



THIS DOCUMENT REPRESENTS THE TRANSLATION INTO ENGLISH OF THE NOTICE REFERRED TO IN D.R. NO. 248 OF MARCH 1, 2023 AND WAS PREPARED FOR COURTESY PURPOSES ONLY. THE OFFICIAL NOTICE, WHICH IS RELEVANT FOR ALL LEGAL PURPOSES, IS SOLELY AND EXCLUSIVELY THAT SET FORTH IN D.R. NO. 248 OF MARCH 1, 2023 DRAFTED IN THE ITALIAN LANGUAGE.

The Rector

Year 2023

HAVING REGARD to Law No. 168 of May 9, 1989, setting forth regulations on university autonomy;

HAVING REGARD to Law no. 241 dated August 7, 1990, "New rules on administrative procedure and right of access to administrative documents";

HAVING REGARD to Presidential Decree No. 445 of December 28, 2000, "Legislative Provisions on Administrative Documentation."

HAVING REGARD to Legislative Decree No. 165 of March 30, 2001, "General rules on the organization of employment in public administrations."

HAVING REGARD TO Law No. 240 of December 30, 2010, setting forth norms on the organization of universities, academic personnel and recruitment, as well as delegating authority to the Government to incentivize the quality and efficiency of the university system, and in particular, Article 24 in the wording in effect until June 29, 2022, the date on which Law No. 79/2022, converting Decree-Law No. 36/2022, comes into effect;

HAVING REGARD to Law No. 79 of June 29, 2022, converting Decree Law No. 36 of April 30, 2022, "Further Urgent Measures for the Implementation of the National Recovery and Resilience Plan (NRRP)," innovated the figure of the Fixed-term Researcher and provided in Article 14, paragraph 6-quinquiesdecies, that "*[] out of the resources of the National Recovery and Resilience Plan, for the thirty-six months following the date of entry into force of the law converting this decree, universities may call procedures for the recruitment of fixed-term researchers pursuant to Article 24, paragraph 3, letter a), of Law no. 240, in the text in force before the date of entry into force of the law converting this decree, in implementation of the measures provided for in the same Plan, as well as those provided for in the National Research Program (NRP) 2021-2027*".

HAVING REGARD to Ministerial Note No. 8998 of July 8, 2022, which specifies that "On the basis of the provisions of this paragraph it is therefore made possible, for the 36 months following the date of entry into force of Law No. 79 of 2022 (i.e.: July 2025): [...] to *call procedures for the recruitment of fixed-term researchers of type (a) in implementation of measures envisaged by the National Research Program (NRP) 2021-2027, and in any case*



consistent with the themes referable to it, with the possibility of using the entire range of funding sources falling within the framework of that Program, including resources internal to university budgets or in any case from external entities, i.e., funds of direct MUR competence, as well as European structural and investment funds, national funds allocated to cohesion policy, directly managed European programs (including Horizon Europe, Erasmus+, etc.) and funds for investment financing and infrastructure development of the country - research sector."

HAVING REGARD to Ministerial Decree No. 242 of May 24, 2011, on criteria for the evaluation of teaching and research activities carried out by contract holders;

HAVING REGARD to Ministerial Decree No. 243 of May 25, 2011, setting forth criteria and parameters recognized, including internationally, for the preliminary evaluation of candidates;

HAVING REGARD to Legislative Decree No. 49 of March 29, 2012, which dictates the discipline for the planning, monitoring and evaluation of the budget and recruitment policies of universities;

HAVING REGARD to Legislative Decree No. 33 of March 14, 2013, "Reorganization of the regulations concerning the right of civic access and the obligations of publicity, transparency and dissemination of information by public administrations."

HAVING REGARD to Ministerial Note No. 8312 dated April 5, 2013, on the subject "Staff Hiring Schedule for the Year 2013 Pursuant to Legislative Decree. 49/2012 and Law 135/2012. Verification of staff hires made from 1/1/2012 to 12/31/2012."

HAVING REGARD to Ministerial Decree No. 855 of October 30, 2015. no. 855 of redetermination of the fields of competition;

HAVING REGARD to the University Regulations governing the right of access, issued by Rectoral Decree No. 1796 of December 20, 2018;

HAVING REGARD to the Statute of the University of Florence, issued by Rector's Decree No. 1680 of November 30, 2018, effective January 2, 2019;

HAVING REGARD to the "Regulations on the subject of researchers on fixed-term contracts, pursuant to Article 24 of Law No. 240 of December 30, 2010," issued by R.D. No. 217 of February 27, 2023, which repealed the previous Regulations issued by R.D. No. 467 of April 16, 2019, and amended by Rector's Decrees No. 1056 of September 2, 2022, and No. 1185 of September 30, 2022, and which applies to procedures announced after the effective date of R.D. No. 217 of February 27, 2023;

HAVING REGARD to the resolution whereby the Department of Civil and Environmental Engineering proposed the activation of a fixed-term, full-time researcher position, pursuant to Article 24, paragraph 3, letter a) of Law no. 240, on project *HORIZON - ECO2ADAPT* (European direct management fund), for the competition field 08/A1 (Hydraulics, Hydrology, Hydraulic and Maritime Constructions) and academic discipline ICAR/02 (Hydraulic and Maritime Constructions and Hydrology) and at the same time providing the necessary indications for the issuance of the announcement;



TAKING INTO ACCOUNT that the financial coverage of the contract is on the project "Ecosystem-based Adaptation and Changemaking to Shape, Protect and Maintain the Resilience of Tomorrow's Forests" - acronym "eco2adapt" - Grant Agreement No. 101059498 (Call: HORIZON-CL6-2021-CLIMATE-01), CUP code B13C22002160006, in which the University of Florence is a partner, scientific head Dr. Giovanni Forzieri;

TAKEN NOTE that the Board of Auditors, at its meeting on December 20, 2022, gave its permission for the continuation of the approval process;

TAKEN NOTE that the Academic Senate gave its opinion at its meeting on January 17 and the Board of Directors passed a resolution at its meeting on January 27, 2023;

HEREBY DECREES

Article 1 Announcement of selective procedure

A selection procedure is hereby announced for the filling of a **post** of a **fixed-term researcher of type (a)**, referred to in Article 24 of Law No. 240 of December 30, 2010, in the wording in force until June 29, 2022, the date of entry into force of Law No. 79/2022, converting Decree-Law No. 36/2022, in accordance with the procedures outlined in the *Regulations on fixed-term researchers according to Article 24 of Law No. 240 of December 30, 2010*, at the Department and for the concurrency and disciplinary scientific area indicated below¹

Department of Civil and Environmental Engineering: one position

Competition area 08/A1 Hydraulics, Hydrology, Hydraulic and Maritime Construction Academic discipline ICAR/02 Hydraulic and Maritime Construction and Hydrology

The researcher will be expected to conduct research, teaching, supplementary teaching and student support activities for the competition sector and academic discipline covered by the selection.

Specifically, the researcher will be expected to conduct research in the Horizon Europe ECO2ADAPT project.

The researcher will be expected to conduct integrative teaching and student support activities in courses related to the relevant academic discipline.

Maximum number of publications to be submitted by the candidate: **12**

English language proficiency is required

Contract type: **full-time**

¹ for the declaration of the redetermination of academic fields, please refer to the [Ministerial Decree No. 855 of October 30, 2015](#)



Article 2

Admission requirements and grounds for exclusion

1. Candidates holding a Ph.D., or equivalent qualification obtained in Italy or abroad, or - for the sectors concerned - the diploma of medical specialization, are eligible to participate.
2. Applicants holding a degree awarded abroad must indicate the details of the decree of equivalence to the corresponding Italian degree and the issuing authority.
3. In order to ensure the widest participation, a candidate who does not possess the aforementioned decree of equivalence or equivalence may participate in the selection procedure **if he or she submits to the competent bodies, by the deadline of this Notice, the request for equivalence and simultaneously indicates the relevant details in the application, under penalty of exclusion.**
4. **At the time of the conclusion of the contract, the decree of equivalence must necessarily be presented by the candidate, under penalty of forfeiting the right to employment.**
5. **The requirements must be met by the deadline of the Notice, under penalty of exclusion.**
6. Anyone who falls into the categories below by the deadline date of this Notice, is **not eligible to participate**:
 - a. Subject who have had contracts as research fellows and fixed-term researchers, pursuant to Articles 22 and 24 of Law 240/2010, in the wording in force until June 29, 2022, the date prior to the entry into force of Law no. 79/2022 converting Decree-Law no. 36/2022, at the University of Florence or other Italian universities, state, private or online, as well as at the entities referred to in paragraph 1 of Article 22 in the wording in force until June 29, 2022, the date prior to the entry into force of Law No. 79/2022 converting Decree-Law No. 36/2022, of the same law, for a period that, when added to the duration provided for in the contract of the position advertised, exceeds a total of twelve years, consecutive or non-consecutive. **Please note that this condition must also exist when the contract takes effect;**
 - b. subjects already hired on a permanent basis as university professors (either associate or full) or as researchers, even if their employment has terminated;
 - c. subjects who have a degree of kinship or affinity up to and including the fourth degree with a professor belonging to the Department proposing the selection or with the Rector, General Manager or a member of the Board of Directors of the University;
 - d. have a degree of kinship or affinity up to and including the fourth degree with the president, chief executive officer, or a majority shareholder or equivalent figures of the company or entity funding the advertised position;



- e. subjects who have been dismissed or disqualified from employment with a public administration or have been disqualified from other state employment according to Presidential Decree 3/1957;
 - f. those who are excluded from the exercise of civil and political rights;
7. The person in charge of the procedure verifies the regularity of the applications received, prepares the list of admitted candidates and proposes exclusions from the selection, which are arranged, at any time during the procedure, by reasoned decree of the Rector and communicated to the interested parties.

Article 3

Application for admission and submission deadline

1. The application for admission to the procedure must be submitted via the online application platform at <https://sol.unifi.it/pao/> following the instructions specified therein.
2. The applicant declares the application for admission and all its attachments per Articles 46 and 47 of Presidential Decree No. 445 of Dec. 28, 2000.
3. Once connected to the webpage, the candidate will be able to access the application after authentication.
4. Authentication must necessarily be by login with SPID Digital Identity or CIE.
5. **Foreign nationals residing abroad** can authenticate themselves after registration. Upon the first login, click "new user registration " and fill in the required fields.
6. All applicants must mandatorily supply an e-mail address to register with the system. Applicants must enter all the data requested by the form
7. The online submission of the application must be made peremptorily **by 1 p.m. (Italian time, attested by the University of Florence server) on March 30, 2023, under penalty of exclusion.**
8. Applications received by other means will not be considered eligible, and applicants will not be admitted to the selection process.
9. Before the final submission of the application and, in any case, by the deadline for submission, the system allows the applicant to save the application in *draft* mode with the possibility of making any changes and additions. Once submitted, the application cannot be changed. If any changes or additions are necessary, the applicant should proceed to cancel their application and complete a new one. However, this must still be done by the deadline of the Notice, namely by 1 p.m. (Italian time, attested by the University of Florence server) on March 30, 2023.
10. Once the application has been submitted correctly, the system will automatically send a receipt to the e-mail address indicated during registration. After the submission deadline



expires, the system prevents any further data entry/editing and submission of the application.

11. Please note that the online procedure will remain active even during the days when the University is closed.
12. Qualifications and publications must be possessed on the call's deadline; therefore, no additions of any kind will be allowed by the candidate after the deadline.
13. For any communications to applicants, the Administration will use only the e-mail address provided during registration.
14. Applicants **may use the mailbox** reclutamentodocenti@unifi.it for any communication regarding the selection.
15. For **technical/IT help**, applicants should contact the technical support department at online.help@unifi.it.
16. Participation in the selection involves paying a non-refundable fee of €20.00 to cover administration expenses.
17. The payment must be made, pursuant to Article 65 c. 2 of Legislative Decree 217/2017, as amended by Decree Law 162/2019, through the PagoPa system, indicating in the payment description the rectoral decree calling the procedure and the academic discipline of interest. Instructions for payment are given at <https://www.unifi.it/cmpro-v-p-9901.html>.
18. The payment receipt must be uploaded as an attachment to the application.
19. **Applicants who intend to participate in more than one selection must make the payment for each application submitted.**
20. **Failure to pay the fee by the deadline of the Notice will result in exclusion from the procedure without further communication.**
21. Candidates with disabilities must specify the aid needed in relation to their disability and the possible need for additional time for the discussion.
22. Applicants must attach the following to their application:
 - a) a curriculum of their scientific and teaching activities in pdf format;
 - b) a full list of publications in pdf format;
 - c) a list of submitted publications in pdf format;
 - d) scientific publications, in **the maximum number provided for the area of interest**, in pdf format;
 - e) a copy of a valid identity document
 - f) a copy of their tax Id number (codice fiscale);
 - g) the payment receipt of the participation fee of €20.00.



23. Only publications or texts accepted for publication in accordance with current standards as well as essays included in collected works and articles published in journals in print or digital format are considered for the evaluation of publications. Internal notes or departmental reports with no ISSN or ISBN are excluded. The doctoral thesis or equivalent degrees are taken into consideration even in the absence of the conditions referred to in this paragraph.
24. For publications wholly or partially produced in Italy, the requirements of Law No. 106 of April 15, 2004, and the related Regulation issued by Presidential Decree No. 252 of May 3, 2006, must be fulfilled. For the Board to evaluate the individual publications, it is, therefore, necessary to explicitly indicate each publication's ISSN/ISBN/ISMN code unless it is already present in the header/text of the publication itself.
25. Reference to titles and publications submitted to this Administration or to documents attached to the application for participation in another selection is not permitted.
26. **Publications not attached to the application will not be evaluated by the Board. Lists with links to texts in lieu of publications are not allowed.**
27. If more publications are submitted than those set in Article 1 of this Notice for each competition area, the Board will exclude the older ones until they fall within the set number.
28. The Administration reserves the right to verify the truthfulness of the statements made.
29. At the Administration's request, the candidate shall provide appropriate documentation to substantiate statements referring to titles, activities and contracts at foreign institutions.
30. Candidates making false statements are subject to the penalties prescribed by the Criminal Code and special laws on the subject (Article 76 of Presidential Decree No. 445 of Dec. 28, 2000).
31. Without prejudice to the provisions of Article 76 of D.P.R.445/2000, if the check reveals the untruthfulness of the information submitted, the declarant shall forfeit any benefits resulting from the measure issued on the basis of the untruthful declaration.
32. Non-EU citizens residing in Italy may use a self-certification limited to those cases in which it involves proving states, facts and personal qualities certifiable or attestable by Italian public or private entities. In all other cases, they will have to submit the documents and titles in the original or in a notarized copy, legalized by the competent Italian consular authorities and accompanied by an Italian language translation certified to conform with the foreign text, prepared by the same consular authorities or by an official translator.
33. The names of candidates accepted for selection will be posted on the [University website](#) following the publication of the evaluation criteria for qualifications and publications, as specified in Article 5 below.



Article 4 Selection Board

1. The Selection Board consists of three Full or Associate Professors, one designated by the Department and two drawn by lot, as provided in the following paragraphs.
2. After the deadline of the call for proposals, one member is appointed by the Department Council, choosing among faculty members from within or outside the University of Florence. The remaining two members, in any case external to the University of Florence and belonging to different Universities, shall be identified by drawing lots in the manner provided in Paragraph 8 of this article below.
3. The proposal of the names of the Board members is decided by the Department Council by absolute majority, in its composition reserved for full and associate professors and permanent and fixed-term researchers.
4. The members of the Board must be related to the competition area object of the Notice, at least one of whom must be related, where possible, to the academic discipline(s) that determine the selection profile. When the numerical availability at the national level is insufficient, it is drawn from the macro area of competition to which the subject area belongs. The members of the Board from abroad are chosen from among professors ranked in a role equivalent to that of full or associate professor on the basis of the tables of correspondence between academic positions published by Ministerial Decree and active in a field corresponding to the competition field being selected.
5. Pursuant to Article 6, paragraphs 7 and 8, of Law No. 240/2010, only full or associate professors who have fulfilled their teaching obligations in proportion to any management positions held and who meet the objective criteria for verifying the results of professors' research activities outlined in the ANVUR Resolution No. 132 of September 13, 2016, may serve on the committee. To this end, prior to the resolution to propose the names, the Departments must acquire the relevant statements made pursuant to the decree of Presidential Decree No. 445/2000 from the records and provide for the relevant checks in accordance with Article 71 of the same decree.
6. CUN members may not serve on selection committees during the period they hold office under Law No. 18 of January 16, 2006.
7. In accordance with the European Charter for Researchers, an appropriate gender balance is recommended in the composition of the Board, where possible. When approving the proposal for appointments, Departmental Councils must be able to justify any failure to comply with gender balance.
8. The drawing of lots for the two external components is carried out as follows. The Department Council designates two-thirds of professors from outside the University of Florence in accordance with the previous paragraphs. The names are listed alphabetically by surname and first name, and each is assigned a cardinal number between 1 and 6. Three names are placed, in alphabetical order, in the A group of three with relative numbering from 1 to 3 and the other three in the B group of three with



numbering from 4 to 6, also in alphabetical order. The names of the Board members belonging to the least represented gender shall be included in a single group of three.

9. The drawing of lots shall be carried out by the University's central administration offices in accordance with procedures established by resolution of the Board of Directors, after consultation with the Academic Senate, to ensure the transparency of the procedure. Minutes are taken of the drawing operations.
10. The Selection Committee is appointed by rectoral decree published on the [Official Register of the University](#) and the [University website](#). From the date of publication of the decree of appointment on the Roll, the thirty-day peremptory period referred to in Article 9 of Decree-Law No. 120/1995, converted with amendments by Law No. 236 of June 21, 1995, for the submission to the Rector of any petitions for recusal of boarders by the persons being evaluated begins. If a cause of objection has arisen, provided that it is earlier than the date of establishment of the Board, the period shall begin to run from its occurrence. The Rector shall rule on the application within the period of thirty days after submission.
11. Renunciation of the appointment or resignation of a Board member due to unexpected impediments must be adequately justified. They take effect only after the Rector's acceptance order is issued. Any changes in legal status occurring after appointment do not affect the status of the Board member.
12. In case of resignation or renunciation of the designated member, the Departmental Council concerned shall appoint a new nominee as a replacement. In the event of resignation or renunciation of one or more of the members drawn, a new draw shall be made for replacement from the remaining names of the three nominees proposed by the Department. In the event of resignation or renunciation of the entire Board, the Departmental Council concerned shall deliberate on a new appointed member and two new groups of three nominees by draw.

Article 5

Activities of the Selection Board

1. The Board conducts its work in the presence of all its members, including through the use of online tools of collegial work, and takes its deliberations by an absolute majority of its members.
2. At its first meeting, the Selection Board shall designate from among its members the Chairman and Secretary, certify that there is no incompatibility or conflict of interest between them, and predetermine, in accordance with the provisions of [Ministerial Decree 243 of May 25, 2011](#) and the University Regulations, the criteria for:
 - a) the evaluation of scientific publications, including the doctoral thesis, if submitted, of teaching activity, qualifications, curriculum and any health care activity in accordance with the provisions of Articles 8 to 12 of this Notice below;



- b) the assessment of language skills related to the foreign language specified in the announcement;
 - c) the assessment of Italian language proficiency for foreign candidates.
3. At the same meeting, the Board shall define, in correspondence with the above criteria, the scores that can be awarded in accordance with Article 7 of this Notice.
 4. The criteria adopted by the Board are published on the [University website](#) for at least seven days, along with the list of candidates who have applied.
 5. Information pertaining to the selections and published on the [University website](#) stands as a notification for all candidates, with no obligation of further communication.
 6. Each Board member verifies that there is no cause for incompatibility and no conflict of interest with the candidates and signs the specific statements in the minutes.
 7. After seven days from the date of publication referred to in paragraph 4 above, the Board shall proceed to the comparative evaluation of the candidates, expressing a reasoned, analytical judgment on the scientific publications, teaching activity, titles, curriculum, and any health care activity if provided for in the Notice for procedures in the health care field, in accordance with the provisions of articles 8 et seq. of this Notice.
 8. Following the comparative evaluation referred to in the preceding paragraph, the Board shall admit to public discussion of the qualifications and scientific production referred to in Paragraph 10 of this Article the comparatively most deserving candidates, to the extent of between 10 and 20 percent of the number of the same, but not less than six. All candidates are admitted to the discussion if their number is six or less.
 9. The list of candidates admitted to the discussion, the manner, date and time of holding the discussion and the language test are published on the [University website](#) at least fifteen days before the discussion. In case of postponement, the new date is announced on the [University website](#) at least seven days before said date.
 10. The discussion is public and is based on the titles, curriculum and scientific production. Concurrent with the holding of the discussion, an oral test is scheduled to be held to ascertain adequate knowledge of the required foreign language(s), as well as knowledge of the Italian language for foreign candidates.
 11. The public discussion referred to in the preceding paragraph and the assessment of language proficiency may occur at the Board's discretion, in person or remotely over the internet, as provided for in Article 6 below.
 12. Applicants should come to the interview with one of the following valid identification documents: ID card, passport, driver's license, or university-issued identification card.
 13. Candidates absent on the day scheduled for the discussion and the language proficiency test mentioned in Paragraph 10 above will be considered withdrawn.



14. The Board then proceeds, according to the order identified by drawing lots or following the alphabetical order, to discuss the titles, curriculum, scientific production, and language test.
15. Following the discussion and language test, the Board shall award an analytical score to the scientific publications, teaching, support teaching and student service activities, qualifications, curriculum, as well as health care activities, where relevant, of the candidates admitted to the discussion, in accordance with Article 7 of this Notice.
16. After comparing the outcomes of the individual evaluations, the Board identifies the winning candidate, who must have achieved the threshold score of 65 points in the overall evaluation. The Board shall also formulate a merit ranking from among those who have scored at or above this threshold; the ranking may be used by the Department exclusively for calls that are finalized within six months of the approval of the acts and strictly following the occurrence of the following cases:
 - a) inability to finalize the call due to failure to meet the requirements stated in the application;
 - b) failure to respond to the call by the candidate called to fill the position;
 - c) failure to commence service into the post without justified reason;
 - d) resignation occurring after taking office.
17. Subject to compliance with legal hiring constraints and compatibility with financial resources to cover the contract.
18. The Board is required to complete its work within six months from the date of appointment. At the duly motivated request of the Board, to be submitted no later than fifteen days before the date set for the conclusion of the work, the Rector, having assessed the reasons for the request, may grant an extension for no more than two months or, by reasoned decision, initiate procedures for the replacement of the members to whom the causes of the delay are attributable, establishing a new deadline for the conclusion of the work. In the event that the work has not been completed within the extension, the Rector, by reasoned decision, shall initiate the procedures for the replacement of the Board or of the members to whom the causes of the delay are attributable, according to the identification procedures set forth in Article 4 of this Notice while establishing a new deadline for the completion of the work.

Article 6 **Remote mode**

1. The Board may operate through remote modes that ensure collegiality. At the discretion of the Board, the public discussion may be held in person or remotely via a computer connection. In case the public discussion takes place in person, up to two board members may still connect remotely.



2. If the discussion is conducted remotely, the following conditions must be ensured:
 - a) the simultaneous connection between the participants;
 - b) the security of the data and information exchanged during the session;
 - c) the public nature of the discussion;
 - d) the assurance of unequivocal identification of Board members and candidates.
3. To ensure the security of the data and information exchanged during the session, photographs or recordings, even partial ones, are not allowed.
4. The use of audio-video connection tools during the session must, in any case, allow:
 - (a) the visualization of the candidate throughout the session to ensure that the candidate does not use assistive devices or rely on the support of other people;
 - (b) verification of the candidate's correct identity through a valid identification document;
 - (c) the holding of the session in a public form, guaranteed by the possibility of simultaneous connection for the entire duration of the session by all candidates and third parties who have made a request to the administration at least three days before the date of the session, as published on the [University website](#).
5. Members of the Selection Board participate in the meeting using, as a rule, their own IT devices. It is the responsibility of the Board to identify the platform to be used for the remote connection and to send the relevant invitation(*link*) to the candidates for participation.
6. The connection must remain active for the duration of the relevant operations.
7. In the event that for technical reasons, one of the members of the Board or one of the candidates during the meetings and public discussion is unable to attend or continue participation, the meeting shall be suspended and shall be resumed as soon as possible, according to the arrangements adopted by the Chairperson. This occurrence must be noted in the minutes of the meeting.
8. The University of Florence is excluded from any liability in case of technical problems that do not allow the proper start or performance of the test.
9. Any candidate who is absent on the day and time set for the public discussion in remote mode or who logs in more than fifteen minutes later than the scheduled time of the call shall be considered to have withdrawn.
10. Any additional operational rules are regulated in the notices of individual selection procedures according to Article 24 of Law No. 240/2010.

Article 7 **Definition of scores**



1. The scores, expressed in hundredths that can be awarded to each candidate are identified as follows:
 - a) scientific publications: between 50 and 70, as specified in Article 9 below;
 - b) teaching, supplementary teaching and student support service: up to 5, as specified in Article 10 below;
 - c) titles and curriculum, including research activity and overall scientific production: between 30 and 50, as specified in Article 11 below;
 - d) health care activities, where relevant: up to 20, as specified in Article 12 below.
2. However, the total attributable score cannot exceed 100.

Article 8 Evaluation criteria

1. Pursuant to the provisions of Article 5, paragraph 2 above, the Board shall carry out the comparative evaluation of the candidates on the basis of the scientific publications submitted for evaluation, teaching activity, qualifications, curriculum, clinical care activity, where required, and the assessment of language skills according to the criteria and parameters identified by Ministerial Decree No. 243 of May 25, 2011.

Article 9 Assessment of scientific publications submitted for evaluation

1. Only publications or texts accepted for publication according to current regulations as well as essays included in collected works and articles published in journals in print or digital format with the exclusion of internal notes or departmental reports if they have no ISSN or ISBN shall be considered for the evaluation of scientific publications referred to in paragraph 2(a) of Article 7 above. The doctoral thesis or equivalent degrees are taken into consideration even in the absence of the conditions referred to in this paragraph.
2. Comparative evaluation of the publications referred to in Paragraph 1 shall be carried out on the basis of the following criteria:
 - a) originality, innovation, methodological rigor and relevance of each scientific publication;
 - a) congruence of each publication with the themes peculiar to each competition sector for which the procedure is announced and with the profile, if any, defined exclusively through the indication of one or more academic disciplines or with interdisciplinary



themes related to them, limited to the purposes indicated by Article 24 of Law 240/2010;

- b) scientific relevance of the editorial placement of each publication and its dissemination within the scientific community;
- c) analytical determination, also on the basis of criteria recognized in the international scientific community of reference, of the candidate's individual contribution in the case of participation of the same in collaborative work.

Article 10 Evaluation of teaching

1. For the purpose of the evaluation of teaching activity at the university level in Italy or abroad referred to in paragraph 2(b) of Article 7 above, the volume and continuity of activities with particular reference to the teachings and modules for which one has assumed responsibility shall be considered.

Article 11 Assessment of qualifications and curriculum

1. The evaluation of the qualifications referred to in paragraph 2 (c) of Article 7 above shall be made through a reasoned assessment followed by a comparison of the following qualifications:
 - a) Ph.D. degree or equivalent, or, for the sectors concerned, the diploma of medical specialization or equivalent, obtained in Italy or abroad;
 - b) documented training or research activities at qualified Italian or foreign institutions;
 - c) implementation of project activities in relation to the competition sectors in which it is foreseen;
 - d) organization, direction, and coordination of or participation in national and international research centers or groups and other research activities such as directing or serving on editorial boards of journals and series;
 - e) attainment of patent ownership in the fields in which it is envisaged;
 - f) national and international awards and acknowledgements for research activities;
 - g) participation as a speaker in congresses, conferences and seminars of national and international interest;
 - h) European specialization diploma recognized by international boards related to those areas of the competition in which it is envisaged.
2. The evaluation of each qualification indicated above is carried out specifically considering the significance it assumes in terms of the quality and quantity of the research activity carried out by the individual candidate.



3. In the evaluation of the overall scientific production resulting from the curriculum referred to in paragraph 2, letter c), of Article 7 above, the overall consistency of the candidate's scientific production, its intensity and temporal continuity must be taken into account, without prejudice to periods, adequately documented, of involuntary departure from research activity, with particular reference to parental duties.
4. For the purpose of assessing the overall consistency of the candidate's scientific production within the fields of competition in which it is internationally established when evaluating the publications, the committee will also use the following indicators, referring to the date of the deadline for applications:
 - a) total number of citations;
 - b) the average number of citations per publication;
 - c) total "impact factor";
 - d) average "impact factor" per publication;
 - e) combinations of the above parameters to enhance the impact of the candidate's scientific production (Hirsch index or similar).

Article 12
Evaluation of clinical activities in healthcare

1. The congruence of the candidate's overall clinical activity with the academic discipline being selected shall be taken into account for the purpose of evaluating the healthcare activities referred to in paragraph 2(d) of Article 7 above. Also evaluated are the duration, continuity, specificity and degree of responsibility of the clinical activity performed, as well as any quantitative indicators of that activity.

Article 13
Approval of the acts and conclusion of the proceedings

1. The selection process ends with the approval of the acts.
2. To this end, the Board shall deliver the records to the Rector, who, after verifying their regularity, shall approve them by decree within thirty days of the delivery of the records to the appropriate office.
3. In the event that irregularities are found, if they can be remedied, the Rector shall refer the acts by reasoned order back to the Board for action within a predetermined time limit. Otherwise, the Rector shall order the non-approval of the acts.
4. The acts of the selection procedure, consisting of the minutes of the individual Board meetings, including any attachments, are made public after their regularity has been



ascertained through the online platform available at the web address <https://sol.unifi.it/pao/>, from the User Menu->List of Applications.

5. Candidates who participated in the procedure and have not formally withdrawn their applications will be able to access the minutes of the Board's meetings available at the online platform referred to in the previous paragraph. This is without prejudice to the possibility of access to the competition's acts in accordance with current legislation; the University provides the forms to request access at the webpage <https://www.unifi.it/p3259.html>.
6. Selections under this article do not result in declarations of eligibility.

Article 14

Administrative unit and person in charge of the process

1. The administrative unit of reference is the Process Unit "Administration of Teaching and Research Personnel," the administrative process manager is Eva Furini, e-mail address: reclutamentodocenti@unifi.it; for information, contact the following phone numbers: 055 2757/430-220-223-759-339-612.

Article 15

Employment proposal

1. At the outcome of the procedure, the department that requested the selection formulates the proposal for the employment of the candidate placed first on the ranking list, or of the successful candidates in the case of selections for several positions in the same academic discipline, with a resolution adopted by an absolute majority of the full and associate professors entitled to vote.
2. In the case of selections for several positions in the same academic discipline, the Department, at the time of the employment proposal, identifies, in consultation with the scientific heads and in relation to the curriculum vitae submitted at the time of application, the project to be assigned to each successful candidate.
3. The resolution must be passed within thirty days from the date of publication of the decree of approval of the acts on the [Official Register of the University](#), subject to the granting of an extension of fifteen days by the Rector in the presence of serious reasons that prevent the meeting of the Department Council. If the deadline occurs in August, it shall be extended by 30 days. The resolution of the employment proposal must indicate the academic discipline of the successful candidate consistent with the Board's minutes.
4. The Department's employment proposal is submitted to the Board of Directors for approval.



5. If the Department does not adopt any resolution within the time limits provided for in Paragraph 1 of this Article, the Rector shall assign a new time limit of thirty days to the Department, after which the resolution shall be taken by the Board of Directors.
6. The Department may decide not to call the successful candidate by reasoned resolution adopted by the majority provided for in Paragraph 1 of this Article. In such a case, the Department may not request to initiate a new selection procedure for the same role and competition area for at least one year from the date of approval of the acts.
7. In the event that any of the conditions stipulated in Article 5, Paragraph 16, of this Notice occurs, the Department shall resolve, by the procedure stipulated in Paragraph 1 of this Article, to call the candidate ranked after the winner.

Article 16 **Signature of the contract**

1. The Rector, following the approval of the employment proposal, invites the researcher to submit the required documentation for the conclusion of the individual employment contract.
2. The contract will be for three years and may be extended for two years and for one time only, subject to a positive evaluation of the research and teaching activities performed. Such evaluation will be carried out on the basis of the methods, criteria and parameters defined in Article 21 of the University Regulations. Considering that this is a position activated on external funding, any extension of the contract is subject to the acquisition of financial resources and compliance with the Bodies' determinations regarding extensions encumbering external funds.
3. No contracts can be signed by those who have a degree of kinship or affinity up to and including the fourth degree with a professor belonging to the Department or with the Rector, the Director General or a member of the Board of Directors of the University that has arisen during the course of the procedure.
4. Furthermore, are also ineligible to sign contracts those who have had contracts as research fellows and fixed-term researchers, pursuant to Articles 22 and 24 of Law 240/2010, in the wording in force until June 29, 2022, the date prior to the entry into force of Law no. 79/2022 converting Decree-Law no. 36/2022, at the University of Florence or at other Italian universities, state, non-state or online, as well as the entities referred to in Paragraph 1 of Article 22 of the same law for a period that, when added to the duration provided for in the contract of the position advertised, exceeds a total of twelve years, even if not continuous.
5. For incompatibilities provided for the researcher contract, please refer to Article 28 of the [University regulations](#) on fixed-term researchers, pursuant to Article 24 of Law No. 240 of December 30, 2010.
6. The salary is equal to the initial salary of the confirmed researcher (class 0) according to the commitment regime in the announcement.



7. The salary for healthcare work is determined by the Health Care Company at which it will be performed.

Article 17 **Processing of personal data**

1. In compliance with the principles of lawfulness, fairness, transparency, appropriateness, relevance and necessity referred to in Article 5(1) of the GDPR (*EU Regulation 2016/679 of the European Parliament and of the Council of April 27, 2016, on the protection of individuals with regard to the processing of Personal Data, provides for the protection of individuals with regard to the processing of personal data as a fundamental right*) the University of Florence, in its capacity as Data Controller, will process the personal data provided by candidates when registering for the selection procedure, for the sole purpose of carrying out the said procedure and in compliance with the relevant legislation in force.
2. The Data Protection Officer (DPO) is Massimo Benedetti, Manager of the General and Legal Affairs Area, Florence, Via G. La Pira No. 4, tel. 0552757667 e-mail: privacy@adm.unifi.it.
https://www.unifi.it/upload/sub/protezionedati/Informativa_SELEZIONI.pdf

Article 18 **Advertising**

1. Notice of this announcement is published in the Official Gazette. The announcement is published on the [Official Register of the University](#) and on the [University website](#). Notice of the publication of the Notice is given on the websites of the Ministry of Education, University and Research and the European Union.

Article 19 **Final regulation**

1. For anything not expressly regulated in this Notice, please refer to the current regulatory provisions on competitive procedures insofar as applicable.
2. Pursuant to Article 49 of the Statute, without prejudice to the immediate appealability in the courts of this notice and related and/or consequential acts, a complaint against the above acts, as well as against the silence, may be lodged with the body that issued the measure or that failed to take action, within ten days from the time the interested parties became aware of them and, in any case, from the time of their publication.

Florence,

The Rector
Prof. Alessandra Petrucci