



**UNIVERSITÀ  
DEGLI STUDI  
DI BERGAMO**

Area  
Risorse Umane

Servizio Carriere e Concorsi  
Personale Docente e Ricercatori

## CHANCELLOR DECREE

*Dati desumibili dalla registrazione a protocollo:  
Numero Repertorio, Numero Protocollo, Titolo,  
Classe Fascicolo Allegati e Riferimenti*

SC/ib/eb/mz

**PUBLIC SELECTION PROCEDURE AS PER ART. 14, PARA 6-QUINQUESDECIES OF D. L. NO. 36 OF 30.04.2022, CONVERTED INTO LAW, WITH AMENDMENTS, BY ART. 1, PARA 1, L. 29.06.2022, NO. 79 FOR NO.1 FIXED-TERM RESEARCHER OF THE PREVIOUS REGULATION AS PER S. 24, PARA 3, LETTER A) OF LAW NO. 240 OF 30.12.2010 FOR ACADEMIC RECRUITMENT FIELD 13/B2 - MANAGEMENT, ACADEMIC DISCIPLINE SECS-P/08 - MANAGEMENT AT THE DEPARTMENT OF MANAGEMENT OF THE UNIVERSITY OF BERGAMO - PICA CODE 24RTDA003**

### THE CHANCELLOR

HAVING CONSIDERED Law 7.8.1990, no. 241 as amended and supplemented "New rules on administrative procedure";

HAVING CONSIDERED the D.P.C.M. 07.02.1994, no. 174 "Regulation about rules on the access of citizens of the Member States of the European Union to jobs in public administrations";

HAVING CONSIDERED the D.M. 04.10.2000 "Scientific-disciplinary sectors" as amended and supplemented;

HAVING CONSIDERED D.P.R. 28.12.2000, no. 445 "Consolidating act on legislative and regulatory dispositions in terms of administrative documents" as amended and supplemented;

HAVING CONSIDERED the D.Lgs. 30.03.2001, no. 165 "General rules on the organization of work employed by public administrations";

HAVING CONSIDERED Law 15.4.2004, no. 106 containing "Norms relating to the legal safekeeping of documents with cultural interest destined to public use";

HAVING CONSIDERED D.P.R. 3.5.2006, no. 252 "Regulations relating to the legal safekeeping of documents with cultural interest destined to public use";

HAVING CONSIDERED D.Lgs. 11.4.2006, no. 198 rules in terms of equal opportunities for men and women;

HAVING CONSIDERED Law 30.12.2010, no. 240 regulating "Norms in terms of organization of universities, of academic personnel and their recruitment, as well as mandate to the Government to subsidize quality and efficiency of academic systems", in particular art. 24 "Researchers with a fixed term contract", in force since 30.06.2022;

HAVING CONSIDERED MIUR Ministerial Notice prot. no. 2330 of 20.04.2011;

HAVING CONSIDERED D.M. no. 243 of 25.5.2011 regulating criteria and parameters for the preliminary evaluation of candidates in public selections of contract addressees as per s. 24 of Law no. 240 of 30.12.2010;

HAVING CONSIDERED D.M. 4.8.2011, no. 344 concerning "Disciplinary criteria, on the side of Athenaeums, for the evaluation of fixed-term researchers holding national scientific qualification, for the purpose of calls to the role of associated professor";

HAVING CONSIDERED Law 12.11.2011, no. 183 (Financial Act 2012) and, especially, its s. 15 holding instructions in terms of certifications and sworn declarations/affidavit;

HAVING CONSIDERED the D.P.R. 15.12.2011, no. 232 "Regulation for the discipline of the remuneration of university professors and researchers, pursuant to article 8, paragraphs 1 and 3 of the law of 30 December 2010, n. 240";

HAVING CONSIDERED the D.L. 9.2.2012, no. 5 "Urgent dispositions in matter of simplification and development" later converted with amendments by Law 4.4.2012, no. 35;

HAVING CONSIDERED the D.Lgs. 29.03.2012 no. 49 "Discipline for the planning, monitoring and evaluation of budget and recruitment policies of universities, in implementation of the



delegation provided for by article 5, paragraph 1, of law no. 240 and for the achievement of the objectives set out in paragraph 1, letters b) and c), according to the regulatory principles and directive criteria established in paragraph 4, letters b), c), d), e) and f) and paragraph 5”;

HAVING CONSIDERED Law 23.11.2012, no. 215 containing provisions in terms of equal opportunities in the composition of contest commissions at public bodies;

HAVING CONSIDERED the Ministerial Decree of 30 October 2015, No. 855 "Restatement of macro and bankruptcy sectors" and Ministerial Decree of 22 June 2016, No. 494 of rectification of Annex D of the Ministerial Decree 855/2016;

HAVING CONSIDERED the UE Regulation 2016/679 and the Legislative Decree 30 June 2003 no. 196 "Code on the protection of personal data" as amended and supplemented;

HAVING CONSIDERED the D.P.C.M. 25.07.2022 "Salary adjustment for non-contractual staff starting", published on Gazzetta Ufficiale no. 213 of 12.09.2022;

HAVING CONSIDERED the D.L. 30.04.2022, no. 36 "Additional urgent measures for the implementation of the National Recovery and Resilience Plan (PNRR)", converted into law, with amendments, by art. 1, para 1, law 29 June 2022, no. 79, in particular art. 14, para 6-quinquiesdecies, pursuant to which "Without prejudice to the possibility of resorting to financing, even partial, of the research contracts referred to in article 22 of law no. 240, as replaced by paragraph 6-septies of this article, on the basis of the resources of the National Recovery and Resilience Plan, for the 36 months following the date of entry into force of the law converting this decree, universities may call for procedures for the recruitment of fixed-term researchers pursuant to article 24, paragraph 3, letter a), of law no. 240, in the text in force before the date of entry into force of the law converting this decree, in implementation of the measures envisaged by the same Plan, as well as those envisaged by the National Research Program (PNR) 2021-2027".

HAVING CONSIDERED the Statute of the University of Bergamo published with Chancellor Decree Rep. no. 570/2023 of 1<sup>st</sup> August 2023;

HAVING CONSIDERED Athenaeum's Regulations determining the procedures for employment of university researchers in accordance with Law 240/2010 dispositions, published with Chancellor decree Rep. 424/2012 of 1.10.2012 as amended, at last, with Chancellor Decree Rep. no. 469/2021, of 10.06.2021;

HAVING CONSIDERED the University regulations for research integrity and ethics, enacted with D.R. deed No. 387/2016 of 18 July 2016;

HAVING CONSIDERED The Athenaeum's Ethic Code published with Chancellor Decree protocol no. 14405/I/3 of 19.7.2011, as amended with Chancellor Decree Rep. no. 262/2018, of 12.04.2018;

HAVING CONSIDERED current legislation regulating the legal and economic status of academic and research staff at Universities;

HAVING CONSIDERED the request in accordance to art. 14, para 6-quinquiesdecies of D.L. no. 36 of 30.04.2022, converted into law, with amendments, by art. 1, para 1, l. 29.06.2022, n. 79 for the covering of no. one fixed-term researcher position of the previous regulations. 24, para 3, letter a) of Law 240/2010 deliberated by the Department of Management in their December 12<sup>th</sup>, 2023 session;

HAVING ACKNOWLEDGED that, with decision of the Board of Governors of December 20<sup>th</sup>, 2023, upon favourable opinion expressed by the Academic Senate in its December 18<sup>th</sup>, 2023 session, the planning of the position requested by the Department was approved and authorized the issuance of an announcement, after ascertaining the relevance with the measures provided by the same National Recovery and Resilience Plan (PNRR), as well as those provided by the National Research Program (PNR) 2021-2027;

HAVING ASCERTAINED the necessary funding from budget funds.

## **HEREBY DECREES**



## Section 1

### Announcement of the selection procedure

The public selection procedure at the University of Bergamo, in compliance with the art. 14, para 6-quinquiesdecies of D.l. no. 36 of 30.04.2022, converted into law, with amendments, by art. 1, para 1, l. 29.06.2022, n. 79 for the covering of no. one fixed-term researcher position of the previous regulations 24, para 3, letter a) of Law 240/2010 and with current Athenaeum's Regulations on that matter:

#### ➤ **DEPARTMENT OF MANAGEMENT**

**Positions:** no. 1

**Group of academic recruitment field:** 13/B – Business Administration and Management;

**Academic recruitment field:** 13/B2 - Management;

**Academic discipline:** SECS-P/08 - Management;

#### **Research program:**

The researcher will have to work for the development of the TRANSET program of the Department Management (DIPSA) of the University of Bergamo. TRANSET is an acronym for Social, Ecological, and Technological Transition, transitions in which companies and organizations are active protagonists. Through this program, DIPSA aims to become a leading research and training center on the theme of transition from the specific perspective of companies as actors shaping and being shaped by processes of environmental, social, and digital transition. The project's development requires that the candidate has a track record of publications in national and international journals on management-related topics. It is also required that the candidate actively participate in the scientific debate at both national and international academic conferences. Furthermore, the candidate should demonstrate the ability to adopt research methodologies in line with the methods currently most widely used in international scientific journals. Enhancing research activity for the achievement of scientific excellence goals, both nationally and internationally, in the specific disciplinary sector of the call, is a strategic priority for the University as well as for the Department of Management. In line with the University's medium to long-term objectives, the candidate is also required to seek funding capable of generating overhead for the University from both institutional actors and businesses, among other counterparts.

#### **Didactic activities provided for by the contract, including integrative and service didactics to students, and research activity characteristics:**

For this position the expected teaching workload (comprehensive of teaching, supplementary teaching activities and services to students) is 350 hours for the full-time commitment regime. The researcher is required to fulfill the program of teaching activities defined on a yearly base by the Academic Senate and by the Department. The researcher will conduct teaching activities within the courses belonging to the Department of Management, included in the competitive sector 13/B2 - Management. The researcher will also be required to contribute to integrative and student service activities, as well as activities related to the preparation of the final exam for the achievement of a bachelor's/master's degree. Additionally, the researcher may undertake organizational tasks within the Department of Management (DipSA) and its related study programs.

**Commitment:** full time.

**Service location:** Bergamo.

**Maximum number of publications:** 12.

**Oral examination to ascertain the knowledge of the language:** English language.

## Section 2

### Requirements for attending the selection

The following candidates, including citizens of Countries outside the European Union, are admitted to the selection procedure:



- those holding a research PHD (or equivalent) achieved either in Italy or abroad.

For qualifications obtained abroad it necessary to provide a copy of the declaration of equivalence (statement of equipollence decree), in accordance with current legislation on the subject. The candidate who is not already in possession of the declaration of equivalence of the PhD obtained abroad can apply to the University of Bergamo for the equalization of the training course and the release of the final parchment through the instructions published at the following link: <https://www.unibg.it/ricerca/lavorare-ricerca/dottorati-ricerca/iscriversi-dottorato>.

The University of Bergamo can recognize a PhD degree just in case of relevance to the ones already active at the University of Bergamo or, otherwise, the candidate will be entitled to choose the location for the other PhD degrees offered by Italian universities.

The application for participation must necessarily be accompanied by a certificate of submission of this application. During the pending completion of the aforementioned procedure, the candidate is admitted to the selection with reserve. It will be the candidate's responsibility to subsequently verify the qualification by requesting the "Attestation of Comparability" from CIMEA (Academic Equivalence Mobility Information Centre), by registering on the Centre's website.

If the candidate turns out to be the winner at the outcome of the competition, he will be invited to present the declaration of equivalence within the terms established by the law before the conclusion of the contract (cfr Art. 11).

The following candidates will not be admitted to the selection procedure:

- those who previously hired long-term as first or second level professors or researchers, even if no longer in service;
- those who were contracted as research fellow or fixed-term researcher as per ss. 22 and 24 of Law 240/2010 at the University of Bergamo or other Italian public, private or online Athenaeums, as well as any other Body indicated in para 1 of s. 22 of Law 240/2010 for a length of time which, if summed to the duration of the contract in the announcement, exceeds 12 years in total, albeit not consecutive. Periods of time spent on maternity or sick leaves do not count to the purpose of the duration of the aforementioned relationships, in accordance with current Laws;
- those who are excluded from enjoying civil and political rights;
- those who were removed or discharged from office by any Public Body for insufficient yield, or were dismissed from any other public engagement, in accordance with s. 127 para d) of D.P.R. 10.1.1957, no. 3;
- candidates having any relationship or kinship, up to and including three times removed relatives, either with a professor belonging to the Department issuing the call or with the Chancellor, the General Director and any member of the Board of Directors at the Athenaeum.
- those who were contracted as research fellow or fixed-term researcher as per ss. 22 and 24 of Law 240/2010 at the University of Bergamo or other Italian public, private or online Athenaeums, as well as any other Body indicated in para 1 of s. 22 of Law 240/2010 for a length of time which, if summed to the duration of the contract in the announcement, exceeds 12 years in total, albeit not consecutive; periods of time spent on maternity or sick leaves do not count to the purpose of the duration of the aforementioned relationships, in accordance with current Laws.

The requirements needed to obtain admission must be owned up to the deadline of the application submission period.

This Administration guarantees parity and equal opportunities to both men and women for access and treatment on the job.

### Section 3

#### Comparative evaluation disqualification

The following reasons cause disqualification:

- failure to sign the application form;



- deficiency of admission requirements as per s. 2;
- failure to meet the deadline and procedures for submitting the application (including attachments and publications) as mentioned under the following section no. 4;
- sending a number of publications higher than the requested number.

The candidates may be admitted subject to verification in case of supplementary investigation requirements; in this case, they are asked to regularize their application within the terms peremptorily assigned.

The Administration may decide, at any moment, the exclusion of candidates lacking one of the requirements needed for this announcement; the exclusion will be declared by chancellor decree and delivered to the person concerned by registered mail with return receipt or equivalent.

#### Section 4

##### Application procedure and submission deadline

**Under penalty of exclusion applications for participation in the competition, along with the relevant qualifications held and the relevant scientific publications, shall be submitted online through the following online application procedure:**

<https://pica.cineca.it/unibg/>

The candidate will be able to register and access the platform using the Public Digital Identity System (SPID - security level 2). In case the candidate does not have one, he or she can request it according to the procedure indicated on the website [www.spid.gov.it](http://www.spid.gov.it). Alternatively, the candidate can register and log in using the credentials released directly by the PICA platform.

It is of utmost importance to provide a valid email address in order to enable the registration process on the electronic procedure.

Applicants shall upload all personal and professional data as requested by the application procedure; all documents must be uploaded in PDF format (.pdf). Each applicant can produce a maximum of no. 30 publications and a maximum of no. 10 other documents.

**Failure to comply with the online application procedure will result in exclusion of the applicant.**

Prior to final submission, and within the given deadline for applications submission, the online application procedure allows to modify and save the inserted information in a draft copy.

Confirmation of final submission date will be certified by an automatic notification email.

**Submissions after the given deadlines will not be accepted by the system, as the online application procedure won't be accessible.**

Each application will be given a registration number. For all further communications, the registration number shall be quoted along with the code of the competition.

The online application and submission procedure shall be completed **by April 4<sup>th</sup>, 2024 until 12:00 (noon) (Italian time).**

The submission of the online application must be completed and finalized:

- **no digital signature:** in this case the candidate has to download the pdf file of the application by the system; the PDF file shall not be modified in any way, it is to be printed, signed in original, scanned in a pdf file and uploaded again on the website;
- **sign the application on the server using ConFirma service:** in order to sign digitally the application, it is necessary to have a hardware (e.g. smart card or USB with digital signature certificate issued by an approved certification body) compatible with ConFirma service; after signing, applicants can download the signed pdf application;
- **sign the application digitally on your PC:** In order to sign digitally the application, it is necessary to have a hardware (e.g. smart card or USB with digital signature certificate issued by an approved certification body) and a software for digital signatures in order to create a pdf.p7m file from the pdf file downloaded from this site. The pdf.p7m file must be uploaded in the website again;
- **In case of submission of the application through SPID,** it will not be necessary to sign the application form as it is automatically acquired by the procedure.





**The application must contain all the required data by the system and must be signed and accompanied by a valid identification document of the candidate, under penalty of exclusion.**

For any technical problems, contact support through the link available in the footer.

### Section 5 Application form

The applicant, filling the application, must declare, under his/her own responsibility, pursuant to what provided for by Presidential Decree 445/2000 and following amendments and integrations, his first and last names, date and place of birth, tax code and address of residence; a mailing address, elected for the purpose of the application, must also be mentioned along with a phone contact and an electronic mail address, eventually PEC.

The candidate must also declare that he/she:

- a) his/her citizenship;
- b) enjoys civil and political rights;
- c) for Italian citizens: is listed in election rolls, specifying the municipality or eventually indicating the reasons why he is not listed or why he was removed from them; for foreign citizens (citizens of the European Union member States, or their families or citizens of third Countries as shown in the preceding letter) enjoys civil and political rights in the Country of citizenship or origin or else the reasons why he/she cannot enjoy them;
- d) was not removed or discharged from office by any Public Bodies on the basis of persistently insufficient yield, that is, was not dismissed from any public employment, as provided by s. 127, letter d) of the Presidential Decree (D.P.R.) 10.01.1957, no. 3;
- e) has not been found guilty of criminal offences and does not have any pending criminal proceedings, otherwise he/she must list such convictions indicating the details of all related judgements and any pending criminal proceedings;
- f) his position in terms of compulsory military service, only for Italian male citizens born within 1985.

In the application for participation in the selection, the candidates must also specify:

- a) they do not hold at present and that they had not previously held the title of professor of first and second level or indefinite-time university researcher;
- b) they do not have a degree of consanguinity or affinity, up to the fourth degree, with a professor of the Department making the call or with the Chancellor, the General Manager or a member of the Board of Directors of the University.

Candidates who wish to take part to comparative evaluations for multiple examination sectors, must also present applications and any attachments separately for each sector.

Any address changes must be promptly reported to the *Area risorse umane - Office Servizio Carriere e Concorsi Personale Docente e Ricercatori (Human Resources Area - Careers and Selections Office for Professors and Researchers)*.

Candidates with non-Italian citizenships shall also have to declare to possess an adequate knowledge of the Italian language.

In accordance with Law 5.2.1992, no. 104, they must specify in the application form the kind of aids needed in relation to their necessities, as well as their possible need of extra times to complete the tests required by this announcement.

The following must be attached to the application form:

1. photocopy of a valid identification document;
2. *curriculum vitae* describing educational and scientific activity, dated and signed;
3. numbered list, dated and signed, of all produced scientific publications (Annex A);
4. publications and works that the candidate wishes to assert to the purpose of the procedure, numbered in progressive order matching the relating numbered list;



5. in case of qualifications earned abroad, the candidate must provide the reference to the equipollence decree or, otherwise, the certificate of submission of the application (cf. Section 2);
6. in the event of foreign applicant, it is necessary to annex: a copy of the residence permit (if the applicant is already in its possession);

The University Administration assumes no responsibility in case the addressee is unreachable or unavailable or in case of dispersion of notices caused by inaccurate indication of the mailing address on the candidate side or on cases of missed or late notice of changes in the mailing address mentioned in the application. Furthermore, the Administration cannot be held responsible for missed or late deliveries of notices related to the selection on grounds that are not attributable to the Administration itself, such as post or telegraph mishandlings, third-party faulty behaviour, fortuitous or force majeure events.

The Administration reserves the right to proceed with suitable checks on the veracity of the contents shown in sworn declarations, as ruled by D.P.R. 445/2000.

We inform you that, as of 1<sup>st</sup> January 2012 in accordance with the dispositions of Law 183/2011, it is forbidden for public bodies and for public service overseers to request the exhibition or the submission of certificates issued by other public bodies in matters of personal status, features and facts. Therefore, the Athenaeum may not accept, nor request, any certificate in replacement of sworn declarations and affidavits, which must be submitted in substitution of such certificates.

The certificates issued by the bodies in charge of the foreign applicant's Country must be compliant with current regulations of that Country and, also, must be sworn before and certified by the Italian consulate in charge.

A translation into Italian must be attached to acts and documentation that are issued in foreign languages, after certification by an Italian diplomatic or consular delegation.

Referring to documents or publications previously surrendered to this or to other administrations or referring to any documentation attached to applications for other selections is not allowed.

## **Section 6 Publications**

The scientific publications that the candidate wishes to enforce to the purposes of the comparative procedure, numbered in progressive order in accordance with the related list (cf. annex A), must be uploaded on IT platform with the application within the peremptory deadline fixed by s. 4. The candidate must specify which publications shown in the curriculum vitae should be considered by the Commission for the purposes of the procedure, not exceeding the maximum number established by the announcement.

The list must match the publications supplied to the purposes of the procedure.

Only publications and texts that are accepted for publication in accordance with current Laws are considered appreciable, as well as essays included in collectanea and articles issued in journals, either printed or in electronic form, with the exception of internal notes and departmental reports.

The publications or articles accepted for publication, by the deadline of the announcement, must be submitted together with the publisher's acceptance document.

The date and place of publication or, alternatively, an ISBN code or equivalent must appear for works printed abroad.

All works printed in Italy up to 1st September 2006 must meet the requirements provided by the Royal Lieutenant Legislative Decree of 31 August 1945 no. 660; from the 2nd of September 2006 the requirements of Law 106/2006 and of D.P.R. 252/2006 must be met. The fulfilling of the above obligations must be certified by suitable documentation attached to the list of publications or by a sworn declaration issued by the candidate under his own responsibility as ruled by D.P.R. no. 445/2000.

Publications must be submitted in their original language form and translated into one of the following languages: Italian, English, French, German or Spanish. The translated texts can be supplied in typewritten form along with the printed text in the original language. For comparative evaluation procedures referring to linguistic subjects, the submission of publications will be accepted in the



original language or in one of the languages for which the announcement is made, even if different from those shown in the preceding paragraph.

### **Section 7 Commission of Evaluation**

By chancellor decree, based on the proposal submitted by the department requesting contract activation, a Commission of Evaluation is nominated formed by three members chosen among I and II level professors, or equivalent level, belonging to the same academic recruitment field. For the composition and the modalities of the constitution of the Commission, is to refer to the current University Regulations on the subject.

The composition of the Commission is made official when published on the website of the Athenaeum of the chancellor decree designating the Commission. Candidates may elect to decline any of the commissioners within 10 days from the date of publication.

The Commission elects a President and a Secretary among its Members.

The Commissions operates in a collegial way, acquiring its own absolute majority decisions, and may avail itself of telecommunication devices.

### **Section 8 Selective procedure processing method**

The selective procedure provides for a preliminary evaluation of the candidates, with motivated analytical judgement on qualification, curriculum and scientific production, thereby including PHD thesis, according to internationally appreciated criteria and parameters, as specified by D.M no. 243 of 25.05.2011 and accepted by the judging Commission as per its s. 7.

The Commission, upon first meeting, defines in detail the criteria to be used for preliminary evaluations and for the attribution of scores to qualifications and to each of the publications presented by the candidates that are selected for public debate, still considering and honouring the parameters mentioned by the cited D.M. no. 243 of 25.05.2011.

Following preliminary evaluations, the candidates resulting comparatively worthier are admitted to public debate of their qualification and scientific production, according to the percentage of 20 per cent of the total number of candidates and, in any case, not lower than six. Should the total number of candidates be equal to or lower than six, all of these will be admitted to public debate, during which the knowledge of a foreign language will also be assessed.

After the debate, a merit score is assigned to the qualification and to each of the publications presented by each admitted candidate; the winner will be identified based on the highest score reached.

**The date and place of the public debate of qualifications and scientific production will be communicated through a notice published on the website of the University of Bergamo <http://www.unibg.it>, in the special section "Concorsi e selezioni" (Announcements and Selections) with advance notice of at least 20 days.**

**That warning has notification value and effect. Any change in the date of the interview will be notified to successful applicants at least 20 days in advance by a warning published in the University web site section "Concorsi e selezioni" (Announcements and Selections).**

The absence in the discussion must be considered as a waiver of competition for all purposes.

It is the responsibility of each candidate to monitor the site periodically by consulting the page of the notices related to this selection.

In order to withstand the debate, the candidates must hold a suitable and valid identification document.

The Commission will produce and all its members will sign a special minute for each session, inclusive of attachments.

The Commission's deeds constituted by session reports, will be approved by chancellor decree, later transmitted to the competent department to the purpose of the call proposal.





### **Section 9 Works of the Commission**

The Commission must complete its works within three months since the Chancellor's decree of appointment. The Chancellor may extend, only once and for not more than one month, the deadline for the completion of the selection on the grounds of proven reasons pointed out by the President of the Commission. If, after the deadline, the resulting deeds are not produced, the Chancellor will proceed to dismiss the Commission and will nominate a new one in replacement.

### **Section 10 Verification of deed regularity**

The acts surrendered by the Commission are approved with chancellor decree within thirty days from delivery to the office in charge.

Should the Chancellor observe any irregularity in the deeds related to the procedure, he will return them to the Commission with a motivated provision, fixing a deadline for supplementary investigation. The deeds will be published on the Athenaeum's website.

### **Section 11 Call of the selected candidate**

Once the procedure is complete, the Department Council proposes the selected candidate's call within 60 days from deed approval.

The Department's proposal resolution is adopted according to the methods described in s. 12, paras 2 and 3 of Athenaeum Regulations, ruling comparative evaluation procedures for the call of fixed-term researchers in compliance with the provisions of s. 24 of Law 240/2010.

### **Section 12 Scope and duration of the contract**

The winner stipulates a fixed-term contract of employment ruled by current legislation, also in terms of compensation, social security and welfare.

As regards foreign applicants needing a residence permit, the date of beginning of the contract will be subject to the completion of the issuing procedure of said permit.

In the event of admission subject to verifying the applicant identified as the winner by the Commission, an investigation aimed at ascertaining the existence of the qualification declared in order to participate in the selection must be concluded before the signing of the contract.

Furthermore, the University will provide insurance coverage as expressly provided for by the Law.

The compensation is equal to the initial sums appertaining to full-time confirmed researchers (gross yearly salary of Euro € 36.839,79 , including 13<sup>th</sup> month pay).

The contract is for three years renewable for two years for a one-time after the successful evaluation of the teaching and research activities, on the basis of methods, criteria and parameters defined by the Italian D.M. No. 242 dated 24 May 2011.

The social security and pension scheme is granted to the researcher on the basis of current legislation for fixed-term employment; he is granted whatever provided for by D.Lgs no. 151/2001 in matter of tutelage and assistance to maternity and paternity of Law 104/1992; in matter of assistance, social integration and rights of disabled people as per ss. 3, 40 and 68 of D.P.R. no. 3/57 as modified; in matter of extraordinary leave of absence and infirmity leaves. Infirmity leaves may not exceed a time length of 12 months.

A 6-months' probation period is applied; the deliberating collegial body of the pertinent structure is competent for its positive or negative evaluation; the probation period cannot be renewed or extended upon expiry.

During the probation period, each party may terminate the contract giving reasons at any moment and without commitment to any advance notice.

In case of early contract termination, the researcher is required to give a 30 days advance notice. The redundancy period may start on the first or the 16<sup>th</sup> day of each month. In case no advance notice is



given, the Administration has the right to withhold an amount corresponding to the employee's compensation for such lacking period.

### **Section 13 Work relationship**

For the purposes of financial reporting of research projects, the figurative quantification of annual research activities, studies, and teaching activities, including preparatory, verification, and organization tasks, is equal to 1500 hours for full-time researchers. The total annual commitment for the conduct of educational activities, supplementary teaching, and service to students is 350 hours for full-time contracts.

The fixed-term researcher:

- carries out a scientific research activity within the sector identified by his profile;
- carries out didactical activities, honouring current legislation and Athenaeum Regulations, in accordance with the resolutions of competent Bodies;
- takes part to Commissions for the verification of students' advancement and final test for the achievement of educational qualifications released by the University, also providing aid in the development of theses;
- carries out student tutoring and guidance tasks to the purpose of organize the plan of studies, establishing a reception calendar;
- may assume responsibility functions in research projects according to and in respect of current Laws;
- takes part to Departmental activities and to didactic Commission meetings based on the modalities disciplined by specific Regulations.

The self-certification of educational activity, integrative didactics and services to students occurs by filling out the register of lessons (for upfront educational activities) and any other register (for all other activities related to didactics).

Disciplinary competence is ruled by s. 10 of Law 240/2010 and from s. 32 of the Statute.

### **Section 14 Incompatibility regime and multiple assignments**

In addition to the incompatibility regime pursuant to art. 6, paragraph 9 of Law 240/2010, fixed-term researcher contracts are not compatible with:

- any other employment entertained with any public or private subject;
- ownership of research grants, even if at other Universities;
- ownership of didactic contracts disciplined on the matter by current legislation;
- doctoral or postdoctoral fellowships;
- any fellowship or grant, in general, bestowed on any grounds.

Researchers are allowed to carry out extra-work assignments as regulated in the Athenaeum Regulations provisions in terms of releasing authorizations for the bestowal of paid assignments to professors and researchers.

Fixed-term researcher contracts do not give rise to any right in terms of access to academic roles.

Employees of Public Administrations, over the entire duration period of the contract pertaining to this announcement, are put on leave, without grants nor social security coverage or, otherwise, in untenured position, where such position is considered possible by membership regulations.

### **Section 15 Evaluation and Contract Extension**

The evaluation of teaching and research activities carried out by holders of contracts is delegated to a Commission and takes place according to the criteria and parameters established by art. 2 of the Italian D.M. No. 242 dated 24 May 2011; it is a prerequisite for the possible extension of the contract. Within the resources available for planning, the Organisation that made the proposal to call the owner of this agreement may, with the consent of the candidate, propose the extension of the contract



during the six months prior to its expiry for only once and for only two years, justifying it with reference to teaching and research needs.

If the assessment is successful, the extension proposal shall be submitted to the approval of the Board of Directors.

### **Section 16** **Handling of personal data**

In accordance with articles 13 and 14 of Regulation (EU) 2016/679 (GDPR), on the protection of personal data, and with D. Lgs. no. 196 /2003 and subsequent amendments, it is made known that data is controlled and managed by the legal representative of the University of Bergamo, via Salvecchio 19, - 24129 Bergamo.

Data will be collected exclusively for the present bid purposes and will be kept only for the necessary time to complete the relevant procedures. The data treatment controller will be appointed within the managing unit in charge of bidding procedure, who will carry out the treatment with all due respect of propriety, legitimacy, scope, transparency and confidentiality of the treatment; and data will be used exclusively for purposes connected to the selection and possible contract drafting, as well as management of the following employment position, in compliance with current regulations. Data will be kept for the necessary time to accomplish the selection purposes, subject to the application of norms on document retention, and will be transferred uniquely to public administration bodies directly concerned with the juridical and economic position of the selected applicant, treated in compliance with current regulations and used for personal, welfare, insurance and fiscal position management. Data will be handled by appointed staff through the acquisition of printed and electronic documents and using, even digitalised, filing procedures, to guarantee confidentiality; data treatment will be carried out through a coordinated organization and processing system, applying elevated safety standards. Furthermore, data will not be used for profiling. Applicants who have provided their personal data will be able to access it and exercise their rights as by art. 16 to 22 of GDPR UE 2016/679. Any safeguard request can be addressed to the University Data Protection Officer, who can be contacted through the university website (Privacy and Personal Data Protection section), e-mail [dpo@unibg.it](mailto:dpo@unibg.it). In addition to the right of complaint which can be presented to the Italian Data Protection Authority, Piazza Venezia 11, 00187 Roma.

By presenting their application, candidates thereby authorise and fully consent to publication on the University institutional website of all information concerning the current bid, their own data and the contents of their CV in accordance with 111-bis of D.Lgs.196/2003 stating that, within the scope limits defined by art. 6, par. 1, letter b), of the Regulation, consent is not due for personal data present in a submitted CV.

### **Section 17** **Advertisement**

This announcement is published in the Gazzetta Ufficiale IV Special Series - Contests and exams, on the MUR and European Union websites as per s. 24, para 2 letter b) of Law 240/2010 in form of notice and in the Official Register of the University of Bergamo.

The full contest announcement and any related forms will be published online at the University website <http://www.unibg.it> in the special section *Concorsi e selezioni (Announcements and Selections)*.

The link to the announcement is also published on the Piattaforma Integrata Concorsi Atenei (PICA), at the following address: <https://pica.cineca.it/unibg/>, from which it will be possible to send the online application to the procedure.

### **Section 18** **Manager of the procedure**

The person in charge for the selection procedure in this announcement is Dr. Eugenio Bianchi, Office Servizio Carriere e Concorsi Personale Docente e Ricercatori, Palazzo Rezzara, viale Papa Giovanni



**UNIVERSITÀ  
DEGLI STUDI  
DI BERGAMO**

Area  
Risorse Umane

Servizio Carriere e Concorsi  
Personale Docente e Ricercatori

XXIII, 106 - 24121 Bergamo, telephone 035 2052 876, electronic mail address:  
[selezionipersonale@unibg.it](mailto:selezionipersonale@unibg.it).

**Section 19  
Final provisions**

Anything not explicitly provided for by this announcement is ruled by Law. 240/2010 as amended and supplemented, the Athenaeum Regulations in terms of recruitment of fixed-term university researchers, current university legislation, as well as the legislation related to employments at public administrations.

Further information may be requested at the office Area Risorse Umane – Office Servizio Carriere e Concorsi Personale Docente e Ricercatori (Human Resources Area – Careers and Selections Office for Professors and Researchers), Palazzo Rezzara, viale Papa Giovanni XXIII, 106 - 24121 Bergamo, e-mail [selezionipersonale@unibg.it](mailto:selezionipersonale@unibg.it) - telephone 035 2052 876.

*Bergamo, as per protocol registration*

**THE CHANCELLOR**

Documento firmato digitalmente  
ai sensi dell'art. 24 del D. Lgs. 82/2005