

Regulation governing Bocconi University's procedures of selection for the offering of fixed-term employment contracts to Post-Doc Researchers, pursuant to art. 22 of Law no. 240 of 30 December 2010, amended by Law no. 79 of 29 June 2022

Annexed to Rectorial Decree no. 106 del 21.12.2022



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**CHAPTER I
GENERAL SECTION**

Article 1 – Subject

- 1.1** The present regulation, issued in application of art. 24 of law no. 240 of 30 December 2010 as amended by law no. 79 of 29 June 2022, governs Bocconi University's procedures of selection for the offering of fixed-term employment contracts for Post-Doc Researchers.
- 1.2** For the purposes hereof the following definitions apply:
- a. **"University"**: Università Commerciale "L. Bocconi" of Milan;
 - b. **"Selection"**: the University's method for selecting **Post-Doc Researchers**, governed hereby, through calls for applications, interviews of candidates and publication of the related documents;
 - c. **"Selection Board"**: the body that deals with the selection of **Post-Doc Researchers**, appointed by the Rector on the proposal of the Head of the Department or Research Center concerned, in agreement with the Dean of the Faculty, to effect the evaluation of applications submitted for the filling of the positions concerned hereby;
 - d. **"Post-Doc Researcher"**: the non-tenured University faculty member holding a **Fixed-term private law employment contract for research**, non-tenured academic faculty in charge of carrying out research activities within specific Research Projects, (with, for example, the role of: **Project Manager; Workpackage Leader; Task Leader; Task Member**), financed in whole or in part with internal Bocconi funds or by third parties, either public or private, on the basis of specific agreements or contracts, pursuant to art. 22 of law 240/2010, 2022 version.

**CHAPTER II
SELECTION**

Article 2 – Activation of procedure

- 2.1** Within the limits of the posts available in the University's Departments and of the economic and financial resources of the Research Centers, the respective Heads, after having assessed their research needs, may request the Rector, subject to the favorable opinion of the Dean of the Faculty and the Dean for Research, to issue specific calls for

applications and interviews in order to fill positions **for Post-Doc Researchers under fixed-term employment contracts** for specific Research Projects.

- 2.2** The selection will be activated through recourse to the national and international job markets in accordance with the method described in the present Chapter.

The call for applications must specify:

- a. the type of contract;
- b. the duration;
- c. the effective date: usually the 1st of the month following approval of the documents of the selection procedure;
- d. the Department or Research Center concerned;
- e. the Disciplinary Field or Academic Field;
- f. the Research Project for which the call is activated with specifications regarding the related funding;
- g. the Researcher's specific responsibility within the Project;
- h. the requirements, course of action and deadline for participation in the selection procedure.

The call must also specify the regime of commitment prescribed for the specific procedure and any regime of contractual exclusivity required. In particular, the University requires of all its **Post-Doc Researchers** under contract of fixed-term employment a regime of full-time commitment and a relationship of exclusivity with the University.

Full application of the system of compatibility and incompatibility stipulated by the Bocconi Honor Code and the Bocconi Code of Conduct is prescribed, pursuant to art. 6 of Law 240/2010.

The possibility of conducting, with the Post-Doc Researcher's consent, a teaching activity of a maximum of 48 classroom hours per semester, in addition to the contractual research assignment, is allowed.

The Research Contracts concerned hereby cannot be held at the same time as scholarships or research grants awarded for any reason by Italian or foreign institutions, save those exclusively designed to allow international mobility for reasons of research related to the project.

The Research Contracts concerned hereby are not compatible with attendance of courses of bachelor's or master's degree courses or research doctorate courses in Italy or abroad and, for public service employees, entail placement on unpaid leave.

The Research Contracts concerned hereby do not give rise to a right of access to the position of Associate or Full Professor and cannot be regarded as counting for the purposes of art. 20 of Legislative Decree 75/2017 (non-permanent status in the public sector).

The call also gives specifications concerning the emoluments, to be determined by private negotiation within a range established by the call itself, in observance of the minimum as per art. 22 of Law 240/2010, 2022 version, and the applicable social security regulations (obligatory registration with the INPS - CPDEL social security fund).

Finally, the call may specify the possibility for each candidate to submit a maximum number of publications.

- 2.3** The call must be published on the University's website and on those of the Ministry of University and Research and of the European Union. Bocconi will also publish it on the principal websites advertising international academic job openings.

Article 3 – Requirements for submission of applications

- 3.1** Persons in possession of a research doctorate or PhD or equivalent, obtained either in Italy or abroad, may apply for participation in the procedure of selection to fill positions for Post-doc Research Contracts. Students enrolled in the final year of a doctoral program (PhD Candidate) may also apply, provided that conferral of their doctorate is completed within the six months following the date of publication of the call, on pain of forfeiture/termination of the related contract.
- 3.2** Permanent faculty are excluded from participation in the selection procedure, as are faculty who have been party to contracts pursuant to art. 24 of Law 240/2010.
- 3.4** Persons having a degree of kinship or affinity up to and including the fourth degree with a Full Professor belonging to the Research Center requesting the activation of the procedure for filling the vacancy or with the Rector, the Managing Director, the Chief Executive Officer or a member of the University Board cannot participate in the selection procedure.
- 3.5** The Research Contracts concerned hereby are usually of a two-year duration and may be renewed only once for a further two years. In the case of research projects of a national, European or international nature, the two-year research contract may be extended for a further year, by reason of specific needs regarding the objectives and type of the project. The University may issue calls for applications for positions of post-doc Research Contracts of a duration of less than two years, with a minimum of 6 months, for reasons regarding the national, European or international funding concerned, with particular regard to its structuring and remaining duration.
- 3.6** The overall duration of the employment relationships established with holders of the Research Contracts pursuant to art. 22 of Law 240/2010, 2022 version, transpiring with the same person, even with different universities, may in no case exceed 5 years either continuous or non-continuous. Periods of leave taken for reasons of maternity, paternity or health in accordance with current legislation are not counted in the duration.

Article 4 – Terms and conditions for submission of applications

- 4.1** Applications for selection must be submitted exclusively via the online form at the address www.unibocconi.eu/post-doc not later than the date stated in the call. The period allowed for submission of applications cannot be of less than 30 days, and starts from the day of publication on the University's website and on those of the Ministry of University and Research and of the European Union.
- 4.2** The following must always be attached to applications:
- a. scientific-professional curriculum vitae in pdf format;
 - b. list of titles and publications in pdf format;
 - c. titles, publications and works which candidates intend to submit for comparative evaluation within the maximum limit stated in the call.

Article 5 – Procedures for selection of candidates and general evaluation criteria

- 5.1** To conduct the selection the Department or the affiliated Research Center avails of the assistance of a Selection Board, appointed by the Rector, in agreement with the Dean of the Faculty, on the proposal of the Director of the competent structure. The Selection Board will be made up of three members, among whom the Head of the Research Project and the Director or a delegate of the same and a Faculty member/research fellow. At least one member of the Selection Board must be from the same Academic Field (or Corresponding Sector) concerned in the selection.
- 5.2** For recruitment on the national and international markets the evaluation of applications will be conducted by the Selection Board cited in the foregoing clause, which will establish a list of candidates deemed suitable. Interviews may be held via conference call, in accordance with established practices of the international job markets, in order to assess the candidates' scientific competencies for the conduct of the research concerned by the call, as well as their procedures for such conduct, research methodology and interest in filling the position offered by the University.
- 5.3** At the conclusion of these tasks the Selection Board will express an overall judgment of each candidate and draw up a list of suitable candidates to be published on the University's website.
- 5.4** As established by its 2021-25 Strategic Plan, Bocconi University is committed to pursuing its chief objectives in research and instruction in a physical and intellectual environment in which all – students, faculty, staff – receive, and offer to others, equal opportunity, dignity and treatment, irrespective of gender, sexual orientation, ethnicity, religion, age or economic condition. To this purpose the present Regulation, together with all of Bocconi University's Regulations for faculty selection, will respect the crosscutting principles prescribed by EU Regulation 2021/241, in particular the principles of gender equality, protection and valorization of young people and of the overcoming of regional disparities.

CHAPTER III
RESEARCH CONTRACT - RIGHTS AND DUTIES

Article 6 – Conclusion of contract

- 6.1** The University reserves the possibility to make to candidates deemed suitable a contractual offer that will specify: the type of contract, the regime of commitment required, the responsibility in carrying out the Research Project, the emoluments proposed, which cannot be less than the minimum level prescribed by paragraph 8 of art. 24 of Law 240/2010. The date by which the successful candidate must communicate acceptance of the offer will also be specified.
- 6.2** In the event of acceptance of the offer, the University will finalize the employment relationship by concluding a private law contract for **fixed-term employment as a Post-Doc Researcher** for the duration specified in the call for applications.
- 6.3** Post-Doc Researchers at Bocconi University may be assigned, subject to their consent, a limited teaching and complementary teaching activity, for a maximum of 48 classroom hours per semester. This activity will be remunerated at the annual rates established by the University for the specific academic title.

Article 7 – Evaluation of activity conducted

- 7.1** An evaluation of the activity conducted is prescribed for purposes of possible renewal or extension of the Research Contract, to be communicated not later than 3 months prior to expiration thereof, with the methods specified below.

For the Research activity the Director of the structure concerned, on the proposal of the Research Project Manager, evaluates the activity carried out according to the function assigned, as well as any scientific works produced. The outcome of the evaluation is formalized and communicated to the holder of the Research Contract and to the Dean of the Faculty.

The Director in charge, on the basis of the evaluation, may propose the renewal or extension of the contract for a period useful for the funded Research Project and in any case for a maximum duration of 5 years, in keeping with current legal provisions.

CHAPTER IV
EXTRAORDINARY AND FINAL PROVISIONS

Article 8 – Extraordinary and final provisions

- 8.1** With regard to the **direct call for researchers**, Bocconi University, pursuant to art. 1, paragraph 9 of Law 230/2005 and subsequent amendments, applies, to the extent compatible, the provisions of the present Regulation to winners of highly qualified research programs as a result of competitive procedures designed for the funding by national government authorities, the European Union or other international organizations in which Italy participates (for example, the Italian Science Fund, the European Research Council, etc.) of projects conducted by individual researchers.
- 8.2** This Regulation applies to the selection of faculty for RTD-A positions pursuant to art. 24 of Law 240/2010, for the transitional regime as per Law no. 79 of 29 June 2022 and subsequent amendments.
- 8.3** Bocconi University provides the possibility for members of the Bocconi Core Faculty and the SDA Bocconi Core Faculty with private law contracts for independent work or contracts for coordinated and continuous work or for professional work, or for candidates who do not meet the requirements set forth in art. 22 of Law 240/201, 2022 version, the possibility to sign self-employment Research Contracts for the conduct of Research Projects or of parts of Research Projects, funded by the University or by external funders, public or private, national and international, in parallel with the provisions of the aforesaid art. 22.
- 8.4** The University will follow, to the extent compatible, the procedures of selection prescribed herein in cases where the awarding of the research contracts concerned is prescribed through public selection or through direct call of its contracted faculty, already the subject of specific selection.
- 8.5** The University governs with its own independent Regulation the selection of faculty for the conduct of **research support and assistance activities (Research Assistant)**, by means of direct call for projects funded by the University with its own resources or with a public call for applications and interviews, for projects funded by public or private, national, European or international resources.
- 8.6** The activity of research support/assistance will be contractualized with an independent, occasional or coordinated and continuous relationship of employment, in compliance with labor and tax law, or with professional assignments.

Article 9 – Effectiveness

- 9.1** This regulation, established by art. 22 of Law 240/2010, 2022 version, and adopted in accordance with the procedures as per Law 168/1989, enters into effect on the day

following that of its issuing in a Rectorial Decree with an appropriate form of publicity on the University's website.

- 9.2** The University ensures full compliance with the decisions that will be made as a result of collective bargaining, pursuant to art. 22 paragraph 7 of Law 240/2010, 2022 version.