering the same subjects as the written test. The evaluation will focus on the knowledge relevant to the position being competed for, as well as the assessment of candidates' aptitude, motivation, and skills as outlined in Article 1 of this notice. Additionally, the interview will assess the following subjects:

- Mechanical engineering, particularly concerning static and fatigue testing, and proficiency in extensometry and accelerometry.
- Electrical machines, Electrical and Electronic Measurements, with a specific emphasis on knowledge and application of primary sensors and transducers in the context of electrical drives.
- Proficiency in using applications such as Matlab and Simulink.

The interview may also involve solving practical cases on the subjects listed above in order to test the candidates' ability to fulfil the functions described in Article 1 of this selection notice.

The assessment of computer knowledge, already evaluated in the written test using a personal computer, may also be a part of the oral examination, focusing on widely-used software applications, especially Matlab and Simulink. The results of this assessment will not contribute to determining the score for the oral test.

As a complement to the oral test and for the assessment of candidates' cross-functional skills, the Commission may consider:

- A discussion based on the candidate's educational and professional background, evaluating behavioural skills, including relational aspects, attitudes, and motivations. This aims to verify possession of logical-technical, behavioural, and managerial knowledge and skills.
- *Panel discussions* on specific topics related to the sought-after skill profile, involving all candidates, possibly in consecutive series.

According to the criteria established by the Commission during the definition phase, these options may lead to the assignment of a specific score as part of the oral test evaluation or guide the Administration in placing candidates in cases of profiles applicable to different positions.

The oral test may be conducted via videoconference, ensuring the adoption of technical solutions that guarantee its publicity, participant identification, test regularity and integrity, communication security, and traceability, in compliance with data protection regulations. In any case, the test's publicity will be ensured through digital means. Candidates must provide a personal email address to be contacted by the Commission. Candidates will be informed of the oral test's mode of conduct through a notice on the website dedicated to this procedure and on the InPA Portal.

To obtain eligibility, candidates must receive a score of at least 21/30 in the interview. Candidates must present a valid identification document to participate in the interview.

Article 11

Examination schedule and test results

Confirmation of the pre-selection, based on the number of received applications as per the previous Article 5, will be communicated through a notice to be published by January 19, 2024, on the website dedicated to the competition on the University's website www.unibg.it under the "Concorsi e selezioni" (Competitions and Selections) section, as well as on the Recruitment Portal.

The outcome of the pre-selection, as well as the date, method, and venue for the written test, will be communicated at the end of the pre-selection test or through a notice to be published on the University's website, in the "Concorsi e selezioni" (Competitions and Selections) section, and on the Recruitment Portal.

Applicants are therefore invited to consult this notice.

The call for the written test will be communicated with a minimum notice of fifteen days before the scheduled date. The publication of the exam schedule, as indicated above, serves as formal notification for all purposes. Any changes to the schedule, as well as any other information related to this selection, will be communicated through a notice published on the University's website www.unibg.it in the "Concorsi e selezioni" (Competitions and Selections) section and on the Recruitment Portal. It is the responsibility of each candidate to periodically check the website by consulting the notices page for this selection.

Candidates who have not received any exclusion notice are required to appear, without further notice, at the examination venues specified in this article on the published dates. Failure to appear at even one of the tests should be considered as renunciation of the competition for all purposes.

The communication of the outcome of the written test and admission to the oral test will be made through a notice published on the University's website in the "Concorsi e selezioni" (Competitions and Selections) section and on the Recruitment Portal. The score obtained in the written test will be communicated to each candidate by the Office via email to the address provided in the application.

The date, time, mode, and location of the oral test will be communicated to the admitted candidates, with a notice of at least fifteen days from the scheduled date, through publication on the website and the Recruitment Portal. Please note that due to the number of candidates, the oral test may continue on the day following the scheduled date.

The score obtained in the oral test will be communicated to each candidate by the Office via email to the address provided in the application.

The publication of the notice regarding the exam schedule serves as formal notification for all purposes.

Competitors who have passed the oral test must submit, within the mandatory deadline of seven days from the day following the day on which they took the interview, the documents in plain paper attesting to the possession of reserved, preferential, and precedence titles, at equal evaluation, already indicated in the application. These documents must also show the possession of the requirements as of the deadline for submitting the application for admission to the competition. This documentation is not required in cases where it concerns certifications made pursuant to Article 47 of DPR 445/2000 in the form of a self-certification already included in the participation application, or in cases where the Administration has possession of it or can obtain it by requesting it from other public administrations.

Article 12

Preferential qualifications in Case of Equal Merit

If among the candidates declared eligible in the merit ranking, there are some who belong to multiple categories that entitle them to different positions, the qualification that grants a higher ranking shall be taken into account first in the following order:

(a) Reservation of places for those belonging to the categories under Law No. 68 of March 12, 1999, or equivalent;

(b) Reservation of positions in accordance with Articles 1014 and 678 of the Military Code, referred to in Legislative Decree No. 66 of March 15, 2010.

In the case of equal qualifications and merit, and in the absence of additional benefits provided by special laws, the order of preference of qualifications is as follows:

- a) Recipients of medals for military valour and civilian valour, upon cessation of service;
- b) Mutilated and disabled persons in the public and private sectors;
- c) Orphans of the fallen and children of the mutilated, disabled, and permanently incapacitated for work due to service reasons in the public and private sectors, including the children of healthcare professionals, social workers, and healthcare operators who died as a result of SarsCov-2 infection contracted in the course of their activities;
- d) Those who have rendered commendable service in any capacity, for a period of not less than one year, in the administration that has announced the competition, provided they do not benefit from another preference title based on the service rendered;
- e) Greater number of dependent children;
- f) Civilian invalids and mutilated individuals not falling under category b);
- g) Volunteer military personnel of the Armed Forces discharged without demerit at the end of their term of service or re-enlistment;
- h) Athletes who have had employment relationships with military sports groups and civilian bodies of the State;
- i) Have successfully completed the additional training period at the office according to Article 50, paragraph 1-quater, of Legislative Decree No. 90 of June 24, 2014, converted, with amendments, by Law No. 114 of August 11, 2014;
- l) Have successfully completed the training internship at judicial offices according to Article 37, paragraph 11, of Legislative Decree No. 98 of July 6, 2011, converted, with amendments, by Law No. 111 of July 15, 2011, even if not part of the office for the process, according to Article 50, paragraph 1-quinques, of Legislative Decree No. 90 of June 24, 2014, converted, with amendments, by Law No. 114 of August 11, 2014;
- m) Have successfully completed the internship at judicial offices according to Article 73, paragraph 14, of Legislative Decree No. 69 of June 21, 2013, converted, with amendments, by Law No. 98 of August 9, 2013;
- n) Hold or have held collaborative positions conferred by ANPAL Servizi S.p.A., in implementation of the provisions of Article 12, paragraph 3, of Decree-Law No. 4 of January 28, 2019, converted, with amendments, by Law No. 26 of March 28, 2019;
- o) Belonging to the least represented gender in the administration announcing the procedure in relation to the qualification for which the candidate is competing, in accordance with Article 6;
- p) Younger age;

Candidates in possession of preference qualifications must declare in the participation application the possession of such qualification(s), indicating the necessary elements for the Administration for any checks.

The aforementioned qualifications must be possessed both on the date of the deadline for submission of the application for admission to this selection and at the time of signing the employment contract.

Please note that only the qualifications declared in the participation application for the selection process will be taken into consideration, and that no consideration will be given to any substitute statements or documentation related to the aforementioned qualifications submitted after the deadline for submitting applications.

Article 13 **Ranking**

Adhering to the specified reservations and considering the directives outlined in Article 1 of this notice, as well as respecting the priorities/preferences detailed in Article 12, the candidate who attains the highest position in the merit ranking, based on the cumulative score achieved in the examination tests, will be officially designated as the successful candidate for the advertised position.

The final score for each candidate is the sum of their scores in both the written and oral tests, expressed in sixtieths. Candidates will be arranged in the ranking in descending order based on their final overall score.

Pending the verification of admission requirements for employment, the Director General approves the merit ranking. The approved ranking is then posted on the website under the "Concorsi e selezioni" (Competitions and Selections) section, on the University Official Notice Board, and on the Recruitment Portal.

From the date of publication on the Recruitment Portal, there's a window for appeals. The ranking remains valid for the duration specified by current regulations, typically two years from the approval date, unless legal extensions are applicable. Any shorter validity periods dictated by regional laws are exempt. Any adjustments to the ranking adhere to the regulations in force at the time of the notice's publication.

Article 14

Signing of the Employment Contract and Employment Relationship

The University will proceed to the conclusion of the fixed-term, full-time technologist employment contract for a term of 18 months, with the right to the economic and normative treatment provided by the current National Collective Bargaining Agreement for Cat. D personnel, economic position D3.

The probationary period and the employment relationship are governed by the C.C.N.L. of the Education and Research Sector and by what is contained in the individual contract stipulated at the time of employment. For any other aspect relating to the regulation of the employment relationship, please refer to the provisions of the National Collective Bargaining Agreements of the Sector in force.

The place of employment is at the University of Bergamo.

The employee, during the course of employment, may not have any other public employment relationship or be in any of the situations of incompatibility referred to in Article 53 of Legislative Decree 165/2001.

The person concerned may not engage in activities that conflict with the institutional activities of the University of Bergamo.

Article 15

Submission of Documentation for Employment

For the purpose of employment, the winner of the competition is required to prove, in accordance with Article 46 of Presidential Decree No. 445 of December 28, 2000, to substantiate, through a sworn statement of certification, the possession of the qualifications required for admission to employment, as specified in Article 2 of this notice.

The Administration will carry out appropriate checks on the truthfulness of the sworn statements, pursuant to Article 71 of Presidential Decree No. 445 of December 28, 2000.

The competent medical professional at the University of Bergamo will determine physical fitness for employment.

Article 16

Processing of Personal Data

Pursuant to Articles 13 and 14 of Regulation (EU) 2016/679 (GDPR), on the protection of personal data, and Legislative Decree no. 196 of 2003 and subsequent amendments, we inform you that the data controller is the legal representative of the University of Bergamo, via Salvecchio19, - 24129 Bergamo.

The data will be collected for the sole purpose of this notice and will be kept only for the time necessary to carry out the competition procedure. The person in charge of the processing is the designee of the top structure in charge of the competition procedure who will carry out the processing in accordance with the correctness, lawfulness, relevance, transparency and confidentiality of the processing and the data will be used only for purposes related to the selection and the possible recruitment and conclusion of the contract, as well as the management of the resulting employment relationship, in accordance with the provisions in force. The data will be kept for the time necessary to achieve the purposes of the selection, without prejudice to the application of the regulations on the preservation of documents and may be

communicated only to public administrations directly concerned with the legal-economic position of the successful candidate, processed in compliance with the regulations in force and used for the purposes of the management of the personal, pension, insurance and tax position.

The data, not subject to profiling, will be processed by the staff in charge by means of acquisition of documents in paper and electronic form and by means of archiving procedures, including computerized ones, which will guarantee their confidentiality. The data will be processed with organized and related processing logic, and high-security standards will be adopted. Candidates who have conferred the data will be able to have access to them and exercise the rights provided for in Articles 16 to 22 by the GDPR EU 2016/679. Any instance of protection may be addressed to the University's Data Protection Officer who can be contacted on the University's website on the "Privacy e Protezione dei dati personali" (Privacy and Data Protection) section at dpo@unibg.it. This is without prejudice to the right to complain to the National Data Protection Authority Piazza Venezia 11, 00187 Rome.

With the application for participation, the candidate authorizes and gives full consent, pursuant to Regulation (EU) 2016/679 (GDPR) and Legislative Decree No. 196 of 2003, as amended, to the processing of the data declared in the curriculum vitae. The curriculum vitae, drafted as a sworn statement of certification under DPR 445/2000, should only indicate skills, qualifications, and professional capabilities required for participation in this procedure.

Article 17 Public Notice

This notice is published on the Recruitment Portal and on the Official Notice Board of the University of Bergamo.

The comprehensive competition notice is posted on the University's website www.unibg.it under "Concorsi e selezioni" (Competitions and Selections) (<https://www.unibg.it/ateneo/amministrazione/concorsi-e-selezioni/personale-dipendente/personale-dirigenziale-e-tecnico>).

Further information can be obtained from the TA Personnel and Collaborators Service of the Human Resources Area - Palazzo Rezzara, Viale Papa Giovanni XXIII, 106 - 24121 Bergamo, e-mail concorsi.mobilita@unibg.it - tel. 035 2052 594-185-194- PEC address: protocollo@unibg.legalmail.it.

Article 18 Procedure Manager

The person in charge of the selection process outlined in this notice is Ms. Isabella Arfiero, from the TA Personnel and Collaborators Service of the Human Resources Area, - Palazzo Rezzara, Viale Papa Giovanni XXIII, 106 - 24121 Bergamo, e-mail concorsi.mobilita@unibg.it - tel. 035 2052 594-185-194 - PEC address: protocollo@unibg.legalmail.it.

Article 19 Final Provisions

For all matters not provided for in this notice, the provisions established by the regulations in force and, in particular, by Presidential Decree No. 487/1994 and subsequent amendments. Additionally, the provisions stipulated by the National Collective Bargaining Agreement (CCNL) for University personnel currently in force regarding employment relationships also apply.

Bergamo, date of the *protocol*

THE DIRECTOR GENERAL
(Dr. Michela Pilot)

Digitally signed document
Pursuant to Article 24 of Legislative Decree No. 82/2005