



**POLITECNICO**  
MILANO 1863

# OTM-R at Politecnico di Milano: Regulatory Reference Framework



# OTM-R at Politecnico di Milano

Politecnico di Milano adopts the principles of OTM-R (Open, Transparent and Merit-based Recruitment), ensuring fairness, transparency, and quality in all recruitment and career progression processes.

This document provides an overview, based on institutional and national regulations, and reviews:

- Strengths and weaknesses of the recruitment process
- Tenured and untenured positions
- Recruitment and selection for all positions
- PhD candidates

Please be aware that this overview is subject to changes in institutional rules and national legislation.

# HRS4R – Recruitment & selection

## RELEVANT ISSUES

### STRENGTHS

- Recruitment procedures are publicly and transparently at both national and international levels, including through dedicated webpages and EURAXESS listings.
- Researcher mobility is actively supported, starting from the PhD School, and continuing through various exchange and visiting programs
- Recognition of academic qualifications is ensured in line with national legislation and international standards, facilitating access to positions for candidates with foreign degrees. Internationalization of recruitment: Tenure-Track and PhD positions are advertised in English, and interviews can be held in English, fostering openness to international candidates.

### WEAKNESSES

- At the national level PhD candidates are legally classified as students and cannot be employed under formal contracts
- Long-term recruitment planning and career stabilization pathways are difficult to implement due to rigid national regulations and the current funding strategy, which is based on annual fund allocations. There is a significant gender gap in some technical disciplines.
- A significant gender gap still persists in some technical and engineering disciplines, despite targeted institutional efforts.
- Salary levels for academic and research staff are centrally defined at the ministerial level, limiting institutional flexibility in attracting and retaining talent.

# HRS4R – Recruitment & selection

In compliance with the autonomy recognized for universities, the recruitment procedures for access to university careers, both for teaching staff and administrative/technical staff, are managed directly by the universities through **public open calls**.

The calls for academic careers include the following roles:

- Full Professor (permanent position, with full teaching, research and institutional responsibilities)
- Associate professor (permanent position, with teaching and research duties)
- Tenure-track researcher, a temporary position with a maximum duration of six years, which might grant access to the role of Associate Professor, if the researcher is granted the «National Scientific Qualification» and a positive evaluation by the university
- Research contract, fixed-term (2+2 years) contracts funded through project or institutional funds.
- Untenured Researcher<sup>\*1</sup>
- Temporary research fellowships («Assegni di Ricerca») <sup>\*2</sup>
- Research and Postdoctoral Appointments ("Incarichi di ricerca" and "Incarichi post-doc"), new flexible positions introduced by recent legislation (Law 79/2025), expected to be available from October 2025<sup>\*3</sup>
- PhD Candidate, enrolled in a 3-year doctoral program. Funded PhD students receive scholarships.

<sup>1</sup> RTD-A positions could be announced until June 30, 2025, as the role is being phased out.

<sup>2</sup> Research Fellowships could be announced until the end of 2024, as the role is being phased out.

<sup>3</sup> Are two new pre-tenure positions, expected to be available from October 2025.



## HRS4R – Recruitment & selection

The Board of Governors, with input from the Academic Senate, approves the three-year plan related to academic staff, within the University's budget availability, and allocates resources to Departments.

On top of these, and within the available resources, the Departments can establish fixed-term contracts for positions aimed at conducting research activities within specific projects, teaching activities, or student service activities.

All calls are open and public, published by the HR Area on the university webpage, in the National Official Journal, and on the EURAXESS webpage, except for certain evaluation and mobility procedures.



# HRS4R – Recruitment & selection

## FULL AND ASSOCIATE PROFESSOR SELECTIVE PROCEDURE

### **Call for selection:**

A public call is published for 30 days on the university website, the National Official Journal and the Euraxess website.

### **Selection Committee:**

It is appointed by a Rector's Decree upon proposal of the issuing Department. In line with institutional gender equality objectives, the committee is composed to ensure appropriate gender balance and includes::

- A Full or Associate Professor from POLIMI (or another national University);
- Two professors with an academic position equivalent to Full or Associate professor at foreign Universities (with proven international recognition);

For selection procedures of Full Professors, only Full Professors (or their equivalent) may serve on the committee.

Professors who are involved in the ASN commissions (in the same group of academic recruitment fields), those who have received a negative evaluation according to the criteria established by the national evaluation agency (ANVUR), and professors with potential conflicts of interest, such as co-authorship on more than 50% of the publications submitted for evaluation with one or more candidates, cannot participate in the committee.

### **Selection Procedure:**

- Candidates are selected based on their CV, publications, and teaching activities
- A merit-based ranking is drawn up and published on the university website. In the case of a tie,, preference is given to the candidate holding a PhD or, subordinately, to the younger candidate.
- The entire procedure has to be completed within six months from the appointment of the committee.



# HRS4R – Recruitment & selection

## DIRECT CALL

This call may concern:

- scholars permanently engaged abroad at foreign universities or research institutes, even if located in Italian territory, in research or university-level teaching activities, who have held an equivalent academic position at foreign universities or research institutions for at least three years based on the correspondence tables defined by the relevant Ministry
- scholars who have emerged as winners within specific high-qualification research programs, identified by specific ministerial decrees, funded through competitive procedures aimed at financing projects conducted by individual researchers, central state administrations, the European Union, or other international organizations.

The proposal must be approved by the Board of Directors after assessing its financial compatibility and its alignment with the three-year planning. Upon approval, the resolution is submitted to the Ministry for final.



# HRS4R – Recruitment & selection

## UNTENURED AND TENURE-TRACK RESEARCHERS SELECTION PROCEDURE

The selection notice is published on the National Official Journal and on the POLIMI website and Euraxess portal.

### **Selection Committee:**

- The Evaluation Committee is composed, as a rule, with adequate gender representation and consists of three Full or Associate Professors in the relevant academic discipline(s): one is appointed by the Department Council requesting the position, and two external to the University are appointed by drawing lots from a list of five professors identified by the same Department Council. The members of the commission are required to self-certify the absence of any conflict of interest.

### **Procedure for the selection:**

- The selection is conducted by evaluating the candidates based on the criteria published in the call for applications, through a detailed analytical judgment on their qualifications, curriculum, and scientific production, including the doctoral thesis (if submitted).
- Following the preliminary assessment, which is mandatory only if more than six applications are received, the selected candidates undergo a public discussion of qualifications and scientific production.
- A final score is assigned to the qualifications and to each of the publications delivered by the candidates.
- A merit-based ranking is drawn up and it is published on the website. In case of equal scores, preference is given to the younger candidate.
- The entire procedure must be completed within four months from the appointment of the committee.





# HRS4R – Recruitment & selection

## RESEARCH CONTRACT SELECTION PROCEDURE

### **Call for selection:**

The selection announcement is published on the University's Official Register and on the POLIMI website and Euraxess portal.

### **Selection Committee**

- The Evaluation Committee is composed, as a rule, with adequate gender representation and consists of three Full or Associate Professors in the relevant academic discipline(s), at least one of whom must belong to the Group of Academic Disciplines relevant to the call. Professors and researchers serving at foreign universities, holding an academic position equivalent to that of professor or researcher as defined by the relevant Ministerial Decree, may also be appointed. The members of the committee are required to self-certify the absence of any conflict of interest.

### **Procedure for the selection:**

- The selection is based on a comparative evaluation of candidates, following the criteria specified in the call.
- Candidates are assessed on their research proposal, curriculum, and publications.
- All candidates are required to take part in a public interview, also aimed at assessing language skills.
- A merit ranking is drawn up and published. In case of equal scores, preference is given to the younger candidate.
- The procedure must be completed within three months from the appointment of the committee; an extension of up to two months may be granted if necessary.

**All rankings and final decisions are published transparently, ensuring traceability of the recruitment process.**



# HRS4R – Recruitment & selection

## PHD CANDIDATES

Admission is regulated by competitive calls for fellowships, which may be linked to specific research projects. The call is promoted on the PhD school website, on Euraxess and on the Ministry of University and Research website.

The call specifies the maximum number of candidates that can be admitted both with and without fellowships.

The Evaluation Committee includes professors and researchers. If appropriate, up to two experts may be invited to join the committee.

The PhD program lasts three years. At the end of each year, a report on training and research activities must be delivered to and discussed with the Board of Professors, which evaluates it.

In case of negative evaluation, the year must be repeated, and the fellowship (if any) will be suspended.



# HRS4R – Relevant regulations (in Italian)

- Regolamento per la disciplina delle chiamate di professori di prima e seconda fascia ai sensi dell'art.18 della Legge 240/2010
- Regolamento per l'impegno didattico dei professori e dei ricercatori del Politecnico di Milano, ai sensi dell'art. 6 della Legge 30.12.2010, n. 240
- Regolamento per il conferimento di assegni per lo svolgimento di attività di ricerca su programmi autofinanziati
- Regolamento per il reclutamento dei ricercatori a tempo determinato
- Regolamento per il conferimento di contratti di ricerca
- Regolamento disciplinante le modalità per l'attribuzione degli scatti stipendiali biennali dei professori e dei ricercatori di ruolo del Politecnico di Milano
- Regolamento di funzionamento del Collegio di disciplina docenti
- Regolamento disciplinante gli incarichi esterni all'Ateneo per i professori e i ricercatori
- Regolamento per il conferimento degli incarichi didattici e di supporto alla didattica
- Regolamento sulle modalità di espletamento delle procedure per la copertura dei posti vacanti dei ricercatori a tempo indeterminato mediante trasferimento da altri Atenei
- Regolamento per la ripartizione del fondo per l'incentivazione alla progettazione interna
- Regolamento per l'attribuzione delle risorse

All documents are available on the webpage:

<https://www.normativa.polimi.it/personale/docenti>

