



UNIVERSITÀ  
DEGLI STUDI  
DI BERGAMO

Area Risorse  
Umane

Settore Gestione Giuridica del Personale  
Servizio Personale TA e Collaboratori

## CHANCELLOR'S DECREE

Data that can be deduced from the registration in the protocol:  
Repertoire Number, Protocol Number, Title,  
Class File Attachments and References

**Object: Public selection based on qualifications and interview for the awarding of no. 3 Experienced grants for conducting research pursuant to art. 22 of law no. 240/2010 at the Departments at the University of Bergamo – Pica Code: 24AR023**

### THE CHANCELLOR

- GIVEN Law No. 168 of 9 May 1989 laying down rules on the "Establishment of MIUR";
- GIVEN Law No. 240 of 30 December 2010 "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. 22 on research grants;
- GIVEN the current Statute of the University of Bergamo;
- GIVEN the University's current Regulations for awarding grants for conducting research;
- GIVEN Ministerial Decree Prot. No. 102 of 09 March 2011, recorded at the Court of Auditors on 13 May 2011, which revalued the minimum gross annual amount of grants for conducting research;
- GIVEN Decree-Law No. 192 of 31 December 2014 "Extension of terms provided for by legislative provisions", converted, with amendments, by Law No. 11 of 27 February 2015 and, in particular, Art. 6 paragraph 2 bis which extended by two years the total duration of grants established under Art. 22 of Law No. 240/2010, taking it from four to six years;
- GIVEN
- the D.L. No. 36/2022, converted, with amendments, into Law no. 79/2022, which in art. 14 paragraph 6-quaterdecies establishes that "for one hundred and eighty days following the entry into force of the decree conversion law, limited to the already programmed resources on the mentioned date, or approved by the respective governing structures within the mentioned term of one hundred and eighty days, universities [...] may call for awarding procedures of research grants pursuant to article 22 of law no. 240, in the current text before the entry into force of this decree conversion law";
  - the Legislative Decree n. 198/2022 and art. 6 paragraph 1 establishes that the transitional regulation relating to the possibility of calling for research grants has been extended until 31 December 2023;
  - the Legislative Decree n. 215/2023 and art. 6 paragraph 4 establishes that the transitional regulation relating to the possibility of calling for research grants has been extended until 31 July 2024;
  - the Legislative Decree 71/2024 which in art. 15 establishes that the transitional regulation relating to the possibility of calling for research grants has been extended until 31 December 2024;

Referring also to:

- the University's Code of Ethics issued with Chancellor's Decree. Prot. No. 14405/I/003 of 19.7.2011 and amended with Chancellor's Decree. Rep. No. 262/2018, Prot. No. 60030/I/003 of 12.4.2018;
- the University's Regulations on research integrity and ethics, enacted with Chancellor's Decree Index No. 387/2016 of 18 July 2016;
- the University's Patent Regulations enacted with Chancellor's Decree Index No. 390/2016 of 19 July 2016 and amended with Chancellor's Decree Index No. 158/2018 of 26 February 2018 and with Chancellor's Decree Index No. 421/2020, of 9.9.2020;
- the Legislative Decree n. 215/2023 and art. 6 paragraph 4 establishes that the transitional regulation relating to the possibility of calling for research grants has been extended until 31 July 2024;



GIVEN

- the Legislative Decree of 30 April 2022, n. 36, converted with amendments by law 29 June 2022, n. 79, in particular art. 14, paragraphs 6-bis and 6-ter, which establishes that the updating of the scientific-disciplinary groups and sectors is carried out by decree of the Minister, upon proposal of the CUN, on a three-yearly basis and that starting from the date of adoption of the decree referred to in paragraph 1 of article 15 of law 30 December 2010, n. 240, as amended by paragraph 6-bis of this article, references to competition sectors and competition macro-sectors contained in legislative and regulatory provisions are intended to refer to scientific-disciplinary groups;
- the Ministerial Decree of 05.02.2024 "Decree containing the determination of the scientific-disciplinary groups and the related declarations, as well as the rationalization and updating of the scientific-disciplinary sectors and the attribution of the latter to the scientific-disciplinary groups, pursuant to 'art. 15, of law 30 December 2010 n. 240" with which the Ministry of University and Research determined the rules of correspondence between the new scientific-disciplinary groups and the macro-sectors and competition sectors referred to in the ministerial decree of 30 October 2015, n. 855;

ACQUIRED the resolutions of the Councils of the Structures involved, referred to in Annex A which approved the annual research projects and resolved on the requirements for candidates' admission to the selection;

GIVEN the resolutions of the Academic Senate and of the Board of Directors reported in Annex A which approved the research grants activation in various Departments;

ASCERTAINED the financial backing reported in annex A;

## DECREES

### Article 1

#### Call for public selection

3 public selections are launched based on qualifications and interview for the awarding of No. 3 grants for conducting research pursuant to Art. 22 of L. No. 240/2010 with a contract under private law as specified in Annex A to this notice which constitutes an integral part thereof.

Each grant is paid to the contract holder in monthly instalments of equal amount.

The research projects are described in Annex A of this call constituting an integral part hereof.

### Article 2

#### Requirements for admission to the selection

The selection procedure is open to **scholars in possession of a professional scientific curriculum suitable for conducting the scientific research provided for by this call, as well as of the following requirements:**

- **3rd cycle degree: PhD (see the following Annex A).**
- **knowledge of one or more foreign languages (see the following Annex A).**

The qualifications obtained abroad must be recognised as valid in the Italian territory.

As regards qualifications obtained abroad that have not already been recognised in Italy with formal procedure pursuant to the applicable laws, the Commission is competent to assess the equivalence – as to the nature, level and subject correspondence (CUN Area for PhD qualifications) – to the qualifications required by this call, for the sole purposes of admission to the present selection.

As regards qualifications obtained abroad, required by the call for the purpose of admission to this selection, the applicant:

- in the event of qualifications already recognised as valid in the Italian territory, must indicate in the application **the details of the provision attesting the occurred recognition** pursuant to the applicable laws.
- in the event of **qualifications not yet recognised**, must proceed with these indications:  
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 activated at the University of Bergamo. For the other PhD degrees offered by Italian Universities, refer to the link: <https://www.universitaly.it/index.php/public/cercaOffPL>.

After obtaining the equivalence, the candidate must request the "Certificate of Comparability" from the CIMEA (Academic Equivalence Mobility Information Center), by registering on the Center's website via the link that will be provided by the undersigned Administration.

In order to ensure the widest participation in the selection, the candidate with a qualification not yet recognised or with the recognition procedure in progress, **must obligatorily attach to the application, under penalty of exclusion, one or more of the following documents:**

- **a certified copy of the statement of qualification equivalence**, issued by the competent Italian diplomatic and consular authorities abroad;
- **the diploma supplement or transcript of record**, legalized and written in Italian or in English;
- **a copy of the qualification** with a translation into Italian or English.

**In the event of qualifications not yet recognized, the candidate is admitted with reserve. If the candidate turns out to be the winner, he must start the equivalence procedure above indicated, within the term of 90 days since the subscription of the contract.**

Moreover, the applicant is also required:

- **to be at least 18 years old;**
- **to be in possession of civil and political rights;**
- **to have no criminal convictions or ongoing criminal proceedings that would prevent, in accordance with the regulations in force, the establishment of an employment relationship.**

The selective procedure does not allow admittance to:

- those who have a degree of kinship or affinity, up to and including the fourth degree, with a professor from the relevant structure, or with the Chancellor, the General Manager or a member of the University's Board of Directors;
- those who have been holders, including any renewals, of research grants awarded pursuant to Art. 22 of Law No. 240/2010 for a period which, added to the duration of the contract provided for by this call, exceeds a total of six years, except for the period in which the grant was used in coincidence with the PhD within the maximum legal duration of the relevant course;
- 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 this 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 applicant enrolled in a Diploma di Laurea (DL), Diploma di Laurea Specialistica (LS), Laurea Magistrale (LM), PhD with study grant or medical specialisation in Italy or abroad can participate in the selection object hereof; should the applicant be the winner, the research grant will be awarded subject to withdrawal from studies or PhD study grant.

Pursuant to art. 22 paragraph 2 of Law 240/2010 cannot be recipient of the grants the regular personnel at universities, institutions and public entities of research and experimentation, the Italian National Agency for new technologies, energy and sustainable economic development (ENEA) and the Italian Space Agency (ASI) and institutions whose scientific specialization diploma was recognised equivalent to a PhD pursuant to the fourth paragraph under article 74 of Presidential Decree of 11 July 1980, No. 382.

The holder of the grant can attend PhD courses whose subjects are related to the research activities connected with the grant, upon prior evaluation of the Structure of reference. However, the research grant is incompatible with the enjoyment of the PhD study grant.



These requirements must be met on the date of expiry of the deadline for submitting the application for the admission to this selection.

This Administration guarantees equality and equal opportunities between men and women as to access to employment and treatment at work.

### Article 3

#### Exclusion from the procedure

The following reasons are causes of exclusion:

- lack of signature on the application form;
- lack of admission requirements as provided for by Art. 2;
- failure to meet the procedures for submitting the application as mentioned under the following Art. 4.

The applicant is admitted if selected; should additional investigations be necessary, the applicant must regularize his/her application within the time peremptorily established.

The Administration may decide to exclude the applicant from the selection launched with this call, at any time, by reasoned Chancellor's Decree.

### Article 4

#### Terms and conditions for submitting application

**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. 40 publications and a maximum of no. 40 other titles and qualifications.

**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 research grant competition.

The online application and the submission procedure must be completed by and no later than **12.00 (Italian time) on the thirtieth day** from the notice publication date on the University website. Should the indicated deadline fall on a non-business day, it shall be postponed no later than 12.00 (Italian time) of the next business day.

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

### Article 5 Admission application

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, as follows:

- his/her citizenship;
- to possess the qualifications mentioned in Annex A, indicating the CUN Area of PhD, the date on which it was obtained, the Institute that issued it and the final vote/assessment achieved; the applicant with qualification(s) obtained abroad must declare to have obtained the relevant recognition indicating in the application the details of the provision or must annex the required documentation according to what specified hereby;
- to possess any other requirements as mentioned in Annex A;
- to possess other qualifications useful for the assessment;
- to know the foreign language required by this call;
- in case of Italian citizenship: to be enrolled in the electoral lists, specifying the Municipality of belonging and possibly specifying the reasons for non-inclusion or cancellation from the same lists; in case of foreign citizenship: to possess civil and political rights in the Country of belonging or provenance, or the reasons for non-possession of the same;
- not to be excluded from the active political electorate;
- to have no criminal convictions, or declare possible convictions undergone, indicating the details of related sentences, and any pending criminal proceedings;
- to be/not to be a state employee, specifying to be/not to be a regular employee at Universities and other bodies as mentioned in Art. 22 of L. No. 240/2010;
- to have no degree of kinship or affinity, up to and including the fourth degree, with a professor from the relevant structure or with the Chancellor, the General Manager or a member of the University's Board of Directors;
- if enrolled in a Diploma di Laurea (DL), Diploma di Laurea Specialistica (LS), Laurea Magistrale (LM), PhD with study grant or medical specialisation, in Italy or abroad, to be aware that, in the event
- of awarding of the grant, attendance at such courses and the use of the PhD study grant are incompatible with the holding of the contract;
- to hold research grants awarded pursuant to Art. 22 of Law No. 240/2010;
- to hold contracts as fixed-term researcher pursuant to Art. 24 of Law No. 240/2010;
- to have attended a PhD indicating the period, University, date on which the qualification was obtained, cycle, exact title of the course and CUN Area;
- period of enjoyment of any PhD study grant;
- address to which communications concerning this competition are to be sent; it is mandatory to indicate a personal e-mail address as well;
- possible request to conduct the interview via videoconference indicating the phone number and motivation.

In the application for participating in the competition, the applicant, pursuant to Law No. 104 of 5 February 1992, must specify any aid necessary in relation to his/her needs as well as any need for additional time for the interview.

When submitting the application for participating in the selection, the applicant must annex the following documents:

1. a photocopy of the applicant's identity document in course of validity;
2. *curriculum vitae* in European format, dated and signed;





3. a list, signed by the applicant, of the publications and other research products, and other titles considered appropriate for the purposes of the selection such as specialisation degrees, certificates of attendance to postgraduate courses, obtained in Italy or abroad, contracts, study grant or research assignments both in Italy and abroad (cf. Annex B);
4. any publications, other research products or other titles that the candidate wishes to assert to the purpose of the procedure, numbered in progressive order matching the relating numbered list;
5. 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).

For the abroad qualification, required for the purposes of selection admission, it's also necessary:

- in the event of qualifications already recognised as valid in the Italian territory, to indicate in the application **the details of the provision attesting the occurred recognition** pursuant to the applicable laws;
- in the event of qualifications not yet recognised attach to the application **one or more of the following documents**: a certified copy of the statement of qualification equivalence, issued by the competent Italian diplomatic and consular authorities abroad; the diploma supplement or transcript of record, legalized and written in Italian or in English; a copy of the qualification with a translation into Italian or English.

As regards all other qualifications obtained abroad which the applicant intends to provide for the selection as required by the call, it is necessary to annex to the application a copy of the qualifications. Each annex must be in PDF format and must not be larger than 30 MB.

Pursuant to Law No. 183/2011, the Administration cannot accept or request certificates, but only declarations in lieu of certifications or affidavits submitted in substitution of the actual certificates signed by the applicant and submitted together with an unauthenticated photocopy of the applicant's valid identify document. The Administration has the right to carry out suitable controls on the truthfulness of the contents of the declarations in lieu pursuant to what provided for by Presidential Decree No. 445/2000.

The requirements and the qualifications must be owned on the date of the expiry of the call.

It is mandatory to indicate a personal e-mail address to which the communications concerning this selection will be sent. Any variation of said address must be promptly communicated to the Selections Office and Legal Management (Servizio Personale TA e collaboratori).

## **Article 6 Examining Commission**

The Examining Commission is appointed with Chancellor's decree, upon proposal of the Structure's Council, at the expiry of the deadline for submitting the application.

The Commission is authorized to carry out the online procedure, in the understanding that such method can be adopted until the conclusion of the relevant works, guaranteeing the security and traceability of communications.

## **Article 7 Selection**

During its first meeting, the Examining Commission will establish the assessment criteria and procedures explicitly, according to what provided for by the call, fixing a minimum score for admission to the interview.

The overall assessment is expressed in hundredths, as indicated hereafter:

- up to a maximum of 60 points for qualifications and scientific-professional curriculum; to that end, the following will be object of assessment:
  - graduation vote;
  - PhD (if not already provided for as requirement for admission);
  - specialisation degrees and certificates of attendance to postgraduate courses, obtained in Italy or abroad;
  - publications and other research products;



- documented research activities – as long as the beginning date and duration of the activities are duly certified – carried out at the premises of public and private subjects with contracts, study grants or assignments, both in Italy and abroad;
- up to 40 points for the interview.

Within the context of its autonomy, the Commission can integrate the above, depending on the research project and on what provided for by this call.

The Commission will evaluate, in particular, what is indicated in Annex A

The applicants will be informed before the interview on the results of the assessment of the qualifications.

The Commission reserves the right to carry out the interview via videoconference, through the use of IT and digital tools, guaranteeing the adoption of technical solutions that ensure the publicity of the same, the identification of the participants, as well as the security of communications. and their traceability. Failed connection at the time established or late connection, unless due to force majeure, will be considered as a renunciation to participate in the selection.

During the interview, the Commission will verify the applicant's ability to cover the topics and themes related to the research project and his/her knowledge of at least one foreign language, according to what provided for by the call.

The interview program is indicated in Annex A

The assessment of the knowledge of the foreign language (or foreign languages) as provided for by this call will be carried out during the selection according to the modalities established by the Commission.

The Commission reserves the right to verify the knowledge of the Italian language for foreign candidates; in this case, Italian language knowledge will be ascertained under ineligibility penalty and will not compete for the final score, unless otherwise established by the Commission

**The date and place of the interview will be communicated with at least a 20-day notice through a communication published on the website of University of Bergamo <http://www.unibg.it>, under the section "Concorsi e selezioni-Assegni. Borse e contratti di ricerca-Assegni di ricerca" supervised by the Servizio Assegni di ricerca.**

**This notice is to all intents and purposes an official communication. Any changes related to the date of the interview will be communicated to the admitted applicants with at least a 20-day notice through the publication of a communication on the University's website under the section "Concorsi e selezioni-Assegni. Borse e contratti di ricerca-Assegni di ricerca".**

Failure to show up at the interview will be considered as a renunciation to participate in the competition for all practical purposes.

At the end of the works, the Commission draws up the list of the applicants examined, indicating the votes obtained during the interview.

The Commission will draft the merit list in descending order according to the overall final score, which is obtained by adding the score of the qualifications and the score of the interview.

Applicants will be inserted in the merit list if they obtain at least 30 out of the 40 points available for the interview.

In the event of equal score, the PhD or equivalent qualification obtained abroad will constitute a preferential qualification, if not required for admission; in the event of equal merit, the younger applicant will be preferred.

The merit list is approved, under the condition precedent of verifying the requirements provided for by the call, with Chancellor's Decree and published on the website under the section "Concorsi e selezioni-Assegni. Borse e contratti di ricerca-Assegni di ricerca". The term for submitting any appeals will run from the date of publication.

Should the winning applicant renounce to or withdrawal from the contract, the grant can be awarded to successful applicants according to the order of the merit list, upon prior resolution of the Research Structure.



## **Article 8**

### **Signing of the contract and withdrawal**

The winning applicant, in possession of the mentioned requirements, will sign an autonomous work contract under private law with effect, normally, on the first day of the month following the month in which the acts are approved.

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

In the case of conditional admission for the achievement of an abroad qualification not recognized as valid in Italy, the winner, before signing the contract, must produce the required documentation the terms peremptorily established

The winner of the selection, convoked by the Administrative Office to sign the contract, will lose the right to the grant for collaboration in research activities if he/she does not state to accept the contract or does not begin the activity within the established term, without prejudice to health reasons or causes of force majeure duly and promptly documented.

Each grant as mentioned under Art. 1 can be renewed, under the terms and conditions provided for by the above mentioned Regulations; in any case, the relationship established pursuant to Art. 22 of Law No. 240/2010, including the possible renewal, cannot last more than six years, including the possible renewal, with the exclusion of the period in which the grant was used in coincidence with the PhD within the maximum limit of the legal duration of the relevant course.

## **Article 9**

### **Rights and obligations of the grant holder**

The employment relationship is governed by an individual contract, according to what provided for by the applicable laws and by the University's Regulations.

The research activity is flexible, it has a continuous nature, not merely occasional, and is carried out under the leadership of the Scientific Director, with autonomous conditions as to the research programme and its realisation, without any predetermined working hours.

The grant holder must refer to the Research structure that requested the activation of the contract.

The research activity of the grant holder is carried out within the context of the relevant Structure and in other Structures of the University on the basis of the research programme. Any research activities conducted outside of the University must be approved by the Council of the Research structure.

A period of permanence abroad is allowed at one or more qualified universities or research institutes, upon prior authorisation of the Council of the Research structure. During the period spent abroad, the amount of the grant will be increased by fifty percent to be charged to the Structure of reference or to the funds assigned to the Research structure.

The grant holder can participate in all the activities programmed by the Research structure for the promotion of researches and the dissemination of relevant results; he/she can be a member of the profit exams commissions, in quality of expert.

The Research structure must provide the grant holder all necessary support for realising his/her research programme, guaranteeing access to the equipment, the necessary resources and the use of the technical-administrative services.

The grant holder must comply with what provided for by the University's applicable Regulations on research integrity and ethics.

The winner of the selection who is entitled to the grant, at the time of the signature of the individual contract, should be committed, under penalty of forfeiture of the right to the research grant, to confidentiality and preventive transfer to the University of all intellectual property rights relating to the results produced and/or achieved during the research activities carried out at the University and she/he has the right to be recognized as the author of the his/her results achieved and/or products. The University recognizes the application of the same economic conditions that the University Patent Regulation grants to its Professors/Researchers.

The research fellow may participate in activities performed on behalf of third parties pursuant to art. 66 of Presidential Decree 382/80, in the context of issues related to its project, and the distribution of related proceeds, in accordance with the current University Regulations on the subject.





## **Article 10**

### **Taxes, welfare, insurance and mission**

With reference to taxes, the grants are subject to what provided for under Art. 4 of Law No. 476/1984, while as regards welfare, they are subject to what provided for under Art. 2, paragraph 26 and following, of Law No. 335/1995, and following amendments. With reference to mandatory maternity leave, they are subject to what provided for by the Decree of the Ministry of Labour and Welfare of 12 July 2007, published in the Official Gazette No. 247 of 23 October 2007, and, as regards sickness leave, they are subject to what provided for by Art. 1, paragraph 788, of Law No. 296 of 27 December 2006, and following amendments.

In the period of mandatory maternity leave, the bonus paid by INPS pursuant to Art. 5 of the mentioned Decree of 12 July 2007 is integrated by the University up to the payment of the total amount of the research grant.

The University will cover the grant holder's accident insurance and civil liability toward third parties insurance within the scope of his/her research activity.

The covering of the grant holder's mission expenses is financed through the funds of the Scientific Director in charge or the Research structure, according to the modalities provided for by the University's regulations as to missions.

## **Article 11**

### **Processing 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. n. 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 further conferment of the role 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.

The data, not subject to profiling, will be processed by the appointed personnel through the acquisition of documents in paper and electronic form and through archiving procedures, including computerized ones, which will guarantee their confidentiality; the data processing will be carried out with related organization and processing logics and high security standards will be adopted. Candidates who have provided their data will be able to access them and exercise the rights provided for by the art. 16 to 22 from the EU GDPR 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), at 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.

## **Article 12**

### **Person in charge of the procedure**

The Person in charge of the selection procedure within this call is Isabella Arfiero of Personale TA e Collaboratori, Viale Papa Giovanni XXIII, 106 - 24121 Bergamo, phone (+39) 035 2052 594 - 583 - 878, e-mail address: [assegni.ricerca@unibg.it](mailto:assegni.ricerca@unibg.it).



### **Article 13 Publication**

This call is published in the University's Official Registry, on the website of the Conference of the Italian University Chancellors ([www.cruil.it](http://www.cruil.it)), on the website of the Ministry of Education, Research and University (MIUR) at the link <http://bandi.miur.it>, and on the website of the European Union at the link <http://ec.europa.eu/euraxess> in the form of a notice.

The full competition and related annexed forms are available on the website of the University of Bergamo [www.unibg.it](http://www.unibg.it) under the specially devoted section "*Concorsi e selezioni-Assegni. Borse e contratti di ricerca-Assegni di ricerca*".

The call is also published on "Piattaforma Integrata Concorsi Atenei" (PICA) - link <http://pica.cineca.it/unibg/> from which it is possible to fill the application online for participation at the selection.

### **Article 14 Final provisions**

For all matters not provided for by this call, the following will be applied: Law No. 240/2010 and following amendments and integrations, the University's Regulations on the awarding of research grants, the University's Regulations in force, and the Regulations on employment relationships in the public administration.

*Bergamo, as per protocol registration*

THE CHANCELLOR  
(Prof. Sergio Cavaliere)  
Documento firmato digitalmente ai sensi  
dell'art. 24 del D. Lgs. 82/2005



## ANNEX A

### RESEARCH PROJECT - CODE 1

#### *"Discrete and continuous structures in harmonic analysis and complex analysis"*

**Research structure:** Department of Management, Information and Production Engineering  
**Department resolution:** 28.05.2024

**Resolution of the Academic Senate:** 13.05.2024  
**Resolution of the Board of Directors:** 14.05.2024

**Gross annual amount:** € 25.000,00  
**Financial coverage:** ASSEGN0EXP24BL - CUP F53C24000110005

**Duration of the grant:** 24 months

**Scientific area:** 01 – Mathematics and Informatics  
**Competition sector:** 01/MATH-03 Mathematical Analysis, Probability and Mathematical Statistics  
**Scientific Disciplinary Sector:** MATH-03/A Mathematical Analysis

**Scientific director:** Prof. Luca Brandolini

**Entry requirement:**  
Dottorato di ricerca Area CUN 01 - Scienze matematiche ed informatiche.

**Knowledge of the language:** English.

**Additional qualifications evaluated by the Commission:**  
Experience in the field of classical or modern harmonic and/or complex analysis.

**Interview schedule:**  
Elements of classical harmonic analysis.  
The candidate will also be required to briefly illustrate his own research activity.

**Description of the research project:**  
It is intended to investigate classical problems in harmonic and/or complex analysis using new approaches suggested by recent literature. A first proposed line of research is in the field of the theory of irregularities of distribution. The intention is to generalize the classic Roth's theorem by simplifying the family of rectangles used to test discrepancy. More precisely, the aim is to investigate whether it is possible to replace the family of anchored rectangles with a finite subfamily of rectangles and whether it is possible to replace the potential finite family of rectangles with finite families of more generic convex sets. A second proposed line of research is the study of discrete spaces of holomorphic functions with potential application to signal analysis on graphs.  
The proposed goals are as follows:

- I. Starting from some works of D. Zeilberger and collaborators, to study and thoroughly develop the analog of classical holomorphic function spaces in the discrete context (Hardy, Bergman, Paley-Wiener, Bernstein, ...).
- II. Study in the discrete context of sampling theorems à la Shannon-Whittaker-Kotelnikov and interpolation à la Beurling-Landau.

The winner of the selection will still have the freedom to propose new research topics, preferably related to harmonic and/or complex analysis.



## RESEARCH PROJECT - CODE 2

### ***"Visual Pathways in Environmental Education: for an Innovative Teaching"***

**Research structure:** Department of Human and Social Sciences

**Department resolution:** 08.05.2024

**Resolution of the Academic Senate:** 29.01.2024

**Resolution of the Board of Directors:** 31.01.2024

**Gross annual amount:** € 25.000,00

**Financial coverage:**

ASSEGNO24ANDSUS - CUP F53C24000110005

**Duration of the grant:** 12 months

**Scientific area:** 11 - History, Philosophy, Pedagogy and Psychology

**Competition sector:** 11/GEOG-01 Geography

(ex 11/B1 - Geography)

**Scientific disciplinary sector:** GE0G-01/B Economic and Political Geography

(ex M-GGR/02 - Economic and Political Geography)

**Scientific director:** Prof. Alessandro Ricci

**Entry requirement:**

Dottorato di ricerca in Area CUN 11 - Scienze storiche, filosofiche, pedagogiche e psicologiche.

**Knowledge of the language:** English

**Additional qualifications evaluated by the Commission:**

Teaching experience in the field of geography (both at university and school); scientific production, with particular regard to the connections between geography, multimedia and the visual dimension.

**Interview schedule:**

The interview will focus on the possible applications of the research project, how the research topic will be conducted and explored, taking into account the prerogatives and intentions of the candidates.

**Description of the research project:**

This project proposal, which is part of a broader framework of collaboration with the CNR, intends to focus attention on visual paths intended for the school world that can bring out elements that are useful for environmental education and scientific communication in the educational sphere. In the broader panorama of research on multimedia, school education and the use of geography's own keys to interpretation, bringing together different fields of study in a multidisciplinary approach, the project aims to analyse which are the most effective visual and multimedia means useful for educational and training purposes in the geographical sphere. To this end, an integral part of the research will be to launch an experimental phase, with the direct involvement of the CNR and schools in the Lombardy region, by submitting some of the multimedia materials selected in agreement with the other researchers involved to the selected classes, of different order and grade.

By adopting an analytical and multi-perspective approach, aimed at formulating wider-ranging working hypotheses with a direct impact on the social reality of reference, the project intends to identify more effective multimedia paths of investigation and experimental proposal.

If, in fact, in the field of geography there is a vast literature dedicated to the training of teachers and the didactics of geography, also with reference to the specific environmental issue, little has been



done to reason in more direct terms of the impact of new forms of communication in school education. The research formulated in this field of research can be corroborated by experimental research in the field, which more directly involves the world of schooling in the various orders and grades. With this research project, in fact, starting from a clear methodological framework and a recognisable disciplinary furrow, the aim is to carry out field research involving research centres and schools in the area of reference, submitting questionnaires to both students and teachers that can provide direct feedback on the stages of school training.

The combination of the theoretical and content selection part (which will be drawn up in phases 1 and 2) and the experimental and school involvement part (phase 3) is in fact highly innovative and, on the basis of the premises formulated, is expected to have a direct impact in the field of geographical knowledge and the training of students and teachers in the school environment, thanks also to the dissemination of the results in the scientific and other fields, as envisaged in phase 4.





### RESEARCH PROJECT - CODE 3

#### ***"Towards an inclusive language in public and institutional communication: a case study in the university environment"***

**Research structure:** Department of Letters, Philosophy, Communication  
**Department resolution:** 28.05.2024

**Resolution of the Academic Senate:** 13.05.2024  
**Resolution of the Board of Directors:** 14.05.2024

**Gross annual amount:** € 25.000,00  
**Financial coverage:** ASSEGNOEXP24PM – CUP: F53C24000110005

**Duration of the grant:** 24 months

**Scientific area:** 10 - Antiquities, Philology, Literary Studies, Art History  
**Competition sector:** 10/GLOT-01 Theories and History of Languages  
**Scientific Disciplinary Sector:** GLOT-01/A Historical and General Linguistics

**Scientific director:** Prof.ssa Piera Molinelli

**Entry requirement:**

Dottorato di ricerca di area CUN 10- Scienze Dell'antichità, Filologico-Letterarie e Storico-Artistiche.

**Knowledge of the language:** English.

**Additional qualifications evaluated by the Commission:**

PhD in Linguistics

**Interview schedule:**

- Administrative language and simplification: theoretical and applicative aspects.
- Italian language and gender issues.
- Text comprehensibility and readability.

**Description of the research project:**

**I. Aims**

This research project stems from the need to highlight the importance of effective and conscious public and institutional communication, from a perspective that considers the complementarity between the needs of readability, comprehensibility and inclusion.

The aim is to promote awareness of the characteristics that make communication as inclusive as possible, i.e. suitable for a plurality of recipients, then to define how to write an administrative text that is comprehensible and socially inclusive. The central characteristics to be considered are the complexity of administrative language, gender issues and neurodevelopmental disorders. Tackling each of these issues by seeking appropriate solutions means not only working on the comprehensibility of texts, but also considering the relationship between the writer and his or her addressee as foundational to the PA's capacity for relations and communication.

All these issues are addressed scientifically in various studies, especially in a forthcoming volume (Molinelli/Stanga 2024), written by the proposer with a neuropsychologist, which will form the scientific basis of the project.

The main target of the research project is the technical administrative staff of the University of Bergamo, which is the specific case of application of the study.



## II. State of the Art

The project lies at the intersection of different research areas:

1. the characteristics of administrative language;
2. the comprehensibility and readability of texts;
3. inclusive language from a gender perspective;
4. the comprehensibility of texts in relation to persons with neurodevelopmental disorders.

Linguistics has long dealt with the complexity of administrative language, especially in writing (Fioritto 1997). By administrative language is meant the set of types of texts produced by public administrations (PAs) both for internal use, to communicate with their staff and structures, and for external use, to communicate with citizens or other public subjects (Fortis 2005). Administrative language has been the subject of a wide strand of interdisciplinary studies and regulatory measures on methods and techniques to improve the formal and substantive quality of texts produced by public institutions (Piemontese 2023). In fact, effective institutional communication is that which allows all citizens to exercise their right to actively collaborate in the management of public affairs and the pursuit of the interest of the community, according to the principle of administrative citizenship (Law 150/2000). Institutional communication, therefore, must aim to produce texts that are readable and comprehensible to any citizen who has attained at least a secondary school leaving certificate and not necessarily a higher education qualification (L. 296/2006). The topic of the simplification of administrative language has been widely dealt with both from a theoretical perspective and through operational proposals of good practices for the (re)writing of PA texts (Cortelazzo/Pellegrino 2002; Franceschini/Gigli 2003; Cortelazzo 2021). One part of the studies has focused on measuring the complexity of texts with objective criteria, suggesting readability formulas. According to the cognitivist and psycholinguistic approach, the complexity of a text is related to the comprehension costs for the recipient, i.e. the greater or lesser ease with which the user reads and understands a text.

The notions of readability and comprehensibility constitute independent yet related categories. Linguistic research has developed mathematical formulae for measuring readability, which produce an index based on

quantitative characteristics of the text, such as the length of words and sentences and the type of vocabulary used. In the Italian sphere, the best known is the Gulpease index (Lucisano/Piemontese 1988), which identifies four different degrees of complexity in relation to the recipient's level of education. Comprehensibility is more problematic to calculate as it is a more strictly qualitative category; a possible model for its evaluation is still being studied and tested (Vena 2022). The issue of the complexity of administrative language is strongly interconnected to that of the nondiscriminatory use of language from a gender perspective. The same Code of Style (1993), which in the Italian context represents the starting point of the reflection on the simplification of institutional texts, also takes gender issues into consideration within the broader reflection on PA communication, highlighting how linguistic uses that do not respect gender identity in the acts of public institutions not only damage the right to equality and the principle of non-discrimination, but also affect the clarity and comprehensibility of acts by the community (Pietrangelo 2018). In more general terms, in the last thirty years, the reflection linked to the recognition and expression of different gender identities through language, often traced back to the notion of 'inclusive language', has become central in the public debate in Italy and beyond. For example, the debate on the formation of professional femininities referring to positions that until a few years ago were mainly the prerogative of men (sindaca 'mayor', ministra 'minister', ingegnera 'engineer', etc.) is part of this framework.

However, gender instances represent only one of the many aspects in which the theme of inclusion finds manifestation. Sometimes, the solutions adopted to favour the recognition of gender identities make text readability and comprehensibility more difficult for certain categories of readers, such as those with neurodevelopmental disorders: it is widely known, for example, that proposals to replace gender markings with non-alphabetic symbols (\*, ?, @, etc.) for the Italian language make reading difficult for people with developmental dyslexia. The comprehensibility of texts for people with specific learning disorders is the subject of numerous studies related to educational linguistics and glottodidactics; the subject has, on the other hand, been scarcely investigated with reference to public and institutional communication.



### III. Project structure and methodology

This project aims to integrate the different research areas mentioned so far and the objectives of administrative writing, i.e. comprehensibility, readability, consideration of gender issues and neurodevelopmental disorders. An inclusive administrative text is a text that is suitable for the recipient, respects their cognitive characteristics and gender identity, and is appropriate according to context and communicative goals.

Since the volume Molinelli/Stanga (2024) provides the theoretical basis for the complexities and solutions, this project has the administrative communication of the University of Bergamo as an application case study and is divided into four main phases:

1. The acquisition and study of a variety of administrative-bureaucratic texts in use at the University of Bergamo, with different degrees of formality: within this first phase, both texts referable to internal communication, such as e-mails and circulars, and texts addressed to the outside, such as notices, will be examined. During this phase, a working group with technical administrative staff will be set up to collaborate on the design and testing of proposals.
2. the identification and preparation of guidelines on the implementation of inclusive communication on several fronts: based on the observation of the collected material, in this phase, care will be taken to identify the most suitable linguistic strategies to improve the appropriateness, clarity and comprehensibility of different types of texts in relation to their recipients;
3. the design and testing of training courses addressed to the technical-administrative staff of the University of Bergamo: in this phase, various activities, both theoretical and practical, will be proposed, aimed at implementing and promoting the guidelines identified in the previous phase;
4. Dissemination of results: this last phase involves various actions to disseminate the results (see 'Impact of the project') both to the scientific community and to non-specialist users.

### Riferimenti bibliografici

- Cortelazzo, M., 2021, Il linguaggio amministrativo. Principi e pratiche di modernizzazione, Roma,
- Carocci. Cortelazzo, M.; Pellegrino, F., 2002, 30 regole per scrivere testi amministrativi chiari, «Guida agli Enti Locali», 20, pp. 25-35.
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- Proposta e materiali di studio, Bologna, Il Mulino.
- Fortis, D., 2005, Il linguaggio amministrativo italiano, «Revista de Llengua i Dret», 43, pp. 47-116.
- Franceschini, F.; Gigli, S. (a c. di), 2003, Manuale di scrittura amministrativa, Ufficio Comunicazione Interna - Agenzia delle Entrate.
- Lucisano, P.; Piemontese, M. E., 1988, GULPEASE: una formula per la predizione della difficoltà dei testi in lingua italiana, «Scuola e città», XXXIX, 3, pp. 110-24.
- Molinelli, P.; Stanga, S., 2024, Scrivere bene per includere... meglio, Firenze, Franco Cesati.
- Piemontese, M. E. (a c. di), 2023, Il dovere costituzionale di farsi capire. A trent'anni dal Codice di stile, Roma, Carocci.
- Pietrangelo, M. 2018, Genere e linguaggio giuridico, Tecniche normative, 1/10/2018.
- Vena, D., 2022, Leggibilità e comprensibilità: un binomio necessario, «Italiano LinguaDue», 1, pp. 471-491. IV. Impatto.

### IV. Scientific and technological impact

This project intends to extend a research context that embraces both the applied and theoretical-scientific dimensions in a reciprocal cross-fertilisation action. On the applied side, the project has an impact both on teaching and on the quality of work and qualification of the technical-administrative staff, primarily at Unibg. In fact, the topics dealt with in the project are central to teaching activities related to public and institutional communication, both in the Master's degree course in



"Communication, Information, Publishing" (in which the undersigned is the holder of the teaching of "Pragmatic and Interaction Linguistics"), in which the teaching of "Public and Institutional Communication" was recently introduced, and in the Doctorate in "Philological and Linguistic Studies on Written and Oral Heritage" (of which the proposing professor is a member). The active involvement of Unibg's technical-administrative staff and then the sharing of guidelines, text models and other project materials will be an opportunity for training and growth for the entire department, as well as for improving Unibg's internal and external communication.

The scientific impact will be ensured through both publications and seminars and conferences, with the

intention of contributing to both research and the University's third mission. The results of the project will be disseminated through various initiatives, both to the scientific community and to non-specialist users.

In order to contribute to the debate on inclusive language, articles will be produced for national and international scientific journals, or volumes; participation in national and international conferences of the researcher will also be encouraged.

The scientific results may also contribute to technological research aimed at developing software for calculating the readability and comprehensibility of texts and for the preparation of user-oriented computerised forms prepared in an inclusive manner.

## **V. Social Impact**

The social impact of the project is developed on two main fronts, which derive mainly from the consideration of

the two central issues, gender differences and the needs of those with neurodevelopmental disorders, which constitutes the innovative core element of the project itself. Writing in an inclusive manner can have a social impact, on the one hand, within Unibg, as it raises the awareness of the technical-administrative staff to respect differences; on the other hand, it can provide Italian PAs with a paradigmatic example that puts into practice several principles aimed at building and promoting greater social inclusion.

In fact, a PA has to produce inclusive communication both inwardly, as it includes people of different genders and with different degrees of physical and cognitive abilities, and outwardly, as it addresses a wide audience; in both cases, it is the attention to different instances that generates an improvement not only in communication, but also in the ability to relate.

Finally, improving the institutional writing affects the qualification of the technical-administrative staff, who will be an active part of the growth of their professionalism by playing not only the role of executive recipients, but also of project actors.

## **VI. Contribution to the internationalisation of Unibg research**

With regard to the internationalisation of research, the project intends both to pursue international contacts and research of the proposer's research group and to contribute to the internationalisation of Unibg.

Firstly, the proposer is already in contact with the research group of the University of the West of England in Bristol, at which the iMean7 conference will be held (19-21 June 2024, <https://www.uwe.ac.uk/events/imean>), focusing on the theme "Language and Inclusion", and at which she will present a paper entitled "What does inclusive language mean in present-day Italian?". In this direction, the proposer and the researcher will seek to pursue international scientific contacts in order to make joint proposals to international calls for proposals, for example in the context of HORIZON EUROPE Cluster 2: Culture, Creativity and Inclusive society (a possibility already explored with Universidad Complutense in Madrid, which could be the site of an assignee's finalised stay).

In addition to contributing to the internationalisation of research, the project aims to initiate a process to qualify the writing of administrative-bureaucratic texts, aimed at promoting more effective and inclusive communication in the international interlocutors with whom Unibg has relations. Among these, contacts using the Spanish and English languages stand out in particular.



With Unibg staff in the field, consideration will be given to devoting a section of the guidelines to inclusive communication in the most commonly used European languages, starting with English and Spanish.

### **VII. Dissemination of results**

The dissemination of results to non-specialist users will take place both through training activities aimed at Unibg's technical-administrative staff and through the construction of a dedicated web page to ensure maximum visibility for research outputs.

The project webpage will include various materials:

- the corpus of collected administrative-bureaucratic texts - in both the original and simplified versions;
- models of different text types;
- guidelines on inclusive writing rules for use by PAs.

At the same time, the webpage will act as a virtual space potentially open to questions from Unibg's technical-administrative

staff related to inclusive communication; as well as providing information related to the project, will also have an area dedicated to the publication of updates regarding useful resources for users (initiatives, courses, readings, popular articles).

In agreement with the Unibg administration, it will be possible to organise public events for the presentation of the resource and its dissemination throughout the territory, in order to foster a rapprochement between the academic world and the community, enhancing the research results and their application potential for PAs.