



**UNIVERSITÀ  
DEGLI STUDI  
DI BERGAMO**

Area Risorse Umane

Settore Gestione Giuridica del personale  
Servizio Personale docente e ricercatore

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

MP/IB/eb/mz

## CHANCELLOR DECREE

**PUBLIC SELECTION PROCEDURE AS PER ART. 24, PARAGRAPH 1-BIS OF LAW NO. 240 OF 30.12.2010 FOR NO. 1 FIXED-TERM RESEARCHER ON TENURE TRACK (RTT) FOR ACADEMIC DISCIPLINE GROUP 13/ECON-06 – BUSINESS ADMINISTRATION, ACCOUNTING & PERFORMANCE MEASUREMENT, ACADEMIC DISCIPLINE ECON-06/A – BUSINESS ADMINISTRATION, ACCOUNTING & PERFORMANCE MEASUREMENT AT THE DEPARTMENT OF MANAGEMENT OF THE UNIVERSITY OF BERGAMO – PICA CODE 26RTT002.**

### THE CHANCELLOR

- HAVING CONSIDERED Law 7.8.1990, no. 241 as amended and supplemented “New rules on administrative procedure”;
- HAVING CONSIDERED the D.P.C.M. 07.02.1994, no. 174 “Regulation about rules on the access of citizens of the Member States of the European Union to jobs in public administrations”;
- HAVING CONSIDERED the D.M. 04.10.2000 “Scientific-disciplinary sectors” as amended and supplemented;
- HAVING CONSIDERED D.P.R. 28.12.2000, no. 445 “Consolidating act on legislative and regulatory dispositions in terms of administrative documents” as amended and supplemented;
- HAVING CONSIDERED the D. Lgs. 30.03.2001, no. 165 “General rules on the organization of work employed by public administrations”;
- HAVING CONSIDERED Law 15.4.2004, no. 106 containing “Norms relating to the legal safekeeping of documents with cultural interest destined to public use”;
- HAVING CONSIDERED D.P.R. 3.5.2006, no. 252 “Regulations relating to the legal safekeeping of documents with cultural interest destined to public use”;
- HAVING CONSIDERED D.Lgs. 11.4.2006, no. 198 rules in terms of equal opportunities for men and women;
- HAVING CONSIDERED Law 30.12.2010, no. 240 regulating “Norms in terms of organization of universities, of academic personnel and their recruitment, as well as mandate to the Government to subsidize quality and efficiency of academic systems”, in particular art. 24 “Researchers with a fixed term contract”, in force since 30.06.2022;
- HAVING CONSIDERED MIUR Ministerial Notice prot. no. 2330 of 20.04.2011;
- HAVING CONSIDERED D.M. no. 243 of 25.5.2011 regulating criteria and parameters for the preliminary evaluation of candidates in public selections of contract addressees as per s. 24 of Law no. 240 of 30.12.2010;
- HAVING CONSIDERED D.M. no. 1658 of 21 October 2024 concerning “Disciplinary criteria, on the side of Athenaeums, for the evaluation of fixed-term researchers holding national scientific qualification, for the purpose of calls to the role of associated professor”;



- HAVING CONSIDERED Law 12.11.2011, no. 183 (Financial Act 2012) and, especially, its s. 15 holding instructions in terms of certifications and sworn declarations/affidavit;
- HAVING CONSIDERED the D.P.R. 15.12.2011, no. 232 "Regulation for the discipline of the remuneration of university professors and researchers, pursuant to article 8, paragraphs 1 and 3 of the law of 30 December 2010, n. 240";
- HAVING CONSIDERED the D.L. 9.2.2012, no. 5 "Urgent dispositions in matter of simplification and development" later converted with amendments by Law 4.4.2012, no. 35;
- HAVING CONSIDERED the D. Lgs. 29.03.2012 no. 49 "Discipline for the planning, monitoring and evaluation of budget and recruitment policies of universities, in implementation of the delegation provided for by article 5, paragraph 1, of law no. 240 and for the achievement of the objectives set out in paragraph 1, letters b) and c), according to the regulatory principles and directive criteria established in paragraph 4, letters b), c), d), e) and f) and paragraph 5";
- HAVING CONSIDERED Law 23.11.2012, no. 215 containing provisions in terms of equal opportunities in the composition of contest commissions at public bodies;
- HAVING CONSIDERED the Ministerial Decree of 30 October 2015, No. 855 "Restatement of macro and bankruptcy sectors" and Ministerial Decree of 22 June 2016, No. 494 of rectification of Annex D of the Ministerial Decree 855/2016;
- HAVING CONSIDERED the D.M. n. 639 of 2nd of May 2024 containing the "Determination of the scientific-disciplinary groups and the related declarations, as well as the rationalization and updating of the scientific-disciplinary sectors and the attribution of the latter to the scientific-disciplinary groups, pursuant to art. 1, of law 30 December 210 n. 240, published on Gazzetta Ufficiale no. 107 on May 9th, 2024;
- HAVING CONSIDERED that, starting from the date of adoption of Ministerial Decree no. 639/2024, references to the academic recruitment fields and the groups of academic recruitment fields refer to the Academic discipline groups;
- HAVING CONSIDERED the UE Regulation 2016/679 and the Legislative Decree 30 June 2003 no. 196 "Code on the protection of personal data" as amended and supplemented;
- HAVING CONSIDERED the D.P.C.M. 4th July 2025 "Salary adjustment for non-contractual staff starting", published on Gazzetta Ufficiale no. 171, 25th July 2025;
- HAVING CONSIDERED the D.L. 30.04.2022, no. 36 "Additional urgent measures for the implementation of the National Recovery and Resilience Plan (PNRR)", converted into law, with amendments, by art. 1, para 1, law 29 June 2022, no. 79, in particular art. 14, "Provisions on Universities and Research";
- HAVING CONSIDERED the Art. 24, paragraph 5, of law 20 December 2010 n. 240 which provides: "Within the resources available for planning, starting from the conclusion of the third year and for each of the subsequent years of ownership of the contract, the university evaluates, upon request of the interested party, the owner of the contract itself, who has obtained the national scientific qualification referred to in article 16, for the purposes of being called to the role of second level professor, pursuant to article 18, paragraph 1, letter e)";
- HAVING CONSIDERED the Art. 14, paragraph 6-duodecies, of the aforementioned Legislative Decree 30 April 2022, n. 36 converted into law, with amendments, by art. 1, paragraph 1, Law 29 June 2022, n. 79, which states: "Until 31 December 2026, to subjects who have been, for at least three years, holders of university researcher contracts pursuant to article 24, paragraph 3, letter a), of law 30 December 2010, n. . 240, in the text in force before the date of entry into force of the law converting this decree, and who stipulate a contract pursuant to article 24 of law 30 December 2010, n. 240, as amended by paragraph 6-decies of this article, a period of service equal to three years is recognised, upon request, for classification purposes. In the cases referred to in the first period, the assessment referred to in article 24, paragraph 5, of law 30 December 2010, n. 240, takes place no earlier than twelve months after taking up service. Until 31 December 2026, to subjects who have been holders, for a period of not less than three years, of research grants pursuant to article 22 of law 30 December 2010,



n. 240, in the text in force before the date of entry into force of the law converting this decree, and who stipulate a contract pursuant to article 24 of law 30 December 2010, n. 240, as amended by paragraph 6-decies of this article, a period of service equal to two years is recognised, upon request, for classification purposes.";

- HAVING CONSIDERED the Statute of the University of Bergamo published with Chancellor Decree Rep. no. 570/2023 of 1st August 2023;
- HAVING CONSIDERED the University Regulations governing the recruitment of fixed-term researchers on tenure track (RTT) pursuant to art. 24 of Law 240/2010, issued with rectoral decree Rep. 478/2023 of 6th July 2023 as amended and supplemented;
- HAVING CONSIDERED the University regulations for research integrity and ethics, enacted with D.R. deed No. 387/2016 of 18 July 2016;
- HAVING CONSIDERED the Athenaeum's Ethic Code published with Chancellor Decree protocol no. 14405/1/3 of 19th July 2011, as amended with Chancellor Decree Rep. no. 262/2018, of 12th April 2018;
- HAVING CONSIDERED current legislation regulating the legal and economic status of academic and research staff at universities;
- HAVING CONSIDERED the request in accordance with art. 24, paragraph 1-*bis*, of Law 240/2010 for the covering of no. 1 fixed-term researcher on tenure track (RTT) position deliberated by the Department of Management in their March 31, 2026 session;
- HAVING ACKNOWLEDGED that, by resolution of the Board of Directors on April 14, 2026, following the favorable opinion of the Academic Senate in its session of April 13, 2026, the planning for the position requested by the Department of Management was approved and the issuance of the call for applications was authorized;
- HAVING CONSIDERED the 2026 annual budget and the 2026-2028 multi-year budget, approved by resolution of the Board of Directors on December 16, 2025, following the verification of available funding;
- HAVING ASCERTAINED the financial coverage through MUR 'Punti Organico' budget – Department of Excellence;

## HEREBY DECREES

### Section 1

#### Announcement of the selection procedure

The public selection procedure for n. 1 fixed-term researcher position on tenure track (RTT), pursuant to art. 24, paragraph 1-*bis*, of law 240/2010 and the current University Regulations on the matter at the University of Bergamo as specified below:

<b>Selection code</b>	<b>Department</b>	<b>Number of seats</b>	<b>Academic discipline group</b>	<b>Academic discipline</b>
1	Department of Management	1	13/ECON-06 Business administration, accounting & performance measurement	ECON-06/A Business administration, accounting & performance measurement



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

## Section 2

The selection procedure is reserved exclusively for candidates, including citizens of countries not belonging to the European Union, in possession of a research doctorate (or equivalent qualification) obtained either in Italy or abroad who, for at least thirty-six months, also cumulatively:

- a) have attended PhD courses at universities or research institutes, Italian or foreign, other than the University of Bergamo;

and/or

- b) have carried out research activities on the basis of formal assignment of tasks, excluding free activities, at universities or research institutes, Italian or foreign, other than the University of Bergamo (e.g. research grants, research contracts researcher pursuant to art. 1, co. 14 L.230/2005 etc.).

For qualifications obtained abroad, the candidate must provide a copy of the declaration of equivalence (statement of equipollence decree), in accordance with current legislation on the subject. The candidate who is not already in possession of the declaration of equivalence of the PhD obtained abroad can apply to the University of Bergamo for the equalization of the training course and the release of the final parchment through the instructions published at the following link: <https://www.unibg.it/ricerca/lavorare-ricerca/dottorati-ricerca/iscriversi-dottorato>.

The University of Bergamo can recognize a PhD degree just in case of relevance to the ones already active at the University of Bergamo or, otherwise, the candidate will be entitled to choose the location for the other PhD degrees offered by Italian universities.

The application for participation must necessarily be accompanied by a certificate of submission of this application.

During the pending completion of the aforementioned procedure, the candidate is admitted to the selection with reserve.

It will be the candidate's responsibility to subsequently verify the qualification by requesting the "Attestation of Comparability" from CIMEA (Academic Equivalence Mobility Information Centre), by registering on the Centre's website.

If the candidate turns out to be the winner at the outcome of the competition, he will be invited to present the declaration of equivalence within the terms established by the law before the conclusion of the contract (cfr Art. 11).

### The following candidates will not be admitted to the selection procedure:

- those who already employed on a permanent basis as first or second level university professors or as researchers, even if terminated from service, as well as subjects who have already benefited, for at least three years, from the contracts referred to in Art. 24 paragraph 3 of Law 240/2010 (Fixed-term researchers on tenure track).
- those who are excluded from enjoying civil and political rights;
- those who were removed or discharged from office by any Public Body for insufficient yield, or were dismissed from any other public engagement, in accordance with s. 127 para d) of D.P.R. 10.1.1957, no. 3;
- candidates having any relationship or kinship, up to and including three times removed relatives, either with a professor belonging to the Department issuing the call or with the Chancellor, the General Director and any member of the Board of Directors at the Athenaeum.

The requirements needed to obtain admission must be owned up to the deadline of the application submission period.

This Administration guarantees parity and equal opportunities to both men and women for access and treatment on the job.



### Section 3

#### Comparative evaluation disqualification

The following reasons cause disqualification:

- failure to sign the application form;
- deficiency of admission requirements as per s. 2;
- failure to meet the deadline and procedures for submitting the application as mentioned under the following Art. 4.
- sending a number of publications higher than the requested number.

The candidates may be admitted subject to verification in case of supplementary investigation requirements; in this case, they are asked to regularize their application within the terms peremptorily assigned.

The Administration may decide, at any moment, the exclusion of candidates lacking one of the requirements needed for this announcement; the exclusion will be declared by chancellor decree and delivered to the person concerned by registered mail with return receipt or equivalent.

### Section 4

#### Application procedure and submission deadline

**Applications for participation in the competition, along with the relevant qualifications held and the relevant scientific publications, shall be submitted exclusively online** through the following online application procedure:

<https://pica.cineca.it/unibg/>

The candidate will be able to register and access the platform using the Public Digital Identity System (SPID - security level 2). In case the candidate does not have one, he or she can request it according to the procedure indicated on the website [www.spid.gov.it](http://www.spid.gov.it). Alternatively, the candidate can register and log in using the credentials released directly by the PICA platform.

It is of utmost importance to provide a valid email address in order to enable the registration process on the electronic procedure.

Applicants shall upload all personal and professional data as requested by the application procedure; all documents must be uploaded in PDF format (.pdf).

Each applicant can produce the maximum number of publications foreseen by the competition notice and a maximum of n. 10 other documents.

**Failure to comply with the online application procedure will result in exclusion of the applicant.**

Prior to final submission, and within the given deadline for applications submission, the online application procedure allows to modify and save the inserted information in a draft copy.

Confirmation of final submission date will be certified by an automatic notification email.

**Submissions after the given deadlines will not be accepted by the system, as the online application procedure won't be accessible.**

Each application will be given a registration number. For all further communications, the registration number shall be quoted along with the code of the competition.

The online application and submission procedure shall be completed **by May 28, 2026 until 23:59 (Italian time)**.

The submission of the online application must be completed and finalized:

- **no digital signature:** in this case the candidate have to download the pdf file of the application by the system; the PDF file shall not be modified in any way, It is to printed, signed in original, scanned in a pdf file and uploaded again on the website;
- **sign the application on the server using ConFirma service:** in order to sign digitally the application it is necessary to have an hardware (e.g. smart card or USB with digital signature certificate issued by an approved certification body) compatible with ConFirma service; after signing, applicants can download the signed pdf application;
- **sign the application digitally on your PC:** In order to sign digitally the application it is necessary to have an hardware (e.g. smart card or USB with digital signature certificate issued by an approved certification body) and a software for digital signatures in order to create a pdf.p7m



file from the pdf file downloaded from this site. The pdf.p7m file must be uploaded in the website again;

- **In case of submission of the application through SPID/CIE**, it will not be necessary to sign the application form as it is automatically acquired by the procedure.

**The application must contain all the required data by the system and must be signed and accompanied by a valid identification document of the candidate, under penalty of exclusion.**

For any technical problems, contact support through the link available in the footer.

### Section 5 Application form

The applicant, filling the application, must declare, under his/her own responsibility, pursuant to what provided for by Presidential Decree 445/2000 and following amendments and integrations, his first and last names, date and place of birth, tax code and address of residence; a mailing address, elected for the purpose of the application, must also be mentioned along with a phone contact and an electronic mail address, eventually PEC.

The candidate must also declare that he/she:

- a) his/her citizenship;
- b) enjoys civil and political rights;
- c) for Italian citizens: is listed in election rolls, specifying the municipality or eventually indicating the reasons why he is not listed or why he was removed from them; for foreign citizens (citizens of the European Union member States, or their families or citizens of third Countries as shown in the preceding letter) enjoys civil and political rights in the Country of citizenship or origin or else the reasons why he/she cannot enjoy them;
- d) was not removed or discharged from office by any Public Bodies on the basis of persistently insufficient yield, that is, was not dismissed from any public employment, as provided by s. 127, letter d) of the Presidential Decree (D.P.R.) 10.01.1957, no. 3;
- e) has not been found guilty of criminal offences and does not have any pending criminal proceedings, otherwise he/she must list such convictions indicating the details of all related judgements and any pending criminal proceedings;
- f) his position in terms of compulsory military service, only for Italian male citizens born within 1985.

In the application form, the candidate will also have to specifically indicate:

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

Candidates who wish to take part to comparative evaluations for multiple academic recruitment fields, must also present applications and any attachments separately for each field.

Any address changes must be promptly reported to the Servizio Personale docente e ricercatore. (*Selections Office for Professors and Researchers*).

Candidates with non-Italian citizenships shall also have to declare to possess an adequate knowledge of the Italian language.

In accordance with Law 5.2.1992, no. 104, they must specify in the application form the kind of aids needed in relation to their necessities, as well as their possible need of extra times to complete the tests required by this announcement.

The following must be attached to the application form:

1. photocopy of a valid identification document;
2. *curriculum vitae* describing educational and scientific activity, dated and signed;
3. numbered list, dated and signed, of all produced scientific publications (Annex A);
4. publications and works that the candidate wishes to assert to the purpose of the procedure, numbered in progressive order matching the relating numbered list;



5. In case of qualifications earned abroad, the candidate must provide the reference to the equipollence decree or, otherwise, the certificate of submission of the application (cf. Section 2);
6. in the event of foreign applicant, it is necessary to annex: a copy of the residence permit (if the applicant is already in its possession);

The University Administration assumes no responsibility in case the addressee is unreachable or unavailable or in case of dispersion of notices caused by inaccurate indication of the mailing address on the candidate side or on cases of missed or late notice of changes in the mailing address mentioned in the application. Furthermore, the Administration cannot be held responsible for missed or late deliveries of notices related to the selection on grounds that are not attributable to the Administration itself, such as post or telegraph mishandlings, third-party faulty behaviour, fortuitous or force majeure events.

The Administration reserves the right to proceed with suitable checks on the veracity of the contents shown in sworn declarations, as ruled by D.P.R. 445/2000.

We inform you that, as of 1<sup>st</sup> January 2012 in accordance with the dispositions of Law 183/2011, it is forbidden for public bodies and for public service overseers to request the exhibition or the submission of certificates issued by other public bodies in matters of personal status, features and facts. Therefore, the Athenaeum may not accept, nor request, any certificate in replacement of sworn declarations and affidavits, which must be submitted in substitution of such certificates.

The certificates issued by the bodies in charge of the foreign applicant's Country must be compliant with current regulations of that Country and, also, must be sworn before and certified by the Italian consulate in charge.

A translation into Italian must be attached to acts and documentation that are issued in foreign languages, after certification by an Italian diplomatic or consular delegation.

Making reference to documents or publications previously surrendered to this or to other administrations or making reference to any documentation attached to applications for other selections is not allowed.

## **Section 6 Publications**

The scientific publications that the candidate wishes to enforce to the purposes of the comparative procedure, numbered in progressive order in accordance with the related list (cf. annex A), must be uploaded on IT platform with the application within the peremptory deadline fixed by s. 4. The candidate must specify which publications shown in the curriculum vitae should be considered by the Commission for the purposes of the procedure, not exceeding the maximum number established by the announcement.

The list must match the publications supplied to the purposes of the procedure.

Only publications and texts that are accepted for publication in accordance with current Laws are considered appreciable, as well as essays included in collectanea and articles issued in journals, either printed or in electronic form, with the exception of internal notes and departmental reports.

The publications or articles accepted for publication, by the deadline of the announcement, must be submitted together with the publisher's acceptance document.

The date and place of publication or, alternatively, an ISBN code or equivalent must appear for works printed abroad.

All works printed in Italy up to 1st September 2006 must meet the requirements provided by the Royal Lieutenant Legislative Decree of 31 August 1945 no. 660; as of 2<sup>nd</sup> September 2006, the requirements of Law 106/2006 and of D.P.R. 252/2006 must be met. The fulfilling of the above obligations must be certified by suitable documentation attached to the list of publications or by a sworn declaration issued by the candidate under his own responsibility as ruled by D.P.R. no. 445/2000.

Publications must be submitted in their original language form and translated into one of the following languages: Italian, English, French, German or Spanish. The translated texts can be supplied in typewritten form along with the printed text in the original language. For comparative evaluation procedures referring to linguistic subjects, the submission of publications will be accepted in the original language or in one of the languages for which the announcement is made, even if different from those shown in the preceding paragraph.



## Section 7

### Commission of Evaluation

By chancellor decree, based on the proposal submitted by the department requesting contract activation, a Commission of Evaluation is nominated formed by three members chosen among I and II level professors, or equivalent level, belonging to the same academic recruitment field. For the composition and the modalities of the constitution of the Commission, is to refer to the current University Regulations on the subject.

The composition of the Commission is made official when published on the website of the Athenaeum of the chancellor decree designating the Commission. Candidates may elect to decline any of the commissioners within 10 days from the date of publication.

The Commission elects a President and a Secretary among its Members.

The Commissions operates in a collegial way, acquiring its own absolute majority decisions, and may avail itself of telecommunication devices.

## Section 8

### Selective procedure processing method

The selective procedure provides for a preliminary evaluation of the candidates, with motivated analytical judgement on qualification, curriculum and scientific production, thereby including PHD thesis, according to internationally appreciated criteria and parameters, as specified by D.M no. 243 of 25.05.2011 and accepted by the judging Commission as per its s. 7.

The Commission, upon first meeting, defines in detail the criteria to be used for preliminary evaluations and for the attribution of scores to qualifications and to each of the publications presented by the candidates that are selected for public debate, still considering and honouring the parameters mentioned by the cited D.M. no. 243 of 25.05.2011.

Following preliminary evaluations, the candidates resulting comparatively worthier are admitted to public debate of their qualification and scientific production, according to the percentage of 20 per cent of the total number of candidates and, in any case, not lower than six. Should the total number of candidates be equal to or lower than six, all of these will be admitted to public debate, during which the knowledge of a foreign language will also be assessed.

After the debate, a merit score is assigned to the qualification and to each of the publications presented by each admitted candidate; the winner will be identified based on the highest score reached.

**The date and place of the public debate of qualifications and scientific production will be communicated through a notice published on the website of the University of Bergamo <http://www.unibg.it>, in the special section "Concorsi e selezioni" (Announcements and Selections) with advance notice of at least 20 days.**

**That warning has notification value and effect. Any change in the date of the interview will be notified to successful applicants at least 20 days in advance by a warning published in the University web site section "Concorsi e selezioni" (Announcements and Selections).**

The absence in the discussion must be considered as a waiver of competition for all purposes.

It is the responsibility of each candidate to monitor the site periodically by consulting the page of the notices related to this selection.

In order to withstand the debate, the candidates must hold a suitable and valid identification document.

The Commission will produce and all its members will sign a special minute for each session, inclusive of attachments.

The Commission's deeds constituted by session reports, will be approved by chancellor decree, later transmitted to the competent department to the purpose of the call proposal.

## Section 9

### Works of the Commission

The Commission must complete its works within three months since the Chancellor's decree of appointment. The Chancellor may extend, only once and for not more than one month, the deadline for the completion of the selection on the grounds of proven reasons pointed out by the President of the Commission. If, after the deadline, the resulting deeds are not produced, the Chancellor will proceed to dismiss the Commission and will nominate a new one in replacement.



## Section 10

### Verification of deed regularity

The acts surrendered by the Commission are approved with chancellor decree usually within thirty days from delivery to the office in charge. Should the Chancellor observe any irregularity in the deeds related to the procedure, he will return them to the Commission with a motivated provision, fixing a deadline for supplementary investigation. The deeds will be published on the Athenaeum's website.

## Section 11

### Call of the selected candidate

Once the procedure is complete, the Department Council proposes the selected candidate's call within 60 days from deed approval.

The Department's proposal resolution is adopted according to the methods described in s. 12, paras 2 and 3 of Athenaeum Regulations, ruling comparative evaluation procedures for the call of fixed-term researchers in compliance with the provisions of s. 24 of Law 240/2010.

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

## Section 12

### Scope and duration of the contract

The winner stipulates a fixed-term contract of employment ruled by current legislation, also in terms of compensation, social security and welfare.

Documents required for employment must be signed with a digital signature certificate possessed in a personal capacity by the successful candidate.

As regards foreign applicants needing a residence permit, the date of beginning of the contract will be subject to the completion of the issuing procedure of said permit.

In the event of admission subject to verifying the applicant identified as the winner by the Commission, an investigation aimed at ascertaining the existence of the qualification declared in order to participate in the selection must be concluded before the signing of the contract.

Furthermore, the University will provide insurance coverage as expressly provided for by the Law.

The compensation is equal to the initial sums appertaining to full-time confirmed researchers (gross yearly salary of Euro € 39.224,28, including 13<sup>th</sup> month pay).

The RTT contract has a total duration of six years and cannot be extended or renewed.

The social security and pension scheme is granted to the researcher on the basis of current legislation for fixed-term employment; he is granted whatever provided for by D.Lgs no. 151/2001 in matter of tutelage and assistance to maternity and paternity; in matter of assistance, social integration and rights of disabled people by the Law 104/1992; in matter of extraordinary leave of absence and infirmity leaves as per ss. 3, 40 and 68 of D.P.R. no. 3/57 as modified.

There is a trial period lasting 6 months; the positive or negative evaluation regarding its passing is the responsibility of the Council of the Department concerned; the trial period cannot be renewed or extended upon its expiration.

During the trial period, either party may justifiably withdraw from the relationship at any time and without prior notice.

In the case of early termination of the relationship, the RTT is required to give 30 days' notice. In the event of failure to give notice, the Administration has the right to withhold from the employee an amount corresponding to the salary for the period of notice not given.

For the purposes of the duration of the relationship established with the RTT, periods spent on leave for maternity, paternity or health reasons according to current legislation are not counted, at the request of the contract holder.

## Section 13

### Work relationship

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



The fixed-term researcher:

- carries out a scientific research activity within the field identified by his profile;
- carries out didactical activities, honouring current legislation and Athenaeum Regulations, in accordance with the resolutions of competent Bodies;
- takes part to Commissions for the verification of students' advancement and final test for the achievement of educational qualifications released by the University, also providing aid in the development of theses;
- carries out student tutoring and guidance tasks to the purpose of organize the plan of studies, establishing a reception calendar;
- may assume responsibility functions in research projects according to and in respect of current Laws;
- takes part to Departmental activities and to didactic Commission meetings based on the modalities disciplined by specific Regulations.
- participates in faculty development courses promoted by the University.

The self-certification of educational activity, integrative didactics and services to students occurs by filling out the register of lessons (for upfront educational activities) and any other register (for all other activities related to didactics).

The RTT is subjected to the health checks required by Legislative Decree no. 81/2008.

Disciplinary competence is ruled by s. 10 of Law 240/2010 and from s. 32 of the Statute.

The researcher is required to observe the provisions of the University regulations in force as regards the research integrity and ethics.

#### **Section 14**

##### **Incompatibility regime and multiple assignments**

In addition to the incompatibility regime pursuant to art. 6, paragraph 9 of Law 240/2010, Fixed-term researcher contracts are not compatible with:

- any other employment entertained with any public or private subject;
- ownership of research grants, even if at other Universities;
- ownership of didactic contracts disciplined on the matter by current legislation;
- doctoral or postdoctoral fellowships;
- any fellowship or grant, in general, bestowed on any grounds.

RTTs are allowed to carry out extra-work tasks, within the limits of the provisions of the University Regulations for the performance of external tasks and activities of professors and researchers.

Fixed-term tenure track researcher contracts do not give rise to rights regarding access to university roles. Employees of Public Administrations, over the entire duration period of the contract pertaining to this announcement, are put on leave, without grants nor social security coverage or, otherwise, in untenured position, where such position is considered possible by membership regulations.

#### **Section 15**

##### **Handling of personal data**

In accordance with articles 13 and 14 of Regulation (EU) 2016/679 (GDPR), on the protection of personal data, and with D. Lgs. n. 196 /2003 and subsequent amendments, it is made known that data is controlled and managed by the legal representative of the University of Bergamo, via Salvecchio 19, - 24129 Bergamo.

Data will be collected exclusively for the present bid purposes and will be kept only for the necessary time to complete the relevant procedures. The data treatment controller will be appointed within the managing unit in charge of bidding procedure, who will carry out the treatment with all due respect of propriety, legitimacy, scope, transparency and confidentiality of the treatment; and data will be used exclusively for purposes connected to the selection and possible contract drafting, as well as management of the following employment position, in compliance with current regulations. Data will be kept for the necessary time to accomplish the selection purposes, subject to the application of norms on document retention, and will be transferred uniquely to public administration bodies directly concerned with the juridical and economic position of the selected applicant, treated in compliance with current regulations and used for personal, welfare, insurance and fiscal position management. Data will be handled by appointed staff through the acquisition of printed and electronic documents



and using, even digitalised, filing procedures, to guarantee confidentiality; data treatment will be carried out through a coordinated organization and processing system, applying elevated safety standards. Furthermore, data will not be used for profiling. Applicants who have provided their personal data will be able to access it and exercise their rights as by art. 16 to 22 of GDPR UE 2016/679. Any safeguard request can be addressed to the University Data Protection Officer, who can be contacted through the university website (Privacy and Personal Data Protection section), e-mail [dpo@unibg.it](mailto:dpo@unibg.it). In addition to the right of complaint which can be presented to the Italian Data Protection Authority, Piazza Venezia 11, 00187 Roma.

By presenting their application, candidates thereby authorise and fully consent to publication on the University institutional website of all information concerning the current bid, their own data and the contents of their CV in accordance with 111-bis of D.Lgs.196/2003 stating that, within the scope limits defined by art. 6, par. 1, letter b), of the Regulation, consent is not due for personal data present in a submitted CV.

### **Section 16**

#### **Reporting violations detrimental to the public interest or integrity of the University**

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

### **Section 17**

#### **Advertisement**

This announcement is published in the Gazzetta Ufficiale IV Special Series - Contests and exams, on the MUR and European Union websites as per s. 24, of Law 240/2010 in form of notice and in the Official Register of the University of Bergamo.

The full contest announcement and any related forms will be published online at the University website <http://www.unibg.it> in the special section *Concorsi e selezioni (Announcements and Selections)*. The link to the announcement is also published on the Piattaforma Integrata Concorsi Atenei (PICA), at the following address: <https://pica.cineca.it/unibg/>, from which it will be possible to send the online application to the procedure.

### **Section 18**

#### **Manager of the procedure**

The person in charge for the selection procedure in this announcement is Dr. Eugenio Bianchi, Manager in charge of the Careers and Selections Office for Professors and Researchers- Palazzo Rezzara, viale Papa Giovanni XXIII, 106 - 24121 Bergamo, telephone 035 2052 876, electronic mail address: [selezionipersonale@unibg.it](mailto:selezionipersonale@unibg.it).

### **Section 19**

#### **Final provisions**

Anything not explicitly provided for by this announcement is ruled by Law. 240/2010 as amended and supplemented, the Athenaeum Regulations in terms of recruitment of fixed-term university researchers, current university legislation, as well as the legislation related to employments at public administrations.



**UNIVERSITÀ  
DEGLI STUDI  
DI BERGAMO**

Area Risorse Umane

Settore Gestione Giuridica del personale  
Servizio Personale docente e ricercatore

Further information may be requested at the office Area Risorse Umane – Servizio Personale docente e ricercatore (Selections Office for Professors and Researchers), Palazzo Rezzara, viale Papa Giovanni XXIII, 106 - 24121 Bergamo, e-mail [selezionipersonale@unibg.it](mailto:selezionipersonale@unibg.it) - telephone 035 2052 876.

*Bergamo, as per protocol registration*

**THE CHANCELLOR**

Documento firmato digitalmente ai  
sensi dell'art. 24 del D. Lgs. 82/2005



**ANNEX 1**

**CODE N. 1**

<b>Department</b>	Department of Management
<b>Type of recruitment</b>	Public selection procedure as per art. 24, paragraph 1- <i>bis</i> , of Law 30.12.2010, n. 240 for the recruitment of n. 1 fixed-term researcher on tenure track (RTT)
<b>Participation reserves</b>	Candidates who for at least thirty-six months, even cumulatively have attended PhD courses or carried out research activities on the basis of formal assignment of tasks, excluding for free activities, at Italian or foreign universities or research institutes, other than University of Bergamo. (art. 24, paragraph 1bis, Law 240/2010)
<b>Number of positions:</b>	1
<b>Commitment</b>	Full Time
<b>GSD</b>	13/ECON-06 - Business administration, accounting & performance measurement
<b>Academic discipline:</b>	ECON-06/A - Business administration, accounting & performance measurement
<b>Service location</b>	Bergamo
<b>Research program</b>	The candidate must carry out research activities in the field of ECON-06/A disciplines, such as: the foundations of the "Economia aziendale ("Business Economics"), Accounting in its various forms (in particular Accounting principles and Management Control), Strategic management and politics, Accounting and Governing for Sustainability, Business Ethics, Accounting History and Public Sector Accounting and Management. These issues require the candidate to have national and international publications and actively participate in the scientific debate on research issues, by attending national and international academic conferences, as well as by taking part of research groups.



	<p>The candidate has to demonstrate its ability to apply research methodologies in line with those most widely adopted in high-profile national and international journal, also considering the strategic research objectives of the University and the DIPSA.</p>
<p><b>Didactic activities provided for by the contract, including integrative and service didactics to students, and research activity characteristics</b></p>	<p>The total annual commitment for teaching activities, supplementary teaching and service to students amounts to 90 hours. The candidate is required to carry out the program of activities that will be annually defined by the Academic Senate and by the Department during the didactic planning.</p> <p>The candidate will teach, also in English, in master's and three-year degree courses in the Department of Management, included in the sector 13/ECON-06 - Business administration, accounting &amp; performance measurement. The University and the Department of Management have for a long time started an intense path of internationalization of teaching, with mobility programs for permanent staff in foreign universities and with the development of joint programs with international partners; it is therefore necessary that the candidate is able to carry out teaching activities, as well as research, in English.</p> <p>The candidate will also be asked to contribute to supplementary activities and services to students and activities related to the preparation of the final exam.</p>
<p><b>Maximum number of publications</b></p>	<p>12</p>
<p><b>Oral examination to ascertain the knowledge of the language</b></p>	<p>English</p>
<p><b>Verification of knowledge of the Italian language for foreign candidates</b></p>	<p>Mandatory</p>
<p><b>Gross annual salary</b></p>	<p>€ 39.224,28</p>