



# UNIVERSITÀ DEGLI STUDI DELL'AQUILA

AREA GESTIONE DELLE RISORSE UMANE  
SETTORE CONCORSI E SELEZIONI

D.R. Rep. n. 1260 – 2024 Prot. n. 143887 del 2.10.2024 All. 2

Anno 2024 – tit. VII cl. 1 fasc. 74

## THE RECTOR

**Having regard** to Italian Law 168, 9 May 1989 establishing the Ministry of Higher Education, Scientific Research and Technology;

**Having regard** to Italian Law n. 240, 30 December 2010, “Norms regarding the organization of Universities, academic personnel and recruitment, as well as mandating the Government to provide incentives for quality and efficiency of the University system”, and in particular Art. 24, Art. 22, paragraph 9, and Art. 29, paragraph 5, as amended and supplemented;

**Having regard** to Law n. 79, 29 June 2022, implementing the Leg. Decree n. 36, 30 April 2022, concerning “Further urgent measures to implement the National Recovery and Resilience Plan (Piano Nazionale di Ripresa e Resilienza - PNRR)”;

**Having regard** to Italian Law n. 241, 7 August 1990, as amended and supplemented, concerning administrative procedures and the right to access administrative documents;

**Having regard** to Law n. 183, 12 November 2011 (*Legge di Stabilità 2012*) and in particular Art. 15 regarding certifications and declarations;

**Having regard** to Leg. Decree n. 165, 30 March 2001, as amended and supplemented, in particular Articles 35, 35bis, 36, 37, 38 and 57;

**Having regard** to Presidential Decree 445, 28 December 2000, containing regulations concerning administrative documentation (*Testo Unico*);

**Having regard** to Leg. Decree 196, 30 June 2003 and Leg. Decree n. 101, 10 August 2018, implementing the UE Regulation n. 679/2016 regarding personal data protection;

**Having regard** to Leg. Decree n. 82, 7 March 2005, “Digital Administration Code”, as amended and supplemented;

**Having regard** to Leg. Decree n. 198, 11 April 2006, “Equal Opportunities for Men and Women”;

**Having regard** to Leg. Decree n. 49, 29 March 2012 for disciplining the programming, monitoring and assessment of budget management and recruiting policies adopted by universities;

**Having regard** to Leg. Decree n. 5, 09 February 2012 converted into Law n. 35, 04 April 2012, “Urgent Dispositions as to Simplification and Development”;

**Having regard** to Presidential Decree n. 62, 16 April 2013, “Civil Servants’ Behaviour Code”;

**Having regard** to Leg. Decree n. 33, 14 March 2013, “Restructuring the sphere of advertising, transparency and dissemination of information by Public Administrations”, as amended and supplemented;

**Having regard** to Ministerial Decree n. 243, 25 May 2011, concerning criteria and parameters for preliminary assessment of public selection candidates, recipients of contracts as indicated in Art. 24, paragraph 2, letter c) of Italian Law n. 240, 30 December 2010;

**Having regard** to Ministerial Decree n. 855, 30 October 2015, redetermining macro-sectors and competition sectors;

**Having regard** to the Statute of the University of L’Aquila, established by the Rector’s Decree n. 36-2017, 20 February 2017, entered into force as of 9 March, 2017;

**Having regard** to the University of L’Aquila’s Code of Ethics/Behaviour established by the Rector’s Decree n. 734-2020, 27 July 2020 as amended and supplemented;



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**Having regard** to the University's Regulations as to recruitment of fixed-term university Researchers established by Rector's Decree n. 621-2012, 05 April 2012 as modified by Rector's Decree n. 860-2013, 05 June 2013, by Rector's Decree n. 1490-2015, 29 October 2015, by Rector's Decree n. 225-2019, 01 April 2019, by Rector's Decree n. 580-2020, 29 May 2020, by Rector's Decree n. 1468-2022, 28 October 2022 and lastly by Rector's Decree n. 836-2023, 6 July 2023;

**Having regard** to the University of L'Aquila's Regulations concerning the meetings of the Academic Bodies using telematic technology established by the Rector's Decree n. 319-2020, 17 March, 2020 as amended and supplemented;

**Having regard** to the University's Regulations concerning the procedures for carrying out the interviews using telematic technology in selection procedures for fixed-term researchers as well as the interviews for testing language skills in selection procedures for First and Second Tier professors established by the Rector's Decree n. 198-2023, 3 March, 2023;

**Having regard** to the University's Regulations as to assignation of teaching tasks to professors and researchers established by Rector's Decree n. 915-2017, 19 December 2017;

**Having regard** to the resolutions by the University Academic Bodies concerning staff planning and distribution of resources for recruiting First and Second Tier Professors and Researchers;

**Given** that, as pursuant to Art. 24, Paragraph 1-bis, "each university, within its three-year planning, links resources corresponding to at least one third of the amounts allocated to contract stipulations provided for in Paragraph 1 in favour of those candidates having attended, for at least thirty-six months, also cumulatively, Ph.D. courses or having carried out, on the basis of a formal assignment, research activities, excluded activities at no charge, at Italian or foreign universities or research institutions other than the university which is holding the public selection procedure";

**Having regard** to Ministerial Decree n. 445 dated 6 May 2022 assigning to academic institutions the resources allocated as per Art. 1, Paragraph 297, Letter a) of Italian Law n. 234, 30 December 2021, in order to fund special plans for recruiting University Professors and Researchers in compliance with Art. 24, Par. 3, Letter b) of Italian Law 240/2010 December 30, 2010;

**Having regard** to Ministerial Decree n. 795/2023 dated 26 June 2023 assigning to academic institutions the resources allocated as per Art. 1, Paragraph 297, Letter a) of Italian Law n. 234, 30 December 2021, in order to fund special plans for recruiting University Professors and Researchers in compliance with Art. 24, Par. 3, Letter b) of Italian Law 240/2010 December 30, 2010;

**Having regard** to the resolution of the Department of Industrial and Information Engineering and Economics Rep. n. 190 dated 11 July 2024 - forwarded first with note Prot. n. 2905 on 15 July 2024 and reforwarded with Prot. n. 2929 dated 16 July 2024, received with Prot. n. 101885/2024 and 102414/2024 respectively - concerning the request of a selection procedure to recruit 1 Tenure Track (RTT), fixed-term, full-time Researcher in compliance with Art. 24, Par. 3 of Italian Law 240/2010, 30 December 2010 for the Scientific Disciplinary Group 13/ECON-08 – Organization Studies, Academic Discipline ECON-08/A – Organization Studies;

**Having regard** to the resolution of the Department of Industrial and Information Engineering and Economics n. 189 dated 11 July 2024 - forwarded first with note Prot. n. 2903 on 15 July 2024 and reforwarded with Prot. n. 2929 dated 16 July 2024, received with Prot. n. 101883/2024 and 102414/2024 respectively - concerning the request of a selection procedure to recruit 1 Tenure Track (RTT), fixed-term, full-time Researcher in compliance with Art. 24, Par. 3 of Italian Law 240/2010, 30 December 2010 for the Scientific Disciplinary Group 12/GIUR-04 – Labour Law, Academic Discipline GIUR-04/A – Labour Law;



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**Having regard** to the resolution n. 276/2024 issued by the Board of Directors on 24 September 2024, after having assent from the Senate, authorizing the public selection procedure to recruit n. 2 Tenure Track (RTT) Researchers for the Academic Discipline ECON-08/A and the Academic Discipline GIUR-04/A; **Having verified** that the expense to reward each fixed-term Researcher is established in MUR Ministerial Tables and that the expense, at the budget item CA. 04.01.01.02.01, shall be covered as follows: 0,70 P.O. to weigh on the funds of Ministerial Decree 445/2022 and Ministerial Decree 795/2023;

## DECREES THE FOLLOWING

### Art. 1 – Public Selection, position available and objective of the contract

1. A public selection procedure is being held at the University of L'Aquila to recruit n. 2 fixed-term (6 year), full time Researchers in compliance with Art. 24, Par. 3 of Italian Law n. 240/2010, 30 December 2010, and related University Regulations specified as follows:

	DEPARTMENT	Scientific Disciplinary Group	Academic Discipline	N. of positions
A	Department of Industrial and Information Engineering and Economics	13/ECON-08 – Organization Studies	ECON-08/A – Organization Studies	1
B		12/GIUR-04 – Labour Law	GIUR-04/A – Labour Law	1

2. Attachments A and B form integral part of this selection announcement, indicating according to the Department's resolutions, research, teaching, integrated teaching activities and services to the students object of the contract, foreign language requisite, maximum number of publications and, with due regard to criteria and parameters indicated in Ministerial Decree n. 243, 25 May 2011, further assessment criteria of the candidates.

The candidate's Ph.D. thesis, in compliance with Ministerial Decree 243/2011, is to be considered a publication and included among the publications submitted.

3. For teaching tasks reference has to be made to the University's Regulations as to assignment of teaching tasks to professors and researchers established by Rector's Decree n. 915-2017, 19 December 2017 as amended and supplemented.

### Art. 2 – Admission Requisites and Causes for Exclusion

1. The selection procedure is open to those candidates possessing the following requisites:

- Italian citizenship (Italians not belonging to the Italian Republic are deemed equivalent to Italian citizens) or other EU member state citizenship as well as their family members not having the EU member state citizenship provided that they are entitled to the right of residence or the right of permanent residence. The procedure is also open to non-EU citizens holding the EU residency permit for long-term residents or individuals who have been granted the refugee status or the subsidiary protection status;

b) a Ph.D., or an equivalent degree, or a medical Specialization Diploma, where required;

All the above-mentioned admission requisites must be held by applicants within the deadline for application submission.



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If obtained abroad, the Ph.D. must be accompanied by the official declaration of equivalency issued by the relevant authorities of the foreign country. If the candidate is not in possession of such a documentation within the deadline for application submission, to be submitted anyhow within the date of official appointment, he/she shall submit a copy of the application for obtaining such a declaration.

2. The following categories may not participate in this public selection procedure:
  - a) First or second tier university Professors or Researchers already holding an open-ended contract, even if terminated, as well as individuals who have held, for at least three years contracts as provided in Art. 24, Paragraph 3 of Italian Law 240/2010, 30 December 2010;
  - b) Individuals not entitled to exercise civil and political rights;
  - c) Individuals who have been dismissed or relieved from office with a Public Administration for consistently poor performance or have been dismissed from a civil service job as provided in Art. 127, Letter d) of Presidential Decree 10.1.1957, No. 3.
  - d) Individuals who are related, up to the fourth degree, to professors belonging to the recruiting Department including the Rector, General Director, any member of the Board of Trustees.
3. Candidates are granted conditional admission, as the University Administration reserves the right to review applications and to exclude for just cause at any time until the end of the procedure. In this case a decree shall be issued by the Rector and the excluded candidate shall be notified by the Administration by registered post with notice of receipt or by certified e-mail (PEC) if provided in the application.

## **Art. 3 - Application Submission Procedure and Deadline**

1. To participate in the selection, candidates must submit their application within 30 days from the day following publication of the announcement in the Gazzetta Ufficiale della Repubblica Italiana – 4° Serie speciale – Concorsi ed Esami. The publication of the selection announcement is also posted in the University, Ministry and EU websites.
2. The application for the selection procedure as well as qualifications, documents and publications are to be submitted telematically, on pain of exclusion, via the online tool available at <https://pica.cineca.it/univaq>. The computer application necessarily requires that the candidate has an e-mail account in order to register or he/she may also log in using the SPID credentials. Candidates must enter all data required to fill in application and attach all documents in .pdf format. The application form must be filled in all its parts according to the instructions given by the telematic procedure. No other ways of presenting applications or documents for the procedure are allowed, except for the case described in Art. 5, paragraph 2 of this announcement. Within the deadline for application the system allows to save a draft of the application. The date of telematic submission of the application shall be certified by a receipt sent automatically by the system by e-mail.

**Applications received after the deadline set in this selection announcement shall not be considered.**

An identification number shall be assigned to each application which, along with the selection procedure code indicated in the computer application, shall be quoted in any further notice.

For any technical problems candidates may contact technical support through the link available at the bottom of the following page: <https://pica.cineca.it/univaq.it>.

The application submission shall be perfected and concluded in the following ways:



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- **By digital signature** using smart card, USB token or remote signature which allow the owner to sign general documents by means of a signature software or a Remote Signature web portal made available by the Auditor. Those who have a Digital Signature smart card or USB token shall verify that they are compatible with the Digital Signature system integrated in the system server. If so, the owner may sign the application directly in the system server (e.g. ConFirma);
- **Those who do not have compatible digital signature devices and the Remote Digital Signature Owners** who may access a web portal for signing general documents shall save in their own PC the .pdf file generated by the system and, without modifying it, digitally sign it in CADES format. A .p7m file will be generated, which shall be uploaded again to the system. Any editing to the file before signing with the Digital Signature shall interfere with the automatic check of correspondence between the content of such a document and the original, and this will bring to the application exclusion;
- **If none of the above-mentioned options can be used** candidates shall save in their own PC the .pdf file generated by the system and, without modifying it, print and sign it with full original signature in the last page of the printed document. A scanned .pdf copy of such a document shall be produced and the file thus obtained shall be uploaded to the system.

**It is not necessary to sign the application if the candidate logs in using the SPID credentials.**

3. All applications are subject to verification. **In any case the following shall be cause for exclusion:**
- omission of signature of application, except in the case of authentication through SPID;
  - not including a copy of the official declaration of equivalency of the Ph.D. obtained abroad issued by the relevant authorities of the foreign country OR of a copy of the application for obtaining such a declaration;
  - not including a copy of a valid identification document.

Applications deemed as lacking the required elements specified in the selection announcement or not in compliance with what specified in this article shall be excluded by Rector's Decree and candidates shall be notified of the said exclusion by registered post with notice of receipt or by certified e-mail (PEC).

4. In his/her application the candidate is required to declare the following:

- 1) Surname and name;
- 2) Date and place of birth;
- 3) Tax code (codice fiscale);
- 4) Residency;
- 5) Citizenship;
- 6) The selection procedure they want to participate in;
- 7) That he/she has the following requisites for participation as indicated in Art. 2 of this announcement;
- 8) That he/she is in possession of his/her civil and political rights
  - a) **Italian candidates** shall also state on their own account:
    - Which electoral college they are registered in (municipality) and any reasons for lack of registration or deletion;
    - Their current situation with regard to military service;
  - b) **Foreign candidates** shall also state on their own account:
    - That they are in possession of their civil and political rights in their country or, supply the reasons for lack thereof;



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- 9) That they have not been convicted of a crime nor are they aware of being subject to criminal proceedings or of any pending criminal proceedings against them;
  - 10) That they have not been dismissed or relieved from office with a Public Administration for consistently poor performance, or that they have not been dismissed from a civil service job as provided in Art. 127, Letter d) of D.P.R. 10 January 1957, n. 3;
  - 11) That they are not related, up to the fourth degree, to professors belonging to the recruiting Department including the Rector, General Director, any member of the Board of Trustees;
  - 12) That they do not have a position as first or second tier university professors or as open-ended contract Researchers, and have not held such positions in the past either, even if terminated;
  - 13) That they have not already held, for at least three years, fixed-term research contracts as provided in Art. 24, Paragraph 3 of Italian Law 240, 30 December 2010;
  - 14) **if not an Italian citizen**, that he/she has an adequate knowledge of the Italian language;
  - 15) that he/she is aware that the Examining Board shall be nominated by Rector's Decree published on the University's Albo Ufficiale and posted on the relevant page of the university website [www.univaq.it](http://www.univaq.it);
  - 16) that he/she is aware that Rector's Decree with the list of the candidates admitted to the selection procedure shall be notified by e-mail to the candidates, published on the University's Albo Ufficiale and posted on the relevant page of the University website [www.univaq.it](http://www.univaq.it) after the preliminary meeting of the Examining Board;
  - 17) that he/she is aware that the assessment procedure adopted by the Examining Board in the first session and the interview dates are published for at least seven days on the University's Albo Ufficiale and posted on the relevant page of the university website [www.univaq.it](http://www.univaq.it), in all effects representing official notice to the candidates participating;
  - 18) that he/she is aware that all documents related to the selection procedure together with decree of approval are published on the University's Albo Ufficiale and posted on the relevant page of the university website [www.univaq.it](http://www.univaq.it), in all effects representing official notice to the candidates participating.
5. In their applications, candidates must include their selected mailing address for notifications, a telephone number, a mobile number and an e-mail address. Any changes in the above information must immediately be notified to the Settore Concorsi e Selezioni Office – Palazzo Camponeschi - Piazza S. Margherita 2 – 67100 L'Aquila, e-mail: [conc@strutture.univaq.it](mailto:conc@strutture.univaq.it).

In compliance with Law 104/1992, candidates with disabilities must apply for any necessary aid.

6. All declarations made by candidates are to be considered in compliance with Presidential Decree n. 445, 28 December 2000 as amended and supplemented.

**Non-EU citizens** with a regular residence permit may use the Personal Declarations of Certification in accordance with the procedure laid down for EU citizens whenever it is necessary to provide proof of status, facts or personal qualities certifiable or confirmable by Italian public agencies or if the production of self-executed certificates takes place under international agreements between Italy and the applicant's country of origin.



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7. The Administration shall carry out a verification process on the contents of declarations. Any false declarations shall lead to the candidate losing any benefits obtained thanks to said declarations and are subject to related laws.
8. The University Administration declines all responsibility for unreceived notifications due to the candidate's failure in providing a correct address or not notifying the University in due time of any change in the address given in the application or for any postal or telegraphic services, misdeliveries, or due to third parties, unforeseeable events or force majeure.
9. **Candidates shall not be able to modify their applications after the indicated deadline. Applications deemed as lacking the required elements specified in Art. 2 of the selection announcement or the declarations specified in Paragraph 4 of this article shall be excluded by Rector's Decree and candidates shall be notified of the said exclusion.**

## Art. 4 – Required Application Attachments

Candidates must also attach the following to their applications:

- a) A photocopy of a valid identity document;
- b) A photocopy of their tax code (codice fiscale);
- c) A Curriculum Vitae listing their scientific and teaching activities, written in Italian and in English;
- d) A list of qualifications;
- e) A copy of qualifications and/or any documentation issued by countries other than Italy (**only for those which cannot be presented with a personal declaration of certification**) complete with a certification of authenticity and certified Italian translation if written in a language other than English;
- f) A numbered list of publications;
- g) A list of the candidate's teaching experience indicating the University/Body, the period and the subject taught;
- h) Publications (a maximum number as indicated in the Attachments to this selection announcement);
- i) A copy of residency permit (non-EU citizens).

**All qualification certificates issued by Italian Public Administration Authorities must only be self-certified as pursuant to Italian Law 183/2011.**

Non-EU Citizens with a regular Italian residence permit may submit original or scanned copies of qualifications, authenticated or certified copies of the original.

## Art. 5 - Publications

1. Publications presented must be submitted only in .pdf format in the dedicated section of the telematic procedure at <https://pica.cineca.it/univaq>.
2. **Each publication shall not exceed the limit of 30 megabyte.** Those publications exceeding the limit of 30 megabyte shall be indicated in a numbered list to be entered in the online platform and uploaded in .pdf format to a digital medium (USB, CD, DVD) to be posted within the application deadline by registered mail, express post or package or service with notice of receipt to the following address: Settore Concorsi e Selezioni – Palazzo Camponeschi - Piazza S. Margherita 2 – 67100 L'Aquila. The date when the envelope was accepted

Unità Organizzativa Responsabile: Settore Concorsi e Selezioni – e-mail: [conc@strutture.univaq.it](mailto:conc@strutture.univaq.it)

Responsabile: Dott.ssa Loredana Taccone – tel: 0862.432023

Per eventuali informazioni rivolgersi a: Raffaele Iovenitti – Fatmir Shekaj – tel: 0862.432176 – 2037



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by the post office or express service company shall be taken into consideration. Any applications whose publications (exceeding the 30 megabyte) shall be excluded that, though posted within the deadline under comma 1 of Article 3 of this selection announcement, do not arrive at the University Administration within the fifth day after the designated deadline. In the latter case the date of arrival at the University shall be taken into consideration. The University Administration declines all responsibility for any non-deliveries or misdeliveries of the publications, or other problems due to third parties, unforeseeable events or force majeure. The candidate must indicate on the envelope containing the publications: the University issuing the selection procedure, the requesting Department, the academic recruitment field, academic discipline, position being applied for, name, surname, mailing address for all selection procedure related notifications, selection procedure code and identification number assigned by the computer application. If the maximum number of publications indicated in the Attachments to this selection announcement is not observed, the system shall not allow to complete the application procedure.

Candidates cannot make references to other publications/documents presented previously to the University of L'Aquila or to any other administration/institution.

3. Publications not submitted or that do not arrive as pursuant to Paragraph 2, Art. 5 of this Announcement shall not be assessed;
4. Works published in Italy will be assessed if they comply with legal standards and are pursuant to Leg. Decree n. 660/1945 as amended by Italian Law 106/2004 and Presidential Decree n. 252/2006. This requires certification to be provided with the application or a personal declaration pursuant to Presidential Decree n. 445/2000; for works published abroad the date and place of publication must be indicated.
5. Publications written in a foreign language must be accompanied by a certified translation into Italian by official translator or consulate/embassy. The translation process is not required for publications written in French, English, German and Spanish.

## Art. 6 - Renouncing Participation

Candidates wishing to renounce participation in the selection procedure are required to write to the Rector to declare their intentions, including in their letter a photocopy of a valid identity document, to the following address: Settore Concorsi e Selezioni – Palazzo Camponeschi - Piazza S. Margherita 2 – 67100 L'Aquila, e-mail: [conc@strutture.univaq.it](mailto:conc@strutture.univaq.it). Their renouncement shall be made official during the first meeting following receipt of renouncement.

## Art. 7 - Nomination of the Examining Board

1. The Examining Board is appointed by a Rector's Decree upon nomination of the Department requesting the position as per Regulations as to recruitment of fixed-term university Researchers appointment indicated in the introduction to this selection announcement.
2. The Rector's Decree appointing the Examining Board shall be published on the University's Albo Ufficiale and on the University website.
3. From the date the Rector's Decree nominating the Examining Board is published candidates have 10 (ten) days to state their opposition to any of the components of the Board. If the cause of the objection arises after the time indicated above so long as before the date of the Board's taking office, the period shall run from its occurrence. After this period, and anyhow after the Board's taking office, no instances may be presented.
4. The Board nominates a President and a Secretary.

Unità Organizzativa Responsabile: Settore Concorsi e Selezioni – e-mail: [conc@strutture.univaq.it](mailto:conc@strutture.univaq.it)  
Responsabile: Dott.ssa Loredana Taccone – tel: 0862.432023  
Per eventuali informazioni rivolgersi a: Raffaele Iovenitti – Fatmir Shekaj – tel: 0862.432176 – 2037





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5. The Board operates with the presence of all its members and adopts decisions by absolute majority.
6. Participation in all Board activities is mandatory for all members.
7. The Board, after notifying the Head of the selection procedure, may hold meetings using telematic technology. At the end of the meeting the minutes must be drawn up, approved, signed by the Secretary who has actually drawn them up and forwarded telematically to the competent administration office. The other members of the Examining Board underwrite a statement in which they declare that they have joined the meeting and undersigned the minutes. Where applicable, reference has to be made to the relevant University's Regulations (Rector's Decree n. 467-2016, 18 April 2016 as amended and supplemented).
8. The members of the Examining Board in service at the University of L'Aquila are not entitled to any reimbursement or remuneration. The Board members external to the University may receive only reimbursement of expenses incurred and related charges.

## Art. 8 - Role and Duties of the Examining Board

1. In the first session the Board, having determined that in compliance with related laws, no incompatibility factors are present, outlines the preliminary assessment criteria and procedures for selection in compliance with the parameters indicated in Ministerial Decree n. 243, 25 May 2011, and the criteria and specific functions to be carried out by the Researcher indicated by the Department and stated in the Attachments to this selection announcement.  
The Board also establishes the criteria to confer points to qualifications and publications of those candidates who, after preliminary assessment, shall be admitted to the interview, together with the criteria for testing their English language skills, and Italian language skills for foreign applicants.
2. The Head of the selection procedure is immediately notified of the above-mentioned results which are to be published on the University's Albo Ufficiale and on the website for at least 7 days before the Board can move on to the next phase of the selection procedure. After determining the above said criteria and having read the Rector's Decree concerning the list of candidates admitted to the selection procedure, each member of the Board must state for the record that no incompatibility factors and conflict of interest are present.
3. The above-mentioned preliminary procedure initially involves determining if the candidates possess the requisites for participation in the light of what indicated in the announcement.  
The selection is carried out by assessing the candidates with a motivated analytic judgement on their qualifications, CVs and publications, including their Ph.D. thesis.
4. Following preliminary assessment, the Board will admit the most worthy candidates - 10 to 20 per cent of the original candidates – and no less than six in number - to participate in a public discussion of their qualifications and scientific work; all candidates shall be admitted to the discussion should their total number be equal to or less than six.
5. The list of candidates admitted to the interview by the Board along with the analytic evaluations, the notification of date, place and time of the interview and of the foreign language test, is published on the University's Albo Ufficiale and on the website at least 10 days before the interview. **This is to be considered an official notification to candidates. Candidates are required to appear on the date and place scheduled for their interview with a valid identity document without any further notification. If the candidate does not show up, this shall be considered final renunciation to the selection procedure.**



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In compliance with the Regulations concerning the procedures for carrying out interviews using telematic technology in the selection procedures for RTD/A and RTD/B as well as interviews for testing language skills in the selection procedures for First and Second Tier Professors established by the Rector's Decree n. 198-2023, 3 March, 2023, the interview may be carried out by using the audio and video tools according to the Instructions on telematic connection at <https://www.univaq.it/section.php?id=1532>. In the section "Candidates admitted to interview" a Notice shall be published following which candidates must fill in, sign and send within the date set for the interview a declaration to the following e-mail address: [concRTT@strutture.univaq.it](mailto:concRTT@strutture.univaq.it).

**Not sending such a declaration shall be considered final renunciation to the selection procedure.**

6. Following the interviews, the Board grades the candidate's qualifications, attributes a grade to each publication and assesses interview and foreign language skills. Once this has been completed the Board formulates a collegial judgement and, on the basis of the overall scores obtained, deliberates by majority the winner of the selection procedure and any eligible candidates.
7. All proceedings of the selection procedure are contained in the minutes of the meetings, including all the assessment results obtained during the preliminary meeting, grading of qualifications and publications submitted by candidates, the collegial judgement and evaluation of the interview to test English language skills. The results of all of the above are published on the University's Albo Ufficiale and on the website **which to all effects represents an official notification to the participants in the selection.**

## **Art. 9 - Time Limits of the Selection Procedure**

1. The Board is to conclude all necessary actions within **four months** from the Rector's Decree nominating its members.
2. The Rector may extend the deadline only once and for no more than two months only in the case of exceptional and documented reasons brought forth by the President of the Board. If all procedures are not concluded even within the extended deadline the Rector shall proceed to the substitution of the Board members.

## **Art. 10 - Determining Validity of Proceedings**

1. Within thirty days after the proceedings are consigned to the Settore Concorsi e Selezioni, the Rector issues a Decree establishing their validity and declaring the selected candidate. The Rector's Decree and the proceedings are published on the University's Albo Ufficiale and on the website. This, to all effects, represents official notification and from that date candidates have a period of time to file a complaint. The Decree is immediately passed on to the Department in charge of the appointment. The candidate selected shall also be notified.
2. If the Rector finds any irregularities in the proceedings he/she may make a motivated request to the Board to obtain rectification.

## **Art. 11 - Appointment by the Department**

1. The Department Council that has requested the selection procedure, within 60 days after having acquired the Rector's Decree approving the proceedings with the indication of the winner and of any eligible candidates, must propose a date to officially appoint the selected Researcher.



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The Head of the Department must convene the Council composed by the competent members. The proposal for the call is valid if approved by the vote of the overall majority of First and Second Tier Professors of the Department. In case of failure to reach such a majority the consequent resolution of not calling must be properly motivated with regard to failing the needs that had motivated the request of the selection procedure.

2. The Department's deliberation to call the Researcher must be approved by the University's Board of Directors.
3. Only in case of impossibility or renouncing taking service from the winner of the selection procedure and in presence of any eligible candidates, the Department, according to Art. 10 of the Regulations as to recruitment of fixed-term university Researchers, may proceed with a new call by scrolling the merit list. The merit ranking is no longer valid beyond the term of 120 days from the proceedings approval and anyhow after the selected candidate has taken service.

## Art. 12 - Drawing-up of contract

1. A Researcher employment contract shall be drawn up within ninety (90) days from the conclusion of the selection procedure. Failing to draw up the contract within the above-mentioned deadline involves for the University the impossibility to start for three years a new selection procedure for the same Academic Discipline in relation to the relevant Department.
2. The subordinate, fixed-term, full-time employment contract shall be underwritten by the Rector and by the Researcher. The contract is for six years and is not renewable.

The contract is incompatible with other subordinate employment contracts at public or private bodies, research grants at other universities or public research institutions, Ph.D. scholarships and in general with any other grant assigned for any reason whatsoever by national or foreign institutions except in the case this is aimed at international mobility for research purposes. According to current legislation, with regard to the duration of the employment relationship, the periods of maternity, paternity or medical leave are not taken into account, upon application by the contract holder.

3. All elements specified in Art. 11 of the relevant University's Regulations must be indicated in the contract.

The number of hours required for teaching, integrated activities and services to the students is 350 hrs for the full time contract option and 200 hrs for the definite-term contract option. Research activity is the subject of a specific scientific report to be submitted yearly to the Department's approval.

As regards the Researcher's duties, the main duties established by law in reference to the category of fixed-term and full-time Researchers shall be applied.

The Researcher appointed will be required to abide by the University's Code of Behaviour, not doing so shall lead to termination of contract. The Researcher shall also abide by norms regarding security, as established in Legislative Decree n. 81/2008 as amended and supplemented and also contact the Health and Safety Service of the University to gather information on prevention measures to abide by while carrying out research.

4. The position is subject to all laws regarding termination.

## Art. 13 - Salary and Social Security Benefits

1. The gross annual salary for fixed-term Researcher, included charges to be borne by the administration and by the subject concerned, is equal to the initial remuneration that relates to



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the assistant professor, depending on the employment contract, increased by 20 percent. The contract is subject to all social security and fiscal taxes provided for all contracts entered with the University of L'Aquila.

## Art. 14 - Documents for Contract Stipulation

1. The Researcher selected shall present all required documents together with all declarations certifying their requisites for appointment as pursuant to Presidential Decree 445/2000 Arts. 46 and 47 to the University's Settore Personale Docente e Ricercatori Office as specified in Art. 3, Paragraph 4, numbers 1, 2, 3, 4, 5, 8, 9, 10, 11, 12, 13 in this announcement. The Researcher shall also present a personal declaration of certification regarding their marital status, household members, whether they belong to legally protected categories, whether they receive a pension, whether they are members of professional registers; they must also declare that they are not employed in any other public or private company or institution as pursuant to Presidential Decree 445/2000, Arts. 46 and 47.

The selected candidate, if already employed by a public administration, must declare it in order to take a leave of absence for all the contract period, unpaid and without social security contributions, or an "out of role" position where such position is provided for in their administration system.

Before starting work the Researcher must undergo a medical check-up to obtain a certificate from the University doctor stating that their health allows them to carry out the job duties required; the Researcher can contact the Settore Personale Docente e Ricercatori Office to make an appointment with the doctor.

The University reserves the right to carry out spot checks to verify the information and certification presented.

## Art. 15 - Personal Data

1. The processing of candidates' personal data is disciplined by Leg. Decree n. 196, 30 June 2003 and UE Regulation n. 679/2016. Personal data supplied by the candidates in the application form shall be collected by the offices of the University and processed for the purposes of the procedure and for the management of relations ensuing therefrom.

The provision of said information is compulsory, on pain of exclusion.

Candidates are entitled to exercise the rights provided in the Legislative Decree mentioned above, including the right to access the data concerning them, the right to rectify, update, complete or erase erroneous or incomplete data or data collected in a manner that is contrary to law, and to object to processing for legitimate reasons.

## Art. 16 – Disclosure

1. This decree is made available to the public on the University website (<http://www.univaq.it>), on the Ministry of Education, University and Research website, and on the European Union website.

## Art. 17 - Reference to Implementation Modalities

1. For all matters not contained in this announcement, the resolutions, laws and regulations indicated in the introduction together with all laws regulating recruitment of University staff shall apply.



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**Art. 18 - Head of the Selection Procedure**

1. Pursuant to Art. 5 of Italian Law n. 241, 7 August 1990, dr. Loredana Taccone, Head of the Settore Concorsi e Selezioni of the University of L'Aquila, is also head of this selection procedure.

L'Aquila

The Rector  
Prof. Edoardo Alesse  
(signed:) Edoardo Alesse



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## ATTACHMENT A

<b>Scientific Disciplinary Group</b>	13/ECON-08 – Organization Studies
<b>Academic Discipline</b>	<b>ECON-08/A</b> – Organization Studies
<b>Place of work</b>	Department of Industrial and Information Engineering and Economics (DIIE)
<b>Type of Contract</b>	Full time or part time
<b>Research Activities</b>	<p>Research activities in the field of the Academic Discipline <b>ECON-08/A – Organization Studies</b> with particular reference to the organizational forms and mechanisms that bring about coordination between specialized units on a structural level; the organizational application of strategies and the management of the organizational change; the organization of work and operational processes for the production of goods and services; the roles and tasks of individuals and work groups; the organization of information systems, their impact on individual and group behaviours and on the relationships between internal and external organizational units; human resources management and incentive and control systems; the evolution of forms, organizational populations and the theoretical tools processed to explain and predict their behaviours and performances.</p> <p>Scientific research activities shall be aimed at achieving a high level academic profile including publication of articles in highly regarded international journals.</p>
<b>Teaching activities, integrated teaching activities and services to the students</b>	<p>Teaching activities also in English in the field of the Academic Discipline <b>ECON-08/A – Organization Studies</b> or related subjects or anyhow subjects related to the Scientific Disciplinary Group 13/ECON-08 – Organization Studies taught in the Bachelor's Level and in the Master's Level Degree courses, Single-Cycle Master's Level Degree courses.</p> <p>Teaching and tutoring activities in Ph.D., I and II level Master degrees as well as integrated seminar activities, incoming and mid-term orientation activities, tutoring of undergraduate and graduate students, participation in examination and thesis discussion committees.</p>

Unità Organizzativa Responsabile: Settore Concorsi e Selezioni – e-mail: [conc@strutture.univaq.it](mailto:conc@strutture.univaq.it)  
Responsabile: Dott.ssa Loredana Taccone – tel: 0862.432023  
Per eventuali informazioni rivolgersi a: Raffaele Iovenitti – Fatmir Shekaj – tel: 0862.432176 – 2037



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<b>Maximum number of publications</b>	12 (twelve)
<b>Foreign language requisite</b>	English
<b>Assessment criteria</b>	The Examining Board shall assess the candidates considering criteria and parameters indicated in Ministerial Decree n. 243, 25 May 2011.



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## ATTACHMENT B

<b>Scientific Disciplinary Group</b>	12/GIUR-04 – Labour Law
<b>Academic Discipline</b>	<b>GIUR-04/A</b> – Labour Law
<b>Place of work</b>	Department of Industrial and Information Engineering and Economics
<b>Type of contract</b>	Full time
<b>Research Activities</b>	Research activities in the field of the Academic Discipline GIUR-04/A – Labour Law concerning labour market regulations, (private and public) labour relations, trade union law and industrial relations framework, social security.
<b>Teaching activities, integrated teaching activities and services to the students</b>	Teaching activities in the field of the Scientific Disciplinary Group 12/GIUR-04 – Labour Law taught in the Bachelor's Level and in the Master's Level Degree courses of the Department of Industrial and Information Engineering and Economics, also in English in the Bachelor's Level, in the Master's Level Degree and in the Specialization Schools courses of the MESVA Department of the University of L'Aquila, teaching and tutoring activities in the Ph.D., I and II level Master's degrees as well as integrated seminar activities, incoming and mid-term orientation activities, and tutoring of undergraduate and graduate students, participation in examination and thesis discussion committees.
<b>Admission Requisite</b>	A Ph.D. in subjects related to the Academic Discipline GIUR-04/A – Labour Law
<b>Maximum number of publications</b>	12 (twelve)
<b>Foreign language requisite</b>	English
<b>Assessment criteria</b>	The Examining Board shall assess the candidates considering criteria and parameters indicated in Ministerial Decree n. 243, 25 May 2011.