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

D.R. n.200/2026
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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 selection for the awarding of no. 1 postdoctoral position at the Department of Life and Environmental Sciences, for Scientific-Disciplinary Group (GSD) 05/BIOS-01 – Botany (SSD – BIOS-01/A) funded by the Autonomous Region of Sardinia (RAS) within the project entitled "*Project for the Safeguarding and Conservation of Populations of Rare Orchid Species in Sardinia*" – CUP E76C25000550003 – selection code: ipd_08D_0326_05/BIOS-01.

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 the recommendation of the Council of the European Union C/2023/1640 of 18.12.2023;

HAVING REGARD TO Decree No. 1411 of 16 December 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, and in particular art. 22-bis;

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 Ministerial Decree No. 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 "*Regulations for the assigning of research contracts and postdoctoral research assignments, pursuant to Articles 22 and 22-bis of Law No. 240, 30.12.2010".*

HAVING REGARD TO the resolution of 27.01.2026 by which the Department of Life and Environmental Sciences unanimously approved the request to launch the selection procedure for the award of a fixed-term postdoctoral position through the stipulation of an employment contract of one-year duration, pursuant to Article 22-bis of Law no. 240 of 30.12.2010, and the "Regulations for the stipulation of research contracts and postdoctoral assignments pursuant to Articles 22 and 22-bis of Law no. 240/2010" at the University of Cagliari, for the Scientific-Disciplinary Group 05/BIOS-01 – Botany (SSD BIOS-01/A), funded by the Autonomous Region of Sardinia (RAS)

within the research project entitled "*Project for the Safeguarding and Conservation of Populations of Rare Orchid Species in Sardinia*" – CUP E76C2500055000. The salary parameter identified, in relation to the required level of commitment, is the first salary parameter, corresponding to the initial economic treatment of a tenured researcher with part-time appointment, with a total gross cost to the University of €40,400.00. U-GOV Project Code: I1_RICRAS_2026_ORCHIDEE_CORTIS. Research supervisor: Dr. Pierluigi Cortis.

WHEREAS the Academic Senate, in its meeting of 25.02.2026, expressed a favourable opinion on the launch of a call for applications for the awarding of a fixed-term postdoctoral position through the signing of an employment contract of one-year duration, pursuant to Article 22-bis of Law No. 240 of 30.12.2010, and the "*Regulations for the assigning of research contracts and postdoctoral research assignments, pursuant to Articles 22 and 22-bis of Law No. 240, 30.12.2010*" at the Department of Life and Environmental Sciences, for the Scientific-Disciplinary Group 05/BIOS-01 – Botany (SSD BIOS-01/A), funded by the Autonomous Region of Sardinia (RAS) within the research project entitled "*Project for the Safeguarding and Conservation of Populations of Rare Orchid Species in Sardinia*" – CUP E76C2500055000. The salary parameter identified, in relation to the required level of commitment, is the first salary parameter, corresponding to the initial economic treatment of a tenured researcher with part-time appointment, with a total gross cost to the University of €40,400.00. U-GOV Project Code: I1_RICRAS_2026_ORCHIDEE_CORTIS. Research supervisor: Dr. Pierluigi Cortis.

WHEREAS the Board of Directors, in its meeting of 25.02.2026, authorized the publication of the call for applications a fixed-term postdoctoral position through the signing of an employment contract of fifteen months' duration, pursuant to Article 22-bis of Law No. 240 of 30.12.2010, and the "*Regulations for the assigning of research contracts and postdoctoral research assignments, pursuant to Articles 22 and 22-bis of Law No. 240, 30.12.2010*" at the Department of Life and Environmental Sciences, for the Scientific-Disciplinary Group 05/BIOS-01 – Botany (SSD BIOS-01/A), funded by the Autonomous Region of Sardinia (RAS) within the research project

entitled "*Project for the Safeguarding and Conservation of Populations of Rare Orchid Species in Sardinia*" – CUP E76C2500055000. The salary parameter identified, in relation to the required level of commitment, is the first salary parameter, corresponding to the initial economic treatment of a tenured researcher with part-time appointment, with a total gross cost to the University of €40,400.00. U-GOV Project Code: I1_RICRAS_2026_ORCHIDEE_CORTIS. Research supervisor: Dr. Pierluigi Cortis.

TAKING INTO ACCOUNT that the procedure governed by this call is in line with the University's "**Human Resources Excellence in Research**" strategy for implementing the principles of the European Charter for Researchers, with the aim of promoting an attractive research environment, particularly for "Recognised Researchers" (R2), through a comparative evaluation of candidates, in accordance with the standards for Open, Transparent and Merit-based Recruitment (OTM-R)

ISSUES THE FOLLOWING DECREE:

ART. 1

(Public selection for the recruitment of 1 Postdoctoral position)

The public competition indicated in the following table is to be held at this University for the recruitment of No. 1 Postdoctoral position, by means of a one-year employment contract, in accordance with art. 22-bis of Law No. 240 of 30.12.2010 and the current *"Regulations for the assigning of research contracts and postdoctoral research assignments, pursuant to Articles 22 and 22-bis of Law No. 240, 30.12.2010"*:

N.	Selection code	GSD	SSD academic discipline	Department
1	ipd_08D_0326_05/BIOS-01	05/BIOS-01	BIOS-01/A	Life and Environmental Sciences

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

a) the number of posts to be filled;
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 and the profile, by indicating one or more academic disciplines (SSD);
e) the research program to which the contract is connected;

f) the Principal Investigator of the activities covered by the assignment;
g) the name of the Department and the main location where the activities will be carried out;
h) the details of the funding sources on which the cost of the contract will be charged;
i) the description of the research activities, as well as of the teaching and third mission activities, to be carried out by the successful candidate;
j) the salary parameter determined, based on the commitment required;
k) the maximum number of publications that can be submitted, ranging from 2 to 10;
l) the foreign language of which candidates must demonstrate their knowledge, and, if required, be interviewed in;

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 9.05.2024.

ART. 2

(Admission requirements)

Participation in the public selection referred to in Article 1 is reserved, without restriction on grounds of nationality, to candidates who, by the application deadline, hold a PhD or an equivalent qualification obtained abroad, that is considered equivalent for the sole purpose of conferring the position by the Selection Committee.

The aforementioned candidates must also have knowledge of the foreign language specified in the form, which will be assessed during the interview.

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 tenured staff, employed on a permanent contract, at universities, public research institutions, and organizations whose scientific specialization diploma has been recognized as equivalent to the PhD pursuant to Article 74, fourth paragraph, of the Decree of the President of the Republic of 11.07 1980, No. 382;

d) have been employed under fixed-term Researcher contracts as defined in Article 24 of Law No. 240/2010, in the text in force after the date of entry into force of Decree-Law No. 36 of 30.04.2022, converted, with amendments, by Law No. 79 of 29.06.2022;

e) 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.
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 scientific-professional curriculum, and the 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;
- a signed scientific-professional curriculum vitae;
- a signed and numbered list of the academic publications attached;
- academic publications;
- any documentation showing the details of the recognition decision in Italy, in accordance with current regulations, of the PhD obtained abroad. If such recognition has not been carried out, the candidate must attach documentation certifying the possession of the PhD and the 'declaration of value' issued by the competent diplomatic-consular representation in the country whose legal system the PhD pertains to, or other documentation useful for enabling its evaluation for the purposes of conducting the research;

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 March 24th, 2026.

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

a) the candidate may register and access the platform using the Public Digital Identity System (SPID - security level 2), or CIE, 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 or CIE, 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. not to be tenured staff, employed on a permanent contract, at universities, public research institutions, and organizations whose scientific specialization diploma has been recognized as equivalent to the PhD pursuant to Article 74, fourth paragraph, of the Decree of the President of the Republic of 11.07.1980, No. 382;
5. not to have been employed under fixed-term Researcher contracts as per Article 24 of Law No. 240/2010, in the text in force after the date of entry into force of Decree-Law No. 36 of 30.04.2022, converted, with amendments, by Law No. 79 of 29.06 2022;
6. 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;
7. 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;
8. 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;
9. to hold a PhD, or an equivalent qualification obtained in Italy or abroad;
10. 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;
11. 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, obtained in Italy or abroad;
2) documented training or research activities at qualified Italian or foreign institutes;

3) documented collaboration in teaching and third mission activities at Italian and/or foreign universities;
4) carrying out of project work in relation to the academic-disciplinary groups where this is expected;
5) participation, with physical or virtual mobility, 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) receipt of national and international awards and recognitions for scientific activity;
9) European specialisation diplomas recognised by international boards, in academic-disciplinary groups where such diplomas exist;
10) the scientific output.

Scientific publications must not exceed the maximum number indicated in the selection form for which the candidate intend to participate. In any case, only publications corresponding to those listed in the annex to the application form will be evaluated.

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.

Publications submitted after the deadline for submitting applications for participation in the procedure will not be considered.

The curriculum must include the qualifications related to one's scientific and professional activities.

Candidates may use substitute declarations in place of certificates or the act of notoriety, limited to cases where it involves proving certifiable or attestable states, facts, and qualities by Italian public entities authorities.

In all other cases, certificates issued by the competent authorities of the foreign State must be attached. Such certificates must comply with the regulations in force in that foreign State and must also be legalized 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.

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 and/or researchers, appointed in accordance with the procedures set out in Article 7 of the current '*Regulations for the assigning of research contracts and postdoctoral research assignments, pursuant to Articles 22 and 22-bis of Law No. 240, 30.12.2010*'.

In any case, the following cannot be part of the selection committees:

a) fixed-term Professors pursuant to Article 1, paragraph 12 of Law 230/2005;
b) professors and researchers who did not obtain a positive evaluation in the academic year preceding the date of issuance of the rector's decree for the appointment of the Committee, pursuant to Article 6, paragraph 7, second sentence, of Law No. 240 of December 30, 2010;
c) those who have been convicted, even with a non-final sentence, for crimes provided for in Chapter I, Title II, of the Second Book of the Penal Code;
d) those who are current members of the Board of Directors and the Academic Senate of this University.

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 (https://personale.unica.it/docric/public/), 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.

The Committee carries out its work collegially, making its decisions by absolute majority, and may use telematic tools to conduct its sessions via telematic means, including the one for the interviews with candidates. In this case, the Committee is required to adopt tools and measures suitable to ensure the transparency of the operations, the identification and equal treatment of candidates, and must ensure the regular and proper conduct of the oral discussion, as well as guarantee the utmost confidentiality of the communications.

ART. 7

(Work of the Committee)

The selection is carried out through a comparative evaluation of the candidates and aims to assess, in line with the standards for open, transparent, and merit-based recruitment, the candidates' possession of a scientific-professional curriculum suitable for carrying out the activity covered by the contract, and in an interview held in a public session, which may be conducted wholly or partly in the foreign language indicated by the Department.

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 date of the interview, which will take place in public session, will be set by the Selection Committee at its first meeting to formulate the general criteria or at the meeting to carry out the evaluation work, and will be communicated to candidates with at least 5 days' notice.

The Person in charge of the procedure shall inform the candidates, prior to the interview, of the score obtained in the evaluation of their scientific and professional curriculum.

Applicants are comparatively assessed on the basis of the following elements:

a) relevance and pertinence of previously carried out research activities and collaboration in teaching and third mission activities, as well as any professional experience, in relation to the activities covered by the selection procedure;
b) relevance and pertinence of the submitted publications to the thematic area of the activities covered by the selection procedure;
c) interview held in a public session aimed at assessing the candidate's suitability for carrying out the activities related to the postdoctoral assignment, as well as evaluating the knowledge of the foreign language required to perform the duties of the position;

The evaluation of the scientific-professional curriculum is based on the following general criteria, also recognized internationally:

a) <u>evaluation of the scientific-professional curriculum:</u>

a1) PhD, obtained in Italy or abroad;
a2) documented training or research activities at qualified Italian or foreign institutions and research centers;
a3) documented collaboration in teaching and third mission activities at Italian and/or foreign universities;
a4) execution of project activities related to the scientific-disciplinary groups in which it is foreseen;
a5) participation, with physical or virtual mobility, in national and international research groups;
a6) ownership of patents related to the scientific-disciplinary groups in which it is foreseen;
a7) participation as a speaker in national and international conferences and congresses;

a8) receipt of national and international awards and recognitions for scientific activity;

a9) European specialization diploma recognized by international boards, for those scientific-disciplinary groups in which it is foreseen.

a10) Evaluation of scientific output:

a10a) coherence with the thematic area of the activities covered by the selection;

a10b) individual contribution to collaborative work;

a10c) quality of the scientific output, assessed within the international research landscape, based on originality, methodological rigor, and innovation;

a10d) editorial placement of scientific products with publishers, series, or journals of national or international relevance.

Within the scientific-disciplinary groups in which their use at international level is consolidated, commissions can also make use of bibliometric indicators when evaluating publications.

b) Evaluation of the interview:

b1) clarity of the exposition;

b2) mastery of the topics related to the activities covered by the assignment.;

b3) ability to connect potential interdisciplinary aspects related to the activities covered by the assignment;

b4) knowledge of the foreign language specified in the call;

The numerical weight assigned to the general criteria will be as follows:

- between 50 and 80 points for the evaluation of the scientific-professional curriculum;
- between 20 and 50 points for the interview.

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 assigned to each of them.

The assessment criteria established by the Committee will be published on the University's website (https://personale.unica.it/docric/public/) and candidates will be notified of the publication. After publication, the Committee will have access to the list of candidates and to the documents they have submitted for the selection.

The Committee then proceeds collegially, based on the predetermined criteria for evaluating the scientific-professional curriculum and the scientific output, to assign scores to the candidates and transmits them to the Person in Charge of the procedure.

The Person in Charge of the procedure will communicate the score obtained to the candidates before the interview takes place.

After assigning the score for each candidate's interview, the Committee formulates the ranking list based on the scores awarded to all candidates and designates the winner of the selection.

In case of a tie in scores, preference will be given to the candidate of the underrepresented gender among the current contract staff at the University.
In the event of a further tie, preference will be given to the candidate with the lower age.
Candidates who achieve a total score of 70 points or higher will pass the selection.
The Committee shall complete its work within two months from the date of publication of the appointment decree. The Rector may grant a single extension, not exceeding one month, in the event of duly justified reasons reported by the Chair of the Committee.
If the deadline expires without the submission of the final documents, the Rector shall declare the Committee dissolved and appoint a new one to replace it.
The acts consist of the minutes of each individual meeting, which include the collective scores assigned by the Committee to each candidate, and the final summary report of the work. In case of disagreement by a committee member in the evaluation of candidates, such disagreement may be expressed through a minority report.
If the Rector identifies irregularities in the conduct of the selection, he will return the acts to the Committee with a reasoned decision, assigning a deadline for the Committee to make any necessary modifications.

ART. 8

(Verification of the validity of documents)

The selection documentation shall be approved by Rectoral Decree within fifteen days of their delivery to the Offices. The decree approving the documents shall be published on the University website (https://personale.unica.it/docric/public/).; the candidates and the Department concerned shall be informed of the publication.

ART. 9

(Signing of the employment contract and its duration)

The University, before the signing of the individual fixed-term employment contract, invites the candidate to submit the required documentation in accordance with the applicable regulations.
The winner of the selection will be called to sign an individual fixed-term employment contract within 15 days of receiving notification from the Offices. The candidate may request a postponement of no more than 30 days, provided that this is compatible with the activities covered by the assignment. Failure to sign the contract within the specified time frame will be considered a waiver of the position and removal from the ranking list.
In the event that the successful candidate declines to sign the contract or resigns within six months of commencing work, after consulting with the relevant department, the contract may be offered to another candidate selected according to the order of priority established on the basis of the ranking drawn up by the Commission.

For the purposes of the same research project, additional research contracts may be awarded to candidates who are successfully placed on the ranking list, provided that the relevant financial coverage has been ascertained. The scrolling of the ranking list must be authorised by the Board of Directors.

For the signing of the contract, the successful candidate must possess a digital signature.

The contractor will exclusively perform the activities covered by the postdoctoral assignment. Holding the contract does not grant any right to access university positions.

Postdoctoral appointments can be extended up to a maximum duration of three years. The total duration of contracts established with the same individual, even across different institutions, cannot exceed three years, whether continuous or not. This maximum term may only be waived to implement specific European Union research funding programs related to the Marie Sklodowska-Curie Actions (MSCA). For the purpose of calculating the total duration, periods spent on maternity or paternity leave or for health reasons, according to current legislation, are not taken into account.

The contractor is required, annually or at the end of the contract, to submit the results of the activity to the Department in the form of a specific report. Failure to prepare the report or failure to obtain approval from the scientific supervisor of the research constitutes just cause for termination of the contract.

The research contracts are incompatible with:

- Any other subordinated employment relationship, including part-time or fixed-term contracts, with public or private entities;
- Holding of research fellowships, research assignments, or other postdoctoral appointments, including at other universities or public research institutions;
- Scholarships or research grants awarded for any reason by national or foreign institutions, except those exclusively aimed at international mobility for research purposes, including PhD scholarships and the remuneration related to medical specialization contracts;
- Attendance of Bachelor's, Master's, or PhD degree programs, or specialization courses, in Italy or abroad, without prejudice to the possibility of implementing specific EU research funding programs under the Marie Sklodowska-Curie Actions (MSCA);
- Engaging in activities that could lead to a conflict of interest with the university's activities or prevent the regular execution of the research activities.

The holder of the postdoctoral position shall be entitled, for the entire duration of the contract, to an all-inclusive annual gross remuneration of €28,456.48, corresponding to the first salary level provided for in Article 19, paragraph 4, letter i) of the aforementioned Regulation.

The annual gross salary is neither subject to indexing nor to revaluation, and it is subject to the applicable tax and social security laws.

The employment relationship established between the University and the Research Contractor is governed by the individual contract and the relevant regulations, including those concerning tax, health, social security, and insurance provisions applicable to salaried employment.
The University also provides insurance coverage for work-related accidents, occupational diseases, and civil liability.

ART. 10
(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 handles communication with the candidates.

ART. 11
(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. 12
(Publication notice)

A complete copy of the notice will be published on the University website, and on the MUR website and on the European Union website.

ART. 13
(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. 1 Postdoctoral Position

CARD NO. 1

Number of posts	1	**Selection code**	ipd_08D_0326_05/BIOS-01
Disciplinary Area	05 - Biology		
GSD	05/BIOS-01 - Botany		
SSD Academic discipline	BIOS-01/A - General Botany		
Department	Life and Environmental Sciences		
Main location where the activities will be carried out	Department of Life and Environmental Sciences, Cagliari		
Research Supervisor	Dr. Pierluigi Cortis		
Salary parameter determined, based on the commitment required	First parameter, corresponding to the initial remuneration due to a confirmed 'part-time' researcher (€28,456.48 gross annual salary).		
Foreign language	English		
Maximum number of publications that can be submitted			8

Description of the research activities, as well as of the collaboration in teaching and third mission activities, to be carried out by the post-doc fellow:

The holder of the position will be required to carry out high-level scientific research activities within the "*Project for the Safeguarding and Conservation of Populations of Rare Orchid Species in Sardinia*", aimed at the protection and conservation of the identified target orchid species.

The research activity will focus on the ecological characterization of the target species and populations, in order to identify the main threats affecting them and, consequently, to define appropriate in situ and ex situ conservation measures, as well as reintroduction interventions.

The holder of the position will also collaborate in teaching activities related to courses within the scientific-disciplinary sector BIOS-01/A in the Bachelor's and Master's Degree Programs in Biology and in Environmental and Natural Sciences at the University of Cagliari, as well as more generally within the Bachelor's and Master's Degree Programs in which the Department of Life and Environmental Sciences provides teaching activities.

The holder of the position will also be responsible for disseminating research results through third mission activities aimed at raising public awareness about the ecological importance of orchids.