Prot. n. 0225295 del 27/10/2026 - [UOR: SI000104 - Classif. VII/1] 733/2026

UNIVERSITÀ DEGLI STUDI DI BERGAMO | Area Risorse Umane

Settore Gestione Giuridica del personale
Servizio Personale docente e ricercatore

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

MP/IB/fb

CHANCELLOR DECREE

PUBLIC SELECTION PROCEDURE AS PER ART. 24, OF LAW 30.12.2010, N. 240 FOR THE RECRUITMENT OF NO. 1 FIXED-TERM RESEARCHER ON TENURE TRACK (RTT) AT THE DEPARTMENT OF MANAGEMENT AT THE UNIVERSITY OF BERGAMO - PICA CODE: 26RTT007.

THE CHANCELLOR

WHEREAS:

- At its meeting on April 14, 2026, by Resolution No. 73/2026, the Board of Directors approved the allocation of hiring quotas to the departments for the years 2026 and 2027;
- at its meeting on June 9, 2026, by Resolution No. 161/2026, the Board of Directors approved the staffing requirements plan for 2026–2027;

HAVING CONSIDERED:

- Law No. 241 of August 7, 1990, as amended and supplemented, "New Provisions on Administrative Procedure";
- Prime Ministerial Decree No. 174 of February 7, 1994, "Regulations Governing Access by Citizens of European Union Member States to Employment in Public Administrations";
- the Ministerial Decree of October 4, 2000, "Scientific and Disciplinary Fields," as amended and supplemented;
- Presidential Decree No. 445 of December 28, 2000, "Consolidated Text of Legislative and Regulatory Provisions on Administrative Documentation," as amended and supplemented;
- Legislative Decree No. 165 of March 30, 2001, "General Provisions on the Organization of Employment in Public Administration";
- Law No. 106 of April 15, 2004, "Provisions Regarding the Legal Deposit of Documents of Cultural Interest Intended for Public Use";
- Presidential Decree No. 252 of May 3, 2006, "Regulations containing provisions on the legal deposit of documents of cultural interest intended for public use";
- Legislative Decree No. 198 of April 11, 2006, containing provisions on equal opportunities between men and women;
- Law No. 240 of December 30, 2010, containing "Provisions on the organization of universities, academic staff, and recruitment, as well as authorization for the Government to promote the quality and efficiency of the university system," specifically Article 24, "Fixed-Term Researchers," effective as of June 30, 2022;
- Ministerial Decree No. 243 of May 25, 2011, which establishes the criteria and parameters for the preliminary evaluation of candidates in public selection procedures for the award of contracts referred to in Article 24 of Law No. 240 of December 30, 2010;
- Law No. 183 of November 12, 2011 (2012 Stability Law), and in particular Article 15, which sets forth provisions regarding certificates and substitute declarations;
- Presidential Decree No. 232 of December 15, 2011, "Regulations governing the remuneration of university professors and researchers, pursuant to Article 8, paragraphs 1 and 3, of Law No. 240 of December 30, 2010";
- Decree-Law No. 5 of February 9, 2012, "Urgent Provisions on Simplification and Development," converted with amendments by Law No. 35 of April 4, 2012;
- Legislative Decree No. 49 of March 29, 2012, "Regulations for the planning, monitoring, and evaluation of universities' budgetary and recruitment policies, in implementation of the

delegation provided for in Article 5, paragraph 1, of Law No. 240 of December 30, 2010, No. 240, and for the achievement of the objectives set forth in paragraph 1, subparagraphs (b) and (c), in accordance with the regulatory principles and guiding criteria established in paragraph 4, subparagraphs (b), (c), (d), (e), and (f), and in paragraph 5";
- Law No. 215 of November 23, 2012, containing provisions on equal opportunity in the composition of competitive examination committees in public administrations;
- Ministerial Decree No. 855 of October 30, 2015, "Redetermination of Macro-Sectors and Competition Sectors," and Ministerial Decree No. 494 of June 22, 2016, amending Annex D to Ministerial Decree 855/2016;
- EU Regulation 2016/679 and Legislative Decree No. 196 of June 30, 2003, "Code on the Protection of Personal Data," as amended;
- Decree-Law No. 36 of April 30, 2022, "Further Urgent Measures for the Implementation of the National Recovery and Resilience Plan (PNRR)," converted into law, with amendments, by Article 1, paragraph 1, of Law No. 79 of June 29, 2022, and in particular Article 14 "Provisions Concerning Universities and Research";
- Ministerial Decree No. 639 of May 2, 2024, establishing the "Determination of scientific-disciplinary groups and related declarations, as well as the rationalization and updating of scientific-disciplinary sectors and their alignment with scientific-disciplinary groups, pursuant to Article 1 of Law No. 240 of December 30, 210," published in the Official Gazette No. 107 of May 9, 2024;
- Ministerial Decree No. 1658 of October 21, 2024, establishing the "Criteria for universities to regulate the evaluation of fixed-term researchers holding national scientific qualification for the purpose of appointment to the position of associate professor," published in the Official Gazette on October 29, 2024;
- the Prime Ministerial Decree of July 13, 2026, "Adjustment of the compensation of non-contractual staff," published in the Official Gazette on August 22, 2026, No. 194;
- Law No. 129 of July 16, 2026, "Revision of the Procedures for Access, Evaluation, and Recruitment of Research and Teaching Staff at Universities," and in particular Article 3, "Transitional and Final Provisions," paragraph 1, pursuant to which "Until the requirements set forth in Article 16 of Law No. 240 of December 30, 2010, as replaced by Article 1 of this law, as well as the procedures for forming committees pursuant to paragraph 5 of the same Article 1, are defined, the provisions in force prior to the effective date of this law shall continue to apply."

REFERRED TO:
- the Statutes of the University of Bergamo, issued by Rector's Decree Rep. No. 570/2023 of August 1, 2023;
- the University Regulations on Research Integrity and Ethics, issued by Rector's Decree No. 387/2016 of July 18, 2016;
- the University Code of Ethics, issued by Rector's Decree Ref. No. 14405/I/3 of July 19, 2011, and amended by Rector's Decree No. 262/2018 of April 12, 2018;
- the University Regulations governing the recruitment of fixed-term tenure-track researchers (RTT) pursuant to Article 24 of Law No. 240 of December 30, 2010, issued by Rector's Decree No. 478/2023 of July 6, 2023, as amended;
- the applicable regulations governing the legal and financial status of university teaching and research staff;
- the single budget for the year 2026 and the three-year budget for the period 2026–2028, approved by resolution of the Board of Directors on December 16, 2025;
- the request for funding, pursuant to Article 24 of Law No. 240 of December 30, 2010, for no. 1 fixed-term tenure-track researcher (RTT) position, approved by the Department of Management at its meeting on September 3rd, 2026;
- Resolution No. 241/2026, adopted by the Board of Directors on September 15th, 2026, following a favourable opinion from the Academic Senate at its meeting on September 14th, 2026, authorizing the initiation of the relevant recruitment procedure;

HAVING ASCERTAINED the financial coverage in terms of financial resources and the availability of the necessary hiring authority in terms of staffing quotas;

HEREBY DECREES

Section 1
Announcement of the selection procedure

The public selection procedure for n. 5 fixed-term researcher positions on tenure track (RTT), pursuant to art. 24 of law 240/2010 and the current University Regulations on the matter at the University of Bergamo as specified below:

Selection code	Department	Number of seats	Academic discipline group	Academic discipline
1	Department of Management	1	13/ECON-08 Organization studies	ECON-08/A Organization studies

The specifications and research projects are contained in Annex 1 to this announcement which constitutes an integral part thereof.

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/internazionale/destinazione-unibg/riconoscimento-dottorati-ricerca-conseguiti-allestero.
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 applicants will not be admitted to the selection procedure:

- those who are already employed on a permanent basis as first or second level university professors or as researchers, even if terminated from service, as well as subjects who have already benefited, for at least three years, from the contracts referred to in Art. 24 paragraph 3 of Law 240/2010 (Fixed-term researchers on tenure track).
- 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.

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 as mentioned under the following Art. 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

Applications for participation in the competition, along with the relevant qualifications held and the relevant scientific publications, shall be submitted exclusively 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. 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 the maximum number of publications foreseen by the competition notice and a maximum of n. 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 November 26th, 2026 until 12:00 p.m. - noon (Italian time).**
The submission of the online application must be completed and finalized:

- **no digital signature**: in this case the candidate have to download the pdf file of the application by the system; the PDF file shall not be modified in any way, It is to 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 an 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 an 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 or CIE**: 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. It is the candidate's responsibility to check in advance that their signature tools are valid and functioning correctly.
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 form, the candidate will also have to specifically indicate:

a) that he does not currently hold and has not previously held the position of first or second level professor or permanent university researcher or that he has not held the contracts referred to in Art. for at least three years. 24 paragraph 3 of Law 240/2010 (Fixed-term researchers on tenure track);
b) not to have any relationship or kinship, up to and including three times removed relatives, either with any professor belonging to the Department issuing the call or with the Chancellor, the Director General or any member of the Board of Directors at this University.

Candidates wishing to apply for several places, must submit separate applications and any attachments for each of them, taking care to indicate the selection code relating to the application of interest. Any changes to the contact details provided in the application form must be promptly

notified to the Area risorse umane – Servizio Personale docente e ricercatore. Candidates who have not provided a certified email address also declare that they agree to receive all communications relating to this procedure at the email address provided in the application form.
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 1st 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; as of 2nd 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 usually 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 Chancellor decree approving the documents is published on the University's website in the relevant 'Competitions and Selection Processes' section, and on the Official Notice Board of the University of Bergamo. The time limit for lodging any appeals begins on the date of publication of this decree on the University's Official Notice Board.

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.
The contract for the role of fixed-term university researcher is stipulated within the peremptory deadline of ninety days from the conclusion of the selection procedure.

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.
The documentation required for hiring must be signed with a digital signature certificate held personally by the winner.
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 € 40.197,04 including 13th month pay).
The RTT contract has a total duration of six years and cannot be extended or renewed.
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; in matter of assistance, social integration and rights of disabled people by the Law 104/1992; in matter of extraordinary leave of absence and infirmity leaves as per ss. 3, 40 and 68 of D.P.R. no. 3/57 as modified.

There is a trial period lasting 6 months; the positive or negative evaluation regarding its passing is the responsibility of the Council of the Department concerned; the trial period cannot be renewed or extended upon its expiration.
During the trial period, either party may justifiably withdraw from the relationship at any time and without prior notice.
In the case of early termination of the relationship, the RTT is required to give 30 days' notice. In the event of failure to give notice, the Administration has the right to withhold from the employee an amount corresponding to the salary for the period of notice not given.
For the purposes of the duration of the relationship established with the RTT, periods spent on leave for maternity, paternity or health reasons according to current legislation are not counted, at the request of the contract holder.

Section 13
Work relationship

To the purpose of research projects cost-reporting, the representational quantification of yearly research activities, studies and education, including preparatory, verification and organization tasks, equals to 1500 hours for full-time researchers. The total yearly commitment for the implementation of educational activities, integrative didactics and service to students amounts to 350 hours for full-time contracts.
The fixed-term researcher:

- carries out a scientific research activity within the field 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.
- participates in faculty development courses promoted by the University.

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).
The RTT is subjected to the health checks required by Legislative Decree no. 81/2008.
Disciplinary competence is ruled by s. 10 of Law 240/2010 and from s. 32 of the Statute.
The researcher is required to observe the provisions of the University regulations in force as regards the research integrity and ethics.

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.

RTTs are allowed to carry out extra-work tasks, within the limits of the provisions of the University Regulations for the performance of external tasks and activities of professors and researchers.
Fixed-term tenure track researcher contracts do not give rise to rights regarding access to university 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
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. 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 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. 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 16
Reporting violations detrimental to the public interest or integrity of the University

In application of the provisions of Legislative Decree 24/2023 (regarding the protection of persons who report violations of European Union law and national regulatory provisions), persons participating (or acting on behalf of those who participate) in selection procedures or pre-contractual stages may report conduct detrimental to the University's Prevention of Corruption and Transparency Officer (RPCT) on conduct detrimental to the public interest or integrity of the Administration. The aforementioned whistleblowers and the entities they own, or for which they work, are guaranteed the protection measures set forth in Chapter III of Legislative Decree 24/2023. Whistleblowers are also guaranteed special protection of the confidentiality of their personal identity, provided that the reports are submitted through the dedicated channels set up by the Administration, i.e. through the special computer platform that can be reached at the following web address: https://unibg.whistleblowing.it/#/. Alternatively, through the voice mailbox reachable at the following phone number: 035.205.2160. More information in this regard is available on the institutional website of the University, in the Transparent Administration section, subsection Other content / Prevention of Corruption / Whistleblowing.

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, 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. Marco Zenesini, administrative officer of the Teaching and Research Staff Service - Palazzo Rezzara, viale Papa Giovanni XXIII, 106 - 24121 Bergamo, telephone 035 2052 876, electronic mail address: 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 – Servizio Personale Docente e Ricercatore (Human Resources Area - *Teaching and Research Staff Service*), Palazzo Rezzara, viale Papa Giovanni XXIII, 106 - 24121 Bergamo, e-mail 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

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Data: 22/10/2026 10:08:36

ANNEX 1

SELECTION CODE N. 1

Department	Department of Management
Type of recruitment	Public selection procedure as per art. 24 of Law 30.12.2010, n. 240 for the recruitment of no. 1 fixed-term researcher on tenure track (RTT)
Participation reserves	None
Number of positions:	1
Commitment	Full Time
Academic discipline group	13/ECON-08 – Organization studies
Academic discipline:	ECON-08/A – Organization studies
Service location	Bergamo
Research program	The researcher must carry out research activities in the fields of relevance to the SSD ECON-08/A (e.g. Organization theory, Organizational design, Organizational behavior, Human Resource Management, etc.) at the Department of Management, as per the declaration of the scientific-disciplinary sector. Objectives of scientific productivity: research in the field of Organization theory, Organizational behavior, Human Resources Management. The researcher is required to achieve publications in national and international journals and actively participate in the scientific debate in both national and international scientific and academic conferences. It is a strategic priority of the University of Bergamo, as well as of the Department of Management, to strengthen research activities in order to achieve objectives of scientific excellence both nationally and internationally. The research activities undertaken by the researcher must aim primarily at publishing the results in national and international journals with high scientific impact.
Didactic activities provided for by the contract, including integrative and service didactics to students, and research activity characteristics	The overall annual commitment for teaching activities and student service is equal to 350 hours for the full-time commitment regime, of which 90 hours for official frontal teaching as foreseen by the Regulations for the assignment of the teaching duties and duties of university professors and researchers (DR. Rep. no. 562/2019, prot. no. 145598 / I / 003 of 6.9.2019). The researcher will teach modules, in Italian and English, in the areas of the sector ECON-08/A (in particular modules related to Organizational Theory and Design, Organizational Behaviour and Human Resource Management), at bachelor, master, doctoral and post-graduate level. The researcher will interact and collaborate with the professors and researchers of the Department, also carrying out managerial and institutional tasks, as well as developing relationships with non-academic external partners.
Maximum number of publications	12

Oral examination to ascertain the knowledge of the language	English
Verification of knowledge of the Italian language for foreign candidates	Mandatory
Gross annual salary	€ 40.197,04