



UNIVERSITÀ DEGLI STUDI DI MILANO
HUMAN RESOURCES ORGANISATION AND DEVELOPMENT
DIVISION

SETTORE CONCORSI - RECLDOC

7.1 Rector's Decrees

Public selection for the award of one post-doctoral appointment at the Department of Agricultural and Environmental Sciences - Production, Landscape, Agroenergy, pursuant to art. 22-bis 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. 45/2025 of 7/4/2025, converted with amendments into Law no. 79/2025 of 5/6/2025;
- 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 Ministerial Decree no. 592/2025 of 6/8/2025, concerning the determination of the minimum remuneration for post-doctoral appointments;

HAVING REGARD TO Rector's Decree no. 4893/2025 of 7/11/2025, with which have been issued the University Regulations governing the award and conduct of post-doctoral appointments, pursuant to art. 22-bis of Law no. 240/2010 of 30/12/2010;

HAVING REGARD TO the deliberation of 11/03/2026, by which the Department of Agricultural and Environmental Sciences - Production, Landscape, Agroenergy has requested the assignment of a post-doctoral appointment for the scientific-disciplinary group 07/AGRI-03 - Sciences and Technologies of Arboreal and Forest Systems, ssd AGRI-03/A - Arboriculture and Fruitculture, and has supplied useful information for the emanation of the pertinent call;

HAVING REGARD TO the deliberation of 31/03/2026, by which the Board of Directors has authorised the activation of the aforementioned appointment;

HEREBY DECREES AS FOLLOWS

Art. 1

Public selection by qualifications and interview

1. The following selection procedure for the award of 1 post-doctoral appointment by entering into a 12-month employment contract under art. 22-bis of Law no. 240/2010 has been announced:

Department of AGRICULTURAL AND ENVIRONMENTAL SCIENCES - PRODUCTION, LANDSCAPE, AGROENERGY

Competition code: **700014** Positions: **1**

Scientific-disciplinary group: **07/AGRI-03 - Sciences and Technologies of Arboreal and Forest Systems**

Scientific-disciplinary sector: **AGRI-03/A - Arboriculture and Fruitculture**

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

Foreign language required: **English**

Description of the research activity, teaching-related collaboration and third-mission activities covered by the post-doctoral appointment

Field: The horticultural and nursery sector is continuously expanding; ISTAT 2022 data indicate a national production value of €3.1 billion (15% of total EU production). In this sector, growing substrates play a crucial role. Growing substrates consist of a mixture of organic components (peat, wood fibres, coconut pith-fibre-chips, bark, composted soil improvers, rice husk) and mineral components (clay, pumice, lapillus, zeolite, sand, expanded clay, rock wool, perlite, vermiculite). Peat accounts for 70% of the components used in substrates. From a technical standpoint, growing substrates differ significantly in their physico-chemical-biological properties depending on the constituents used (type and proportion), and the choice of the most appropriate substrate depends on the type of cultivation envisaged and its intended purpose. Some studies have shown that, although container-grown plants in peat-based substrates did not lose roots at transplanting, they exhibited poorer establishment compared with plants grown in root balls. This effect has been attributed to the deterioration over time of the chemical and physical characteristics of peat. There is therefore a need to identify sustainable and technically more efficient solutions (improved efficiency in water and nutrient use, greater capacity to suppress plant diseases, and greater reliability in the transition from container to field). The latter aspect is of fundamental importance in the field of forest and ornamental nurseries.

Programme: The work plan will build on the experience gained in a previous project carried out in a forest



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nursery. The forest plant material involved in the project will consist of the plants already produced within the aforementioned project using both alternative substrates and the traditionally used substrate. Three demonstration sites will be established: two forest areas and one nursery area for ornamental plants. The activities foreseen for this post-doctoral position include overseeing the establishment and conducting the scientific monitoring of the three demonstration sites envisaged by the project (Curno, Como, Vertemate con Minoprio), as well as managing dissemination activities. The morpho-physiological parameters to be monitored include:

- Growth
- Wilting stage
- Soil water content and plant water relations
- Leaf gas exchange
- Chlorophyll fluorescence
- Nutritional status
- Root system development

Dissemination activities include:

- Creation and updating of the project website
- Preparation of a four-monthly update
- Planning and organisation of open-field events
- Collaboration in the production of a documentary film
- Preparation of concise guidelines for the management of trees from the nursery stage to field establishment

Objectives: The project aims to raise awareness of the use of substrates alternative to peat in order to promote plant establishment and reduce post-transplant failures in container-grown plants. The specific objectives of the project are:

- Identification of alternative raw materials for substrates: to identify and characterise raw materials enabling the partial or total replacement of peat, suitable for the production of substrates for ornamental and forest nurseries, which do not penalise growth during the nursery phase and are able to improve post-transplant performance.
- Promotion of peat alternatives through the organisation of demonstration events aimed at nursery companies, substrate producers, companies and public bodies involved in green-space management.

Teaching-related collaboration: The appointment includes supporting the delivery of educational visits organised within the courses "Arboricoltura ornamentale e verde urbano" and "Vivaismo frutticolo e ornamentale", which address topics closely related and fully relevant to the subject of the appointment. This teaching support activity will involve assisting academic staff during field visits and providing technical-scientific input for the illustration of the main cultivation practices, ornamental green-space management methodologies, and nursery techniques applied to fruit and ornamental species.

Third mission activities: The appointment will involve organising dissemination events aimed at sharing research results with a non-academic audience, through the planning of initiatives, definition of content, and preparation of the information materials required to ensure maximum communication effectiveness.

Description of the scientific and professional curriculum required for eligibility for the post-doctoral position:

- In-depth knowledge of ornamental species and their morphological characteristics, particularly with regard to the root system;
- Knowledge of the main scientific methodologies for monitoring growth, plant water relations, chlorophyll fluorescence and leaf gas exchange;
- Demonstrated ability to produce scientific and outreach publications.

Contact person: prof. Alessio Fini

Funding category: funded by resources of the project *SUBSTAINS - substrati alternativi per incrementare la sopravvivenza delle piante al trapianto e la sostenibilità delle aziende vivaistiche*, UGOV code RL_DG-



AGR25AFINI_01 - CUP G43C25002690005

Art. 2
Admission Requirements

1. Italian and foreign candidates who, by the application deadline, hold a PhD or an equivalent qualification obtained abroad, or, for the relevant sectors, a specialisation degree in the medical field are eligible to apply for the selection;

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:
 - a) 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.
 - b) Individuals who currently hold, or have previously held, fixed-term researcher contracts pursuant to art. 24 of Law 240/2010, as in force after the entry into effect of Decree-Law No. 36 of 30/4/2022, converted, with amendments, by Law No. 79 of 29/6/2022 (RTT);
 - c) 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 status shall not affect eligibility to participate in the procedure.
 - d) Individuals who have previously held post-doctoral positions, research contracts pursuant to art. 22 of Law 240/2010, research assignments pursuant to art. 22-ter of Law 240/2010, or fixed-term researcher contracts pursuant to art. 24 of Law 240/2010, as in force after the entry into effect of Law No. 79 of 29/6/2022 (RTT), even if held at different universities (state, non-state, or online), institutions of Higher Artistic, Musical and Choreutic Education, institutions whose scientific specialization diploma has been recognised as equivalent to a doctoral degree pursuant to art. 74, paragraph 4, of Presidential Decree No. 382 of 11/7/1980, or at public research institutions, for a total duration which, when added to the duration of the contract under this selection, exceeds eleven years, even if non-continuous.
For the purposes of calculating the duration of the aforementioned contracts, periods of leave taken for maternity, paternity or health reasons, in accordance with current legislation, shall not be taken into account.
 - e) those who are excluded from the enjoyment of civil and political rights;
 - f) those who have been relieved, revoked or removed from a public employment at a Public Administration.

Applicants must be in possession of the aforementioned requirements at the deadline of the call, under



penalty of exclusion.

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 CAdES 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 CAdES format) and the following documents:

- 1) a pdf format curriculum vitae, up to thirty pages, according to the form (Annex A), dated, dated and signed. 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) a pdf copy of the declaration, dated and signed, pursuant to art. 46 and 47 of Presidential Decree no. 445/2000 regarding the possession of the specific requirements referred to in art. 2, par. 2.d), according to the form annexed to the call (Annex B);
- 3) a numbered list, with date and signature, according to the template in Annex C, of the publications issued for evaluation purposes, along with an accompanying self-certification in lieu of affidavit



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certifying that the publications comply with their original version, hand-signed and scanned in PDF format or, alternatively, digitally 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) a pdf copy of a valid identification document;
 - 6) a pdf copy of the tax code;
 - 7) 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) or a formal undertaking to initiate, within 15 days under penalty of forfeiture from the publication of the final ranking, the procedure for non-academic recognition (equivalence) of the foreign title;
 - 8) 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 incarico post-doc - codice concorso 700014”.**
 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



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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 admission requirements provided for by art. 2, par. 1;
 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 currently holding, nor having previously held, fixed-term researcher contracts pursuant to art. 24 of Law 240/2010, as in force after the entry into effect of Decree-Law No. 36 of 30/4/2022, converted, with amendments, by Law No. 79/2022 of 29/6/2022 (RTT);
 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.
 10. of not having previously held post-doctoral positions, research contracts pursuant to art. 22 of Law 240/2010, research assignments pursuant to art. 22-ter of Law 240/2010, or fixed-term researcher contracts pursuant to art. 24 of Law 240/2010, as in force after the entry into effect of Law No. 79 of 29/6/2022 (RTT), even if held at different universities (state, non-state, or online), institutions of Higher Artistic, Musical and Choreutic Education, institutions whose scientific specialization diploma has been recognised as equivalent to a doctoral degree pursuant to art. 74, paragraph 4, of Presidential Decree No. 382 of 11/7/1980, or at public research institutions, for a total duration which, when added to the duration of the contract under this selection, exceeds eleven years, even if non-continuous.
17. The Administration reserves the right to carry out inspections, as well as sample checks, on the truthfulness of the self-declaration of certification.
18. 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



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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 D), 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.

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. 7 of the University Regulations governing the award and conduct of post-doctoral appointments, 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
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 examined the evaluation criteria established by the Regulations, shall conduct a comparative assessment of the candidates based on their scientific and professional curriculum, which must be suitable for carrying out the activities specified in the post-doctoral appointment.
4. The selection procedure also includes an oral interview aimed at verifying the candidate's suitability and aptitude for the activities covered by the post-doctoral appointment, as well as assessing their knowledge of the language(s) relevant to the research and activities indicated in the call.
5. Candidates are assessed comparably based on the following criteria:
 - a) relevance and pertinence of the educational background, of research activities previously carried out, as well as any relevant work experience, in relation to the contents of the Scientific Disciplinary sector and of the research program covered by the selection, as well as the activities envisaged for the post-doctoral appointment, up to a maximum of 25 points;
 - b) relevance of the attached publications to the research program and to the activities covered by the post-doctoral appointment, up to a maximum of 25 points;
 - c) oral examination aimed at assessing the suitability and aptitude to carry out the activities covered by the post-doctoral appointment, as well as evaluating the knowledge of the language(s) relevant to the call, up to a maximum of 50 points.
6. 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 c), accompanied by a detailed analytical assessment for each item. The scores and the analytical judgement related to the criteria in paragraph 5, letters a) and b), must be made known to the candidates before 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. Candidates will be notified the date of the oral examination by publication on the University website on page <https://www.unimi.it/it/node/581/> at least 15 days before the discussion. Each candidate may expressly waive the notice period by sending an email to the following address valcomp@unimi.it. The Committee shall conclude its work within two months from the date of publication of the decree of appointment, without prejudice to a possible one-month extension in cases provided for by the Regulations.

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

Award of post-doctoral appointments

1. The award and the simultaneous commencement of post-doctoral appointments 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 can be used for progression in the following cases:
 - impossibility to finalize the contract due to lack of requirements stated in the application;
 - resignation by the candidate(s) called to assume the post-doctoral appointment;
 - failure to enter into the employment contract and/or failure to commence the appointment;
 - resignation after taking up service.

Art. 14

Stipulation of the contract

1. The contract specifies:
 - the starting and end date of the work relationship;
 - the Department;
 - the Scientific-Disciplinary Group and Scientific-Disciplinary Sector.
 - the activities covered by the post-doctoral appointment, with specific reference to research, teaching collaboration, and third mission activities;
 - the methods and timing for the assessment of the activities carried out;
 - the economic, social security and insurance treatment;
 - the rights and duties of the post-doctoral appointee;
 - the regulations concerning intellectual property;
 - the grounds for termination of the employment contract.
2. The employment contract is signed by the contractor and the Rector.



Art. 15

Working relationship guidelines

1. The holder of the post-doctoral appointment is required to submit to the hosting Department a report on the activities carried out at the end of the contract or, in the case of multi-year contracts, at the end of each year.
2. The employment relationship is subject to the legislation on health and safety in the workplace (Legislative Decree no. 81/2008 and any subsequent amendments thereto).
3. The holder of the post-doctoral appointment shall, where applicable, be subject to the provisions on the protection and support of maternity and paternity, on sick leave, and to the provisions of Law no. 104/1992 concerning assistance, social integration and the rights of persons with disabilities.
4. Holders of post-doctoral appointments are required to comply with the University of Milan's Code of Ethics and Code of Conduct for employees.
5. With regard to the regulation of intellectual property rights relating to works, inventions and, in any event, to the results of research activities carried out in performance of the employment contract or otherwise related to the post-doctoral appointment, reference is made to the relevant University Regulations.
6. Employment contracts governed by this Regulation do not confer any entitlement to access to academic positions and may not be considered for the purposes set out in art. 20 of Legislative Decree no. 75/2017.
7. With regard to disciplinary matters, jurisdiction lies with the Rector.

Art. 16

Contract duration

1. The contract has a duration of 12 months from the date of signing.

Art. 17

Contract extension

1. Any extension of the contract shall be governed by art. 2 of the University Regulations on the award and performance of post-doctoral appointments.

Art. 18

Termination of employment

1. The employment relationship shall terminate upon the occurrence of any of the following:
 - a) expiry of the employment contract;
 - b) resignation by the holder of the post-doctoral appointment;
 - c) termination for just cause, pursuant to art. 2119 C.C.;
 - d) serious breach by the holder of the post-doctoral appointment in the performance of the activities provided for under the employment contract, as assessed by the competent academic Bodies.
2. With reference to paragraph 1(b) above, a holder of a post-doctoral appointment who intends to resign shall give at least 30 days' written notice to the Rector and to the relevant Department. In the event of failure to give the required notice, the University shall withhold an amount corresponding to the remuneration due for the period of notice not worked.
3. The cancellation of the recruitment procedure constitutes a resolute condition of the contract, without the obligation of prior notice.



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

Art. 19

Incompatibility and additional assignments

1. The post-doctoral appointment is incompatible with any other subordinate employment relationship with public or private entities, as well as with the holding of research grants. Public employees appointed to a post-doctoral position shall be placed on unpaid leave for the duration of the appointment.
2. Post-doctoral appointments are also incompatible with:
 - enrolment in bachelor's, master's, PhD or medical specialisation programmes, whether in Italy or abroad, without prejudice to the possibility of participating in specific European Union research funding programmes under the Marie Skłodowska-Curie Actions (MSCA);
 - the holding of PhD scholarships or other scholarships, however awarded by national or foreign institutions, except where such grants are intended to support international research mobility;
 - research contracts pursuant to art. 22 of Law 240/2010, research appointments pursuant to art. 22-ter of Law 240/2010, and fixed-term researcher contracts pursuant to art. 24 of the same Law, including contracts under paragraph 3.a and 3.b, in the version in force prior to the entry into force of Law no. 79 of 29/6/2022, even if concluded with different universities.
3. The total duration of relationships established with holders of post-doctoral appointments, research contracts pursuant to art. 22 of Law No. 240/2010, research appointments pursuant to art. 22-ter of Law 240/2010 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.
4. For the purposes of calculating the duration of the aforementioned contracts, periods of leave taken for maternity, paternity or health reasons, in accordance with current legislation, shall not be taken into account.
5. Without prejudice to the foregoing, the holder of a post-doctoral appointment may not engage, directly or indirectly, in activities that may give rise to a conflict of interest with the University or that may damage the reputation of the University or prejudice the performance of its institutional teaching and research activities.
6. What is not laid down in the present article, regarding incompatibility and the authorisations to carry out paid external assignments shall be subject to the legislation and regulations in force.
7. The applicable provisions concerning the prohibition on holding concurrent public and private employment under current legislation shall remain unaffected.

Art. 20

Economic, Tax, Social Security and Insurance treatment;

1. The holder of the post-doctoral appointment is entitled to a gross all-inclusive annual amount of € 28,456.47 for the entire duration of the appointment.
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.



UNIVERSITÀ DEGLI STUDI DI MILANO

HUMAN RESOURCES ORGANISATION AND DEVELOPMENT
DIVISION

Art. 21

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 .

Art. 22

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. 23

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. 24

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