



POLITECNICO
MILANO 1863

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Procedure code: 2025_CDR_DEIB_8
UOR: Academic Staff Career Unit

HAVING REGARD TO Law no. 168 of 9 May 1989, and in particular Article 6, which establishes the regulatory autonomy of Universities;

HAVING REGARD TO Law no. 537 of 24 December 1993, "Corrective Measures for Public Finance";

HAVING REGARD TO Presidential Decree no. 445 of 28 December 2000 - Consolidated Act on Legislative and Regulatory Provisions on Administrative Documentation and subsequent amendments;

HAVING REGARD TO Legislative Decree no. 196 of 2003, "Personal Data Protection Code", and subsequent amendments;

HAVING REGARD TO EU Regulation no. 679/2016 on the protection of natural persons with regard to the processing of personal data and the free movement of such data;

HAVING REGARD TO Legislative Decree no. 198 of 11 April 2006, "Code of Equal Opportunities between Men and Women, pursuant to Article 6 of Law no. 246 of 28 November 2005", and subsequent amendments;

HAVING REGARD TO Law no. 240 of 30 December 2010, and in particular Article 22;

HAVING REGARD TO Ministerial Decree no. 639 of 2 May 2024, "Determination of Scientific-Disciplinary Groups and Related Descriptions, as well as the Rationalization and Updating of Scientific-Disciplinary Sectors and Their Assignment to Scientific-Disciplinary Groups", and subsequent amendments;

HAVING REGARD TO the Statute of Politecnico di Milano adopted by Rectoral Decree no. 623/AG dated 23/02/2012, published in the Official Gazette on 02/03/2012, no. 52;

HAVING REGARD TO Rectoral Decree no. 41/AG of 17 May 2005, issuing the Regulation concerning the fee for participation in internal competitions reserved to staff and in public competitions announced by Politecnico di Milano;

HAVING REGARD TO Rectoral Decree no. 16188 of 5 November 2024, issuing the Code of Ethics and Conduct of Politecnico di Milano;

HAVING REGARD TO Rectoral Decree no. 2074 of 30 January 2025, issuing the Regulation for awarding research contracts pursuant to Article 22 of Law no. 240 of 30 December 2010;

HAVING REGARD TO the resolution of the Department Of Electronics, Information And Bioengineering dated 17/09/2025 approving the proposal for the public selection procedure for awarding 1 research contract, for the Group of Academic Disciplines 09/IINF-05 - INFORMATION PROCESSING SYSTEMS, within the research program titled "Binary analysis and exploitation approaches for research and teaching";

HAVING REGARD TO Decrees of the General Director no. 6089, 6090, 6093, and 6094 dated 26 May 2023, and no. 6195 and 6196 dated 29 May 2023, whereby the General Director delegated Ms. Alessandra Moroni, Director of the Human Resources and Organizational Development Division, with permanent appointment, to sign acts and documents related to the University's internal regulations referenced therein, and the General Directors Decree no. 6561 specifying the scope of decrees, measures, and documentation to be signed by Ms. Alessandra Moroni;

HAVING VERIFIED the availability of funds,

DECREES

Art. 1 - Purpose

A public selection procedure is announced for the awarding of 1 research contract, each with a duration of two years extendable for up to one additional year, based on specific requirements related to the objectives and nature of the project renewable once for a further two years:

Department: **Department Of Electronics, Information And Bioengineering**

Location: **Politecnico di Milano**

Group of Academic Disciplines: **09/IINF-05 - INFORMATION PROCESSING SYSTEMS**

Academic Discipline: **IINF-05/A - INFORMATION PROCESSING SYSTEMS**

Contract duration: **2 years**

Maximum number of publications: **4**

Research program title: **Binary analysis and exploitation approaches for research and teaching**

Research program:

The research program is oriented to binary analysis and exploitation methodologies, tools and technologies (also, but not exclusively, with applications of AI/ML), with a dual focus on practical applications (e.g. offensive security, vulnerability research, malware analysis, CTF exercises, automation of reverse engineering...) and on teaching at both industrial (specifically in the context of the EU-funded project CYCERONE) and university levels.

Required language: **ENGLISH**

Funded project references:

Art. 2 - Eligibility requirements

Applicants, whether Italian or foreign nationals, may participate in the selection process if, by the application deadline, they hold a Ph.D. degree or an equivalent qualification obtained abroad, recognized as such solely for the purpose of awarding the contract by the Selection Committee. Alternatively, for relevant academic disciplines, they must hold a medical specialization degree.

Candidates enrolled in the final year of a Ph.D. program or the final year of a medical specialization program may also apply, provided they obtain the required degree within six months from the publication date of this call on the University's Official Register.

The following individuals are not eligible to participate in this selection process:

- Permanent staff (tenured) employed by Italian universities, public research institutions, or institutions whose scientific specialization diploma has been recognized as equivalent to a Ph.D. under Article 74, paragraph 4, of Presidential Decree No. 382 of 11 July 1980;
- Individuals who have previously held fixed-term researcher contracts under Article 24 of Law No. 240

of 2010;

- Individuals who have a family or kinship relationship up to the fourth degree. with a professor affiliated with the Department Of Electronics, Information And Bioengineering, or with the Rector, the General Director, or a member of the University's Board of Governors;
- Individuals who have already held research contracts under Article 22 of Law No. 240/2010 at Politecnico di Milano or any other Italian university (public, private, or online) or at any institution mentioned in paragraph 1 of the same article, for a total duration of more than 3 years, even if not consecutive.

For the purpose of calculating the total duration of such contracts, periods of leave due to maternity/paternity or health reasons are excluded, in accordance with applicable regulations.

Art. 3 - Application and submission deadline

To participate in the selection process, applicants must fully complete and submit the application form, along with the signed summary, **by the strict deadline of 12:00 PM (Italian time) on the 30th day following the publication of this call on the University's Official Register, under penalty of exclusion.**

The application must be submitted by accessing the Politecnico di Milano online services (<https://www.polimi.it/en/online-services>) under the section: Competitions and Selections -> Competitions/selections for entrusting of assignments/positions -> Research Contracts, attaching the documentation required by this procedure.

Applications submitted via means other than those specified in this call will not be considered.

Applicants submitting their application after the deadline will be automatically excluded from the selection process.

If the application deadline falls on a public holiday, the deadline will be extended to the next business day.

Applicants must indicate a valid email address and/or an Italian certified email address (PEC), which will be considered the sole contact point for the procedure.

Any changes must be promptly communicated to the University.

The University assumes no responsibility for incorrect contact details provided by applicants or for any postal or communication issues.

Applicants must attach the following documents:

- A Scientific and professional CV;
- Any additional documentation deemed useful for the evaluation of qualifications, in addition to the CV;
- A Research project proposal, related to the research program for which the selection process is conducted, prepared using the format available within the "Research proposal" section of the online application system;
- **A maximum of 4 publications** (any additional publications beyond this limit will not be evaluated);
- A copy of a valid identification document.

For eligibility assessment purposes:

- If the Ph.D. degree or medical specialization degree was obtained in Italy, applicants must declare it in the application summary.
- If the Ph.D. degree was obtained abroad, applicants must attach a copy of the degree along with a translation into Italian or English, a diploma supplement, a certificate of equivalence of qualification, or

a transcript of completed exams, as it will be assessed by the Selection Committee for equivalence.

- If applicants are enrolled in the final year of a Ph.D. program or in the final year of a medical specialization program, they must declare in the application summary that they expect to obtain the degree within six months from the calls publication date. If enrolled in the final year of a Ph.D. program at a foreign university, they must attach a certificate of enrollment, including the expected graduation date, along with a transcript of completed exams.

Non-EU citizens regularly residing in Italy must attach to their application a copy of their residence permit or EU long-term residence permit ("permesso di soggiorno UE per soggiornanti di lungo periodo"), duly issued by the competent authority and currently valid, or a receipt proving they have applied for such documents.

Should these candidates be selected, the original residence permit, EU long-term residence permit, or the receipt proving the application for either document must be presented to the Visiting Professor Welcome Office no later than the date scheduled for signing the contract. Failure to present this document will result in automatic forfeiture of the right to conclude the contract.

Non-EU citizens residing in their country of origin at the time of application, if selected, must present to the Visiting Professor Welcome Office the entry visa obtained following the authorization issued by the competent Prefecture (nulla osta), before the anticipated starting date of the research activity. Failure to present this document will result in the inability to begin research activities.

Only documents effectively attached to the application will be considered for evaluation.

The University reserves the right to perform random checks on the attachments submitted with the application, as well as on the accuracy of the applicant's declarations.

References to documents submitted for other selection procedures at Politecnico di Milano are not allowed.

Art. 4 - Research proposal

Applicants must submit their research proposal related to the research program for which the selection procedure has been announced.

The proposal must be prepared using the format available within the "Research proposal" section of the online application system.

The following information is provided to assist in preparing the research proposal:

The project proposal should outline the candidate's identification of novel and challenging research targets in the research programs' focus areas, as well as an overview of a teaching statement for introductory and advanced level coursework in offensive security. As a reference for the expected type of teaching, the candidate can look at the "Offensive and Defensive Cybersecurity" course syllabus.

Art. 5 - Publications

Applicants must submit the publications they wish to be evaluated for the selection process, up to a maximum of 4, along with their application, by the strict deadline set in Article 3 of this call.

Any publications submitted after the deadline or exceeding the maximum allowed will not be considered for evaluation.

Only publications or texts accepted for publication in accordance with current regulations, essays included in collective volumes, and articles published in academic journals (in print or digital format) will be evaluated, excluding internal notes or departmental reports. Ph.D. theses or equivalent qualifications will be considered, even if they do not meet the conditions stated above.

Publications must be submitted in their original language. If written in a language other than Italian, French, English, German, or Spanish, they must be accompanied by a translation into one of these languages.

For texts accepted for publication, applicants must provide proper documentation proving their acceptance (e.g., official acceptance letter from the publisher).

The University reserves the right to verify the accuracy of the declarations regarding the submitted publications.

Art. 6 - Participation fee

Applicants must pay, within the application deadline, under penalty of exclusion, a non-refundable participation fee of **25,82** via the **PagoPA** system, the unified electronic payment system for public administrations, following the instructions provided in the online application procedure.

Alternatively, **for applicants unable to use this payment system** (particularly for payments from abroad by those not holding a credit card, or whose credit card is not accepted by the system), the fee can be paid by bank transfer to the following account:

IBAN: **IT34T0569601620000001600X69** SWIFT: **POSOIT22**

Payment reference: " **Selection procedure for the awarding of 1 research contract, procedure code 2025_CDR_DEIB_8**".

Art. 7 - Public interview

As part of the selection process, an online interview will be conducted to assess the candidates research aptitude. Unless unforeseen circumstances prevent one or more members of the Selection Committee from proceeding, the interview will take place on **28/11/2025 at 10:30 (Italian time)**, via telematic means. The link to access the interview is as follows: <https://politecnicomilano.webex.com/meet/stefano.zanero>.

This call serves as an official notification of the interview appointment for all candidates.

Candidates must ensure that the workstation from which they will attend the interview is equipped with a webcam (mandatory for identity verification), as well as a microphone and speakers/headphones.

At the beginning of the interview, candidates must present a valid identification document, preferably the same document submitted with their application.

Failure to connect to the online interview at the scheduled date and time, or any late connection, even if due to force majeure, will be considered a withdrawal from the selection process.

In the event that one or more members of the Selection Committee are unable to conduct the interview at the scheduled date and time, candidates will receive a new notification at least 15 days in advance, sent to the email address or Italian certified e-mail address (PEC), address provided in the application, and published on the University website.

The University assumes no responsibility for the failure to receive communications due to:

- incorrect contact details provided by candidates;
- failure or delay in updating contact details;
- technical issues, electronic transmission errors, or other disruptions beyond the University's control or caused by third parties, including unforeseen events or force majeure.

Candidates with disabilities must request, in accordance with Law No. 104/92, the necessary assistance to participate in the interview.

Art. 8 - Exclusion and forfeiture

Applicants are admitted to the selection process with reservation.

The Head of the Procedure may, at any time, order exclusion from the selection process for the following reasons:

- Submission of the application after the strict deadline of 12:00 PM (Italian time) on the 30th day following the publication of this call on the University's Official Register;
- Failure to submit the signed summary of the application;
- Failure to submit the research proposal related to the research program for which the selection process has been announced;
- Failure to submit the scientific and professional CV;
- Absence of the mandatory required attachments;
- Failure to pay the participation fee within the application deadline;
- Failure to meet the eligibility requirements specified in Article 2 of this call;
- Any other violation of the provisions stated in the call.

If the grounds for exclusion are identified after the selection process has taken place, the Head of the Procedure shall order the forfeiture of all rights related to participation in the selection process. Forfeiture shall also be ordered for candidates whose statements in the application form or declarations made pursuant to Presidential Decree No. 445/2000 are found to be untruthful.

Art. 9 - Selection Committee

The Selection Committee is composed, as a rule, ensuring adequate gender representation, of three members, selected from professors and researchers with research experience in the subjects covered by this call, at least one of whom must belong to the Group of Academic Disciplines specified in the call.

Professors and researchers from foreign universities may also be appointed as members, provided that they hold an academic position equivalent to that of professor or researcher, as defined by the relevant Ministerial Decree.

If a designated member of the Selection Committee resigns, declines the appointment, or is subject to disqualification, the Department Council shall proceed with the designation of a replacement.

The appointment of the Selection Committee is formalized by Rectoral Decree and is published in the University's Official Register and on the University website.

The Selection Committee must conclude its work within three months from the publication of the

appointment decree. Upon a reasoned request from the Committee Chair, the Rector may grant an extension of two months.

If the Selection Committee fails to conclude its work within the stipulated time frame, the Rector shall revoke the appointment by issuing a specific decree.

From the date of publication of the appointment decree in the University's Official Register, candidates have 30 days to submit any recusal requests concerning the members of the Selection Committee, as per Article 9 of Decree-Law No. 120 of April 21, 1995, converted into Law No. 236 of June 21, 1995. After this period, recusal requests will no longer be accepted.

Art. 10 - Selection procedure

The selection process is carried out through a comparative evaluation of the candidates, aimed at assessing:

- the alignment of the research proposals with the research program covered by this selection
- the possession of a scientific and professional curriculum appropriate for carrying out the research activities required by the contract.

The evaluation will be complemented by a public interview to assess the research aptitude of candidates.

The Selection Committee will first evaluate the documentation submitted by candidates regarding the possession of a Ph.D. degree or an equivalent foreign qualification.

For the purpose of recognizing the equivalence of the foreign qualification, solely for the awarding of the research contract, the Selection Committee will verify that the degree was issued by an academic institution officially recognized in the country of origin and that it is comparable in level and content to the Italian Ph.D. degree. The outcome of this assessment will be recorded in the official minutes.

In case of a negative evaluation, the Head of the Procedure will initiate a verification process to determine the existence of the grounds for the candidate's exclusion from the selection **and**, if deemed necessary, may request a review of the assessment by the Selection Committee.

The Selection Committee will conduct a comparative evaluation of candidates based on the following criteria:

1. Quality, originality, and innovation of the research proposal, with reference to the research program covered by this selection **(up to 30 points)**
2. Relevance and significance of previous research activities and professional experience in relation to the research program **(up to 20 points)**
3. Relevance of submitted publications with respect to the research program **(up to 20 points)**
4. Interview, aimed at assessing the candidates' research aptitude, their ability to implement the proposed project, and their knowledge of English and/or other relevant languages for the research **(up to 30 points)**

The Selection Committee will express a reasoned assessment for each candidate, assigning the relevant score based on the evaluation criteria established in the call.

The scores assigned for the evaluation of criteria a), b), and c) will be communicated to the candidates before the interview.

The Selection Committee will then issue a comprehensive evaluation for each candidate.

The selection process is considered passed with a minimum score of 70 points.

The Selection Committee will draw up a merit ranking, taking into account the scores obtained by the

candidates. In case of a tie, preference will be given to the younger candidate.

At the end of its work, the Selection Committee will submit the selection documents, including the minutes of each session, to the Head of the Procedure.

Art. 11 - Approval of proceedings

The General Director, or their delegate, shall verify, by means of a specific decree, the formal correctness of the proceedings drawn up by the Selection Committee, within sixty days from their submission.

If any irregularities are found, the General Director, or their delegate, shall return the proceedings to the Selection Committee for correction, establishing a deadline for their regularization.

The decree approving the proceedings and the merit ranking shall be published on the Official Register of the University and on the University website.

The publication on the website serves as an official notification to candidates in accordance with applicable regulations.

From the date of publication of the decree, the deadline for submitting any appeals shall begin to run.

The awarding of research contracts shall be approved by the Board of Governors, based on the merit ranking referred to in Article 10 of this call.

In case of withdrawal by a selected candidate, after the approval of the awarding of the contract, the Board of Governors shall approve the awarding of the contract to the next candidate in the ranking.

Within a maximum period of 90 days from the approval of the awarding of the contract by the Board of Governors, if there are justified additional needs related to the same research project, the Department Council, in a plenary session with a majority vote, may propose to the Board of Governors the awarding of additional research contracts to candidates who are suitably ranked, provided that the availability of funding has been verified.

The validity of the merit ranking expires upon completion of the probationary period of the contracted researchers.

Within 30 days from the resolution of the Board of Governors approving the awarding of the contract, the selected candidate shall be invited to sign the employment contract in written form.

The contract must be signed, as a rule, within 30 days from the receipt of the notification.

Art. 12 - Documents and contract signing

Within 30 days from the resolution of the Board of Governors approving the awarding of the contract, the selected candidate shall be invited to sign the employment contract in written form, which must be signed, as a rule, within 30 days from the receipt of the notification. The candidate must submit the documentation required under current regulations for the establishment of a fixed-term employment relationship.

Candidates enrolled in the final year of a Ph.D. program or in the final year of a medical specialization program must submit the necessary documentation proving the actual attainment of the degree no later than six months from the date of publication of this call. Failure to submit such documentation will result in the automatic forfeiture of the right to sign the contract.

The contract shall specify:

1. the start and end date of the employment relationship;
2. the required duties;
3. the financial remuneration.

The employment contract shall be signed by the contracted researcher and the General Director, or their delegate.

The probationary period shall last for three months of actual service; any negative evaluation shall be the responsibility of the Head of the Department.

The probationary period shall be suspended in case of absence due to illness or injury. In such cases, the contracted researcher is entitled to retain their position for a maximum period of six months, after which the employment relationship shall automatically terminate without the need for any notification and without any right to prior notice or additional compensation.

Upon completion of the probationary period, unless the employment relationship has been terminated by either party, the contracted researcher shall be deemed confirmed in service and their seniority shall be recognized from the date of hiring for all applicable purposes.

In the event of termination, the salary shall be paid until the last day of actual service.

Art. 13 - Termination of employment relationship

The employment relationship shall terminate upon expiration of the contract term, withdrawal by either party, or any other termination cause provided for by applicable regulations.

During the probationary period, each party may withdraw from the contract at any time, without notice and without any obligation to provide payment in lieu of notice. Withdrawal shall be effective immediately upon notification to the other party.

After completion of the probationary period and until the expiry date of the contract, both parties may still withdraw if there is a cause which, pursuant to Article 2119 of the Italian Civil Code, prevents the continuation of employment, even temporarily.

Following completion of the probationary period, the contracted researcher may resign in writing with a notice period of 30 days. If the contracted researcher fails to provide notice, the Administration shall deduct an amount equivalent to the salary corresponding to the missed notice period. Unused funds from the contract shall be returned to the relevant Departments.

Art. 14 - Incompatibility and additional assignments

The research contract under this call is incompatible with:

- any other employment relationship, including part-time or fixed-term, with public or private entities;
- research grants ("assegni di ricerca"), including those awarded by other universities or public research institutions;
- scholarships or research grants awarded for any reason by national or foreign institutions, except those exclusively intended to support international mobility for research purposes.

The research contract is not compatible with enrollment in undergraduate, postgraduate, Master's degree courses, Ph.D. programs, or medical specialization courses, whether in Italy or abroad, and implies

placement on unpaid leave for any employee currently employed by public administrations.

Contracted researchers may engage in paid teaching support activities at Politecnico di Milano, provided such activities do not interfere with the successful implementation of the contracted research and subject to prior written authorization by the Research Supervisor. Such activities are incompatible with the research contract if the aforementioned authorization has not been obtained.

Contracted researchers must not engage in activities that could give rise to a conflict of interest with the activities of Politecnico di Milano.

The provisions of the University's Regulation governing external assignments for full-time professors and researchers shall apply to contracted researchers.

Research contracts do not confer any right to access permanent positions at universities, public research institutions, or institutions whose advanced scientific diplomas have been declared equivalent to a Ph.D., according to Article 74, paragraph 4, of Presidential Decree no. 382 of 11 July 1980. Furthermore, they cannot be counted toward the requirements indicated in Article 20 of Legislative Decree no. 75 of 25 May 2017.

Art. 15 - Economic treatment, social security, and insurance

For the entire duration of the contract, the contracted researcher shall receive an annual gross salary, inclusive of applicable personal charges equal to the initial remuneration established for a tenured researcher in a part-time position;

The employment relationship established between Politecnico di Milano and the contracted researcher is governed by the regulations currently in force, including those related to tax, welfare, social security, and insurance treatment applicable to employment income.

The University shall also provide insurance coverage against work-related accidents, occupational illnesses, and civil liability.

Contracted researchers are entitled to protections as provided by Legislative Decree no. 151 of 6 March 2001 concerning maternity and paternity support, Law no. 104 of 5 February 1992 on assistance, social integration, and rights of persons with disabilities, and Articles 37, 40, and 68 of Presidential Decree no. 3 of 10 January 1957, as amended, regarding extraordinary leave and sick leave. Sick leave shall not exceed 9 months in the case of a two-year contract. In case of contract renewal, sick leave duration shall be proportionate to the renewal period.

Contracted researchers are also entitled to the provisions of Articles 69 and 70 of Presidential Decree no. 3 of 10 January 1957, as amended, regarding family leave. Family leave shall not exceed 12 months, during which the researcher will not receive any remuneration or social security contributions. Family leave shall be authorized by a resolution of the Department Council to which the researcher belongs.

Art. 16 - Intellectual property

Any potentially patentable innovation created by the contracted researcher during the execution of their duties shall be regulated in compliance with the current applicable legislation, the University Regulations, and any relevant contractual clauses.

Art. 17 - Personal data processing

Pursuant to EU Regulation no. 679/2016, candidates are informed that the personal data provided will be processed, in paper or electronic format, exclusively for purposes related to this selection procedure, the establishment of the employment relationship, and related management activities.

Data processing will be conducted by personnel responsible for the procedure as well as by members of the Selection Committee, using both automated and manual procedures, solely to the extent necessary to achieve the stated purposes, including communication to third parties when required.

Provision of personal data is necessary for evaluation purposes, verification of eligibility criteria, and assessment of qualifications declared. Failure to provide this information may prevent the completion of these tasks and, in cases specified by this call, may result in exclusion from the selection procedure.

Further data may be requested from candidates solely for the purposes described above. Collected data may be disclosed to parties entitled under Law no. 241/1990, Legislative Decree no. 33/2013, and subsequent amendments.

Data will be retained in compliance with current regulations only for the time strictly necessary to achieve the purposes for which they were collected.

Candidates are entitled to the rights set forth in Chapter III of EU Regulation no. 679/2016, particularly the right to access their personal data, request rectification, updating, or deletion if incomplete, incorrect, or collected unlawfully, and the right to object to processing for legitimate reasons. Additional information is available on the University's website at www.polimi.it/privacy.

Complaints may be submitted by contacting the Data Protection Officer at: privacy@polimi.it.

The Data Controller of Politecnico di Milano is the General Director, delegated by the Rector pro tempore - contact: dirgen@polimi.it.

The Data Processor is the Director of the Human Resources and Organizational Development Division.

Art. 18 - Head of the procedure

Pursuant to Article 5 of Law no. 241 of 7 August 1990, the Head of the Procedure for this call is EFTIMIADI ENRICO, Human Resources and Organizational Development Division - Academic Staff Career Unit - Tel. 02.2399.2156 - 02.2399.2582 - 02.2399.2263 - Email: concorsi@polimi.it - Italian Certified Email (PEC): pecateneo@cert.polimi.it.

Art. 19 - Notice

His call is published on the website of the Ministry of Universities and Research, on the European Union Portal, on the Official Register of the University, and on the Politecnico di Milano website.

Art. 20 - Final provisions

For matters not explicitly covered by this call, reference shall be made, where applicable, to the provisions stated in the preamble of this decree, as well as to the legislation currently in force.

THE DIRECTOR
(Ms. Alessandra MORONI)
Signed by Alessandra Moroni

Digitally signed under CAD - Legislative Decree 82/2005 as amended and supplemented