



Prot. no 37292 of May 7, 2025

**Subject:** Selection procedures for the recruitment of 2 (two) fixed-term researches, pursuant to Art. 24, Paragraph 3, Letter B, of Law No. 240 of 30 December 2010 (*ante* Law No. 79 of 29 June 2022), within the context of the “Extraordinary Plan for the Recruitment of University Staff 2024”, provided for by Ministerial Decree No. 795 of 26 June 2023 [the so-called “Plan B”)], for the School of Biosciences and Veterinary Medicine Group of Academic Disciplines 07/AGRI-09 “Animal Science and Technology” and Academic Discipline AGRI-09/D “Zooculture”) and for the School of Law Group of Academic Disciplines 12/GIUR-17 “Philosophy of Law” and Academic Discipline GIUR-17/A “Philosophy of Law” – NOTICE OF SELECTION PROCEDURE

### THE RECTOR

**HAVING REGARD TO** Law No. 168 of 09 May 1989, implementing the constitutional principle of university autonomy, providing for the recognition of the teaching, scientific, organisational, financial, and accounting autonomy of the universities;

**HAVING REGARD TO** Law No. 537 of 24 December 1993, and in particular Art. 5, launching the financial autonomy of the University;

**HAVING REGARD TO** Law No. 240 of 30 December 2010, providing for “Rules for the organisation of universities, academic staff and recruitment, as well as the Government's responsibility to encourage the quality and efficiency of the university system”, in particular Art. 24, Paragraph 3, Letter B;

**HAVING REGARD TO** Decree-Law No. 36 of 30 April 2022, converted with amendments by Law No. 79 of 29 June 2022 containing “Further urgent measures for the implementation of the National recovery and resilience plan (*Italian acronym:* PNRR)” to reform the rules on the recruitment of university staff, which in Art. 14, Paragraph 6-terdecies provides as follows: “*Without prejudice to the possibility of launching procedures for the recruitment of fixed-term researchers, pursuant to Art. 24, Paragraph 3, letter B) of Law No. 240/2010, in the text in force before the date of entry into force of the law converting this decree, on the basis of the resources, and in the reference periods of the Extraordinary Plans, referred to in ..... Art. 1, Paragraph 297 of Law No. 234 of 30 December 2021, for the twelve months following the date of entry into force of the law converting this decree,*

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*universities can also initiate procedures for the recruitment of temporary researchers pursuant to Art. 24, Paragraph 3 letter B) of Law No. 240/2010, in the text in force before the date of entry into force of the law converting this decree. The provisions of Law No. 240 of 30 December 2010, in the text in force before the date of entry into force of the law converting this decree, continue to apply to the procedures referred to in the first period and to the contracts stipulated within the context of the same”;*

**HAVING ACKNOWLEDGED** that on the basis of the aforementioned legislation it is therefore possible to continue to announce, within the context of the Extraordinary Plans, positions of fixed-term Senior Researcher (Type B), pursuant to Law No. 240/2010, in force until 29 June 2022;

**CONSIDERING THAT**, in implementation of Art. 1, Paragraph 297, letter A) of Law No. 234 of 30 December 2021, resources are made available for the activation of a plurality of Extraordinary Plans for the recruitment of staff of state university institutions in relation to the increases in resources allocated from 2022 to 2026, providing for activation of 4 Extraordinary Plans, called A, B, C, and D;

**HAVING ACKNOWLEDGED** that Plan A, provided for by Ministerial Decree No. 445 of 6 May 2022 will be concluded on 31 October 2024, and has been entirely committed to the previous programming;

**HAVING ACKNOWLEDGED** that Plan A, provided for by Ministerial Decree No 795 of 25 June 2023, “Extraordinary Plan for the recruitment of university staff 2024” was recently extended to 31 December 2027 and it is on it that all the current programming for teaching/research staff is weighing;

**CONSIDERING THAT** with the aforementioned Ministerial Decree, as part of the Extraordinary Plan B, resources corresponding to a total of 8.1 staff points have been assigned to the University of Camerino for the recruitment of university professors and fixed-term researchers pursuant to art. 24 paragraph 3 letter. b) of Law No. 240/2010, whose hiring and related appointments must take place by 31 October 2025, including the positions in question;

**HAVING ACKNOWLEDGED** that the new Integrated Plan of Activities and Organisation (*Italian acronym: PIAO*) 2024-2026, approved by the Board of Directors in its meeting of 31 January 2024, as a single programming document, provides for a hiring strategy aimed at restoring the balance between the Teacher/Researcher component and that of the technical-administrative staff, already present in the PIAO 2023-2025, keeping in mind that the University’s objective is to restore the ratio of 0.97 ( situation relating to the year 2012), considering all teachers, except RTD A, and all permanent technical-administrative staff (so-called strategic indicator);

**HAVING REGARD TO** Ministerial Decree No. 1560 of 1 December 2023, which defines the criteria and hiring quota for state universities for the year 2023;

**HAVING REGARD TO** Ministerial Decree No. 243 of 25 May 2011, defining the criteria and the

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parameters, on an international scale, for the preliminary assessment of contract candidates, pursuant to Art. 24 of Law No. 240/2010;

**WITH REFERENCE TO** the Regulation on the selection procedures for Researchers and the stipulation of fixed-term contracts, issued by Rector's Decree No. 16017 of 01 October 2018;

**HAVING REGARD TO** Legislative Decree No. 49 of 29 March 2012, containing the regulations for the planning, monitoring and evaluation of the budget and recruitment policies of universities, in implementation of Law No. 240/2010;

**HAVING ACKNOWLEDGED** that the Legislative Decree No. 36 of 30 April 2022, converted with amendments by Law No. 79 of 29 June 2022, provides, among other things, for the reform of groups of academic disciplines, and of academic disciplines;

**HAVING REGARD TO** Ministerial Decree No. 639 of 2 May 2024, containing the new determination of the groups of academic disciplines (called GSD) and the related declarations, as well as the rationalisation and updating of the academic disciplines (called SSD) and the attribution of the latter to groups of academic disciplines, pursuant to art. 15 of Law No. 240 of 30 December 2010, as amended by art. 14 paragraph 6-bis of the Legislative Decree No. 36 of 30 April 2022, converted with amendments by Law No. 79 of 29 June 2022;

**HAVING REGARD TO** the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, signed by the University of Camerino in July 2005, and recently updated in accordance with the European Council Recommendation No. 1640 of 18 December 2023;

**WITH REFERENCE TO** the CoARA Action Plan, relating to the period 2024-2027, approved by the Academic Bodies in the sessions of 24 July 2024, on the basis of which the University of Camerino, always committed to promoting academic excellence and innovation, has joined a European initiative that aims to reform the research evaluation system, privileging quality and impact, rather than quantitative indicators alone, without ever derogating from the principles of methodological rigor, reproducibility and integrity;

**HAVING REGARD TO** Law No. 104 of 05 February 1992 and subsequent amendments, regulating assistance, social integration, and the rights of the disabled;

**HAVING REGARD TO** Law No. 241 of 07 August 1990, and subsequent amendments, concerning the rules on the transparency of administrative procedures and on access to administrative documents;

**HAVING REGARD TO** Legislative Decree No. 33 of 14 March 2013, as amended by Legislative Decree No. 97 of 25 May 2016, providing for "Reorganisation of the regulation concerning the right of civic access and the obligations of publicity, transparency and dissemination of information by Public Administrations";

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**HAVING REGARD TO** Regulation (EU) of the European Parliament and of the Council No. 679 of 27 April 2016, on the protection of natural persons about the processing of personal data and on the free movement of such data;

**HAVING REGARD TO** Legislative Decree no. 196 of 30 June 2003, i.e. the so-called “Personal Data Protection Code”, containing provisions for the adaptation of the Italian legal system to Regulation (EU) 2016/679;

**HAVING REGARD TO** Presidential Decree No. 445 of 28 December 2000, providing for the so-called “Consolidated Act on legislative and regulatory provisions with reference to administrative documentation”, and subsequent amendments;

**WITH REFERENCE TO** the Code of Ethical Conduct of the University of Camerino, issued with Rector’s Decree, No. 16 of 3 February 2015, and amended by Resolution of the Board of Directors No. 93 of 26 June 2019;

**HAVING ACKNOWLEDGED** that the Board of Directors approved, in the meeting of 31 January 2023, the new Integrated Plan of Activities and Organisation (PIAO) which, as required by Decree-Law No. 80 of 9 June 2021, converted with amendments by Law No. 113 of 06 August 2021, starting from 30 April 2022, contains, as an integral part, the planning of the prevention of corruption and transparency, effectively replacing the Three-year Plan for the Prevention of Corruption and Transparency;

**WITH REFERENCE TO** the Strategic Plan for Gender Equality, approved by the Academic Senate and the Board of Directors in the extraordinary joint session of 10 October 2024, according to which the University of Camerino promotes equality and inclusion within the University, in order to guarantee equal opportunities in access to studies and in recruitment processes, regardless of gender, ethnicity, religion or political opinions;

**CONSIDERING THAT** last year a meeting was held between the Rector and the Directors of the University Schools on the distribution of the 8.1 staffing points for the Teaching/Research staff, and a survey was carried out on the needs and priorities of the Schools, on the basis of shared objective criteria, outlining a programming process for the procedures to be announced;

**WITH REFERENCE TO** the resolution of the School of Biosciences and Veterinary Medicine No. 124 of 16 April 2025, with which the Board of the same School decided to activate a selection procedure for 1 position of Fixed-Term University Researcher, pursuant to Art. 24, Paragraph 3, letter B) of Law No. 240/2010, for the group of academic disciplines 07/AGRI-09 “Animal Science and Technology”, academic discipline AGRI-09/D “Zooculture”;

**WITH REFERENCE TO** the resolution of the School of Law No. 170 of 5 June 2024, with which the Board of the same School decided to activate a selection procedures for 1 position of Fixed-Term University Researcher, pursuant to Art. 24, Paragraph 3, letter B) of Law No. 240/2010, one for the

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group of academic disciplines 12/GIUR-17 “Philosophy of Law”, academic discipline GIUR-17/A “Philosophy of Law”;

**WITH REFERENCE TO** the resolutions of the Board of Directors and the Academic Senate of 30 April 2025, approving, among others, the activation of the aforementioned selection procedures, as part of the Extraordinary Plan B, provided for by the Ministerial Decree No. 795 of 26 June 2023;

**ASCERTAINED** the financial availability to announce the aforementioned positions of fixed-term senior (type B) researchers, which will be covered by the resources allocated by the Ministerial Decree No. 795 of 26 June 2023 (Extraordinary Plan B);

## DECREES

### Art. 1 Purpose

Two (2) selection procedures for the recruitment of 2 (two) positions of fixed-term full-time university researchers, pursuant to Art. 24, Paragraph 3, Letter B, of Law No. 240 of 30 December 2010, are launched at the University of Camerino, with a single legal office, although some educational and/or scientific departments are in municipalities other than Camerino.

The positions announced is as follows:

#### 1) SCHOOL OF BIOSCIENCES AND VETERINARY MEDICINE

**Group of Academic Disciplines:** 07/AGRI-09 “Animal Science and Technology”

**Academic Discipline:** AGRI-09/D “Zooculture”

**Research Project Title:** “*Breeding techniques and welfare of small species of zootechnical interest*”

**Maximum number of publications submittable by the candidates:** 12

#### 2) SCHOOL OF LAW

**Group of Academic Disciplines:** 12/GIUR-17 “Philosophy of Law”

**Academic Discipline:** GIUR-17/A “Philosophy of Law”

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**Research Project Title:** “*Philosophy of Law*”;

**Maximum number of publications submittable by the candidates:** 12

As regards the description of the content of the Groups of Academic Disciplines (GDS) and the update of Academic Disciplines (SSD), and their attribution to the Groups of Academic Disciplines, please refer to Ministerial Decree No. 639 of 2 May 2024.

## **Art. 2**

### **Publication of the Notice of Selection Procedure**

This Notice will be published on the University of Camerino website, at: [www.unicam.it](http://www.unicam.it) (included in the online notice board of the University), on the website of the Ministry of University and Research (presently, MUR) at: <http://bandi.miur.it>, and on the European Union website at: <http://ec.europa.eu/euraxess>, and in the international journal “Nature Careers”.

The Notice of Selection Procedure will be published in the Official Gazette of the Italian Republic – the 4<sup>th</sup> Special Series - Competitions and Exams.

## **Art. 3**

### **Requirements for admission to the selection procedure**

Pursuant to Art. 24, Paragraph 2, Letter B of Law No. 240/2010, the following shall be admitted to the selection procedure, under penalty of exclusion: Italian and foreign candidates, including citizens of non-EU countries, in possession of a **PhD, or equivalent degree**, obtained in Italy or abroad.

The PhD degree must be obtained by the deadline for submitting the application for participation in this selection procedure.

In the case of a PhD degree obtained abroad, it is necessary to attach the Declaration of equivalence, pursuant to Art. 38 of Legislative Decree No. 165/2001, or the Declaration of equipollence with the PhD degree obtained within the Italian university system, issued pursuant to Art. 74 of Presidential Decree No. 382/1980, or indicate the details of the receipt of the delivery of the request for recognition of the foreign qualification obtained issued by the Presidency of the Council of Ministers - Department of Civil Service, pursuant to art. 38 of Legislative Decree no. 165/2021, as amended by Legislative Decree no. 228 of 30 December 2021 (the so-called One-thousand Extensions Decree), converted by Law no. 15 of 25 February 2022. In the latter case,

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candidates are admitted to the procedure with reservations. The Department of Public Function will conclude the recognition procedure only for the winners of the competition procedure, who have the obligation, under penalty of forfeiture, to submit a request for recognition, within fifteen days of the publication of the final ranking list, to the Ministry of University and Research, in accordance with the provisions of art. 38 of Legislative Decree No. 165/2001, as recently amended by art. 3 paragraph 1 letter f) of Legislative Decree No. 25 of 14 March 2025.

Candidates admitted participating in the selection procedures referred to in Art. 24, Paragraph 3, Letter B, of Law No. 240/2010 must meet one of the following requirements:

**- having been holders of contracts, referred to in letter A of Art. 24, Paragraph 3 of Law No. 240;**

or

**- having obtained the National Scientific Qualification for the positions of Associate Professor or Full Professor, referred to in Art. 16 of Law No. 240 of 30 December 2010;**

or

**- having been holders of research grants for at least three years, even if not consecutive, pursuant to Art. 51, Paragraph 6 of Law No. 449 of 27 December 1997 and subsequent amendments, or pursuant to Art. 22 of Law No. 240, or of post-doctoral scholarships, pursuant to Art. 4 of Law No. 398, or of similar contracts, grants, or scholarships in foreign universities.**

The above-mentioned requirements must be met on the deadline date of the Call, and in any case, at the time of submitting the application to participate in the selection procedure. Therefore, their lack entails exclusion from the selection procedure.

The following shall not be admitted to the Selection procedure:

- Candidates excluded from the enjoyment of civil and political rights;
- Candidates excluded from the active political electorate and those who have been dismissed or released from a position in Public Administration for consistently insufficient performance, or who have been revoked from another public sector position, pursuant to Art. 127, letter D of Consolidated Text approved by Presidential Decree No. 3 of 10 January 1957;
- Candidates who hold or have held contracts as research fellows and fixed-term researchers, pursuant to, respectively, Articles 22 and 24 of Law No. 240/2010, at the University of Camerino or at other Italian state universities, private or online universities, as well as at the Institutions referred to in Paragraph 1 of Art. 22 of Law No. 240/2010, for a period which, added to the duration foreseen by the contract referred to in this Notice, exceeds a total of twelve years, even if not continuous. For the purposes of the duration of the aforementioned relationships, the periods spent on maternity leave or sick leave, pursuant to current legislation, shall not be counted;

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- Associate or Full University Professors, and Researchers with permanent contracts, even if they have already ceased their service;
- Candidates having a degree of kinship or affinity, up to and including the fourth degree, with a Professor working at the School publishing the proposal for the activation of the contract, or with the Rector, Director-General, or a member of the University's Board of Governors.

The employees of the Public Administration Bodies shall be placed on leave for the entire duration of the contract, without pay or social security contributions, or in an untenured position, in cases where such position is provided for by the legal systems to which they belong, also without pay or social security contributions.

#### Art. 4

##### **Procedures for submitting the application for admission to the selection procedure**

Applications for participation in this selection procedure must be submitted within the peremptory term of **30 days**, starting from the day following the date of publication of the relevant Notice in the Official Gazette of the Italian Republic - the 4<sup>th</sup> Special Series - Competitions and Exams. If the deadline for submitting the application falls on a Saturday or a public holiday, the deadline shall be postponed to the first working day.

**To participate in the selection procedure, it is necessary to fill in and sign an online application, drawn up according to the model provided by the platform.**

The application and the related attachments must be submitted exclusively through the computer application system adopted, available at the link indicated on the webpage on which the Notice of the Selectin Procedure was published.

Access to the platform is permitted through the following methods:

- using SPID (public digital identity system): please note that in this case it is not necessary to sign the participation application;
- by registering on the platform, to be carried out upon first access, with the creation of a login ID and password, in this case the participation application must be signed with a handwritten or digital signature.

For the online submission of the application, candidates must have an ordinary e-mail address (not certified e-mail), for the purposes of registering with the system. Registration must be done at the time of first access.

Please note that the e-mail address indicated by the candidate during registration will be used by this Administration for all subsequent communications relating to the selectin procedure in question.

All information needed for the correct completion and submission of the application is available in the *“Guide to completing the online application”*, published on the application form home page.

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**The application must be submitted exclusively through the online procedure indicated in the Notice, containing the following wording, which differs according to each position announced:**

- 1) *“Application for participation in the selection election procedure for the recruiting of one (1) position of fixed-term researcher, pursuant to Art. 24, Paragraph 3, Letter B, of Law No 240/2010 (ante Law No. 79/2022) for the School of Biosciences and Veterinary Medicine (“Group of Academic Disciplines 07/AGRI-09 and Academic Discipline AGRI-09/D”).*
- 2) *“Application for participation in the selection election procedure for the recruiting of one (1) position of fixed-term researcher, pursuant to Art. 24, Paragraph 3, Letter B, of Law No 240/2010 (ante Law No. 79/2022) for the School of Law (“Group of Academic Disciplines 12/GIUR/17 and Academic Discipline GIUR-17/A”).*

**Applications presented in ways other than online will not be considered admissible and therefore will be excluded.**

**The online compilation and submission of the application must be carried out by 01:00 p.m. (Italian time) on the day of expiry of the Notice.**

Each candidate can send only one application.

The following must be attached to the application, in PDF, JPG, JPEG, or PND format (maximum allowed size for single attachment is 5 MB):

- copy of a valid identification document (front and back);
- curriculum vitae indicating scientific and teaching activity of the candidate, dated, and signed;
- a detailed list of publications submitted, dated, and signed;
- a number of publications indicated in Art. 1 of this Notice;
- doctoral thesis to be attached to the publications below.

Successful application and date of receipt of the application is certified by the computer system by means of a receipt, which will be automatically sent to the e-mail address provided by the candidate during registration.

The computer application system for submitting the application will remain active even on any days when the University is closed.

After the deadline for submitting applications, the system will no longer allow submissions.

Assistance with the online compilation may be requested by sending a specific support request directly from within the platform and will be suspended starting from the twenty-ninth day from publication of the Notice, and until the deadline for the online compilation and submission of the application.

In the application, candidates must declare, assuming full civil, criminal, and administrative responsibility, the following:

1. Their last name, name, place and date of birth, residence, and citizenship;

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2. Tax Code (for Italian citizens) or Personal identification code (for foreign citizens);
3. To be in possession of all the requirements for admission to the Selection procedure, pursuant to Art. 3 of this Notice of Selection Procedure;
4. To have no degree of kinship or affinity, up to and including the fourth degree, or a marital, civil union or cohabitation-outside-marriage relationship, pursuant to Law of 20 May 2016, No. 76, with a Professor working at the School publishing the Notice, or with the Rector, Director-General, or a member of the University's Board of Governors. **Failure to present this last declaration shall result in the exclusion from the procedure;**
5. To have no criminal convictions, or, in case of any convictions, indicating the details of the related sentences and any pending criminal proceedings;
6. To enjoy full civil and political rights;
7. For foreign citizens, to enjoy full civil and political rights in their State of origin, or the reasons for the exclusion from the enjoyment of civil and political rights, and to have adequate knowledge of the Italian language;
8. The current position regarding military service obligations for Italian citizens;
9. To not have been dismissed from a position in Public Administration for consistently insufficient performance, and to not have been revoked from another public sector position, pursuant to Art. 127, letter D, of Consolidated Text of Presidential Decree No. 3 of 10 January 1957;
10. To not hold a position of permanent University Professor or Researcher, even if they have already ceased their service;
11. To not have exceeded a total period of twelve years, even if not continuous, including the period foreseen by the contract referred to in this Notice, as a research fellow and as a fixed-term researcher, pursuant to, respectively, Articles 22 and 24 of Law No. 240/2010, at the University of Camerino or at other Italian state universities, private or online universities, as well as at the Institutions referred to in Paragraph 1 of Art. 22 of Law No. 240/2010;
12. To undertake to hold lectures and seminars in English language, and to be available, in case they are hired, to commute to any Unicam service location assigned to them;
13. That what is reported in the curriculum vitae is true and correct, and that the attached publications conform to the originals.

The application must also include the elected domicile of the candidate for the purposes of this Selection Procedure, and a certified e-mail address, if any. It is advisable to include a telephone number of the candidate. Any change in the address must be promptly communicated to the Division of Human Resources, Organisation and Development [Area Persone, Organizzazione e Sviluppo] of the University of Camerino.

The Administration shall not be held responsible for the loss of communications due to the incorrect indication of the address by the candidate, or due to failure to communicate, or to late communication of the change of the address indicated in the application, or due to any computer or

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Internet issues, attributable to third parties, in the case of unforeseeable circumstances or force majeure.

Candidates with disabilities, pursuant to Law No. 104 of 5 February 1992, must make an explicit request in their application in relation to their disability and regarding the necessary aid, and additional time may be provided for the completion of the presentation in English language.

Any withdrawal from the selection by the candidate, signed, dated, and accompanied by a copy of a valid identity document, must be addressed to the Rector, and sent by e-mail, with a scanned file, to the following e-mail address: [anna.silano@unicam.it](mailto:anna.silano@unicam.it).

The withdrawal shall take effect as from the first meeting following the date of receipt.

## Art. 5 Qualifications and Publications

The candidates must declare in the application the possession of the requirements for admission to the selection procedure, pursuant to Art. 3 of this Notice.

They also must submit the publications deemed useful for this selection procedure.

**The number of publications must not exceed the number indicated in Art. 1 of this Notice.** If the maximum number of publications is exceeded, the Selection Committee shall evaluate the same, according to the order indicated in the list, up to the limit established. Therefore, the publications sent but not included in the list attached to the application, shall not be taken into consideration by the Selection Committee.

It is not permitted to refer to documents or publications presented for other procedures to this or another Administration.

The Administration is required to carry out appropriate checks, even randomly, and in all cases where well-founded doubts arise as to the veracity of the statements produced. Anyone making false statements, uttering forged instruments, or making use of the same, shall be subject to the provisions of Art. 76 of Presidential Decree No. 445/2000.

Acts and documents originally in a foreign language, other than English, French, German or Spanish, must be accompanied by a translation into Italian, certified as conforming to the original, and issued by a competent diplomatic or consular representation, or by an official translator.

## Art. 6 Selection Committee

### Administration

<https://www.unicam.it>

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### Division of Human Resources, Organisation and Development

Division Manager

Ms. Gisella Claudi

### Recruitment Office

Procedure Manager;

Ms. Anna Silano

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The Committee for the evaluation of the candidates is made up of three members, selected by the School by Resolution, and appointed by Rector's Decree, published in the Official Gazette and on the University website.

Members of the Committee may be chosen among Full Professors, Associate Professors, and full-time Researchers, provided they work in the Academic Recruitment Field and the Academic Discipline relating to the announced position. At least two Committee members must be external. Foreign university professors and researchers may also be members of the Committee. Foreign Committee members must have an equivalent academic qualification.

The following may not be elected as Committee members:

- a) Those who have obtained a negative evaluation, pursuant to Art. 6, Paragraph 7 of Law No. 240/2010;
- b) Those who have been convicted, even with a sentence not yet final, for the crimes against the Public Administration, provided for in Chapter I of Title II of Book Two of the Criminal Code;
- c) Those who have collaborative relationships with candidates that present characteristics of systematicity, stability, continuity. In any case, incompatible collaborative relationships are prefigured by the circumstance that one of the Committee members is co-author of more than 30% of the overall publications of a candidate and/or the communion of economic interests arising from a stable professional collaboration;
- d) Professors who are members of the Board of Directors and the Academic Senate of the University.

The members of the Committee must sign a declaration of commitment relating to compliance with ethical principles, confidentiality, and absence of incompatibility.

From the day following the date of publication of the Decree of Appointment on the website and on the official online notice board, the term of thirty (30) days for any possible challenge of the Commissioners by the candidates shall begin to run. If all interested parties declare that there are no grounds for challenge, this term shall cease to run even earlier.

However, after 7 days from publication, the Committee may still begin their work, without prejudice to the fact that the presentation of any requests for recusal suspends the proceedings, for the purposes of evaluating the request and possible replacement of the recused Committee member.

The Committee shall establish the criteria and methods for evaluating the candidates, in compliance with the provisions of the Ministerial Decree No. 243 of 25 May 2011.

The selection procedure shall be carried out in accordance with the provisions of Art. 4 of the Regulation.

The call for the first meeting of the Committee shall be made by the Rector.

In its first meeting, the Committee shall:

- 1) elect the Chairman and the Minute Taker;



- 2) establish the criteria and the methods for the evaluation of candidates, in compliance with the provisions of the Ministerial Decree No. 243 of 25 May 2011 and of the University Regulations.

At the end of the first meeting, a report containing the criteria and the methods for the evaluation of candidates shall be sent to the Procedure Manager, who must attend to the publication of the same on the University's website, **not less than two (2) days** before the continuation of the Committee's work.

The Committee decides, at the preliminary meeting, whether or not to make use of Internet tools for collegial work.

## Art. 7 Work of the Selection Committee

The selection procedure shall take place in the following manner:

- 1) Preliminary assessment of candidates with reasoned analytical judgment (individual and collegial) on the qualifications, curriculum, and scientific production, including the doctoral thesis, according to the criteria set out in Art. 24 of Law No. 240/2010 and in Ministerial Decree No. 243 of 25 May 2011;

- 2) If the number of candidates more than six, the Committee shall carry out a preliminary assessment of the candidates, aimed at creating a "short list" of the comparatively more deserving ones, admitted to the public discussion of qualifications and scientific production, the numerical consistency of which may not be less than six or more than 20% of the candidates. The Committee shall evaluate, using reasoned analytical judgment (individual and collegial), the qualifications, the curricula, and the scientific production of the candidates, including the doctoral thesis, according to the criteria provided for by Art. 24 of Law No. 240/2010 and by Ministerial Decree No. 243 of 25 May 2011.

The Committee is required to apply the principles expressed in the European Charter for Researchers on the qualitative and quantitative evaluation of merit. This evaluation shall put the emphasis on the exceptional results obtained in a diversified personal path and not only on the number of publications, and appropriately considers teaching and supervision activities, teamwork, knowledge transfer, research management, innovation, and public awareness activities. Career breaks, aimed at conducting other experiences in public or private entities, or changes in the chronological order of the curriculum shall be considered as a contribution to the professional development of researchers in a multidimensional path. Any experience of mobility or change of discipline or field shall be considered valuable contributions.

With regard to scientific production, the Committee shall express, for each candidate, applying collegial judgment, the degree of creativity and autonomy (as required by the Human Resources

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Strategy for Researchers).

Once the short list has been defined, or, if a short list is not necessary, after examining the qualifications, the curricula and the scientific production of the candidates, the Committee shall establish the date for the public discussion of the same.

To test their knowledge of the English language, candidates must publicly carry out, in front of the Selection Committee, a short presentation, in English language, on a topic inherent to their qualifications and their scientific production and freely chosen.

At the same time, candidates will discuss their qualifications and publications with the Committee.

The schedule for the presentation will be communicated to interested parties with at least **15 days' notice.**

To attend the interview, candidates must have a valid identification document.

The non-presentation by the candidate for the discussion shall be considered an explicit and definitive manifestation of the will to renounce the selection procedure.

The Committee shall proceed with the attribution of scores, reserving 20% of the overall score for the presentation, solely in relation to the assessment of an adequate knowledge of the English language, and 80% for the qualifications and research products presented by the candidates.

The proceedings of the Committee consist of the minutes of the individual meetings, including the individual and collective judgements expressed on each candidate, as well as the summary report of the work carried out.

After completing its work, the Selection Committee shall deliver the competition documents to the Procedure Manager in a closed and sealed envelope, with the signatures of all the Committee members on the closing flaps.

The Rector shall ascertain the formal regularity of the documents, issuing a Rector's Decree, which shall be published on the University website and in the Official Gazette of the Italian Republic.

In the event of any irregularities, the Rector shall send the proceedings back to the Committee, together with a substantiated decision, establishing a deadline to provide for any necessary changes.

The Rector may extend the deadline for the conclusion of the procedure, establishing a new congruous term, or may start, by means of a substantiated decision, the procedures for the replacement of the Committee members to which the causes of the delay are attributable.

## **Art. 8**

### **Call**

The Board of the School that requested the Selection Procedure, by means of a substantiated resolution and with a favourable vote of the absolute majority of Associate and Full Professors, shall draft a proposal for the Call, taking into account the evaluation of the Committee and the teaching and research needs of the School.

The proposal for the Call is approved by resolution of the Board of Directors.

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## Art. 9

### Working relationship and contractual clauses

The Researcher that received the Call shall establish a fixed-term working employment relationship with the University of Camerino, through the stipulation of a civil-law contract of a subordinate employment nature. The activities covered by the contract are the following: research, teaching, supplementary teaching, and student services. The contract shall last three years and may not be renewed. Fixed-term researchers carry out research and scientific updating activities, with the aim to improve and broaden their knowledge and skills. The research activity is subject to verification of the results, according to the criteria established by ANVUR (Italian National Agency for the Evaluation of the University and Research Systems). The total annual working hours, for full-time employment, encompassing the carrying out of teaching, supplementary teaching, and student services activities, including guidance and tutoring, shall not be less than 350 hours, of which at least 100 hours of face-to-face teaching.

**UNICAM, also in relation to the pursuit of internationalisation, as its strategic goal, requires the commitment of fixed-term researchers to hold lectures and seminars in English language at UNICAM premises and in institutions with which the University enters into agreements.**

Disciplinary competence is governed by Art. 10 of Law No. 240/2010.

The appointment is arranged by the Rector and is subject to the verification of the conditions provided for by the regulatory provisions on recruitment.

The candidate proposed for the appointment shall receive a specific communication, in which he/she is invited to present the documents necessary for the purpose of the appointment.

## Art. 10

### Incompatibility and further provisions

The position of fixed-term Researcher is incompatible with the exercise of trade and industry, except for the possibility of setting up companies with spin-off characteristics or university start-ups, according to current legislation and in compliance with the University regulations.

The exercise of freelance activity is incompatible with the full-time employment.

Without prejudice to compliance with contractual and institutional obligations, fixed-term researchers can freely carry out lectures and seminars of an occasional nature, scientific collaboration and consultancy, scientific and cultural communication, and dissemination, as well as publishing and editorial activities.

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### **Art. 11**

#### **Financial compensation**

The all-inclusive gross annual salary due to a fixed-term Researcher under a full-time employment contract is equal to the financial compensation provided for by the Presidential Decree No. 232 of 15 December 2011 and Ministerial Decree No. 795 of 26 June 2023.

The employment relationship that is established between the University of Camerino and the fixed-term Researcher is governed by the provisions in force on the subject, including those regarding the taxes and social security benefits provided for earnings from employment.

The University also provides insurance coverage relating to accident risks and civil liability.

### **Art. 12**

#### **Processing of Personal Data**

Without prejudice to the provisions on mandatory publication of Legislative Decree No. 33/2013 and subsequent amendments, and of the Minerva Code, the University of Camerino is committed to respecting the confidential nature of the information provided by the candidate, pursuant to the EU Regulation 2016/679. All data provided shall be processed only for the purposes related to, or necessary for the selection procedure and for the appointment, if any, in compliance with current regulations.

### **Art. 13**

#### **Rights and Duties**

The rights and duties are those provided for by the current provisions of law on the legal status of university researchers with a fixed term contract.

### **Art. 14**

#### **Procedure Manager**

The Procedure Manager, referred to in this Notice of Competition, is Ms. Anna Silano, Telephone: 0737 402024; E-mail: [anna.silano@unicam.it](mailto:anna.silano@unicam.it).

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### **Art. 15 Regulations of Reference**

For all matters not provided for in this Notice of Selection Procedure, the provisions of current legislation regarding public selection procedures and university legislation shall apply, insofar as applicable.

THE RECTOR  
Prof. Graziano Leoni

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