



<p>Director General's resolution VII/1</p> <p><i>English version</i> <u><i>Italian official document</i></u></p> <p><i>The official text is in Italian, which will prevail over the English translation in cases of conflict or omission.</i></p>	<p><b>Subject:</b> Public selection, based on qualifications and an interview, for the fixed-term employment of a <b>second level technologist – economic position D5 – with a 55% part-time working regime, for a period of 18 months</b>, possibly extendable, at the <b>Department of Molecular Medicine (code 18-2024-1tecn-med-molecolare)</b></p>
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### THE DIRECTOR GENERAL

**Considering** Legislative Decree dated March 30, 2001, no. 165, including "General rules on the organisation of work employed by public administrations";

**Considering** Presidential Decree dated 10 January 1957, n. 3, including "Consolidated text of the provisions concerning the statute of state civil servants", as well as the related implementing rules;

**Considering** Law dated 7 August 1990, n. 241, including "New rules on administrative procedures and the right of access to administrative documents";

**Considering** Presidential Decree dated 9 May 1994, n. 487, as subsequently amended and supplemented including "Regulation establishing rules on access to employment in public administrations and the methods of conducting public competitions, single competitions and other forms of recruitment to public office";

**Considering** Law dated 15 May 1997, n. 127, including "Urgent measures for streamlining administrative activities and decision-making and control procedures";

**Considering** Presidential Decree dated 28 December 2000, n. 445, including "Consolidated text on legislative and regulatory provisions concerning administrative documentation";

**Considering** Law dated 30 December 2010, n. 240, including "Rules on the organisation of universities, academic staff and recruitment, as well as a delegation to government to encourage improve the quality and efficiency of the university system";

**Considering** Legislative Decree dated 11 April 2006, n. 198, including "Equal opportunities code, pursuant to Article 6 of Law dated 28 November 2005, n. 246";

**Considering** Law dated 6 August 2013, n. 97, including "Provisions for the fulfilment of the obligations deriving from Italy's membership of the European Union - European law 2013", in particular Article 7, which modified the rules on foreigners' access to public administration employment;

**Considering** Law dated 5 February 1992, n. 104, including "Framework law for assistance, social integration and the rights of disabled people";

**Considering** Law dated 12 March 1999, n. 68, including "Norms governing employment rights for the disabled";



**Considering** General Regulations on data protection – EU Regulation 2016/679, including rules on the handling of personal data;

**Considering** Legislative Decree dated 7 March 2005, n. 82, including "Code on digital administration" and subsequent amendments;

**Considering** Law dated 6 September 2012, n. 190, including "Provisions on the prevention and repression of corruption and illegality in public administration" and the related three-year Corruption Prevention Plan 2022-2024 adopted by the University of Pavia;

**Considering** Legislative Decree dated 14.3.2013, n. 33, and modified by Legislative Decree dated 25.5.2016 n. 97, including "Reorganisation of the regulations concerning the obligations of publicity, transparency and dissemination of information by public bodies";

**Considering** the Decree-Law dated 9 June 2021, n. 80, coordinated with Conversion Law no. 113, containing: "Urgent measures to strengthen the administrative capacity of public bodies regarding the implementation of the National Recovery and Resilience Plan (PNRR) and for the efficiency of justice";

**Considering** Inter-Ministerial Decree dated 9 July 2009, including the equalisation between old system degree diplomas and specialist degrees (LS) pursuant to Ministerial Decree 509/99 and Master's degrees (LM) ex Ministerial Decree 270/04 for the purposes of participation in public competitions, and subsequent amendments;

**Considering** Law dated 30 December 2021, n. 234, including "Projected state budget for the financial year 2022 and multi-year budget for the three-year period 2022-2024";

**Considering** the current collective employment contract for the technical-administrative staff of the Education and Research sector (2019-2021) and, to the extent still in force, the previous contract of 19/04/2018 of the same sector;

**Considering** the University of Pavia Statute;

**Considering** the University of Pavia Code of Ethics and staff Code of Conduct;

**Considering** "University Regulations for the recruitment of fixed-term technologists pursuant to art. 24 bis of Law no. 240/2010";

**Having regard** to Decree-Law No 44 of 22 April 2023 containing "Urgent provisions for the strengthening of the administrative capacity of public administrations", converted with amendments by Law No 74 of 21 June 2023, and in particular Article 1, paragraph 9-bis, and Article 1-bis, paragraph 1

**Having regard** to Decree-Law No 75 of 22 June 2023 on "Urgent provisions on the organisation of public administrations, agriculture, sport, employment and on the organisation of the Jubilee of the Catholic Church for the year 2025", converted with amendments by Law No 112 of 10 August 2023, and in particular Article 28 thereof

**Having regard** to the Decree of the Minister of Public Administration of 28 June 2023 approving the model of transversal competences for non-managerial staff of public administrations

**Having regard** to the resolution of the Board of Directors of 20/12/2005 which provides for a payment of € 7,00 as a non-refundable contribution towards the costs of organising and carrying out the selection procedure

**Whereas** the selection procedure has been conducted in accordance with the principles of legality and in compliance with the criteria of economy, efficiency, impartiality, publicity and transparency

**Considering** that the selection process will be conducted with due regard to the



principle of 'no significant harm' and to promote equality of opportunity among generations, sexes and regions and the integration of disabled people into the labour market;

**Having regard** to Article 1 of Presidential Decree n. 82/2023, which replaces Article 6 of Presidential Decree no. 487/1994 it is necessary to ensure a gender balance in the qualifications for the places to be filled by competitive examination;

**Having regard** to Article 3(4) of Presidential Decree n. 487 of 9 May 1994, as amended by Presidential Decree no. 82 of 16 June 2002, it should be noted that the percentage of employees belonging to the categories referred to in articles 1 and 18 of law 12 March 1999, n. 68 in service at the University of Pavia is equal to 0.98% and 6.80%, rounded to 1% and 7% respectively;

**Having regard** to Article 1 of Presidential Decree n. 82/2023, which replaces art. 6 of Presidential Decree n. 487/1994, it is necessary to guarantee gender balance for the qualification of the positions put up for the selection and that, based on the gender gap calculated as of 31 December 2023 which is equal to 53%, the preference title is applicable in favor of the male gender;

**Considering** the Ministerial Decree of 28/06/2023 on the transversal skills model for non-managerial public administration staff;

**Considering** the resolution No. 156 of 19 June 2024, by which the Council of the Department of Molecular Medicine decides to approve the request for a second-level technologist unit, with a 55% part-time working regime, for a period of 18 months, possibly extendable;

**Considering** the "Protocol for the conduct of public competitions" referred to in Minister of Health Ordinance dated 25 May 2022, issued in implementation of Decree-Law 2022 and published in the Official Gazette no. 126 dated May 31;

**Considering** the new "Protocol for the conduct of public competitions" of the University of Pavia dated 13/06/2022 which outlined provisions related to the implementation of the aforementioned Ordinance;

**Having ascertained** that the costs for covering the aforementioned employment contract will be recorded in the budget "Immuno-HUB\_T4-CN-02-anno 2021" and that these resources do not come from the Fund for Ordinary Financing;

**Deemed it necessary** to proceed to call for a public selection based on qualifications and interview

## PROVIDES

### ART. 1 – Public selection

In compliance with the principle of equality and equal opportunities between men and women for access to employment and workplace treatment, a public selection is hereby announced, **based on qualifications and an interview**, for the temporary hiring of **no. 1 unit of a second level technologist – economic position D5 – with a 55% part-time working regime. The contract duration is 18 months**, which may be extended, at the **Department of Molecular Medicine to support the scientific and tutoring activities of the Immuno-HUB\_T4-CN-02-year 2021 project and the "Immunotherapy for liver cancer" research program, financed by the Ministry of Health.**



**A selection process is deemed necessary for the following activities to be carried out:**

- Support for the management of web platforms;
- Support for the communication activities planned as part of the project, also through interventions at international conferences;
- Support for the coordination, supervision and tutoring of collaborators (volunteers, interns, research fellows and thesis holders) of the project;
- Support for the technical-scientific activities of the project, with particular reference to laboratory activities, management and data analysis regarding the project Immuno-HUB\_T4-CN-02-year 2021- "Immunotherapy for liver cancer": design and production of recombinant proteins in various expression systems, biochemical characterization of proteins, analysis of protein structure by X-rays, generation of monoclonal antibodies, cellular efficacy assays;
- Support in generating science progress reports and manuscripts for international journals;
- Support in scientific coordination with project partners.

**The candidate must also demonstrate:**

- Good interpersonal relationship skills;
- Ability to work in a team, with a collaborative and dynamic approach;
- Mediation and problem solving skills;
- Ability to multitask and autonomously define work priorities;
- Time management skills;
- Results orientation.

The position holder will operate enjoy the autonomy and responsibility of his/her contractual category, as foreseen in the current Education and Research Division contract.

**ART. 2 – Admission requisites**

For admission to selection, candidates must possess the following requisites, which must be held at the deadline date for the presentation of the admission application and when they take up service:

1. **Qualification:** Master Degree in Biology (LM-06), or other equivalent qualification in accordance with current legislation.

**For qualifications awarded abroad, for the purposes of admission to the selection procedure, it is necessary to produce:**

- a) the equivalence/recognition of the qualification obtained abroad, awarded/or pursuant to the provisions of the relevant and current legislation;
- b) equivalence of the qualification obtained abroad, obtained/or in accordance with the provisions of the relevant and current legislation;
- c) a copy of the request for equivalence of the qualification awarded abroad sent to the competent authorities by the deadline date of this call. The candidate is conditionally admitted for participation in the selection procedure.



**Candidates must be in possession of the equivalence of the academic qualification at the time of recruitment.** The winner of the call must, within 15 days and under penalty of forfeiture, notify the *Ministero dell'Università e della Ricerca (MUR)* or the *Ministero dell'istruzione* of the publication of the ranking list. **A negative outcome of the equivalence procedure will make it impossible to stipulate the employment contract and result in the immediate forfeiture of the ranking list place. Further information on the equivalence** of foreign qualifications is available at the following internet sites:  
<https://www.funzionepubblica.gov.it/strumenti-e-controlli/modulistica>  
<https://www.mur.gov.it/it/aree-tematiche/universita/equipollenze-equivalenza-ed-equiparazioni-tra-titoli-di-studio>  
<https://www.cimea.it/pagina-riconoscimento-non-accademico>

2. **In order to be admitted to the selection process, candidates must demonstrate that they possess the qualification required for the position, through documented training experiences and/or work experience related to the activities**
  - Teaching and tutoring activities carried out for the supervision of thesis holders (thesis supervisor and/or co-supervisor), research fellows (responsible for final reports), doctoral students;
  - Participation, management and coordination of research projects;
  - Scientific dissemination activities proven by the participation and/or organization of scientific conferences;
  - Scientific production activity proven by a solid background of publications in international indexed journals;
  - Participation in training courses relating to the experimental techniques indicated;
  - Knowledge of the English language (required level: excellent).
3. **Italian citizenship** Italians not from the Republic (San Marino, Vatican City) or a citizen of one of the states of the European Union or their family members who are not citizens of a Member State are equated to citizens provided they possess a residency permit or have the right of permanent residence, as well as citizens of third countries who are holders of an EU long-term residency permit or who are holders of refugee status or subsidiary protection status.
4. **Citizens of EU Member States or their family members or third country citizens referred to in preceding point 3) must:**
  - a) enjoy civil and political rights also in their home State of belonging or State of origin
  - b) possess, with the exception of Italian citizens, all the other requisites envisaged for citizens of the Republic;
  - c) have adequate knowledge of the Italian language;
5. Be older than 18 years of age;
6. Be physically able to do the job. The Administration Office reserves the right to request that winning candidates undertake a medical examination, pursuant to legislation currently in force;
7. To have complied, for those born up to 1985, with the rules on military recruitment;
8. To have not been excluded from the electoral roll and to enjoy full civil and political





- rights;
9. To have not been dismissed or released from employment by a public body for persistent unsatisfactory performance, not having been declared 'forfeited' from public employment for having obtained the position through the presentation of falsified documents or suffer from an invalidity that cannot be treated and not having been dismissed from the date the first C.C.N.L. came into force (21/05/1996).
  10. Not have any convictions that would lead to disqualification from public office.

Candidates are conditionally admitted to selection. The Administration Office may, at any time and via written correspondence from the Director General, exclude candidates who do not possess these requisites.

### **Art. 3 – Presentation of the application – Terms and methods**

The application for participation in the competition, as well as the requested attachments, must be submitted within **20 days** from the day following of the date of publication of this announcement on the University's official online noticeboard. Applications must be made **electronically using the 'Pica' (Integrated Platform for University Competitions) platform**. This procedure is available, by the end of the working day following the publication date on the noticeboard.

The service may be temporarily unavailable due to technical reasons.

Please use the link at the bottom of the Pica page <https://pica.cineca.it/unipv> to ask for support in the event of problems.

An extension of the submitting deadline for the application will be granted for the duration of a malfunction in any case where the malfunction of the digital platform is detected, preventing the application from being sent within the prescribed deadlines.

Even if the application has already been sent, the applicant may amend or supplement it up to the deadline. (In this case, only the most recent application will be considered).

To be admitted to the selection, candidates must pay a non-refundable participation fee of € 7.00 to cover the organisation's costs and completion of the selection. On must pay the registration fees by the deadline of this announcement. The fee payment must be realized exclusively through PagoPA payment system, as indicated in the following article 4.

The online application can be accessed via **SPID**, by selecting the *University of Pavia* from the page of the available bodies; alternatively, the application requires a valid email address to be held in order to register with the system.

The application form must be fully completed, as indicated in the online procedure. Candidates must also attach, in electronic format, the documents referred to in this call.

**No signature will be required when submitting the application if the system is accessed via SPID.**

**If the system is accessed using other means, the application should be completed by:**

✓ **digital signature**, using a smart card, USB token or remote signature that allows the holder to digitally sign documents:

- **candidates who have** a smart card, USB token or remote signature can check



its compatibility with the Digital Signature system incorporated into the *ConcorsiOnLine* system. If there is compatibility, the candidate may sign the application on the server itself;

- **candidates who do not have** digital signature devices compatible with the *ConcorsiOnLine* system, as well as Remote Digital Signature Holders who have access to a portal for the signing of generic documents, should save the .pdf file generated by the system on their computer and, without modifying it in any way, digitally sign it in CADES format: a file with a .p7m extension will be generated that candidates will have to upload to the system. Any changes made to the file before a Digital Signature is applied will prevent the automatic verification of the correspondence between the content of this document and the original, leading to the application being excluded from selection.

**If neither of the two options above is possible:**

✓ **by signing the application:** candidates must save the .pdf file generated by the system to their computer and, without making any changes, print it and sign the last page.

This document should then be uploaded to the system.

By the deadline set for the submission of applications, the system allows a draft of the application to be saved for it to be modified.

If necessary, within the submission deadline date, applications already sent may be withdrawn and a new one submitted.

The service may, occasionally, be temporarily suspended for technical reasons.

The time and date of the electronic submission of the application is certified by the computer system via a receipt automatically sent by e-mail. Each application will be assigned an identification number which, together with the competition code indicated in the online application, must be provided during any subsequent correspondence.

The compilation and electronic submission of applications **must be completed no later than 12:00 on the deadline day.**

Upon the passing of the submission deadline, the system will no longer be accessible and electronic submission will no longer be possible.

*Non-Italian citizens* who intend to make an application must follow the procedure outlined above, without prejudice to the provisions of art. 2 of this announcement.

For the electronic submission of the documentation, static and non-directly modifiable formats must be used. These should be without macro-instructions or executable codes and in .pdf format. The documents must not exceed 30 MB in size.

The Administration Office assumes no responsibility for the failure to receive correspondence due to inaccurate information being provided by candidates or from non-occurrence or late notification of a change of address provided in the application, nor for any misunderstandings attributable to third parties, unforeseeable circumstances or *force majeure*.

Further information or clarification regarding the means of submitting applications may be requested from: Servizio Carriere e Concorsi del Personale di Ateneo e Rapporti con il Servizio Sanitario Nazionale - UOC Carriere e concorsi del personale



tecnico amministrativo e CEL e rapporti con il Servizio Sanitario Nazionale office on:  
0382 986943–4485-4979-4988 from 09:00 to 12:00 and from 14:00 to 15:00.

To report purely technical problems, please contact, via e-mail: [unipv@cineca.it](mailto:unipv@cineca.it)

#### **Art. 4 – Content of the application**

Candidates, in the application, should include:

- a). name and surname;
- b). fiscal code;
- c). place and date of birth, residence, telephone number and e-mail address;
- d). the holding of Italian citizenship or citizenship of one of the states of the European Union or to be related to a citizen of a Member State provided they possess a residency permit or have the right of permanent residence, or be a citizen of a third country who holds an EU long-term residency permit or who holds refugee status or subsidiary protection status (Italians who are not from the Republic are treated as citizens);
- e). the council where the candidate is registered on the electoral roll, or the reason for non-registration or cancellation from the roll;
- f). (if a citizen of one of the Member States of the European Union or family member of a citizen of one of the Member States of the European Union or if a citizen of third countries): to also enjoy civil and political rights in the home State or State of origin, or the reasons for non-enjoyment of such rights, and to have adequate knowledge of the Italian language;
- g). that they have never received a criminal conviction and that they have no pending criminal proceedings. If this is not the case, any convictions should be reported, specifying the date of the sentence and the judicial authority that issued it, even if an amnesty, judicial pardon, pardon, non-mention, etc. was granted and even if nothing appears on the candidate's criminal record. Any pending criminal proceedings must be reported, whatever their nature;
- h). to possess the qualification stated in art. 2 of this call.

**For qualifications awarded abroad, candidates should declare:**

- a) that they have presented their equivalence request** art. 38 of Legislative Decree 165/2001 to the *Dipartimento Funzione Pubblica* and *MUR*. Candidates must submit the documentation proving that the equivalence request has been sent to the competent authorities. If this is the case, candidates will be conditionally admitted for selection. **It should be understood that the equivalence of the qualification must be possessed at the time of recruitment;**
- or**
- b) that they possess the equivalence decree** of their qualification pursuant to art.38 of Legislative Decree.165/2001;
- or**
- c) that they possess the equivalence decree** issued by the *Ministero dell'Università e della Ricerca (MUR)*.
- i). their status regarding compulsory military service;
- j). any services provided to public bodies and the causes for termination of previous employment;
- k). to have not been dismissed or released from employment in a public body for persistent unsatisfactory performance, not having been declared





'forfeited' from public employment for having obtained the position through the presentation of falsified documents or suffering from an invalidity that cannot be treated and not having been dismissed from the date the first C.C.N.L. came into force (21/05/1996).

- l). be physically able to do the job;
- m). the possession of any eventual qualifications for the preferences, with equal merit, provided for by art. 9 of this call to be taken advantage of.

In the application for admission to the call, **Italian citizens or citizens of one of the states of the European Union** must self-certify, in the cases and within the limits established by current legislation, the qualification required by the call for participation in the competition and all the qualifications they deem appropriate to be submitted for assessment.

In the self-certification, candidates must specify, analytically and precisely, everything that may be useful in assessing the qualifications and to enable the verification of the self-certified data.

In the application for admission to the call, **citizens of states outside the European Union** can self-certify only states, facts and qualities that appear in Italian public registers. However, they must attach the certifications relating to states, facts and qualities in all cases in which these have been certified by authorities of countries not belonging to the European Union. All certifications must be accompanied by an Italian translation authenticated by the Italian consular authority which certifies to their conformity to the original.

Candidates must also attach a curriculum vitae, preferably in European format, to the application for participation in the competition. The curriculum must be attached as a .pdf file. Scientific qualifications, such as publications and original works relevant to the competition places available, must be produced in a .pdf format that cannot be edited.

Pursuant to art. 40, paragraph 1 of Presidential Decree 445/2000, we invite you **NOT to attach** certificates to the application for admission. **Any certifications attached to the application will not be taken into consideration.**

Candidates with disabilities may benefit from additional time and aids according to their needs, which must be duly documented and explained, in accordance with the provisions of Article 20 of Law no. 104 of 5 February 1992 and Article 16 of Law no. 68 of 12 March 1999.

Candidates who may be diagnosed with a specific learning difficulty (DSA), as referred to in Article 3, paragraph 4-bis, of Legislative Decree No. 80 of 9 June 2021, may make use of actions and tools, including the possibility of replacing the written tests with an oral interview and/or additional time, depending on their needs, which must be duly documented and explained.

In both cases, candidates must make their request when completing the online application form, following the procedure instructions.

The assistance requested will not be granted if the request is not made when completing the application form.



Candidates are required to pay €7.00 as a fee for participating in the competition. This fee is non-refundable and must be made exclusively through the PagoPA electronic payment system, following the methods stated at:

[https://unipv.portaleamministrazionetrasparente.it/pagina874\\_tc-7\\_concorsi-per-tecnologi.html](https://unipv.portaleamministrazionetrasparente.it/pagina874_tc-7_concorsi-per-tecnologi.html) indicating the motive as: "Competition fee codice 18-2024-1tecn-med-molecolare".

No other forms of payment will be accepted.

**Candidates excluded from the competition will not have their fee reimbursed.**

The application must be accompanied by:

1. a valid form of personal identification, even for those bearing a digital signature;
2. a curriculum vitae

**ART. 5 – Selection commission**

The selection commission is nominated by the Director General, in compliance with current legislation and composed pursuant to "University regulations for the recruitment of fixed-term technologists pursuant to art. 24 bis of Law n. 240/2010". The Commission may also meet remotely.

**ART. 6 Examination**

The selection exam will consist of an interview based on the subjects inherent to the role to be filled.

In particular, knowledge of the following topics will be verified:

- Coordination methods of research projects;
- Discussion of methods and techniques related to the project;
- Knowledge and problems in the field of cell cultures;
- Issues relating to the design and production of recombinant proteins;
- Problems relating to the biochemical characterization of proteins;
- Problems relating to the generation of monoclonal antibodies;
- Issues relating to cellular efficacy assays;
- Verification of knowledge of the English language.

**The oral test will be public to ensure maximum participation.**

Candidates who are pregnant or breastfeeding may take part in the tests without prejudice.

Any notifications may be sent to [concorsipta@unipv.it](mailto:concorsipta@unipv.it) at least 10 days before the scheduled date of the tests.

**ART. 7 – Dates and sitting of the examination**

Candidates who have applied correctly and who have not received the notification of exclusion from the selection process should be considered admitted to the examination.

Candidates not admitted to the selection process will receive official correspondence motivating the reason/s for exclusion. This will be sent to the e-mail address as



supplied during the application for admission to the selection.

Candidates are therefore requested to periodically consult the page: [https://unipv.portaleamministrazionetrasparente.it/pagina874\\_tc-7\\_concorsi-per-tecnologi.html](https://unipv.portaleamministrazionetrasparente.it/pagina874_tc-7_concorsi-per-tecnologi.html) as it contains all the correspondence regarding the selection procedure and its various stages.

**The dates and locations of the exam will be published on the dedicated website [https://unipv.portaleamministrazionetrasparente.it/pagina874\\_tc-7\\_concorsi-per-tecnologi.html](https://unipv.portaleamministrazionetrasparente.it/pagina874_tc-7_concorsi-per-tecnologi.html) at least fifteen days before the scheduled exam date.**

**The aforementioned correspondence will have notification value for all purposes. Therefore, the candidates called for an interview will be required to attend, without further notification, in the place, on the day and at the time indicated.**

**Candidates who fail to attend the interview will be considered as having withdrawn from the competition procedure.**

Candidates admitted to the exam must present one of the following forms of personal identification:

- driving or sailing licence;
- passport;
- identity card.

**All of these forms of identification must be valid.**

The competition procedure will be completed within six months from the date of the call for the evaluation of qualifications.

Candidates not admitted to the selection process will receive official correspondence motivating the reason/s for exclusion.

#### **ART. 8- – Evaluation of qualifications**

Before the evaluation of qualifications takes place, the selection commission establishes the objective and pre-determined criteria for their evaluation. The evaluation procedure will precede the candidate interview.

#### **The following qualifications will be evaluated:**

- Master's degree (degree class: LM06-Biology) limited to the grade obtained and, in any case, only if higher than the minimum score required for obtaining the qualification itself;
- PhD in biomedical field;
- University and extra-university education and training courses in the biomedical and biotechnological field;
- Documented work experience relating to the position advertised for public bodies or private companies;
- Documented experiences of participation and/or management in international and national scientific research projects;
- Articles in international scientific journals;
- Contributions to national and international conferences;
- Documented tutoring activities for students/interns.

The evaluation of qualifications will be carried out, and candidates will be notified before the interview stage.



### **ART. 9 – Attribution of points**

The mark for formulating the ranking list is arrived at by summing the score obtained in the evaluation of qualifications and the interview score.

The commission will assign a score not exceeding 15 for qualifications.

The interview will be considered passed if the candidate has obtained a mark between 21 and 30.

The interview score will be communicated to candidates through the publication on the University's dedicated website at:

[https://unipv.portaleamministrazionetrasparente.it/pagina874\\_tc-7\\_concorsi-per-tecnologi.html](https://unipv.portaleamministrazionetrasparente.it/pagina874_tc-7_concorsi-per-tecnologi.html)

Access can be gained using the password provided at the exam session.

The overall mark is determined by adding the score from the evaluation of qualifications to the mark in the oral test.

### **ART. 10 – Preferences in cases of equal ranking**

If two or more candidates achieve the same overall mark, pursuant to art. 5 of Presidential Decree 487/94 and subsequent modifications and integrations, preference will be given to the following categories in the absence of other benefits provided for by special laws:

- (a) recipients of medals for military and civil valour, if they have left the service
- (b) mutilated persons and invalids for public or private service
- (c) orphans of the deceased and children of the mutilated, disabled and permanently incapacitated as a result of service in the public and private sectors, including the children of health workers, social workers and socio-medical workers who died as a result of SarsCov-2 infection contracted in the exercise of their duties
- (d) persons who have served meritorious service in any way for at least one year in the administration holding the competition, provided that they do not make use of any other preferential qualification by virtue of their service.
- (e) higher number of dependent children
- (f) disabled and mutilated civilians not covered by point (b)
- (g) volunteers in the armed forces who have been discharged at the end of their military service without demerit
- (h) sportsmen and sportswomen who have been employed as sportsmen and sportswomen in military sports groups and in the civil corps of the State;
- (i) who have successfully completed the additional period of training at the Trial Office pursuant to Article 50, paragraph 1-quater, of Legislative Decree No. 90 of 24 June 2014, converted with amendments by Law No. 114 of 11 August 2014
- (l) to have successfully completed the training course for judicial clerks provided for in Article 37, paragraph 11, of Legislative Decree No. 98 of 6 July 2011, as converted with amendments by Legislative Decree No. 111 of 15 July 2011, without being a member of the judicial clerks' office provided for in Article 50, paragraph 1-quater, of Legislative Decree No. 90 of 24 June 2014, as converted with amendments by Legislative Decree No. 114 of 11 August 2014
- (m) to have successfully completed the internship in judicial offices provided for by Article 73, paragraph 14, of Legislative Decree No. 69 of 21 June 2013, as converted, with amendments, by Legislative Decree No. 98 of 9 August 2013
- (n) who hold or have held collaboration positions-granted by ANPAL Servizi S.p.A. in



application of the provisions of Article 12, paragraph 3, of Legislative Decree no. 4 of 28 January 2019, converted with amendments by Law no. 26 of 28 March 2019.

- o) Belonging to the gender that is least represented in the administration that has announced the procedure, for the qualification for which the candidate is applying, as specified in the introduction;
- p) younger age.

On the basis of the gender difference calculated on the date 31 December 2023, with reference to the qualification being announced, as explained in the introduction, preference will be given to the gender male.

#### **ART. 11 – Approval of the ranking list**

The candidate ranking list is defined according to the points order of the overall mark obtained by each candidate, with the observance, in instances of equal points, of the preferences provided for by art. 9.

The candidate at the top of the ranking list, formed based on the overall score, is declared the winner, within the limits of the overall places available for the competition.

The ranking list is approved by the Director General and published on the University of Pavia's official online Register (<http://www-5.unipv.it/alboufficiale/>), as well as made available on the University of Pavia website:

[https://unipv.portaleamministrazionetrasparente.it/pagina874\\_tc-7\\_concorsi-per-tecnologi.html](https://unipv.portaleamministrazionetrasparente.it/pagina874_tc-7_concorsi-per-tecnologi.html)

The period for filing any appeals begins on the day following the publication date of the aforementioned ranking list on the University of Pavia's official online Register.

The ranking list is valid only if the winner forfeits his/her place or fails to take up service and may be used within the deadline date to allow the stipulation of an employment contract with a suitable candidate.

The ranking list remains effective for the period dictated by the specific regulatory provisions in force at the publication time of this notice.

#### **ART.12 – Establishment of a working relationship**

The employment of the winning candidate or, in the event of his/her withdrawal, of a candidate suitably placed on the ranking list, may occur subject to no supervening regulatory and financial limitations.

The winner will be invited to stipulate an individual fixed-term employment contract for a trial period, under the provisions of the current National Collective Contract for employees in the university sector.

The winner must begin service by the date indicated in the contract.

The taking up of service is subject to verification of eligibility of PNRR funding by the competent bodies.

The University reserves the right to revoke the selection procedure in question or not to proceed with the hiring of the winner if the financial guarantees to cover the place are no longer valid or, about the timing of the procedure, if not the hiring of the winner was allowed in compliance with the PNRR project indicated in the introduction.

Within 30 days of the contract's stipulation, the winner must present a personal sworn





declaration, pursuant to art. 46 of Presidential Decree 445/2000, that includes:

- a. date and place of birth;
- b. citizenship;
- c. enjoyment of civil and political rights;
- d. status regarding military service;
- e. not having pending criminal cases or a criminal record;
- f. fiscal code;
- g. composition of nuclear family unit;
- h. qualifications;
- i. previous work experience;
- j. whether the candidate holds other public sector paid employment, is employed at public bodies or private companies and whether he/she receives, in any case, income from subordinate work and, if so, to not exercise trade, industry, or any profession and not to hold a position in companies established for profit. This declaration must contain any information concerning the causes for termination of previous employment relationships (art. 53 of Legislative Decree 30/03/2001 n. 165).
- k. qualifications that allow the candidate to benefit from preferences in cases of equal merit and qualifications.

Pursuant to articles 46 and 47 of Presidential Decree 445/2000 and under their own responsibility, Italian citizens or citizens of European Union states must self-certify, when required and within the limits established by current legislation, the qualifications required by the call for participation in the competition, including all the qualifications they deem appropriate to be submitted for assessment.

The self-certification must specify, analytically and precisely, every element useful for the purpose of assessing candidates' qualifications and for carrying out the necessary checks on the veracity of the self-certified data.

In the application for admission to the call, citizens of states not part of the European Union can self-certify only states, facts and qualities that appear in Italian public registers. However, they must attach the certifications relating to states, facts and qualities in all cases in which these have been certified by authorities of countries not belonging to the European Union. All certifications must be accompanied by an Italian translation authenticated by the Italian consular authority which certifies to their conformity to the original.

Scientific qualifications including publications and original works related to the competition must be presented in .pdf format that cannot be modified.

Candidates' physical capacity to perform work-related tasks will be ascertained by University of Pavia medical personnel.

The winner will be recruited with an individual fixed-term contract, economic position **D5 - second level technologist**. The contract duration is **18 months**, which may be extended, and with **55% part-time working regime**, with the right to the salary established in accordance with the provisions of the current National Collective Contract for employees in the university sector.

The trial period lasts four weeks and cannot be renewed or extended.

When half of the trial period has elapsed, in the remaining trial period, either party may terminate the employment relationship at any time and without any obligation to



provide notice or indemnity *in lieu* of notice.

Withdrawal takes effect from the moment the counterparty is informed. Withdrawal on the part of the administration must be motivated.

In the event of withdrawal, the salary is paid up to the final day of effective service, including accruals of thirteenth month's year-end bonus; the employee is also entitled to any remuneration corresponding to holidays accrued and not enjoyed.

Once the trial period has elapsed without the employment relationship being terminated by either of the parties, the employee is deemed to be confirmed in service. The seniority of service is recognised from the first day of employment in all respects.

**Art. 13 – Information on personal data handling** (Pursuant to article 13 of EU (UE) Regulation 2016/679).

Pursuant to article 13 of EU (UE) Regulation 2016/679, the University of Pavia, as Data Handler, informs candidates that any personal data provided for the competition and acquired for the completion of competition activities will be carried out by the personnel overseeing the competition procedures, including the examining commission. Computerised processes may be used, using methods and within the limits necessary to achieve the aforementioned objectives, even in communication involving third parties, in compliance with the conditions provided by Regulation (EU) 2016/679. Conferring personal data is necessary to possess the required qualifications to be verified. Failing to do so will result in exclusion from the admission procedure under existing legislation.

The data will be handled for the whole duration of the procedure, in accordance with the principle of the need for data handling. Data will be stored in accordance with the rules on the conservation of administrative documentation. The interested parties have the right to obtain from the University, in the cases provided for, access to personal data and the correction or cancellation of the data, they may limit the handling that concerns them or may oppose data handling (articles 15 and sub. of the Regulations). Any such application should be made to the Data Handler via the Data Protection Officer (C.so Strada Nuova n.65, 27100 Pavia, PEC [amministrazione-centrale@certunipv.it](mailto:amministrazione-centrale@certunipv.it), email: [privacy@unipv.it](mailto:privacy@unipv.it)) or the internal data handling manager. Further information is available at: <http://privacy.unipv.it>

For this procedure, the internal personal data-handling manager is the Manager of the Human Resources and Financial Area.

**Art. 14 – Head of Procedure**

Pursuant to art. 5 of Law dated 7 August 1990, n. 241 and subsequent modifications and integrations, the Head of Procedure for this competition is Dott.ssa Patrizia Marazza (Servizio Carriere e Concorsi del Personale di Ateneo e Rapporti con il Servizio Sanitario Nazionale - UOC Carriere e concorsi del personale tecnico amministrativo e CEL e rapporti con il Servizio Sanitario Nazionale - Via Mentana n.4, 27100 Pavia, telephone 0382/986943 - 4979-4988-4485-4937 mail: [concorsipta@unipv.it](mailto:concorsipta@unipv.it)).



**Art. 15 – Reference legislation**

For any matter not explicitly expressed in this document, reference should be made to the provisions established in the “University Regulations for the recruitment of fixed-term technologists under art. 24 bis of Law no. 240/2010” and the provisions on the running of public competitions contained in Presidential Decree n. 3/1957, Presidential Decree n. 686/1957, Presidential Decree n.487/1994, Law n. 127/1997, Legislative Decree 165/2001, Legislative Decree 18/2020 and Presidential Decree n. 445/2000.

**Art. 16 – Publicity**

These measures will be published on the University of Pavia’s official online noticeboard at: <https://alboufficiale.unipv.it/> and on the webpage dedicated to public selections for the University:

[https://unipv.portaleamministrazionetrasparente.it/pagina874\\_tc-7\\_concorsi-per-tecnologi.html](https://unipv.portaleamministrazionetrasparente.it/pagina874_tc-7_concorsi-per-tecnologi.html)

Pavia, protocol date

**DIRECTOR GENERAL  
EMMA VARASIO**

*(Document signed digitally)*