



UNIVERSITÀ DEGLI STUDI DI MILANO

HUMAN RESOURCES ORGANISATION AND DEVELOPMENT DIVISION

SETTORE CONCORSI - RECLDOC

7.1 Rector's Decrees

Public selection for recruiting 1 contract researcher at the Department of Food, Environmental and Nutritional Sciences, by entering into a 2-year employment contract under art. 22 of Law no. 240/2010

THE RECTOR

HAVING REGARD TO Law no.158/1987 of 22/4/1987;

HAVING REGARD TO Law no.168/1989 of 9 May 1989 and in specific regard to art. 6, pursuant to which Universities possess regulatory autonomy;

HAVING REGARD TO Law no. 241/1990 of 7 August 1990 concerning the new regulations governing the access to administrative documents and subsequent amendments thereto;

HAVING REGARD TO D.P.C.M. (Prime Ministerial Decree) no. 174/1994 of 7/2/1994, laying down regulations on the access of the citizens of the Member States of the European Union to jobs at public administrations;

HAVING REGARD TO Presidential Decree no. 445/2000 of 28 December 2000, laying down the Consolidated Text of the legislative and regulatory provisions on administrative documentation;

HAVING REGARD TO Law no. 106/2004 of 15/4/2004 concerning the regulations pursuant to the legal deposit of the documents of cultural interest intended for public use;

HAVING REGARD TO Presidential Decree no. 252/2006 of 3/5/2006 concerning the regulations pursuant to the legal deposit of the documents of cultural interest intended for public use;

HAVING REGARD TO Legislative Decree no. 198/2006 of 11/4/2006 "Code of equal opportunities for men and women, pursuant to art. 6 of Law no. 246/2005 of 28/11/2005", and subsequent amendments;

HAVING REGARD TO Law No.240/2010 of 30/12/2010 concerning "Regulations on university organisation, academic staff and recruiting, as well as proxy to the Government for improving university quality and efficiency";

HAVING REGARD TO the University Statute;

HAVING REGARD TO Legislative Decree no. 5/2012 of 9/2/2012 "Urgent measures regarding simplification and development" converted in Law no. 35/2012 of 4/4/2012, in specific regard to art. 8 in terms of facilitating the participation to selection procedures and tests;

HAVING REGARD TO Legislative Decree no. 33/2013 of 14/3/2013 "Reorganisation of the discipline regarding disclosure obligations, transparency and dissemination of information on behalf of the Public Administrations";

HAVING REGARD TO the EU Regulation 2016/679 and Legislative Decree no. 196/2003 and subsequent additions and amendments thereto, concerning the protection of natural persons with respect to the processing of personal data;

HAVING REGARD TO Rector's Decree no. 224/2019 of 18/1/2019, with which have been issued the University Regulations related to the Code of Ethics and for integrity in the University of Milan's research;

HAVING REGARD TO Law Decree no. 36/2022 of 30/4/2022, converted with amendments into Law no. 79/2022 of 29/6/2022;

HAVING REGARD TO Ministerial Decree no. 456/2023 of 10/5/2023 which regulates the correlation tables between academic positions both Italian and foreign, pursuant to art 18, paragraph 1.b) of Law 240/10;

HAVING REGARD TO Rector's Decree no. 2962/2023 of 6/6/2023, which regulates the carrying out of the competition tests in telematic mode and the respective annexes with guidelines for commissioners and candidates;

HAVING REGARD TO Ministerial Decree no. 639/2024 of 2/5/2024, laying down the establishment of scientific-disciplinary groups and the related declaratory judgements, as well as the rationalisation and update of the scientific-disciplinary sectors and their connection to the scientific-disciplinary groups,



pursuant to art. 15 of Law no. 240/2010 of 30/12/2010;

HAVING REGARD TO Rector's Decree no. 1711/2025 of 27/3/2025, with which have been issued the University Regulations for the appointment of research contracts, pursuant to art. 22 of Law no. 240/10 of 30/12/2010;

HAVING REGARD TO the Contract concerning the contractual sequence related to the research contract pursuant to art. 22 of Law 240/2010 (art. 178 par. 1.g) of the Collective Agreement of 18/01/2024) signed on 18/03/2025;

HAVING REGARD TO Rector's Decree no. 5499/2025 of 11/12/2025, with which have been issued the University Regulations for the appointment of research contracts;

HAVING REGARD TO the deliberation of 24/11/2025, by which the Department of Food, Environmental and Nutritional Sciences has requested the assignment of a research contract for the scientific-disciplinary group 07/AGRI-05 - Plant Pathology and Entomology, ssd AGRI-05/A - General and Applied Entomology, and has supplied useful information for the emanation of the pertinent call;

HAVING REGARD TO the deliberation of 02/12/2025, by which the Board of Directors has authorised the activation of the research contract in favour of the Department of Food, Environmental and Nutritional Sciences;

HEREBY DECREES AS FOLLOWS

Art. 1

Public selection by qualifications and interview

1. The following selection procedure for entrusting 1 post as contract researcher by entering into a 2-year employment contract under art. 22 of Law no. 240/2010 has been announced:

Department of FOOD, ENVIRONMENTAL AND NUTRITIONAL SCIENCES

Competition code: **500058** Positions: **1**

Scientific-disciplinary group: **07/AGRI-05 - Plant Pathology and Entomology**

Scientific-disciplinary sector: **AGRI-05/A - General and Applied Entomology**

Maximum no. of publications to be submitted, chosen by the candidate: **5**

Foreign language required: **English**

Research program: *Characterise the biotic and abiotic soil components that promote the well-being of insect pollinators that reside in the soil during critical phases of their life cycle, within the project "Soil health, pollinators and key ecosystem functions - ProPollSoil".*

The position will be embedded within a Horizon project that commenced in October 2025 (ProPollSoil, <https://www.propollsoil.eu/>

) and will be specifically associated with Work Package WP4, "Filling knowledge gaps on the biology, ecology and threats of soil-pollinator interactions". Within this Work Package, a large international team with interdisciplinary research expertise will experimentally test, under controlled conditions, the responses of multiple pollinator insects belonging to different orders (ranging from Hymenoptera to Diptera, Lepidoptera and Coleoptera) to varying soil conditions. The research will focus on typically abiotic soil parameters, such as temperature, moisture and soil matrix type, as well as on additional factors including the presence of pathogens, pesticides or fertilisers. Pollinator responses will be analysed in terms of soil activity patterns, fitness, survival, and physiological parameters, including levels of gene expression. The request for activation of the research contract concerns the following research activities: support for the sampling of Hymenoptera (primarily ants and bees) and their maintenance under laboratory conditions; preparation of samples for gene expression analyses through RNA sequencing and real-time qPCR; and analysis of gene



expression data.

Useful information for candidates submitting a brief proposal for the development of the research line or programme:

The candidate shall demonstrate a solid knowledge of classical methodologies for the isolation of nucleic acids, such as RNA from animal tissues, and familiarity with technologies for the analysis of gene expression data, including real-time qPCR and transcriptomics (RNA sequencing). In this context, proven familiarity with standard bioinformatics analysis procedures is considered desirable. The candidate shall also present, during the interview or presentation, some ideas on potential physiological parameters to measure and target genes to investigate in order to understand how pollinator insects respond to different biotic and abiotic soil conditions. Accordingly, a certain level of familiarity with the biology of insects such as bees and ants is preferable.

Head of research: Prof. Fabio Manfredini

Venue: Department of Food, Environmental and Nutritional Sciences - Via Celoria 2, 20133, Milan

Financial coverage: U-GOV code HE_GC25FMANF_01 - CUP G43C25001150006

Art. 2 Admission Requirements

1. The following categories may take part in the selection:

- a. Italian and foreign candidates who, by the application deadline, hold a PhD degree or an equivalent qualification obtained abroad, or, for the relevant sectors, a specialisation degree in the medical field;
- b. candidates enrolled in the final year of their PhD, or in the final year of a medical area postgraduate course, provided that the qualification is achieved within six months of the publication date of the selection notice on the University website.

In case of a PhD obtained abroad, the candidate can:

- attach a copy of the recognition procedure for academic purposes (equipollence) of the PhD obtained abroad;
- or
- attach a copy of the non-academic recognition procedure (equivalence) of the title;
- or
- undertake to initiate, within 15 days of publication of the final ranking list, under penalty of forfeiture, the procedure for non-academic recognition (equivalence) of the foreign qualification.

A successful recognition procedure for academic purposes (equipollence) of the foreign title or the non-academic recognition procedure (equivalence) of the title are a fundamental requirement for participating in the selection and for the potential hiring.

2. The following categories may not take part in the selection:

- permanent staff, employed on an open-ended contract, of universities, public research institutions and organizations whose advanced scientific diploma has been recognized as equivalent to a PhD under art. 74, par. 4, of Presidential Decree No. 382/1980 of 11/07/1980.
- those who have held fixed-term Researcher contracts pursuant to art. 24 of Law 240/2010;
- those who are within the fourth degree of kinship, up to and including the fourth, with a professor attached to the Department requesting the contract or with the Rector, the General Director or with a member of the University Board of Directors. Marital relationship is not a ground for



ineligibility to participate in the procedure.

Moreover, the following categories can't participate in the selection procedure:

- those who are excluded from the enjoyment of civil and political rights;
- those who have been relieved, revoked or removed from a public employment at a Public Administration.

Applicants must meet the aforementioned requirements by the deadline of the call, under penalty of exclusion, except as provided in art. 7, par. 4, below.

Art. 3 Application

1. The application for the selection must be issued, under penalty of exclusion, **by 12 noon (Italian time) of the twenty-first day** starting from the day following the publication of the competition notice on the University's website.
2. The application for the selection procedure **must be completely and exclusively filled in and submitted online** and requires the use of the SICON online platform, available on the website of the University of Milan."
3. Two steps are to be followed when applying:

a) Registration

In order to register, go to the Unimi website on page:

https://www.unimi.it/reg_utenti_esterni/registrazione/form.html

and follow the instructions below:

- enter the chosen username and password in the required field;
- enter the required data

After registering, the candidate will receive a confirmation email (at the email address stated during the procedure) with a link to activate their credentials.

By entering their credentials, candidates have access to the SICON platform.

b) Filling in and submitting the application for the selection.

The candidate goes to the Unimi website, on page

<https://www.unimi.it/it/node/581/> and chooses the procedure code through the search engine at the start of the page.

Inside the box related to the selection the candidate wishes to apply to, click on the link "*Presenta la domanda*".

You are now inside the SICON platform.

The candidate fills in the application according to the relevant instructions provided by the IT system. The application form is available starting from the day on which the competition notice is published on the website of the University of Milan.

After filling in the application online, candidates must print the documentation provided by the system, sign it and scan it in PDF format - or, as an alternative, e-sign it and upload the file in PAdES or CAAdES format.

The signature at the bottom of the application must exclusively be either handwritten or digital.

The application can be submitted 24 hours a day, within the deadline, from any computer. The online application procedure is disabled, without exception, at 12 noon (Italian time) on the deadline. On this day the IT system will not allow candidates to access the form nor send the application.

In order to complete the procedure, the candidate must upload the hand-signed application form scanned in PDF format (or, alternatively, e-signed in PAdES or CAAdES format) and the following documents:

- 1) a pdf format curriculum vitae, up to thirty pages, according to the form (Annex A), dated, **without**



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any signatures or initials. As declared in the application, the curriculum vitae is equivalent to a self-certification under the provisions laid down in art. 46 and 47 of the Presidential Decree no. 445/2000 governing the possession of all the qualifications reported there;

- 2) proposal for the development of the research program subject to the call in PDF format;
 - 3) a numbered list, with date and signature, of the publications issued for evaluation purposes, **hand-signed and scanned in PDF format or, alternatively, e-signed in PAdES or CAdES format.**
 - 4) a compressed folder in .rar or .zip format containing the publications in digital format, according to the modalities specified below (it is possible to upload up to 5 compressed folders, each with a maximum size of 30MB);
 - 5) self-certification in lieu of affidavit (Annex B), certifying that the publications comply with their original version, **hand-signed and scanned in PDF format or, alternatively, e-signed in PAdES or CAdES format.**
 - 6) a pdf copy of a valid identification document;
 - 7) a pdf copy of the tax code;
 - 8) **In case of PhD obtained abroad:** a copy of the decree of academic recognition (former equipollence) of the foreign title or a copy of the non-academic recognition provision (former equivalence);
 - 9) A pdf copy of the non-refundable payment receipt of € 25,82.
4. **The application procedure terminates by selecting “Conferma” at the bottom of the “Allegato domanda” page.** An email is sent by the system to the email address provided by the candidate confirming that the application has been received.
 5. After submitting the application, it is possible to insert a new one within the deadline indicated in the call. **To modify the application or one of the annexes submitted after their confirmation, it is necessary to enter “Annulla domanda” and then upload the new application and any new annexes.** Should the candidate want to replace just one or more of their annexes, still it is necessary to download again the application documentation generated by the system, hand-sign it and scan it in pdf format - or, as an alternative, e-sign it again and upload the file in PAdES o CAdES format. **To terminate the modification process, it is necessary to select the “Conferma” option at the bottom of the “Allegato domanda” page. Should the confirmation be missing, the application shall be deemed invalid.**
 6. The online procedure for filling out and submitting the application and its attachments must be completed by 12 noon (Italian time) of the twenty-first day starting from the day following the publication of the competition notice on the website of the University of Milan.
 7. The procedure is deemed as complete once the application form and the related annexes are uploaded and sent; in case of non-submission, the application will not be taken into consideration.
 8. Should the deadline be on a public holiday, it will be possible to fill in and submit the application by 12 noon (Italian time) of the first available working day.
 9. The applications of the candidates which were not sent within the deadline or in any different way from that explained above are not admitted to participate in the selection procedure.
 10. **Failure to upload the application on the SICON platform shall result in exclusion from the procedure.**
 11. Should the aforementioned online procedure be unavailable, the University of Milan reserves the right to communicate on its website the alternative modalities to submit the application.
 12. **The candidates are required to pay a non-refundable contribution of € 25,82 exclusively by means of standard wire transfer on the bank account of BANCA INTESA S.p.A. - Servizio Tesoreria Enti - via Verdi n. 8 - 20121 Milano - C/C 000000463971 - IBAN: IT97 G 03069 09400 000000463971 - SWIFT CODE: BCITITMMXXX for the payments from abroad - addressed to the University of Milan, Via Festa del Perdono 7, forcefully by indicating the reason: “contributo selezione contratto di ricerca - codice**



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concorso 500058”.

13. Any potential modifications to the address, telephone number or email address indicated by the candidate for the purposes of the present procedure must be communicated to the University of Milan without delay at the email address valcomp@unimi.it.
14. Candidates with disabilities have to state in their application the support service needed, in relation to their handicap, as well as the possible need for additional time for the completion of tests, pursuant to Law no. 104/1992 of 5/2/1992.
15. All the qualifications that the candidate intends to submit must be held upon the deadline of the present notice and must be reported **exclusively on the curriculum vitae**.
16. In the application the candidates declare, under their own responsibility:
 1. their citizenship;
 2. the absence of criminal record or any criminal convictions they may have committed;
 3. if Italian citizens: to be registered in electoral rolls, specifying the municipality and stating, if possible, the reasons for their non-registration or cancellation.
 4. if foreign citizens: to enjoy civic and political rights in their home Country, or the reasons why they are denied such rights;
 5. of not having been removed from an employment at a Public Administration due to persistent insufficient performance, and of not having been revoked a public employment, pursuant to art. 127.d) of Presidential Decree no.3/1957 of 10/1/1957;
 6. of possessing one of the requirements provided for by art. 2;
 7. of not being already employed as permanent staff, on an open-ended contract, of universities, public research institutions and organizations whose advanced scientific diploma has been recognized as equivalent to a PhD under art. 74, par. 4, of Presidential Decree No. 382/1980 of 11/07/1980.
 8. of not having held any fixed-term Researcher contracts pursuant to art. 24 of Law 240/2010;
 9. of not being within the fourth degree of kinship, up to and including the fourth, with a professor attached to the department or facility requesting the post or with the Rector, the General Director or with a member of the University Board of Directors.
16. The Administration reserves the right to carry out inspections, as well as sample checks, on the truthfulness of the self-declaration of certification.
17. It is not allowed to refer to documents submitted to this or other administrations, or documents attached to applications for other selection procedures.

Art. 4

Application for foreign citizens

1. Foreign citizens, in addition to what stated in the previous article, must also declare in their application:
 - of enjoying civic and political rights in their home Country, or the reasons why they are denied such rights;
 - of having an adequate knowledge of the Italian language.
2. The qualifications that the European Union citizens wish to submit can be included in the curriculum vitae.
3. Non-EU citizens in possession of a valid residence permit may use the self-declarations in lieu of affidavit



under art. 46 and 47 of Presidential Decree n. 445/2000 of 28/12/2000, if they are required to prove status, facts and personal qualities, which can be certified or attested by public or private Italian entities;

4. Non-EU citizens who cannot use the self-declaration in lieu of affidavit under art. 46 and 47 of Presidential Decree n. 445/2000 of 28/12/2000 must include in their curriculum vitae the qualifications they wish to submit to the assessment of the Committee, with an attached self-declaration of conformity with the original. All documentation must be uploaded in one or more compressed folders in .zip or .rar format.
5. The Administration reserves the right to carry out appropriate checks on the truthfulness of the self-declaration of certification.
6. Non-EU citizens must provide, at the request of the Administration, at any time or, in any case, at the time of the possible recruitment, the qualifications issued by the competent authorities of the State of which they possess the citizenship, or of non-EU Countries, legalized by the Italian consular authorities or by an official translator.

Art. 5 Publications

1. The scientific publications which the candidates wish to submit must be numbered progressively, in correspondence with the related list with date and signature, and must be submitted **exclusively in digital format, in .pdf format**, collected in no more than 5 compressed folders (.zip or .rar), each with a maximum size of 30MB);
2. The candidate is required to respect the maximum number of publications to submit, provided for by art. 1. The PhD thesis, if submitted, is to be counted within the aforementioned limit, even if unpublished. Should the list contain more publications than the number established in art. 1, **only those falling within the aforementioned limit will be considered for evaluation, according to the order in which they are listed. In the event of discrepancies between the list and the submitted publications, the list shall prevail.**
3. For the purposes of the present procedure, the Committee took the following into consideration exclusively: publications or texts accepted for publication in compliance with the legislation in force. Internal notes and departmental reports are not assessable.
4. By the deadline of the call, the texts and the articles accepted for publication must be submitted with the publisher's acceptance document.
5. The publications included in the list but not submitted, or the submission of publications not included in the list attached to the application will not be taken into consideration by the judging Committee.
6. For the publications issued in Italy, the obligations required by Law no. 106/2004 of 15/4/2004 and the relevant regulation issued by Presidential Decree no. 252/2006 of 3/5/2006 are applied.
7. For all the publications, whether issued in Italy or abroad, it is necessary to state:
 - a) The date and, if possible, the place of publication;
 - b) The ISBN Code, or ISSN code, or DOL code, or another equivalent code.
8. The publications must be submitted in their original language. In the case of a language other than Italian, French, English, German or Spanish, the publications must be translated in a certified Italian language compliant with the foreign text, edited by the competent diplomatic or consular representation or by an official translator.
9. For the selections regarding language sectors, it is possible to submit publications edited in the language or in one of the languages for which the call has been announced, even if different from the ones stated



in the previous paragraph.

Art. 6

Forgoing to participate in the selection procedure

1. The candidates who wish to withdraw from the selection procedure for which they have applied can send at the Academic and Research Staff Recruitment Office, at the email address valcomp@unimi.it, the declaration of withdrawal, using the attached form (Annex C), with a copy of the identity card.
2. The candidate's absence on the day of the oral examination shall be considered as a manifestation of their will to withdraw from the selection procedure.

Art. 7

Exclusion from the selection

1. The candidates are admitted conditionally at the selection.
2. The exclusion for the lack of one of the requirements of this call is effected by decree of the Rector, giving reasons for the same.
3. If the reasons determining the exclusion are ascertained after the fulfilment of the selection, the Rector shall order the forfeiture of all rights resulting from participating in the selection; likewise, the candidates whose declarations submitted in the application pursuant to Presidential Decree no. 445/2000 result untrue will also be disqualified.
4. For candidates applying under the requirement set out in art. 2, par. 1.b, failure to obtain the required qualification within six months from the date of publication of the selection notice on the University website shall result in exclusion or forfeiture from the selection process.

Art. 8

Establishment of the judging committee

1. The judging Committee is composed, ensuring a balanced gender representation, of three members selected from among the University's teaching and research staff, including at least one full professor, in accordance with the procedures set out in art. 6 of the University Regulations for the appointment of research contracts, pursuant to art. 22 of Law no. 240/10 of 30/12/2010.
2. The members must belong to the Scientific Disciplinary Group specified in the call and, if the call also indicates one or more Scientific Disciplinary Sectors, at least two of them must be selected from within the specified sector(s). Professors and researchers serving at foreign universities may also be appointed, provided they hold an academic position equivalent to that of professor or researcher, as defined by the relevant Ministerial Decree. All members of the Committee must possess the language skills required by the call for the evaluation and selection process and must have the specific expertise in the scientific-disciplinary group referred to in the call, or in the scientific-disciplinary sector(s) if specified in the call.
3. For the establishment of the judging committee, the rules on incompatibility and conflict of interests are observed.
4. The committee is appointed with a rectoral decree and its composition is made public telematically on the University website.

Art. 9

Recusal

1. Any request of recusal by the candidates of one or more of the Committee members, pursuant to art. 51



and 52 of the Code of Civil Procedure, must be presented within the final deadline of 15 days from the date of issue of the judging Committee's decree of appointment on the University portal. The recusal request, duly dated and signed, with a copy of a valid identification document attached, must be submitted to the certified address unimi@postecert.it and to the email address valcomp@unimi.it.

2. If the cause of recusal arises after the aforementioned deadline, as long as it happens prior to the setting-up date of the Committee, the time limit begins from its occurrence.
3. Each candidate may expressly waive the right to challenge the deadline by sending an email to the following address valcomp@unimi.it.

Art. 10

Compliances of the judging committee

1. The sittings of the Judging Committee may also be held online.
2. During the first sitting, chaired by the member with the highest academic seniority, the Committee appoints the President and the Secretary.
3. The Committee, having reviewed the evaluation criteria set forth in the Regulations, proceeds to assess the alignment of the project development proposals with the research program subject to the selection, as well as the candidates' possession of a scientific-professional curriculum suitable for carrying out the research activities outlined in the contract.
4. Candidates are assessed comparably based on the following criteria:
 - a) quality, originality, and innovativeness of the proposed development of the project line or the research program subject to the selection, up to a maximum of 20 points;
 - b) relevance and pertinence of the research activities previously carried out, as well as any relevant work experience, in relation to the contents of the research program subject to the selection, up to a maximum of 20 points;
 - c) relevance of the attached publications to the research program subject to the selection, up to a maximum of 20 points;
 - d) oral examination aimed at assessing the suitability to carry out the research activity subject to the contract and to implement the proposed project, as well as evaluating the knowledge of the English language and/or other languages relevant to the research, up to a maximum of 40 points.
5. The Commission proceeds with the evaluation based on each criterion outlined in the previous paragraph and assigns a score to each point from a) to d), accompanied by a detailed analytical assessment for each item. The scores and the analytical judgement related to the criteria in paragraph 4, letters a), b), and c), must be made known to the candidates before the oral examination.
6. Only candidates who achieve a score of at least 20 points in the overall assessment of the criteria referred to in paragraph 4, points (a), (b) and (c), shall be admitted to the oral examination.
7. The Commission prepares a merit ranking based on the scores obtained by the candidates. The selection is considered passed with a score of 60 points or higher.
8. In case of a tie in scores, preference is given to the candidate with the lower age.

Art. 11

Proceedings schedule

1. The Committee may make use of online tools for collaborative work and may hold its meetings remotely. The interview may also be conducted remotely.



2. The exam schedule, along with the procedures for the meetings and the oral examination, will be communicated through publication on the University's website on the page dedicated to this procedure. Candidates are required to regularly check the pages dedicated to this procedure, as updates will serve as official notification.
3. At the end of its works, the Committee submits the competition documents to the procedure Supervisor.

Art. 12

Ascertainment of the documents' regularity

1. The Rector ascertains by their own decree the regularity of the documents and approves the ranking based on merit.

Art. 13

Appointment of Contracts

1. The awarding of research contracts and the simultaneous take-up of duties shall take place, based on the merit ranking, within 30 days of the approval of the relevant documents.
2. The ranking is valid for six months from the approval of the selection documents and must be used for progression in the following cases:
 - impossibility to finalize the contract due to lack of requirements stated in the application;
 - withdrawal from the contract signing by the candidate(s) called to hold the position;
 - failure of the candidate to take up service;
 - resignation after taking up service.

Art. 14

Stipulation of the contract

1. The contract specifies:
 - a) the starting and end date of the work relationship;
 - b) the required duties;
 - c) the emoluments;
 - d) the scientific-disciplinary group and sector;
 - e) the research project;
 - f) the Department where the activity will be carried out;
2. The employment contract is signed by the contractor and the Rector.

Art. 15

Working relationship guidelines

1. The contractors arrange their work performance in coordination with the Research Supervisor.
2. The contractor is subject to the medical checks required by Legislative Decree No. 81/2008, at the expense of the University.
3. Contractors are entitled to the provisions of Legislative Decree No. 151/2001 of 06/03/2001, regarding maternity and paternity protection and support, Law No. 104 of 05/02/1992, for the assistance, social integration, and rights of people with disabilities, and art. 37, 40, and 68 of Presidential Decree No. 3 of 10/01/1957, and subsequent amendments, concerning extraordinary leave and leave for illness.



- Contractors are also entitled to the provisions of art. 69 and 70 of Presidential Decree No. 3 of 10/01/1957, and subsequent amendments, concerning family-related leave.

Art. 16 **Contract duration**

- The contract has a duration of 24 months from the date of signing.

Art. 17 **Contract extension**

- In the case of national, European, and international research projects, research contracts may be extended for up to an additional year, depending on the specific requirements related to the objectives and nature of the project.
- Any extension of the research contract must, in any case, comply with the maximum overall duration limit of five years, as established by art. 22, par. 2, of Law 240/2010.
- The extension of the employment contract is signed by the contractor and the Rector.
- For matters not expressly mentioned, art. 12 of the University Regulations for the appointment of research contracts, pursuant to art. 22 of Law no. 240/10 of 30/12/2010, shall apply.

Art. 18 **Contract renewal**

- Research contracts may be renewed only once, for an additional two years.
- Any renewal of the research contract must, in any case, comply with the maximum overall duration limit of five years, as established by art. 22, par. 2, of Law 240/2010.
- The renewal of the employment contract is signed by the contractor and the Rector.
- For matters not expressly mentioned, art. 13 of the University Regulations for the appointment of research contracts, pursuant to art. 22 of Law no. 240/10 of 30/12/2010, shall apply.

Art. 19 **Termination of employment**

- The contract automatically terminates upon reaching the final term of this agreement.
- Either party may terminate the contract before the expiration date if a cause arises that, under art. 2119 of the Civil Code, prevents the continuation, even temporarily, of the relationship, or due to unforeseen impossibility.
- The termination of the employment relationship is also determined by the withdrawal of either party, which must be communicated to the other with at least 30 days' notice.
- A violation by the contractor of the provisions contained in the "*Code of Ethics of the University of Milan*" and of the obligations established by Presidential Decree No. 62 of 16/04/2013, concerning the "Regulation establishing the code of conduct for public employees under art. 54 of Legislative Decree No. 165 of 30/03/2001," as amended by Presidential Decree No. 81 of 13/06/2023, may constitute just cause for termination under art. 2119 of the Civil Code.
- The cancellation of the recruitment procedure constitutes a resolute condition of the contract, without the obligation of prior notice.



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6. Any other cause of termination of the relationship is governed by the applicable legal provisions.

Art. 20

Incompatibility and additional assignments

1. Research contracts are incompatible with:
 - any other subordinate employment relationship, even part-time or fixed-term, with public or private entities;
 - ownership of research fellowships, even at other Universities or public research institutions;
 - scholarships or research fellowships of any kind provided by national or foreign institutions, except for those exclusively aimed at international mobility for research purposes.
2. The research contract is also incompatible with attending Bachelor and Master's degree courses, PhDs or postgraduate medical schools, whether in Italy or abroad. It also entails a leave of absence without pay for employees in service with public administrations.
3. Research contracts do not entitle the holder to access positions in universities, public research institutions and organizations whose advanced scientific diploma has been recognized as equivalent to a PhD under art. 74, par. 4, of Presidential Decree No. 382/1980 of 11/07/1980, nor can they be counted for the purposes of art. 20 of Legislative Decree no. 75/2017 of 25/05/2017.
4. The total duration of relationships established with holders of research contracts pursuant to art. 22 of Law No. 240/2010, post-doctoral appointments pursuant to art. 22-bis, research appointments pursuant to art. 22-ter, and fixed-term researcher contracts pursuant to art. 24 of Law No. 240/2010, in the version subsequent to the entry into force of Law No. 79 of 29/6/2022, even if concluded with different universities (state, non-state or online), with institutions of Higher Artistic, Musical and Choreutic Education, with institutions whose scientific specialisation diploma has been recognised as equivalent to a PhD pursuant to art. 74, paragraph 4, of Presidential Decree No. 382 of 11/7/1980, and with public research bodies, may in any case not exceed eleven years, even if non-continuous.

Art. 21

Economic, Tax, Social Security and Insurance treatment;

1. The contractors are entitled to an annual all-inclusive gross amount of € 28,456.47 for the entire duration of the contract, equivalent to the initial treatment granted to a confirmed fixed-term researcher.
2. The employment relationship is governed by the applicable provisions of law, including those concerning the tax, social security, and insurance treatment for income from employment.
3. The University will also provide insurance coverage for workplace accidents, occupational diseases, and civil liability.

Art. 22

Personal Data processing

1. The personal data supplied by the candidate will be collected and processed by the University in quality of data controller in compliance with EU Regulation 679/2016 (General Data Protection Regulation, or in short, GDPR) as well as Legislative Decree no. 196/2003 (Code regarding the protection of personal data) and subsequent amendments and additions thereto, for the purposes connected to the carrying out of the selection procedure.

Thorough information is available on webpage: https://www.unimi.it/sites/default/files/2022-09/Informativa%20Candidati%20a%20selezioni%2026.9.22_signed.pdf .



UNIVERSITÀ DEGLI STUDI DI MILANO

HUMAN RESOURCES ORGANISATION AND DEVELOPMENT
DIVISION

Art. 23

Selection procedure supervisor

1. The present selection procedure supervisor is Manuela ROMEO - e-mail: manuela.romeo@unimi.it.
2. Further information or clarifications regarding the methods for submitting the application may be requested at the Academic and Research Staff Recruitment Office (tel. 025031/3102-3103-3122-3123; e-mail address: valcomp@unimi.it).

Art. 24

Promotion

1. The complete text of this call is promoted on the University of Milan website, on the Italian Ministry of Education, University and Research website and on the EU website.
2. The documents relating to the selection procedure are made public in compliance with the regulations on administrative transparency and the protection of personal data. The following are published on the University Website: the call for applications, the decree appointing the selection committee, and the decree approving the documents. All other documents will be accessible to candidates upon authentication to the SICON platform used for the submission of applications.

Art. 25

Final report

1. What is not expressly laid down in the present notice shall remain with the provisions laid down by the legislation aforementioned in the introduction of this decree, as well as the relevant legislation in force.

THE RECTOR
Marina Brambilla