



PUBLIC SELECTIVE PROCEDURE FOR THE CONFERMENT OF N. 5 RESEARCH CONTRACTS
PURSUANT TO ARTICLE 22 OF LAW 30 DECEMBER 2010, No. 240.

THE RECTOR

HAVING REGARD to Law 09/05/1989, n. 168 "Establishment of the Ministry of Universities and Scientific and Technological Research";

HAVING REGARD to Law 07/08/1990, n. 241 "New rules on administrative procedure and the right of access to administrative documents and subsequent amendments and additions";

HAVING REGARD to the D.P.R. of 9 May 1994 n. 487 and subsequent amendments and additions concerning rules for access to public employment in the public administration and the procedures for holding competitions;

HAVING REGARD to D. 81 of 9 April 2008 on health and safety at the workplace;

HAVING REGARD to Law 05/02/1992, n. 104 "Framework Law for the assistance, social integration and rights of disabled persons";

HAVING REGARD to D. Lgs. 06.03.2001, n. 151 on the protection and support of maternity and paternity;

HAVING REGARD to the D.P.R. 28 December 2000 n. 445 Consolidated text of the laws and regulations on administrative documentation and subsequent amendments and additions in the field of research;

HAVING REGARD to D. Lgs. 30 March 2001 n. 165 and subsequent amendments and additions concerning general rules on the organization of work in public administrations;

HAVING REGARD to D. Lgs. 30 June 2003 n. 196 on data protection rules personal and subsequent amendments and additions, pursuant to the U.E. Regulation n. 679 of 2016;

HAVING REGARD to Law 30/12/2010, n. 240 on "Rules concerning the organization of universities, academic staff and recruitment, as well as delegation to the Government to promote the quality and efficiency of the university system" and in particular art.22;

HAVING REGARD to the law of 29 June 2022, n. 79 "Conversion into law, with amendments, of the decree-law of 30 April 2022, n. 36, on further urgent measures for the implementation of the National Recovery and Resilience Plan (PNRR)" and, in particular, paragraph 6-septies that has completely rewritten Article 22 of the law n. 240 of 2010 introducing the new figure of research contracts in place of grants for research activities;

HAVING REGARD to the National Recovery and Resilience Plan (hereinafter referred to as PNRR), officially submitted to the European Commission on 30 April 2021 pursuant to art. 18 of Regulation (EU) No. 2021/241;

HAVING REGARD to Mission 4 Component 2 of the NRRP, "From research to business" which aims to support investment in research and development, promote innovation and technology diffusion, strengthen skills and facilitate the transition to a knowledge-based economy;



HAVING REGARD to Investment 1.2 "Funding of projects presented by young researchers", which aims to provide new opportunities for young researchers, in order to offer them concrete possibilities for professional growth in Italy;

HAVING REGARD to the D.D.G. n. 47 of 20/02/2025 - *Decree for the recruitment of international post-doctoral researchers* - with which the General Secretariat - The MUR's Directorate-General for Internationalisation and Communication has issued the Notice for the financing of research contracts in accordance with Article 22 of the Law of 30 December 2010, n. 240, as amended by Law no. 79 of 2022, to researchers who have completed their doctoral studies by having spent a period of training and research abroad of at least 3 months;

HAVING REGARD to art. 1, paragraph 8 of the notice, concerning the definition of "Young researcher" given below:

"a researcher of any nationality who, for various reasons, has not yet acquired experience in the management of research teams and is not in a contractual position to guarantee a stable career prospect in research. This definition includes all researchers who, at the date of publication of the Notice, are up to 40 years old, or, for profiles with age over 40 and up to 45 years, have completed their PhD by a maximum of 7 years, and which are in one or more of the following conditions:

- *have first experience as a manager of funds and/or research activities;*
- *have experience in leading and managing a national and/or international research team;*
- *not have, or had before winning the European grant, a permanent full-time equivalent (FTE) contract as a researcher and/or full professor".*

TAKING NOTE that the above mentioned Decree provides for the allocation of resources amounting to 37.5 million euros to finance the recruitment of at least 250 young post-doctoral researchers, with a grant of up to 150,000;00 euro for each researcher position to be taken up and that 40% of the above budget is intended to finance the activation of research contracts for researchers who will carry out research activities in Host Institutions with legal and/or operational headquarters in the Southern regions;

WHEREAS this notice provided that State and non-State universities, including telematic universities, and university institutes with special regulations and public research bodies, operating in the national territory, could submit an expression of interest, as a Host Institution, for the recruitment of post-doctoral researchers to enable them to gain initial experience in research responsibilities over a period of 24 months;

TAKEN NOTE that the University, in response to the above-mentioned Notice, submitted on 26 February 2025 with prot. no. 32441, an expression of interest for recruitment, specifying the order of priority, of n. 20 post-doctoral researchers to whom to award research contracts pursuant to art. 22 of the Law of 30 December 2010, n. 240, of two-year duration, with the commitment, among other things, to complete the procedures for taking up the positions requested, in case of admission to funding, within 30 days from the signature of the in any case, by the deadline of 15 May 2025;

HAVING REGARD to "the list of positions assigned to the Mezzogiorno" prot. no. 3867 published by the MUR on 21/03/2025, following which, pending the completion of formal education, the University of Palermo has been allocated 5 positions according to the order of priority indicated in the expression of interest transmitted by the University, from position no. 1 to position no. 5, of the total gross amount of € 106,867.16 each, for a total of € 534,335.80, financed under the MUR Notice referred to in D.D.G. n. 47 of 20/02/2025 "*Decree for the recruitment of international post-doctoral researchers*";

TAKING INTO ACCOUNT that, as provided for in the above-mentioned Notice, in order to achieve the objectives of the PNRR and to implement what it provides, and the expression of interest presented by the University, recruitment procedures must:

a) be coherent with the objectives and purposes of Regulation (EU) 2021/241, with the general strategy and the detail sheet of the PNRR Component;

b) be oriented towards achieving the results measured in reference to milestones and targets possibly assigned to the Investment within the terms established by the Plan;

c) comply with the principle "do not cause significant harm" (DNSH), pursuant to Article 17 of Regulation (EU) 2020/852, consistent with the technical guidelines prepared by the European Commission (Communication of the European Commission 2021/C58/01) and, where applicable, the principles of digital tagging, gender equality (Gender Equality) in relation to Articles 2, 3.3 TEU, 8, 10, 19 and 157 TFEU, and 21 and 23 of the Charter of Fundamental Rights of the European Union, protection and exploitation of young people and overcoming territorial disparities;

d) be geared towards addressing and bridging gender inequalities;

e) to support the participation of women and young people, also in accordance with what is provided for by Decree-Law no. 77 of 31 May 2021 (c.d. Decreto Semplificazioni), converted, with modifications, by law of 29 July 2021, n. 108, regarding the management of the National Recovery and Resilience Plan (PNRR);

f) promote the exploitation of research results and ensure the protection of intellectual property by ensuring open access to research results and data for the public; (for example, publications of original results of scientific research, raw data and metadata, sources, digital graphics and graphic representations and scientific multimedia materials) in the shortest possible time and with as few limitations as possible, according to the "Open science" and "FAIR Data" principles;

CONSIDERING that in the context of compliance with the DNSH referred to in Article 17 of Regulation (EU) 2020/852, in order to ensure compliance with the technical guidelines on the application of the principle "do not cause significant harm" (European Commission Communication 2021/C58/01), the following research activities are excluded: i) fossil fuel-related activities, including bulk use³; ii) activities under the EU Emissions Trading Scheme (ETS) generate expected greenhouse gas emissions not less than the relevant reporting parameters⁴; iii) activities related to waste landfills, incineratory⁵ and biological mechanical treatment fits⁶; iv) activities in which the long-term disposal of waste could cause damage to the environment. Activities should also comply with relevant EU and national environmental legislation;

HAVING REGARD to the Ethical Code of the University issued with D.R. n. 4115 of 22/09/2022;

HAVING REGARD to the University Regulations for the award of research contracts pursuant to Article 22 of Law 30 December 2010, n. 240 issued with D.R. n. 3639 of 31/03/2025;

WHEREAS the activation of the research contracts in question is, in any case, conditional on the granting of funding by the Ministry and the signing of the relevant Commitment Act;

HAVING REGARD to the resolutions No. 12/06 of 25/03/2025 of the Academic Senate and No. 08/01 of 18/03/2025 of the Board of Directors, with which the competent office has been mandated to prepare a call for funding of research contracts referred to in the MUR D.D.G. No. 47 of 20/02/2025 "Decree for the recruitment of international post-doc-tor y researchers";

HAVING REGARD to art. 5, paragraph 3, of the University Regulation for conferring research contracts pursuant to article 22 of the law 30 December 2010, n. 240, issued by D.R. n. 3639 of 31/03/2025, which provides that the period of publication of the call for selection to the Official Register of the University may be reduced up to 10 days for non-programmable needs related to the development of the research project under which the research contract is funded and employees the project's funding agency;

DECREES

Art. 1 - Duration and amount of the research contract

A public selection procedure is called, by title and interview, for the award of **5 research contracts**, of **two-year duration**, each of the gross amount of **€ 77.972,92** including the costs to be borne by the recipient, financed under the MUR Notice referred to in D.D.G. n. 47 of 20/02/2025 "Decree for the hiring of international post-doctoral researchers" - PNRR Mission 4 "Education and Research" - Component 2 "From Research to Business" Investment 1.2 "Funding of projects presented by young researchers".

The identification details of research contracts are given in the forms attached to this call which form an integral part of it.

Art. 2 – Admission requirements

Candidates eligible for selection for research contracts are those who, on the expiry of the deadline for submission of applications, have the title of research doctor or of a diploma obtained abroad and recognised as equivalent for the sole purpose of participation in the selection procedure by the Selection Board, or, for the fields concerned, of the degree of specialization in the medical area.

Candidates who are enrolled in the third year of the PhD course or who are enrolled in the last year of the medical specialization course may also be considered for selection, provided that the award of the licence is to be made within six months of the date of publication of the selection notice.

In order to participate, it is also necessary to have completed a period of training and research abroad of at least 3 months and meet the definition of "*young researcher*" as set out in art. 1, paragraph 8 of the notice referred to in D.D.G. n. 47 of 20/02/2025:

"a researcher of any nationality who, for various reasons, has not yet acquired experience in the management of research teams and is not in a contractual position to guarantee a stable career prospect in research. This definition includes all researchers who, at the date of publication of the Notice, are up to 40 years old, or, for profiles with age over 40 and up to 45 years, have completed their PhD by a maximum of 7 years, and which are in one or more of the following conditions:

- *have first experience as a manager of funds and/or research activities;*
- *have experience in leading and managing a national and/or international research team;*
- *not have, or had before winning the European grant, a permanent full-time equivalent (FTE) contract as a researcher and/or full professor".*

In the case of researchers who have completed their studies abroad, the requirement of at least 3 months' training and research abroad, understood as a period spent by a doctoral student abroad, not Italian, he is considered to be absolved by the very nature of the doctorate.

Candidates must also possess the skills described, for each of the five positions, in the appropriate section on the researcher profile to be employed of each sheet attached to this call.

For admission to the public selection referred to in art. 1, it is also required to meet the following general requirements:

- a) italian nationality or the nationality of another Member State of the European Union, or a declaration that you are family members of persons who do not have the nationality of a Member State, provided they have the right of residence or the right of permanent residence, as well as third-country nationals who are holders of the EC residence permit for long-term residents or who have refugee status or subsidiary protection status;
- b) fitness for service. It is without prejudice to the option for the Administration to submit to a medical check-up the/the contest winner/winner according to the current regulations;
- c) be in compliance with the rules on the requirement to raise funds for children up to 1985;

d) the enjoyment of civil and political rights;
e) not have been convicted of criminal offences, even if they have not been found guilty, which prevent the establishment or continuation of the employment relationship with the public administration.

Applicants who have received criminal convictions must indicate the date of the sentence, the authority that issued it, the nature of the offence, even if a pardon, amnesty, pardon etc., has been granted. and even if nothing appears from the criminal record. Current criminal proceedings must also be indicated, whatever their nature.

Persons who have been excluded from the active political electorate, as well as those who have been dismissed or exempted from employment in a public administration for persistent underperformance shall not be eligible for employment, or have been declared as having lapsed from state employment, pursuant to art. 127, first paragraph, point d) of the single text of the provisions concerning the status of civil servants, approved by decree of the President of the Republic of 10 January 1957 n. 3 and those who have been dismissed for having obtained employment through the production of false documents and in any case with fraudulent means.

Cannot take part in the selection:

- permanent staff employed by universities, public research organisations and institutions whose scientific further training has been recognised as equivalent to a doctorate in accordance with Article 74, Fourth paragraph, of the decree of the President of the Republic of 11 July 1980, n. 382;
- those who have benefited from fixed-term research contracts pursuant to Article 24 of Law 240 of 2010;
- those who have a relationship of kinship or affinity up to the 4th degree inclusive with a professor from the Department that has proposed the activation of the contract, or with the Rector, the Director General or a member of the Board of Directors.

Citizens from the EU and non-EU member states must also meet the following requirements:

- enjoy civil and political rights in the States of their origin or nationality;
- possess, with the exception of the possession of Italian citizenship, all other requirements for citizens of the Republic;
- have adequate knowledge of the Italian language.

The prescribed requirements must be fulfilled on the expiry of the deadline for submission of an application.

The Administration may, at any time, by reasoned measure, exclude from the selective procedure for default of the prescribed requirements.

Art. 3 - Application and deadline for submission

Applicants submit their application for one of the positions described below, attaching a project proposal in relation to the research programme selected.

The application for admission to the selective procedure, drawn up in free paper according to the scheme attached to the call (Annex 1, downloadable at the following link: <https://www.unipa.it/organigramma/arearicerca/servizi-/>), digitally signed by the candidate (with digital signature in PAdES or CAdES format) and accompanied by the project proposal in reference to the research programme selected, the attachments downloadable from the above link as well as the documentation deemed useful for the purposes of the evaluation (in PDF format), must be addressed to the Research and Innovation Area - Doctoral Studies and Research Contracts Sector - U.O. Assegni di ricerca dell'Università degli Studi di Palermo, Piazza Marina n. 61 - 90133 Palermo and forwarded, no later than ten days from the date of posting of this call to the register of the same University, by telematic means (within 24.00 hours on the tenth day), through personal PEC at: pec@cert.unipa.it.

The application for participation and the accompanying documents must be contained in a single PEC. For reasons related to the management of the certified e-mail box, the files to be sent as an attachment to the PEC must have a maximum total size of 30 MB. For the scientific work for which evaluation is requested, the candidate must submit a replacement declaration of certification in which he shall list them by number and subdivision by type. For each scientific work listed above, a link must be provided through which the Commission can access it.

The Administration is exempt from any liability for non-receipt of the PEC sent by the candidates due to technical problems and/or causes not attributable to it.

The obligation to sign is fulfilled by attaching a copy in PDF format of a valid identity document to the scan of the application completed and signed by the holder of the PEC.

For subjects from the EU and non-EU member states, the application for admission to the selective procedure, signed digitally and scanned, as well as the related documentation required (in PDF format) can be sent electronically from an ordinary e-mail address by sending an e-mail to the following address: mail-protocollo@unipa.it.

Where digital signature is not possible, the obligation of autograph signature is deemed to be fulfilled with validation of the application and declarations by autograph signature prior to the interview.

In both cases described above, you must specify in the subject of the e-mail: "Public selection procedure for the award of n. 5 research contracts - Contract no. _____ - Department _____".

To participate in the competition, candidates are required, under penalty of exclusion from the procedure, to pay by the deadline for submission of applications, a contribution towards contest expenses up to Euro 50.00. This contribution must be paid by bank transfer to the c/c n. 000015632748 registered at the University of Palermo - Agenzia Via Libertà, 32 - 90141 Palermo - Banca Crédit Agricole - IBAN code: IT50R0623004609000015632748 -- SWIFT code: CRPPIT2PXXX indicating in the payment reason: "Public selection procedure for the award of n. 5 research contracts - Contract no. _____ - Department _____". A copy of the transfer must be attached to the application.

In the application, applicants must indicate the call and the position for which they intend to apply, the scientific discipline of reference of the research, the Department, the title of the research and the Head of Research; they must also: Declare on their own responsibility:

- surname and first name;
- place and date of birth;
- domicile chosen for selection;
- residence;
- telephone number, e-mail address, tax code;
- citizenship;
- the municipality in whose electoral roll they are entered, or the reasons for not being entered or for being deleted from the lists;
- have no criminal convictions or ongoing criminal proceedings. If not, indicate the criminal convictions reported or ongoing criminal proceedings and whether amnesty, pardons, pardons, etc.;
- Doctor of Research degree held, or medical area specialization for the fields concerned, with indication of the date of graduation and the University administrative seat of the course;
- have completed a period of training and research abroad of at least 3 months;
- to be in the condition of "*young researcher*" as defined by art. 1, paragraph 8 of the notice referred to in D.D.G. n. 47 of 20/02/2025 (specify if age over 40);
- previous research activities and any work experience relating to the contents of the research programme selected;
- e-mail address, to which communications relating to this selective procedure should be addressed;
- enjoyment of civil and political rights in the State of origin or provenance, or grounds for non-enjoyment (for EU and non-EU citizens);
- knowledge of English (certified by a B1 level certificate or verified at an interview);
- no incompatibility within the meaning of Art. 2 of this call (otherwise the type of incompatibility must be indicated).

The certificates submitted for evaluation must be submitted in a copy declared as conforming to the original by means of a declaration replacing the act of notoriety, pursuant to art. 47 of the D.P.R. n. 445/2000, or, in the cases provided, be certified with a replacement declaration of certification pursuant to Article 46 of the aforementioned decree.

The data and documents held by the Università degli Studi di Palermo may be acquired automatically if the candidate indicates the elements essential for obtaining the information or data required.

Candidates with disabilities, pursuant to the law of 5 February 1992, n. 104, must make an explicit request, in relation to their disability, regarding the aid necessary to be able to attend the interview.

The Administration does not assume any responsibility for the dispersion of communications due to incorrect indication of the PEC by the applicant or failure to provide or late notification of a change in the contact details indicated in the application, or for any inconvenience not attributable to the Administration itself.

Applications which are missing, either the signed and drawn up application for participation on the basis of the above mentioned Annex 1 or any other documents required by the call will be declared ineligible under penalty of exclusion as well as those sent after the deadline.

Art. 4 - Selection Commission

The Council of the Department where the research activity will take place, after the expiry of the call, decides on the appointment of the members of the Selection Commission. The selection board is composed of three members and an alternate chosen from among professors and researchers with research experience in the subjects covered by the call for proposals, at least one of whom is a member of the scientific-disciplinary group covered by the call, also external to the University and ensuring adequate gender representation.

Cannot be a member of the Commission if:

- a) they have been convicted, even by a non-binding sentence, of the offences referred to in Chapter I of Title II of Book II of the Criminal Code;
- b) have, with the candidate or with the other members of the Commission, situations of incompatibility as provided for by artt. 51 and 52 c.p.c. and Article 7, paragraphs 1 and 2 of the Code of Ethics of the University;
- c) they are in a situation of conflict of interest, including potential conflict of interest, with the candidate or other members of the commission, pursuant to art. 7 of DPR 62/2013 and art. 6, paragraphs 1, 2 and 5, of the Code of Ethics of the University.

The selection committee is appointed by decree of the rector published in the official register of universities.

From the date of publication of the Decree appointing the Commission, 30 days shall elapse for the submission by candidates to the Rector of any request for objection by the Commissioners. If the cause of objection has arisen, provided that it is prior to the establishment of the Commission, the time limit shall run from its beginning. The candidate's right to waive the objection remains unaffected.

No compensation for the selection board.

The Commission's assessment is final.

Art.5 – Procedure for selection

The selection is based on a comparative evaluation of the candidates and aims to assess the suitability of the project proposals for the research programme selected, as well as the possession by the candidates of a scientific-a professional suitable for the research activity covered by the contract.

Candidates are evaluated comparatively on the basis of the following criteria:

- a) quality, originality and innovation of the project proposal, with reference to the research programme selected;
- b) relevance and relevance of previous research activities as well as any work experience in relation to the contents of the selected research programme;
- c) relevance of the attached publications to the selected research programme;
- d) an oral test to establish the candidates' aptitude for research in order to ascertain their suitability for carrying out the research activity covered by the contract and to assess their knowledge of the English language.

The Selection Commission will pre-determine, in the first report, the criteria for the comparative evaluation of candidates.

The following scores are available to the Selection Commission:

- up to 70 for the evaluation criteria referred to in a), b) and c);

- Up to 30 points for the interview.

The Commission shall, after appropriate assessment and on the basis of the criteria set out in the first report, award the relevant score.

The scores relating to the evaluation of criteria referred to in letters a), b) and c) shall be made known to applicants before the interview.

The interview will take place on **28, 29 and 30 April 2025**. This notice is a notification for all purposes of law.

The time and place of the interview will be announced through a notice published to the Official Register of the University.

The interview must be held in a room open to the public, of suitable capacity to ensure maximum participation and, in case of impossibility to proceed in this sense, the development of the test can take place telematically, provided that technical solutions are nevertheless adopted to ensure the identification of participants, the regularity and integrity of the test, the security of communications and their traceability, in compliance with the legislation on the processing of personal data and, in any case, advertising the proof through digital methods.

The Commission shall draw up a ranking of merit taking into account the scores obtained by the applicants. The selection is considered to have been passed with a minimum score of 40 points for the evaluation criteria referred to in letters a), b) and c) and with a minimum score of 20 points for the interview.

The female candidate will be preferred with equal merit and, in the alternative, the one with a lower age.

The Commission may, for reasons set out in the minutes, use telematic tools for collegial work and may hold its meetings remotely.

Art.6 - End of the procedure

The Selection Commission must complete its work by 2 May 2025.

The competition acts and the relative ranking of merit, together with the appointment of the winner will be approved by decree of the Rector.

The documents are published on the website of the University, in accordance with the terms and conditions laid down in the call for proposals and in compliance with the legislation on transparency and protection of personal data.

Art. 7 - Stipulation of the contract

The employment relationship is established following the conclusion of a specific written contract between the University and the winner.

The contract of employment is signed by the research contractor and the Rector.

The conclusion of the contract must take place before **15 May 2025**. It is, however, subject to the signature of the Commitment Act with the MUR.

In the event of failure to conclude the contract by the winner of the selection procedure, a ranking will be made.

The Director of Department will sign and send to the competent Administration Office the letter concerning the hiring of the contractor.

Research contracts do not give rise to a right of access to the role of university subjects, of public research establishments and institutions whose diploma in scientific further training has been recognised as equivalent to the title of Doctor of Science pursuant to the fourth paragraph of Article 74 of the Decree of the President of the Republic of 11 July 1980, n. 382, nor can be counted for the purposes of article 20 of Legislative Decree 25 May 2017, n. 75.

Art. 8 - Prohibition of cumulation and incompatibility

The research contract cannot be combined with any study or research grants of any kind awarded by national or foreign institutions, except for those aimed exclusively at international mobility for research purposes.

The research contract is not compatible with the attendance of undergraduate courses, master's degree, doctorate or medical specialization, in Italy or abroad, and involves the placement in leave without pay for the employee in service with the Public Administrations.

Research contracts are incompatible with:

- any other employment relationship, including part-time or fixed-term employment, with public and private entities;
- also hold research grants at other universities or public research institutions.

The contractor may carry out activities to support teaching or be holder of teaching contracts at the University of Palermo provided that the performance of this activity does not interfere with the profitable development of the research activity subject to the contract, Subject to the favourable opinion of the Head of Research and the approval of the Board of Directors. These activities are not compatible with the contract if no such authorization is given.

The holder of the research contract may not, in any case, carry out activities that could lead to a situation of conflict of interest with the activities of the University of Palermo.

Articolo 9 - Income, tax, social security and insurance treatment

Contractors are entitled, for the duration of the relationship, a gross salary of € 77.972,92 including the costs to be borne by the recipient.

The employment relationship established between the University of Palermo and the research contractor is governed by the provisions in force on the subject, including as regards the tax treatment, welfare and social security and insurance provided for the compensation of employees.

The University also provides insurance coverage against accidents at work and occupational diseases and civil liability.

Art.10 - How the employment relationship is conducted

The contractors work in agreement with the Research Manager.

The contractor is subject to the health controls provided for by D.lgs. n. 81/2008 at the expense of the University.

Disciplinary jurisdiction is regulated by art. 10 of the Law 30.12.2010, n. 240.

Contractors are recognized as the provisions of D.lgs. 06.03.2001, n. 151 on the protection and support of maternity and paternity, by Law 05.02.1992, n. 104 for assistance, social integration and rights of disabled persons, by artt. 37, 40 and 68 of the D.P.R. 10.01.1957, n. 3, and subsequent modifications, in matter of extraordinary leave and sick leave. Sick leave may not exceed 9 months in the case of a two-year contract. In the case of an extension, the period of sick leave shall be proportionate to the period.

Contractors are entitled to the provisions of the articles. 69 and 70 of the D.P.R. 10.01.1957, n. 3, and subsequent amendments, on leave for family reasons. Leave for family reasons may not last more than 12 months, during which the applicant does not receive any allowance or social security contributions. Leave for family reasons is authorized by resolution of the Department Council.

Art. 11 - Termination of employment

The termination of the employment relationship is determined by the expiry of the term or by the withdrawal of one of the parties and by any other cause of termination provided for by the legislation in force. The contract may be terminated, for both parties, if there is a cause that, according to art. 2119 of the C.C., does not allow the continuation, even provisional, of the report.

The contractor may withdraw in writing with 30 days' notice. In the event of failure to give notice, the Administration will deduct from the contractor an amount corresponding to the remuneration for the period of notice not given.

The contract is terminated, also, in the case of failure to obtain the title within six months following the date of publication of this Selection Notice for winners who were enrolled in the third year of their PhD course at the date of submission of the application or who were students in the last year of the medical specialization course.

Art. 12 - Publication of the selective procedure

This call will be posted on the official register of the University of Palermo (<http://www.unipa.it/albo.html>), on the inPA portal ([Portale del reclutamento](#)) and on the MUR website (<https://bandi.mur.gov.it/>). The call will also be available on the WEB site of the University of Palermo at: <https://www.unipa.it/organigramma/arearicerca/servizi/>.

Art.13 - Processing of personal data

In accordance with EU Regulation 2016/679, the University undertakes to respect the confidential nature of the information provided by the candidate. All the data provided will be processed only for the purposes related and instrumental to the contest, in compliance with the provisions in force.

Interested parties can consult the information on data processing available at:

<https://www.unipa.it/privacy/informativa/informazioni-sul-trattamento-di-dati-personali---procedure-concorsuali-e-selettive-bandite-dallateneo/>.

Art. 14 - Official in charge for the administrative procedure

Pursuant to the provisions of art. 5 of the law of 7 August 1990 n. 241 the Head of the competition procedure referred to in this call is appointed in the person of Dr. Stefania Crifasi, Head of U.O. Research Grants, e-mail: stefania.crifasi@unipa.it.

Art. 15 - Final provisions

The contractor is obliged to comply with the provisions of law and regulations of the University of Palermo.

All technical data and information, administrative, scientific and didactic that the contractor comes into possession during the course of the research activity must be considered confidential and therefore is not allowed to use for purposes other than those for which the contract is awarded. The industrial and intellectual property rights arising from the activities in which the contractor may participate in various ways will be regulated according to the provisions of law and regulations of the University of Palermo on industrial property and intellectual.

For all that is not expressly regulated by this Regulation, please refer to Law n. 240/2010 and the applicable laws and regulations.

Palermo,

THE RECTOR
Prof. Massimo Midiri

The original text is the Italian version. Any discrepancies or differences created in the translation are not binding and have no legal effect for compliance or enforcement purposes. If any questions arise related to the accuracy of the information contained in the translated text, refer to the Italian version of the call for applications which is the official version.

Contract no. 1

DEPARTMENT	Humanities
SCIENTIFIC-DISCIPLINARY AREA	PHIL-01/A
RESEARCHER PROFILE TO BE RECRUITED	The research profile required must respond to competences mainly focused on modern metaphysics. In particular, the focus is on the role of philosophical research as an exercise in meta-reflection on the relationship between different forms of knowledge, resources of human reason as the ability to transform one's own condition of limitation into a creative source of flexible and unforeseen development solutions.
DESCRIPTION OF THE RESEARCH PROJECT ON WHICH THE POST-DOC RESEARCHER WILL BE ENGAGED	The project aims to put the concept of "emptiness" in critical metaphysics, highlighting how it constitutes the engine for the development of human rationality, for Kant intrinsically defective. The research will focus on the role of ideas of reason, which, precisely by virtue of their "defective" nature in terms of objective reality, give way to a fundamental normativity that guides human reason in its indefinite search for meaning and unity. Recent studies, such as those by Marcus Willaschek and Katarina Kraus, have reinterpreted the defects of Kantian reason and especially that which characterizes transcendental ideas as a necessary condition for the development of a non-dogmatic form of rationality. Specifically, the defective status, lacking in ideas defines the space where human rationality designs and is oriented towards ever new purposes and ends, fully cultivating itself. Entering into this new theoretical framework, the project intends to show how the "objective void" of transcendental ideas defines that dimension of human reasonableness which, far from returning a mere absence of capacity, is what prevents the dogmatic reification of its own needs and purposes. The project aims, therefore, to demonstrate that the void of which transcendental ideas are expressed represents properly that critical-transformative element, which makes human reason always able to progress and redefine itself and its own possibilities.
DURATION	24 months
HEAD OF RESEARCH	Prof. Angelo Ciatello

Contract no. 2

DEPARTMENT	Psychological, Pedagogical, Exercise and Training Sciences
SCIENTIFIC-DISCIPLINARY AREA	PSIC/03-B
RESEARCHER PROFILE TO BE RECRUITED	We are looking for a young researcher with PhD in Psychology and specialized on the topics PSIC/03-B, with documented international experience. The ideal candidate has advanced methodological skills (quantitative and qualitative), knowledge of theoretical models on organizational well-being, experience in designing interventions in work contexts. Required excellent international scientific publishing skills, ability to work in interdisciplinary teams and collaboration with external stakeholders.
DESCRIPTION OF THE RESEARCH PROJECT ON WHICH THE POST-DOC RESEARCHER WILL BE ENGAGED	<p>The project "Organizational well-being and sustainability in post-pandemic work contexts" aims to study the interaction between psychosocial well-being, sustainable organizational practices and work performance. In line with PSIC/03-B, the research will analyse psychological and relational processes that influence cognitions, emotions and conduct in contemporary organizational contexts.</p> <p>The researcher will implement a mixed-method research design for:</p> <ol style="list-style-type: none"> 1) Identify risk and protective factors for psychosocial health in new hybrid work models 2) Analyze the impact of leadership and team management practices on organizational well-being 3) Develop and validate evidence-based assessment tools and interventions <p>The methodology will include:</p> <ul style="list-style-type: none"> - Quantitative surveys with psychometric validated questionnaires - Qualitative interviews and focus groups - Longitudinal studies to track changes over time <p>The expected results include:</p> <ul style="list-style-type: none"> - Publications in high-impact international journals - Validated tools for organizational well-being assessment - Intervention protocols for the promotion of psychosocial health <p>The project, consistent with the departmental strategy, will contribute to the objectives of the PNRR related to social sustainability and resilience of the productive system, promoting organizational practices that simultaneously promote well-being, inclusion and performance, in accordance with the DNSH principle.</p>
DURATION	24 months
HEAD OF RESEARCH	Prof. Stefano Ruggieri

Contract no. 3

DEPARTMENT	Jurisprudence
SCIENTIFIC-DISCIPLINARY AREA	GIUR-06/A
RESEARCHER PROFILE TO BE RECRUITED	The researcher will deal with studies relating to the organization of public administration and the discipline of public administrative activity, with particular reference to procedure, documents and judicial control. In addition, special attention will be paid to the competences relating to the legal aspects of the process of European integration, with reference to the regulatory, administrative and judicial competences of EU bodies, their relations with the Member States and their laws.
DESCRIPTION OF THE RESEARCH PROJECT ON WHICH THE POST-DOC RESEARCHER WILL BE ENGAGED	National security is now an increasingly important issue for institutions and society. For a long time it was treated as a legally evanescent concept, attributable to the sphere of pre, extra or meta-legal, but today has entered a new phase of "institutionalization" through the development of a new cycle of European and national policies aimed at reassessing the overall balance between insurance institutions and pro-competitive mechanisms. In particular, the most recent interventions of the European legislator on golden powers and cyber security allow to question the dogma of the 'state reserve' in matters of national security. In line with the DiGi Strategic Plan, the issue deserves to be addressed through an integrated approach that promotes a unified vision based on advanced research, academic training geared to contemporary challenges and an effective 'third mission' aimed at the territory (see 'state of the art and general objectives' of the Plan). In particular, the internationalization of the offer (consider also the possibility of collaboration with the MiDi Clinic,) and the collaboration with external institutions are linked to the need to develop innovative responses to changes in the global scenario: from the study of new threats that threaten the very survival of complex organizations, to changes in the relationship between state and market, to the impact on the fundamental rights of the individual. This study will be developed over a two-year period, through a monthly schedule of activities, followed by a monographic volume.
DURATION	24 months
HEAD OF RESEARCH	Prof. Riccardo Ursi

Contract no. 4

DEPARTMENT	Biomedicine, neuroscience and advanced diagnostics
SCIENTIFIC-DISCIPLINARY AREA	BIOS-07/A
RESEARCHER PROFILE TO BE RECRUITED	<p>The candidate will investigate the molecular mechanisms underlying the functions of cells, tissues and organs, as well as those of the coordination and regulation of their functions underlying homeostasis in both normal and pathological states. The study of molecular and enzymatic processes of conservation, expression and Gene regulation through recombinant and omics molecular technologies (e.g. genomics, transcriptomics, metabolomics) are an integral part of the activities to be carried out.</p>
DESCRIPTION OF THE RESEARCH PROJECT ON WHICH THE POST-DOC RESEARCHER WILL BE ENGAGED	<p>The project explores the therapeutic potential of Sicilian agro-food waste products (extracts from mango seeds and skins, waste products from oil and wine processing) in the modulation of lipid metabolism and chemoresistance in chronic diseases such as cancer and non-alcoholic liver steatosis. Lipid droplets (LDs) play a key role in tumour progression and liver dysfunction, contributing to drug resistance and metabolic pathways. Through an innovative RNA-targeting and biochemical tests on cellular models, the project will evaluate the efficacy of natural extracts derived from waste products of the Sicilian agro-food industry in Reduce the accumulation of LDs, modulate metabolic pathways and improve response to cancer and hepatic therapies. The study will be conducted on cellular models to identify the molecular mechanisms underlying the beneficial effects. The use of agri-food waste not only allows for high added value waste processing, but also promotes sustainability environmental and the circular economy, with potential for Applications in the pharmaceutical and nutraceutical sector. The project contributes to the development of innovative, sustainable and cost-effective strategies for the treatment of high incidence diseases by strengthening the link between research, territory and biotechnology industry.</p>
DURATION	24 months
HEAD OF RESEARCH	Prof.ssa Marianna Lauricella

Contract no. 5

DEPARTMENT	Promotion of Health, Maternal-Infant, Internal Medicine and Specialist Excellence "G. D'Alessandro" - PROMISE
SCIENTIFIC-DISCIPLINARY AREA	BIOS-10/A
RESEARCHER PROFILE TO BE RECRUITED	The researcher must have knowledge and experience in the field of cell biology with particular reference to control mechanisms genetics and epigenics of the cell, of the biological bases regulating cellular communication as well as their differentiation and proliferation under physiological and stress conditions, Competent in the main technologies and biotechnologies relevant to the study of the mechanisms mentioned.
DESCRIPTION OF THE RESEARCH PROJECT ON WHICH THE POST-DOC RESEARCHER WILL BE ENGAGED	Multiple myeloma (MM) is the second most frequently diagnosed haematological neoplasia, accounting for almost 2% of all new cancer cases. It mainly affects people between 65 and 74 years of age and has a median estimated survival of over 10 years. MM is preceded by asymptomatic conditions such as undetermined monoclonal gammopathy or smoldering myeloma. Although the introduction of new immunotherapies has significantly improved patient survival, most patients inevitably experience relapse. In these patients, clonal plasma cells (cPCs) show genomic instability, intense replication and increased oxidative stress. Preliminary evidence indicates that increased replicative/oxidative stress in cPCs and the resulting microenvironmental changes play a crucial role in MM evolution and treatment resistance. Interfering with the balance between ROS generation and antioxidant defences is a promising therapeutic strategy. The integrated multiomics analysis, which studies these aspects, combining clinical variables and molecular signatures of cancer cells and their immune microenvironment, could be essential to personalise therapy for each patient.
DURATION	24 months
HEAD OF RESEARCH	Prof.ssa Stefania Grimaudo