Personnel, Organisation, Performance Directorate
Manager Dr. Fabrizio Cherchi
Coordination of teaching staff and selection processes

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Disclaimer: This English translation of the original text in Italian is provided for information purposes only. In case of a discrepancy, the original Italian document will prevail.

Subject: Public selections for the recruitment of No. 5 tenure track fixed-term researchers (RTT), reserved for candidates who are, or have been, for at least one year, type a) fixed-term researchers, or, for at least three years, holders of one or more research grants pursuant to Article 22 of Law 240/2010 - selection code rttA_12D_1125

THE RECTOR,

HAVING REGARD TO Law No. 168 of 9.05.1989 on the establishment of the Ministry of Universities and Academic and Technological Research;

HAVING REGARD TO the current Statute of the University of Cagliari, issued by Rector's Decree No. 305 of 28.03.2022, published in the Official Gazette of the Italian Republic (G.U.) - general series - No. 88 of 24.04.2022;

HAVING REGARD TO Law No. 241 of 7.08.1990, as amended and supplemented, containing new rules on administrative procedures and the right of access to administrative documents;

HAVING REGARD TO Law No. 104 of 5.02.1992, framework law for assistance, social integration and the rights of persons with disabilities;

HAVING REGARD TO Presidential Decree No. 445 of 28.12.2000, containing the Consolidated Text of Legislative and Regulatory Provisions on Administrative Documentation;

HAVING REGARD TO Legislative Decree No. 196 of 30.06.2003, "Personal Data Protection Code";

HAVING REGARD TO Law No. 106 of 15.04.2004, containing rules on the deposit of documents of cultural interest intended for public use;

HAVING REGARD TO Legislative Decree No. 82 of 07.03.2005, "Digital Administration Code" and subsequent amendments and additions;

HAVING REGARD TO the new European Charter for Researchers contained in European Union Council Recommendation C/2023/1640 of 18.12.2023;

HAVING REGARD TO Decree No. 1411 of 16.12.2021, concerning the "Internal Structure of the Human Resources Strategy for Researchers (HRS4R) at the University of Cagliari," updated and supplemented by Decree No. 521 of 18.04.2023;

HAVING REGARD TO Legislative Decree No. 198 of 11.04.2006, containing the "Code of equal opportunities between men and women";

HAVING REGARD TO Presidential Decree No. 252 of 03.05.2006, regulation on the deposit of documents of cultural interest intended for public use;

HAVING REGARD TO Law No. 240 of 30.12.2010, as subsequently amended and supplemented, laying down rules on the organisation of universities, academic staff and recruitment, as well as delegating power to the Government to boost the quality and efficiency of the university system;

HAVING REGARD TO Ministerial Decree No. 456 of 10.05.2023, which defines the equivalence tables between Italian and foreign academic positions pursuant to Article 18, paragraph 1, letter b) of Law No. 240/2010;

HAVING REGARD TO Presidential Decree No. 232 of 15.12.2011, Regulations governing the remuneration of university professors and researchers, pursuant to Article 8, paragraphs 1 and 3 of Law No. 240 of 30.12.2010;

HAVING REGARD TO the Ministerial Decree No. 243 of 25.05.2011, which identifies criteria and parameters for the preliminary evaluation of candidates in public selection procedures for recipients of contracts as per art. 24, paragraph 2, letter c) of Law No. 240 of 30.12.2010;

HAVING REGARD TO Ministerial Decree 639 of 02.05.2024, published in the Official Gazette of the Italian Republic No. 107 of 09.05.2024, concerning the determination of the academic-disciplinary groups and the relative declarations, as well as the rationalisation and updating of the academic-disciplinary sectors and the reallocation of the latter to the academic-disciplinary groups, pursuant to Article 15 of Law 240/2010;

HAVING REGARD TO EU Regulation 2016/679 concerning the protection of natural persons with regard to the processing of personal data;

HAVING REGARD TO the Code of Ethics and Conduct of the University of Cagliari, issued by Rector's Decree No. 351 of 03.04.2025;

HAVING REGARD TO the current "*Rules and regulations for the stipulation of fixed-term tenure track researcher contracts (RTT) at the University of Cagliari*";

WHEREAS the Academic Senate in its meeting of 28.11.2023, expressed a favourable opinion on the allocation of staff points for the 2024-2026 three-year planning to the Departments, using the distribution criteria for the 2022-2024 three-year period approved by the Board of Directors in its meeting on 28.07.2022 and on reserving a portion of them for the recruitment of teaching staff to assign courses in

service-sector SSDs, authorizing the Rector to identify the positions to be activated, also following the evaluation of proposals from the Departments;

WHEREAS that the Board of Directors, in its meeting of 28.11.2023, approved the allocation of staff points for the 2024-2026 three-year planning to the Departments, using the distribution criteria for the 2022-2024 three-year period approved by the Board of Directors in its meeting on 28.07.2022, and on reserving a portion of them for the recruitment of teaching staff to assign courses in service-sector SSDs, authorizing the Rector to identify the positions to be activated, also following the evaluation of proposals from the Departments.

WHEREAS the Academic Senate, in its meeting of 30.01.2024, expressed a favourable opinion on the supplementary allocation of staff points for the 2024-2026 three-year planning to the Departments, using the distribution criteria for the 2022-2024 three-year period approved by the Board of Directors in its meeting on 28.07.2022, authorizing the Rector to identify the service-sector SSDs, also following the evaluation of proposals from the Departments, on which to activate the positions to be included in the planning.

WHEREAS the Board of Directors, in its meeting of 30.01.2024, approved the supplementary allocation of staff points for the 2024-2026 three-year planning to the Departments, using the distribution criteria for the 2022-2024 three-year period approved by the Board of Directors in its meeting on 28.07.2022, authorizing the Rector to identify the service-sector SSDs, also following the evaluation of proposals from the Departments, on which to activate the positions to be included in the planning.

HAVING REGARD TO the resolutions by which the Departments approved the three-year planning of positions to be activated;

WHEREAS the Academic Senate, in its meeting of 25.06.2024, expressed a favourable opinion on the planning of the positions approved by the Departments, which have approved the 2024-2026 three-year plan, and acknowledged that it will be proposed to the Board of Directors to mandate the Rector, after consulting the Directors of the relevant Departments, to publish calls for the coverage of the positions approved by the Departments in semi-annual groups, based on a careful evaluation and verification of the availability of positions, to be carried out semi-annually after the completion of the procedures

and/or the transitions from Rtdb to P.A. approved by the Departments; of the available budget; of the Economic and Financial Sustainability Indicator (ISEF); of the personnel expenditure indicator; of the constraint referred to in Article 18, paragraph 4, Law No. 240/2010; of the constraint referred to in Article 18, paragraph 4-ter, Law No. 240/2010; of the constraint referred to in Article 24, paragraph 1-bis, Law No. 240/2010; of the guidelines provided by Article 2, paragraph 2, of the D.P.C.M. No. 187/2021; furthermore, it was resolved to mandate the Rector with the identification of the service-sector SSDs included in the planning, also after evaluating the proposals from the Departments and, in particular, confirming, pending regional funding under L. R. No. 5/2016 regarding the 'University Diffusa' project, the coverage of the needs of the Degree Course in Naval Engineering, for which the procedures for the appointment of professors and/or the selection of fixed-term researchers will be activated.

WHEREAS the Board of Directors, in its meeting of 27.06.2024, approved the planning of the positions approved by the Departments, which have approved the 2024-2026 three-year plan, and acknowledged that it will be proposed to the Board of Directors to mandate the Rector, after consulting the Directors of the relevant Departments, to publish calls for the coverage of the positions approved by the Departments in semi-annual groups, based on a careful evaluation and verification of the availability of positions, to be carried out semi-annually after the completion of the procedures and/or the transitions from Rtdb to P.A. approved by the Departments; of the available budget; of the Economic and Financial Sustainability Indicator (ISEF); of the personnel expenditure indicator; of the constraint referred to in Article 18, paragraph 4, Law No. 240/2010; of the constraint referred to in Article 18, paragraph 4-ter, Law No. 240/2010; of the constraint referred to in Article 24, paragraph 1-bis, Law No. 240/2010; of the guidelines provided by Article 2, paragraph 2, of the D.P.C.M. No. 187/2021; furthermore, it was resolved to mandate the Rector with the identification of the service-sector SSDs included in the planning, also after evaluating the proposals from the Departments and, in particular, confirming, pending regional funding under L. R. No. 5/2016 regarding the 'University Diffusa' project, the coverage of the needs of the Degree Course in Naval Engineering, for which the

procedures for the appointment of professors and/or the selection of fixed-term researchers will be activated.

WHEREAS the Academic Senate, in its session of 24.10.2024, expressed a favorable opinion on the integration of the 2024-2026 three-year programming;

WHEREAS the Board of Directors, in its meeting on 24.10.2024, approved the integration of the 2024-2026 three-year programming;

HAVING NOTED the order of priority communicated by the Departments.

CONSIDERING that the procedure governed by this call is in line with the University's "Human Resources Excellence in Research" strategy, aimed at implementing the principles of the European Charter for Researchers, with the goal of fostering an attractive research environment, particularly for "Established Researchers" (R3), through a comparative evaluation of candidates in accordance with the standards of Open, Transparent and Merit-based Recruitment (OTM-R)

ISSUES THE FOLLOWING DECREE:

ART. 1

(Public selection for the recruitment of 5 fixed-term tenure track [RTT] researchers)

The public competitions listed in the following table is to be held at this University for the recruitment of a total of No. 5 Tenure Track Researchers (RTT), by means of a six-year non-renewable employment contract, in accordance with art. 24 of Law No. 240 of 30.12.2010 and the current "*Rules and regulations for the stipulation of fixed-term tenure track researcher contracts (RTT) at the University of Cagliari*":

N.	Selection code	GSD	Profile (SSD) academic discipline	Department
1	rttA_12D_1125_05/BIOS-10	05/BIOS-10	BIOS-10/A	Biomedical Sciences
2	rttA_12D_1125_06/MEDS-06	06/MEDS-06	MEDS-06/A	Surgical Sciences
3	rttA_12D_1125_13/ECON-08	13/ECON-08	ECON-08/A	Economics and Business
4	rttA_12D_1125_06/MEDS-22	06/MEDS-22	MEDS-22/A	Medical Sciences and Public Health
5	rttA_12D_1125_13/STAT-03	13/STAT-03	STAT-03/B	Political and Social Sciences

The forms attached to this notice, as an integral part of it, contain the following information (the forms can be viewed by clicking on the selection code indicated in the above table):

a) the number of posts requested by the Department;
b) the selection code to be indicated in the application;
c) the Disciplinary Area of academic recruitment fields;
d) the Scientific-disciplinary Group for which the selection has been announced;
e) the profile, by indicating one or more academic disciplines (SSD);
f) the name of the Department that requested the post;
g) the maximum number of publications that can be submitted;
h) the foreign language of which candidates will have to prove their knowledge;
i) a description of the research activity to be carried out by the successful candidate;
j) a description of the teaching activity to be performed by the successful candidate;
k) a description of the supplementary teaching and student support service activities to be performed by the successful candidate;
l) the types of professional experience required for the performance of the support and assistance work and the location where this will be carried out;

For further details on the academic fields and disciplines, please refer to Ministerial Decree No. 639 of 2 May 2024 published in the Official Gazette of the Italian Republic No. 107 of May 9, 2024.

ART. 2

(Admission requirements)

Participation in the public competition referred to in Article 1 is reserved, without restriction on grounds of nationality, to candidates who hold a doctorate or an equivalent qualification obtained in Italy or abroad or, for the sectors concerned, a specialised diploma in medicine, and who are, or have been for at least one year, Type A fixed-term researchers or have been for at least three years, holders of one or more research grants under Article 22 of Law 240/2010;

In the case of qualifications obtained abroad, applicants must enclose with their application a document certifying that they have been recognised in Italy in accordance with the regulations in force. If the foreign qualification has not yet been recognised as valid in Italy, it is necessary to send a formal request to the Ministry of Universities and Research - DG for Internationalisation and Communication - Office III - for the recognition of the qualification for the purposes of participation in competitions for researchers in universities and public research institutes, and to attach a copy of this request to the application. In accordance with the rules in force, candidates will be provisionally admitted.

These candidates must also meet the following requirement:

- Knowledge of the foreign language indicated on the form, which will be verified by a language test.

Candidates will be exempted from the language test if they can show that they have a certificate of at least level B1 (CEFR) in the foreign language, issued by a certifying body or by a language school or university language centre and obtained no more than five years before the closing date for applications.

Candidates shall be excluded from the selection if, in addition to failing to meet the aforementioned requirements, by the deadline for submission of applications:

a) are excluded from the enjoyment of civil and political rights;

b) have been dismissed or removed from employment in a Public Administration for persistently insufficient performance, or have been declared to have lost their position in another state employment under Article 127, letter d) of Presidential Decree No. 3 of 10.01.1957;

c) are, at the time of submitting the application, related by blood or affinity, up to and including the fourth degree of consanguinity or affinity, to a professor or tenured professor belonging to the department applying for the post, or to the Rector, the Director General or a member of the Board of Directors of the University, or are themselves members of the Board of Directors.

Also excluded from the selection process are those who already hold a permanent contract as a first or second level university professor or researcher, even if their contracts have terminated, and those who have already benefited for at least three years from the contracts referred to in the "*Rules and regulations for the stipulation of fixed-term tenure track researcher contracts (RTT) at the University of Cagliari*".

This administration guarantees equality and equal opportunities between men and women in terms of access to employment and conditions at work.

ART. 3

(Application for admission)

The application to take part in the selection procedure, as well as the qualifications, documents and publications, must be submitted electronically, under penalty of exclusion, using the special electronic application at https://pica.cineca.it/.

The electronic application requires the applicant to have an e-mail address in order to register with the system.

The applicant must enter all the data required to complete the application and attach the documents in electronic PDF format.

The application form must be completed in full, as indicated in the online procedure, and must be accompanied by

- a scan of a valid identity document and a tax code. Non-European citizens must provide a scan of their valid passport;
- the signed and numbered list of qualifications that can be assessed, together with the declaration in lieu of a certificate or affidavit, as provided for in Articles 46 and 47 of Presidential Decree 445/2000, certifying that they are in possession of the above-mentioned documents;
- a signed curriculum vitae of their teaching, academic, and, where appropriate, support and assistance activities;
- a signed and numbered list of the academic publications attached;
- academic publications;
- any certificate or other evidence of your knowledge of the foreign language(s) specified in the form relating to the competition in which the candidate wishes to take part, of a level at least equivalent to B1 (CEFR), issued no more than five years before the closing date for registration, and issued by a certifying body, language school or university language centre. In the absence of such a certificate, candidates will be assessed by the Selection Committee;
- any document giving details of the provision certifying that the qualification obtained abroad has been recognised in Italy in accordance with the regulations in force. If such recognition has not yet taken place, the candidate must enclose a copy of the application for recognition of his/her qualification.

No other form of submission of applications or documentation for participation in the procedure is permitted.

The date of electronic submission of the application for participation in the selection is certified by the computer system by means of a receipt that will be automatically sent by e-mail. Once the deadline for submission has expired, the system will no longer allow access and submission of the electronic form.

Each application will be given an identification number which, together with the procedure code indicated in the computer application, must be specified in any subsequent communication.

The procedure for filling in and sending the application electronically must be completed no later than 23:59 on December 29th, 2025.

The submission of the application must be finalised and completed as follows:

a) the candidate may register and access the platform using the Italian electronic ID card (CIE) or the Public Digital Identity System (SPID - security level 2), selecting the University of Cagliari from among the organisations listed. If she/he does not have these credentials, she/he may submit a request following the procedures indicated on the website www.spid.gov.it .

   When logged in with SPID, the application can be submitted without the need for a signature and will be accepted automatically by the system.

Alternatively, the candidate may register and log in using the credentials issued directly by the platform or authenticate with her/his LOGINMIUR, REPRISE or REFEREES account, if held.

b) by means of a digital signature, using smart cards, USB tokens or remote signatures, enabling the holder to sign generic documents using PC-based signature software or a web portal for Remote Signature made available by the Certification Authority. If candidates are in possession of a smart card or a Digital Signature USB token, they can verify its compatibility with the Digital Signature system integrated in the server system. If the result is positive, the holder may sign the application directly on the server (e.g. using ConFirma);

c) those who do not have compatible digital signature devices or are not Remote Digital Signature Holders having access to a portal for signing generic documents, must save the PDF file generated by the system on their PCs and, without modifying it in any way, digitally sign it in CAdES format (a file with a .p7m extension will be generated) or in PAdES fomat (a file with a .pdf extension will be generated) and must be uploaded to the system again. Any alterations made to the file before the Digital Signature has been affixed will prevent the automatic verification of the exact correspondence between the content of this document and the original, which will result in the exclusion of the application.

d) in the event that one of the above options cannot be used, the candidate must save the PDF file generated by the system on his/her PC and, without modifying it in any way, print it out and affix a fully legible signature on the last page of the printout. This complete document must be produced in PDF format by scanning, and the resulting file must be uploaded to the system.

All applicants must clearly state their surname and first name, date and place of birth, social security number. Married women must indicate their maiden name.
Applicants must also declare on their own responsibility:

1. their residence and domicile;
2. their nationality;
3. that they have not been convicted of any criminal offences, or if they have been convicted of any offences, indicate the details of the judicial sentences, and any criminal proceedings pending against them;
4. that he/she is not a professor/researcher with tenure or has not been and is not currently a professor/researcher, and that he/she has not held for at least three years any contract referred to in the "*Rules and regulations for the stipulation of fixed-term tenure track researcher contracts (RTT) at the University of Cagliari*".
5. that they are not related, by blood or by affinity up to the fourth degree, to a tenured professor of the department applying for the position, to the Rector, to the Director

General, or to a member of the Board of Directors of the University, or that they are not themselves member of the Board of Directors;

6. that they have not been dismissed from the public service for persistent inadequate performance and have not been declared ineligible for public office pursuant to Article 127, letter d) of Presidential Decree No. 3 of 10.01.1957;
7. they are registered on an electoral roll, indicating the municipality and, if applicable, the reasons for non-registration or cancellation; candidates who are nationals of foreign States must declare that they enjoy civil and political rights in the States to which they belong or from which they come, or the reasons why they do not;
8. that they hold a doctorate or equivalent qualification obtained in Italy or abroad;
9. to authorise the University of Cagliari's Teaching Staff Recruitment Sector to send him/her communications relating to the selection process exclusively by means of the certified e-mail address indicated in the application, and to promptly notify any change thereof;
10. that they have read the information notice on data processing by the University of Cagliari for the category 'Citizens', published on the website https://www.unica.it/unica/it/utility_privacy.page.

The omission of any one of the above declarations will result in exclusion from the selection.

All communication between the Teaching Staff Recruitment Sector and candidates will be exclusively by PEC (certified email).

The University accepts no liability for the non-availability of the addressee, for the loss of communications due to the inaccurate indication of the PEC address by the candidate or due to failure or delay in communicating the change of the Certified Electronic Mail address indicated in the application.

ART. 4

(Presentation of academic qualifications and curriculum)

The following qualifications and experience will be considered:

1) PhDs, or where relevant, medical specialisation diplomas obtained in Italy or abroad;
2) teaching appointments at university level in Italy or abroad;
3) documented training or research activities at qualified Italian or foreign institutes;
4) carrying out of project work in relation to the academic-disciplinary groups where this is expected;
5) organisation, management and coordination of, or participation in, national and international research groups;
6) ownership of patents in relation to the academic-disciplinary groups in which registration of patents normally occurs;
7) participation as a speaker at national and international congresses and conferences;
8) achievement of national and international prizes and awards for academic achievement;

9) European specialisation diplomas recognised by international boards, in academic-disciplinary groups where such diplomas exist;
10) clinical-assistance experience assessed on the basis of the congruence of this activity with the academic-disciplinary group indicated in the call for applications and the duration, continuity, specificity and degree of responsibility therein, in relation to those academic-disciplinary where such experience is normally expected.

Qualifications and publications must correspond to those indicated in the lists in Article 3.
Only the maximum number of publications indicated in the form of the competition in which the candidate intends to participate will be taken into account.
If the above qualifications have been obtained in a public administration or public service, Italian citizens and citizens of European Union countries must provide proof of this by means of a declaration in lieu of a certificate or an affidavit, in accordance with Articles 46 and 47 of Presidential Decree 445/2000, by completing the facsimile attached to this call for applications. Citizens of States that are not members of the European Union and who have their normal place of residence in Italy may use the declarations in lieu of certification referred to in Articles 46 and 47, limited to information, personal qualities and facts that can be certified or attested by Italian public bodies.
Non-EU citizens may use the declaration in lieu of certification or an affidavit, limited to cases in which they are required to prove statements, facts and qualities that can be certified or attested to by Italian public or private entities.
The certificates issued by the competent authorities of the non-EU State of which the foreigner is a national must comply with the provisions in force in that State and must also be authenticated by the competent Italian consular authorities.
The administration will carry out appropriate checks on the accuracy of the content of the substitute declarations.
Documents not attached because they have already been submitted to this or another administration and referred to in the application will not be considered.
The Committee will not consider publications that are different from, or in a different edition to, those listed in the annex to the application form.
In the case of works published abroad, the following information should be provided, if possible: the date and place of publication or, alternatively, the ISBN code or other equivalent.
For publications published in Italy before 02.09.2006, the obligations must be fulfilled in accordance with the forms provided for in Article 1 of Lieutenant's Decree No. 660 of 31.08.1945; as of 02.09.2006, the obligations must be fulfilled in accordance with the forms provided for in Law No. 106 of 15.04.2004 and the associated regulation issued by Presidential Decree No. 252 of 3.05.2006, by the deadline for applications.
Documents submitted after the deadline will not be considered.

ART. 5

(Exclusion from selection)

Candidates are provisionally admitted to the selection. The Rector may exclude candidates at any time by a motivated decree.

ART. 6

(Selection Committee)

The Selection Committees, one for each individual selection, will be composed of three professors, appointed in accordance with the procedures set out in Article 8 of the current "*Rules and regulations for the stipulation of fixed-term tenure track researcher contracts (RTT) at the University of Cagliari*".

The appointment of a committee member is limited to two procedures per year.

Professors who are current members of the Board of Directors and the Academic Senate of this University may not be appointed to the Committees. Professors belonging to the same University may not be members of the Committee.

Any committee member who has more than 50% of his/her academic publications in common with work submitted by any of the candidates shall be considered incompatible and must resign, notifying the University in good time.

The Rector, by his own decree, appoints the Selection committee.

The Rector's Decree appointing the Committee will be published on the University website in the recruitment section, and candidates will be duly informed of this publication.

It is a mandatory obligation for members to participate in the work of the Committee, except in cases where there are justified and documented reasons for absence.

ART. 7

(Objection to committee members)

Any candidate wishing to challenge one or more members of the Selection Committee must submit their request to the Rector within thirty days of the date on which the Rector's decree appointing the Selection Committee is published on the https://personale.unica.it/docric/public/ .

After this period, and in any case after the appointment of the Committee, no member of the Committee may be challenged.

ART. 8

(Work of the Committee)

The first meeting of the Selection Committee is convened by the Internal Committee member, following consultation with the committee itself. At the inaugural meeting of the Selection Board, the members shall elect a Chairperson and a minutes Secretary.

The Committee may conduct its meetings via telematic means, including the one for the interviews with candidates. In this case, the Committee is required to implement suitable instruments and arrangements to guarantee transparency of operations, identification and equal treatment of candidates, and to ensure the smooth and proper conduct of the oral discussion, as well as to guarantee the utmost confidentiality of communications.
The assessment of qualifications, curriculum and academic production is carried out on the basis of the following general criteria, which are also recognised internationally and in line with the criteria identified by the Minister's decree:

a) *evaluation of qualifications and curriculum:*

a1) PhD, obtained in Italy or abroad;

a2) teaching assignments at university level in Italy or abroad;

a3) documented training or research activities at qualified Italian or foreign institutes;

a4) carrying out of project work in relation to the academic-disciplinary groups where this is normally expected;

a5) organisation, direction and coordination of, or participation in, national and international research groups;

a6) ownership of patents in relation to the academic-disciplinary groups in which registration of patents normally occurs;

a7) participation as a speaker at national and international congresses and conferences;

a8) attainment of national and international recognition and awards for academic achievement;

a9) European specialisation diplomas recognised by international boards, in academic-disciplinary groups where such diplomas exist;

b) *Evaluation of academic production:*

b1) coherence with the themes of the academic-disciplinary group;

b2) individual contribution in collaborative work;

b3) quality of academic publications, assessed within the international research landscape, on the basis of originality, methodological rigour and innovative content;

b4) academic publishing record in series or journals of national or international importance.

b5) within the academic disciplines in which it is internationally established, the following indicators will also be used by the committees to assess publications, with reference to the closing date for applications:

- total number of citations;
- average number of citations per publication;
- total 'impact factor';

- average 'impact factor' per publication;
- combinations of the above parameters to enhance the impact of the candidate's academic output (Hirsch index or similar).

c) *carrying out activities in the clinical field (with regard to those academic-disciplinary groups where such specific competences are required):*

c1) clinical-assistance activity assessed on the basis of the congruence of this activity with the academic-disciplinary group indicated in the call for applications and its duration, continuity, specificity and degree of responsibility.

The numerical weight given to the general criteria will be:

- between 55 and 70 points for the evaluation of academic publications;
- between 30 and 45 points for the evaluation of qualifications and curriculum**;**
- between 5 and 10 points for the evaluation of activity in the clinical field (for the fields concerned).

The sum of the individual numerical weights must in all cases be equal to 100 points.

On the basis of the general criteria set out above, the Committee will, at its first meeting, specify and/or detail how they will be applied and the maximum weight to be given to each of them.

The assessment criteria established by the Committee will be published on the University's website and candidates will be notified of the publication. The Committee may not continue its work until five days have elapsed from the date of publication.

Once publication terms have passed, the Committee will have access to the list of candidates and the documents they have submitted for selection.

If there are seven or more candidates for each post advertised, the selection board shall make a preliminary assessment of the candidates on the basis of the criteria laid down by decree of the Minister, which shall conclude with a reasoned analytical assessment of their qualifications, curriculum vitae and academic production, including doctoral or specialisation theses.

Following the preliminary assessment, the most deserving candidates will be invited to a public discussion on their qualifications and academic production, representing between 10 and 20 per cent of the number of candidates, but at least six for each position to be filled.

All candidates shall be admitted to the discussion if their number is six or less.

Admitted candidates will be invited at least 10 days in advance to discuss their qualifications and academic work and, if necessary, to check their knowledge of the foreign language specified in the notice;

The Committee then evaluates the qualifications and each of the publications submitted by the candidates admitted to the interview stage, on the basis of the predetermined criteria. Candidates with a total of 60 points or more will be selected.

At the end of its work, the Committee will draw up a ranking list by majority vote of its members based on the marks obtained by the candidates and will determine the successful candidate in the selection procedure.
The Selection Committee must complete the evaluation procedure within three months of the date of the Rector's appointment decree.
The Rector may extend the deadline for completion of the procedure once only, for a maximum period of one month, for justified and exceptional reasons indicated by the Chairperson of the Committee.
If the time limit for the completion of the work expires without the documents being submitted, the Rector shall declare the Committee dissolved and appoint a new one to replace the previous one.

ART. 9
(Verification of the validity of documents)

The selection documentation shall be approved by Rectoral Decree within thirty days of their delivery to the Offices. The decree approving the documents shall be published on the University website; the candidates and the Department concerned shall be informed of the publication.

ART. 10
(Appointing the successful applicant and stipulation of the employment contract)

The successful candidate shall be called upon by resolution Electrical power systems of the Board of Directors, after the Department concerned has been informed.
The successful candidate shall be invited to sign the fixed-term contract within a mandatory period of ninety days from the date of approval of the selection documents.
If the successful candidate declines the contract or resigns within six months of taking up his duties, the Board of Directors may, after consulting the department concerned, authorise the appointment of another candidate in the order of priority established on the basis of the ranking list drawn up by the Committee.
The contract may be full-time or part-time. When signing the contract, the RTT shall choose between full-time and part-time employment.
The successful candidate must have a digital signature in order to sign the contract.
If a candidate is successful in more than one selection procedure, only one fixed-term researcher contract may be awarded.
The successful candidate will be required to provide the administration with the documents required by the applicable regulations for the purpose of verifying the conditions of access within the deadline set and, in any case, before the signing of the contract.

A six-year, non-renewable, full-time or part-time employment contract under Private Law will be entered into between the University and the successful candidate for the performance of research, teaching, supplementary teaching and student support service activities.
The total annual commitment required of RTTs is that set out in Article 6(1) of Law No. 240/2010, according to the type of work contract. A total of 350 hours must be devoted to teaching, supplementary teaching and student support service activities for the full-time regime and 200 hours for the part-time regime. For the allocation of teaching duties and the related rights and obligations, reference is made to the current *Regulations for the assignment of teaching, supplementary teaching and tutoring duties*.
The contract will specify the procedures for carrying out research, teaching, complementary teaching and student support services activities, to be agreed with the Head of Department, in accordance with what is specified in the call for applications.
If the RTT is to carry out his/her activities in a department of the medical field where support and care activities are required, they will be carried out in accordance with the existing agreements with the Autonomous Region of Sardinia and the University Hospital and Clinics.
The holder of the contract will be entitled to a fixed gross annual salary equal to the initial salary of the confirmed permanent researcher, depending on the employment regime chosen. This salary is increased by 25% for the entire duration of the contract, subject to the evaluation of the research and teaching activities carried out by the Department Council at the end of each year.
The social security scheme is the same as that of a permanent researcher, to which the INPS D.S. contribution is added.
At the end of each year, the RTT will have the opportunity to give a lecture/seminar in the department to which he/she belongs, explaining the teaching and research activities carried out.
At the end of each year, the RTT must also submit a report on the results of the research activity carried out and a report on the teaching activity to the head of the department concerned.
The duration of the contract established with the contractor shall not include periods of maternity, paternity or sickness leave in accordance with the legislation in force, at the request of the contractor.
The provisions set out in paragraphs 9, 10, 11 and 12 of Law 240/2010, which regulate the incompatibilities related to the legal status of researchers and the incompatibilities related to the full-time or fixed-term employment regime, also apply to RTTs. The RTT position is incompatible with any other kind of employment contract with public or private entities, the holding of research contracts (including at other universities or public research institutions), doctoral fellowships and any fellowship for any reason granted by national or foreign institutions. The only exception to this is international mobility for research purposes. During

the entire duration of the contract, employees of public administrations will be placed on leave, without salary or social security contributions, or in an out-of-role position if such a position is provided for by their respective regulations.
In the event of early termination of the contract, the fixed-term researcher is required to provide at least 30 days' notice. In the event of failure to provide the requisite notice without adequate justification, the Administration shall be entitled to withhold from the RTT an amount equal to the remuneration for the period of notice not given.
In the event of the contract being terminated prematurely, the remuneration due shall be reduced in proportion to the number of months actually worked.
In the event of a fixed-term researcher terminating their contract prematurely, they are required to submit a report on the results of their teaching and research activities up to the date of termination.
Fulfilling the terms of the contract does not entitle the employee to any specific rights to access positions. It will, however, mean preferential treatment for access to public administration competitions.

ART. 11

(Person in charge of the procedure)

In accordance with Article 5 of Law No. 241 of 7 August 1990, Dr. Enrico Gioffrè, Head of the University's Teaching Staff Recruitment Sector - tel. 070/6752347 - email concorsidoc@unica.it, has been appointed as the person responsible for the procedure, who will ensure that the full procedure is carried out correctly, in accordance with the regulations in force, and that the candidates are informed.

ART. 12

(Processing of personal data)

The University of Cagliari handles the processing of personal data pursuant to the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 and Legislative Decree 196/2003, Code for the Protection of Personal Data, respecting human dignity, rights and fundamental freedoms of the person. The information on the processing of data relating to the category of data subjects - citizens - is published at https://www.unica.it/unica/it/utility_privacy.page.

ART. 13

(Publication notice)

A full copy of this notice will be published in the Official Gazette of the Italian Republic "- IV special series – competitions". A complete copy of the notice will be published on the University website, on the MUR website and on the European Union website.

ART. 14

(Reference for selection procedure)

For anything not provided for in this notice, the relevant provisions in force apply.

Cagliari

The Rector
Signed with digital signature

Annex to the selection notice for the recruitment of No. 5 RTT

CARD NO. 1

Number of posts	1	**Selection code**	rttA_12D_1125_05/BIOS-10
Disciplinary Area	05 - Biology		
GSD	05/BIOS-10 - Cellular and Experimental Biology		
Profile (SSD) Academic discipline	BIOS-10/A - Cellular and Experimental Biology		
Department	Biomedical Sciences		
Foreign language	English		
Maximum number of publications that can be submitted			12

Research activities to be performed by the RTT:

The RTT will carry out activities in the fields of cellular and molecular biology to study the mechanisms involved in monogenic and complex diseases such as tumors, infectious, metabolic, and nervous system-related disorders.
Specifically, the RTT will focus on studying the biological processes underlying gene expression regulation, including epigenetic mechanisms like DNA methylation and miRNA. To this end, the RTT will develop 2D and 3D cellular models through the isolation and subsequent differentiation of adult stem cells obtained from non-invasive matrices and patient tissues.
Additionally, the RTT will investigate the impact of epigenetic alterations at the transcriptional and protein levels (using dPCR, qPCR, western blot, flow cytometry), as well as at the functional level (cell proliferation, migration, invasiveness, oxidative stress responses, etc.). The RTT will also apply advanced biological technologies for gene expression remodeling, evaluating their functional effects in the aforementioned models.
The research will include assessing the combined impact of genetic background and environmental factors in the context of monogenic and complex diseases.
Finally, the RTT will analyze data related to studies on various types of ex vivo and in vitro samples. This will require knowledge of advanced omics technologies and competencies in genomic, transcriptomic, and functional epigenomic analysis, using innovative computational tools and strategies.

Teaching activities that the RTT will be called upon to perform for a maximum of 60 hours (or 90 in the case of a National Academic Qualification-ASN):

The teaching activity that the RTT will be called to perform involves delivering lectures according to the declaratory guidelines of the relevant SSD, in the field of integrated study of the cell and living organisms, with particular attention to the basic mechanisms involved in various cellular and molecular processes. The activity will be carried out within Degree

Programs involving the SSD BIOS-10/A, including the English-language course in Biology and Genetics for the Degree Program in *Medicine and Surgery*.
Supplementary teaching and student support service activities to be performed by the RTT:
The integrative teaching activity that the RTT will be required to perform involves exercises for students and tutoring of undergraduates, PhD candidates, and specialization students in the laboratory, covering topics aligned with the declaratory guidelines of the relevant SSD. These include biotechnological applications, general and molecular genetics, use of advanced biological technologies for studying cellular processes—including genomics, epigenomics, transcriptomics, and proteomics—as well as the use of cellular models. Student support includes tutoring and pre-exam and pre-graduation assistance within Degree Programs involving the SSD BIOS-10/A.

Annex to the selection notice for the recruitment of No. 5 RTT

CARD NO. 2

Number of posts	1	**Selection code**	rttA_12D_1125_06/MEDS-06
Disciplinary Area	06 - Medicine		
GSD	06/MEDS-06 - General Surgery		
Profile (SSD) Academic discipline	MEDS-06/A - General Surgery		
Department	Surgical Sciences		
Foreign language	English		
Maximum number of publications that can be submitted			12

Research activities to be performed by the RTT:

The RTT will be called upon to carry out basic and clinical research activities within the Department of Surgical Sciences (SSD MEDS-06/A – General Surgery), focusing on endocrine surgery (thyroid, parathyroid, and adrenal glands). Special attention will be given to research on the diagnosis and surgical treatment of thyroid diseases (both benign and especially malignant).
The RTT will be expected to promote and participate in national and international research activities, aiming to publish results in international scientific journals and present them at regional, national, and international conferences. Additionally, the RTT should foster the integration of research activities with university teaching.

Teaching activities that the RTT will be called upon to perform for a maximum of 60 hours (or 90 in the case of a National Academic Qualification-ASN):

Frontal teaching activities to be carried out within the School of Specialization in General Surgery, the Master's Degree Course in Medicine and Surgery, the Bachelor's Degree Course in Nursing Sciences, other health professions degree programs of the Faculty of Medicine and Surgery, or any other degree courses at the University of Cagliari.

Supplementary teaching and student support service activities to be performed by the RTT:

The RTT will collaborate in the practical training of students enrolled in the Medicine and Surgery degree program and of residents in the School of Specialization in General Surgery. They will be responsible for assisting students in the preparation of their theses and may act as thesis supervisor. They will participate in graduation and examination committees. They will organize and coordinate seminars aimed at students and residents. They will also hold office hours for student consultations.

Professional experience required for carrying out clinical activities:
Clinical assistance activity as a General Surgeon in hospital settings for at least 2 consecutive years. Significant clinical-assistance experience in the field of Endocrine Surgery. Participation in advanced training courses related to the diagnostic and therapeutic management of surgically relevant endocrine diseases. Documented periods of training at high-volume Endocrine Surgery centers.
Structure of the carrying out of the assistance activity:
General Surgery Clinic, Surgical Department, University Hospital of Cagliari

Annex to the selection notice for the recruitment of No. 5 RTT

CARD NO. 3

Number of posts	1	**Selection code**	rttA_12D_1125_13/ECON-08
Disciplinary Area	13 - Economics and statistics		
GSD	13/ECON-08 - Organization Studies		
Profile (SSD) Academic discipline	ECON-08/A - Organization Studies		
Department	Economics and Business		
Foreign language	English		
Maximum number of publications that can be submitted			12

Research activities to be performed by the RTT:
Nationally and internationally recognized research activity in the field of Organization Studies, with particular focus on the organizational challenges and opportunities related to innovation development and digital transformation, as well as decision-making processes supported by Big Data.
Teaching activities that the RTT will be called upon to perform for a maximum of 60 hours (or 90 in the case of a National Academic Qualification-ASN):
Teaching activities in Italian and English in line with the scientific disciplinary sector of Organization Studies within the three-year, master's and doctoral degree courses of the Department and the University.
Supplementary teaching and student support service activities to be performed by the RTT:
Support for teaching activities in coherence with the scientific-disciplinary sector in question.

Annex to the selection notice for the recruitment of No. 5 RTT

CARD NO. 4

Number of posts	1	**Selection code**	rttA_12D_1125_06/MEDS-22
Disciplinary Area	06 - Medicine		
GSD	06/MEDS-22 – Imaging, radiotherapy and neuroradiology		
Profile (SSD) Academic discipline	MEDS-22/A - Imaging and Radiotherapy		
Department	Medical Sciences and Public Health		
Foreign language	English		
Maximum number of publications that can be submitted			30

Research activities to be performed by the RTT:

The RTT will be involved in the development of clinical and translational research projects in the field of radiodiagnostics, with particular focus on advanced imaging and cardio-radiology (multi-energy CT, high-field MRI, radiomics techniques, and artificial intelligence applied to imaging). The activities will include the collection and analysis of clinical and imaging data, validation of radiological biomarkers, participation in and creation of national and international multicenter trials and registries, and the publication of scientific results in indexed journals.

Teaching activities that the RTT will be called upon to perform for a maximum of 60 hours (or 90 in the case of a National Academic Qualification-ASN):

The RTT will carry out frontal teaching activities within the Degree Courses in Medicine and Surgery and in Medical Radiology Techniques for Imaging and Radiotherapy, with courses covering diagnostic radiology, CT and MRI techniques, cardiovascular and oncological imaging, and technological innovations in diagnostic imaging. They will also contribute to teaching in the Specialization Schools in Radiodiagnostics and related disciplines.

Supplementary teaching and student support service activities to be performed by the RTT:

The RTT will be involved in tutoring activities for students and residents, supporting the preparation of undergraduate and specialization theses, organizing seminars and supplementary training activities, as well as coordinating clinical-practical internships at radiological facilities.

Professional experience required for carrying out clinical activities:

Documented experience is required in radiodiagnostic clinical practice, with particular reference to the management of patients undergoing CT and MRI examinations, reporting of radiological studies in the cardiovascular, neurovascular, oncological, and thoraco-abdominal fields, as well as expertise in the use of advanced imaging techniques.
Structure of the carrying out of the assistance activity:
Complex Structure of Radiodiagnostics of the University Hospital of Cagliari.

Annex to the selection notice for the recruitment of No. 5 RTT

CARD NO. 5

Number of posts	1	**Selection code**	rttA_12D_1125_13/STAT-03
Disciplinary Area	13 - Economics and statistics		
GSD	13/STAT-03 - Demography and social statistics		
Profile (SSD) Academic discipline	STAT-03/B - Social statistics		
Department	Political and Social Sciences		
Foreign language	English		
Maximum number of publications that can be submitted			12

Research activities to be performed by the RTT:

The RTT will be required to design and conduct quantitative investigations on educational processes, using data from heterogeneous sources, with particular attention to data quality, integration, and archive management. The RTT must use major statistical analysis software, perform data management operations, web scraping, processing of complex and large datasets, as well as spatial and longitudinal data analysis for the study of territorial inequalities in education systems. The RTT will analyze, through quantitative methods, social, gender, ethnic, and territorial inequalities in educational paths, contributing to the development of the Department's interdisciplinary research. The RTT will be expected to collaborate with national and international research groups, contributing to scientific dissemination and enhancing the impact of the Department's research.

Teaching activities that the RTT will be called upon to perform for a maximum of 60 hours (or 90 in the case of a National Academic Qualification-ASN):

The RTT will be required to carry out teaching activities within the Bachelor's and Master's degree programs of the Department and the University, in order to meet the teaching needs related to the Scientific-Disciplinary Group 13/STAT-03, particularly in the area of Social Statistics. The candidate must also be qualified to teach within the Department's PhD Program in Social Research and Innovation, contributing to advanced training on statistical methods applied to the analysis of educational, territorial, and social inequalities.

Supplementary teaching and student support service activities to be performed by the RTT:

The RTT will be required to collaborate in orientation and tutoring activities for students and PhD candidates, propose laboratory activities, provide assistance and supervision of bachelor's and doctoral theses, and participate in incoming, ongoing, and outgoing orientation initiatives promoted by the Department of Political and Social Sciences.