



POLITECNICO
MILANO 1863

POLITECNICO DI MILANO

THE RECTOR

HAVING REGARD TO the Presidential Decree of 10 January 1957, no. 3 "Consolidated Text of Provisions concerning the statute of civil servants of the State - Statute of civil servants of the State," and subsequent amendments;

HAVING REGARD TO the Presidential Decree of 3 May 1957, no. 686 "Implementation Rules of the Consolidated Text of Provisions on the Statute of Civil Servants of the State, approved by the Presidential Decree of 10 January 1957, no. 3;

HAVING REGARD TO the Presidential Decree of 11 July 1980, no. 382 "Reorganization of university teaching, the related training sector as well as organizational and didactic experimentation," and subsequent amendments;

HAVING SEEN Law 09 May 1989, no. 168 "Establishment of the Ministry of University and Scientific and Technological Research," and subsequent amendments;

HAVING SEEN Law 30 November 1989, no. 398 "Provisions on university scholarships," and in particular Article 4, and subsequent amendments;

HAVING SEEN Law 19 November 1990, no. 341 "Reform of university teaching regulations," and subsequent amendments;

HAVING SEEN Law 27 December 1997, no. 449 "Measures for the stabilization of public finance," in particular Article 51, paragraph 6, and subsequent amendments;

HAVING REGARD to Legislative Decree 30 March 2001, no. 165 "General rules on the organization of work under the employment of public administrations," and subsequent amendments;

HAVING SEEN the Recommendation of the European Commission of 11 March 2005 regarding the European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers;

HAVING SEEN Law 04 November 2005, no. 230 "New provisions concerning university professors and researchers, and delegation to the Government for the reorganization of the recruitment of university professors";

HAVING SEEN Law 31 December 2010, no. 240 "Provisions regarding the organization of universities, academic staff, recruitment, as well as delegation to the Government to enhance the quality and efficiency of the university system," and in particular Articles 7 "Provisions on the mobility of professors and researchers," Article 18 "Appointment of professors," and Article 24 "Fixed-term researchers," and subsequent amendments;

HAVING SEEN the Ministerial Decree of 2 May 2011, entitled "Definition of tables of correspondence between Italian academic positions and foreign ones as referred to in Article 18, paragraph 1, letter b) of Law 240/2010";

HAVING SEEN Law 06 November 2012, no. 190 "Provisions for the prevention and suppression of corruption and illegality in the public administration," and subsequent amendments;

HAVING SEEN the Decree Law of 30 December 2015, no. 210 "Extension of deadlines provided for by legislative provisions," converted with amendments into Law 25 February 2016, no. 21;

HAVING SEEN Law 20 May 2016, no. 76 "Regulation of civil unions between persons of the same sex and regulation of cohabitation";

HAVING SEEN the Decree Law of 30 April 2019, no. 34 "Urgent measures for economic growth and for the resolution of specific crisis situations," converted with amendments into Law 28 June 2019, no. 58, and in particular Article 5 "Return of brains" – paragraph 5bis;

HAVING SEEN the Decree Law of 16 July 2020, no. 76 "Urgent measures for simplification and digital innovation," in particular Article 19 "Simplification measures concerning the organization of the university system," converted with amendments by Law 11 September 2020, no. 120;

HAVING SEEN the Decree Law no. 30 April 2022, no. 36 "Further urgent measures for the implementation of the National Recovery and Resilience Plan (PNRR)" converted with amendments into Law 29 June 2022, no. 79;

HAVING SEEN the Decree Law of 24 February 2023, no. 13, containing urgent provisions for the implementation of the National Recovery and Resilience Plan (PNRR) and the National Plan of complementary investments to the PNRR (PNC), as well as for the implementation of cohesion policies and the common agricultural policy.

Law 21 April 2023, no. 41, entitled "Provisions concerning the exercise of legislative delegations," converted, with amendments, into Law 21 April 2023, no. 41;

HAVING SEEN the Statute of the Politecnico di Milano in force;

HAVING SEEN the current General Regulations of the University;

HAVING SEEN the current Ethical Code and Conduct of the Politecnico di Milano;

HAVING SEEN Departmental Decree no. 117 of 11 January 2012, by which the Regulation governing the recruitment procedures of fixed-term researchers under Article 24 of Law 30 December 2010, no. 240, and subsequent amendments and integrations, was issued;

HAVING ACQUIRED the resolutions adopted by the Academic Senate and the Board of Directors, in their respective meetings of 17 and 28 April 2023, regarding the approval of partial amendments made to the Regulation governing the recruitment procedures of fixed-term researchers under Article 24 of Law 30 December 2010, no. 240;

CONSIDERING that in the same meetings of 17 and 28 April 2023, the Academic Senate and the Board of Directors mandated the Rector, upon issuing the amended Regulation, to make any further changes to the text following the conversion into law of Decree Law 24 February 2023, no. 13, containing urgent provisions for the implementation of the National Recovery and Resilience Plan (PNRR) and the National Plan of complementary investments to the PNRR (PNC), as well as for the implementation of cohesion policies and the common agricultural policy. Provisions concerning the exercise of legislative delegations";

THEREFORE, OBSERVED the need to proceed with the issuance of the Regulation governing the recruitment procedures of fixed-term researchers under Article 24 of Law 30 December 2010, no. 240, inclusive of the approved amendments;

DECREES

Art. 1

1) For the reasons stated in the preamble, the Regulation governing the appointment procedures for professors in the first and second tiers under Article 18 of Law no. 240 of 31 December 2010, and subsequent amendments and integrations, issued with Rector's Decree no. 701/AG of 02 March 2012, as further amended by Rector's Decrees no. 3134/AG of 03 December 2012, 2934/AG of 04 November 2013, 1336/SAGNI of 05 May 2014, 3452/SAGNI of 13 October 2014, 2012/SAGNI of 30 April 2015, 3397 of 29 July 2016, 3324 of 15 June 2017, 9389 of 21 December 2018, 3984 of 29 May 2019, 2666 of 1 April 2020, 5368 of 24 June 2021, and 7834 of 29 July 2022, is further amended as indicated in the text that is an integral part of this decree.

2) The modifications made to the regulatory text are indicated in ***bold italics***.

**Regulation governing the procedures for the recruitment of fixed-term researchers under
article 24 of law no. 240 of December 30, 2010**

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**Title I
General Principles**

Article 1

Purpose and Scope of Application

- 1) The Politecnico di Milano, within the available resources, may establish fixed-term employment relationships through the signing of private law contracts with individuals possessing adequate scientific qualifications and meeting the requirements outlined in the subsequent Article **11** of this Regulation.
- 2) The contracts aim to carry out research activities, including within a specific project or program that may arise from agreements with third-party entities, as well as engage in teaching, supplementary teaching, and student service activities.
- 3) This Regulation governs, in compliance with European Directive No. 70/1999 (Framework Agreement on Fixed-Term Work) and the principles set forth in the European Charter for Researchers, as recommended by the Commission of the European Communities in Recommendation No. 251 of March 11, 2005, the selection procedures, legal framework, and the economic treatment applicable to fixed-term researchers under Article 24 of Law No. 240 of December 30, 2010, as well

as the Ethical Code and Conduct of Employees of the Politecnico di Milano. It also outlines the methods of implementation and evaluation of their respective activities.

Article 2

Types of Contracts

- 1) The Politecnico di Milano, in accordance with Article 24, Paragraph 3 of Law No. 240 of December 30, 2010, ***based on the three-year planning referred to in Article 18, Paragraph 2 of Law No. 240 of December 30, 2010***, may establish ***private law contracts of subordinate employment, hereinafter referred to as "RTT" contracts***. Additionally, on a transitional basis, the following types of contracts may be activated:
 - contracts referred to in letter a), ***in the text of Law No. 240 of December 30, 2010, in force on June 29, 2022***, hereinafter referred to as "junior" contracts;
 - contracts referred to in letter b), ***in the text of Law No. 240 of December 30, 2010, in force on June 29, 2022***, hereinafter referred to as "senior" contracts.

Article 3

Junior Contracts

- 1) Junior contracts have a duration of three years and can be renewed for two years, only once, following a positive evaluation of the research and teaching activities carried out. This evaluation is conducted based on methods, criteria, and parameters defined by D.M. 24.05.2011, n. 242.
- 2) Junior contracts can be signed on a full-time or fixed-term commitment basis.
- 3) The overall annual commitment for teaching, supplementary teaching, and student service activities is 350 hours for a full-time commitment and 200 hours for a fixed-term commitment.
- 4) The junior contractor is obliged to fulfill the teaching commitment according to the modalities defined in the didactic planning by the Department proposing the contract activation, in accordance with the specific University Regulation on didactic commitments.

Article 4

Senior Contracts

- 1) Senior contracts have a duration of three years and are reserved for those who:
 - have obtained the national scientific qualification for the positions of first or second-tier professorship, or hold a medical specialization, or
 - have benefited, for at least three years, even if not consecutive, from junior contracts as referred to in the previous Article 3 or from similar contracts at foreign universities.
 - have benefited, for at least three years, even if not consecutive, from research grants awarded under Article 51, Paragraph 6, of Law No. 449 of December 27, 1997, as subsequently amended and supplemented, or awarded under Article 22 of Law No. 240 of December 30, 2010, as subsequently amended and supplemented, or from post-doctoral fellowships under Article 4 of Law No. 398 of November 30, 1989, ***or from similar grants or fellowships at foreign universities***;
 - have benefited, for at least three years, even if not consecutive, from contracts entered into under Article 1, Paragraph 14, of Law No. 230 of November 4, 2005, or from similar contracts at foreign universities.

The access requirement is considered fulfilled in the case of a period of three years, even if not consecutive, that combines different experiences, falling within those explicitly provided for in the preceding three paragraphs.

- 2) Senior contracts can be signed on a full-time or fixed-term commitment basis.
- 3) The overall annual commitment for teaching, supplementary teaching, and student service activities is 350 hours for a full-time commitment and 200 hours for a fixed-term commitment.
- 4) The senior contractor is obliged to fulfill the teaching commitment according to the modalities defined in the didactic planning by the Department proposing the contract activation, in accordance with the specific University Regulation on didactic commitments.

Article 5

RTT Contracts

- 1) ***The contracts have a total duration of six years and are not renewable.***
- 2) ***The contracts are reserved for individuals who, in the last 5 years, have been authors, co-***

authors, or editors, in a number equal to or greater than that required in the selection call, of publications, texts accepted for publication, essays included in collective works, and articles published in print or digital format journals, excluding internal notes or departmental reports.

- 3) *RTT contracts can be signed on a full-time or fixed-term commitment basis.*
- 4) *The overall annual commitment for teaching, supplementary teaching, and student service activities is 350 hours for a full-time commitment and 200 hours for a fixed-term commitment.*
- 5) *The contractor is obliged to fulfill the teaching commitment according to the modalities defined in the didactic planning by the Department proposing the contract activation, in accordance with the specific University Regulation on didactic commitments.*

Article 6

Financial Coverage

- 1) *The procedures outlined in the preceding article are activated within the budgetary availability, in coherence with the three-year planning mentioned in Article 2 of this Regulation.*
- 2) *The costs arising from the activation of contracts under Articles 4 and 5 of this Regulation may also be entirely borne by other public and private entities, in accordance with Article 18, paragraph 3, of Law 240/2010, subject to the signing of agreements/conventions of an amount not less than the fifteen-year cost. In case the financier chooses to disburse the amount in multiple installments, they must subscribe to an adequate banking or insurance guarantee corresponding to the amount not disbursed at the time of subscription. The financial resources needed to ensure coverage of the economic commitments must be available at the time of the approval of the agreement by the Board of Directors and must also include the gross deductions borne by the Employee and the charges borne by the University.*
- 3) *Financial coverage for the activation of contracts as per Article 3 of this Regulation may also come from self-financing sources. In this case, the coverage must include the gross deductions borne by the Employee and the charges borne by the Institution, and it must be submitted for approval by the Board of Directors.*

Article 7

Selection Procedures

- 1) *The hiring of contractors is carried out following selection procedures that ensure the comparative evaluation of candidates and the publicity of the acts.*
- 2) *The signing of **contracts** can occur, in addition to procedures carried out by the University in accordance with the provisions of this regulation, also following evaluations carried out by ministries, the European Union, or other national or international research institutions, within the framework of competitive funding procedures, which foresee the hiring of the winner with a fixed-term employment contract. In this latter case, the contract signing is decided by the Board of Directors, following the opinion of the Academic Senate.*
- 3) *The signing of the contract for researchers may also take place through direct appointment according to Article 1, paragraph 9, of Law No. 230 of November 4, 2005, and subsequent amendments.*

Title II

Selection Procedures under Article 24 - Paragraph 3 - Law No. 240/2010

Article 8

Procedures for Contract Activation

- 1) *The activation of contracts is proposed by the Department Council, in plenary session, within the scope of its budget availability and based on the Department and University planning, considering legal constraints.*
- 2) *Within the three-year planning, the Polytechnic University of Milan allocates resources corresponding to at least one-third of the amounts intended for the signing of contracts referred to in Article 5, in favor of candidates who, for at least thirty-six months, even cumulatively, have attended doctoral research courses or carried out research activities based on formal assignment of tasks, excluding activities on a voluntary basis, at other Italian or foreign universities or research institutes. The University may activate procedures reserved for candidates meeting the aforementioned requirement.*
- 3) *The Departments activate the contracts referred to in this Regulation, by resolution of the Council*

which must indicate:

- a) the research program to which the contract is linked;
- b) the specification of the group of academic disciplines;
- c) any indication of one or more scientific-disciplinary sectors;
- d) the venue for the activities;
- e) the commitment regime (full-time or fixed-term);
- f) the financial coverage mode referred to in Article 6;
- g) the economic treatment of senior contracts and RTT contracts, in accordance with Article 20 of this Regulation;
- h) the maximum number of publications that candidates can submit for selection purposes, in any case not less than 12;
- i) the foreign language that will be the subject of the oral examination;
- j) the criteria and parameters used for the evaluation, including the maximum and minimum score, below which eligibility will not be achieved;**
- k) with regard to RTT contracts, the minimum number of publications produced in the last 5 years required of candidates as a participation requirement.**
- k) with regard to RTT contracts, the minimum number of publications produced in the last 5 years required of candidates as a participation requirement.**

Article 9 Selection Call

- 1) The selection call, issued by a decree from the Director General, must contain:
 - a) the type of contract;**
 - b) the commitment regime, whether full-time or part-time;**
 - c) the subject of the contract;**
 - d) specific indication of the research project/program, as well as its duration;**
 - e) the educational commitment assigned to the contractor;**
 - f) specification of the group of academic disciplines;**
 - g) any indication of one or more scientific-disciplinary sectors;**
 - h) the maximum number of publications, in any case not less than 12;**
 - i) the foreign language that will be the subject of the oral examination to be taken concurrently with the discussion of qualifications and publications;**
 - j) the criteria and parameters used for evaluation, including the maximum and minimum score, below which eligibility will not be achieved.**
 - k) with regard to RTT contracts, the minimum number of publications produced in the last 5 years required of candidates as a participation requirement;**
 - l) the legal, economic, and social security treatment;**
 - m) the relevant Department and the venue for the activity;**
 - n) the deadline for submitting applications for participation in the selection;**
 - o) the selection methods, specifying the requirements for participation and any preferential qualifications;**
- 2) The call is advertised in the Official Gazette of the Italian Republic, on the website of the relevant Ministry, on the Portal of the European Union, and published on the website of the Polytechnic University of Milan.
- 3) The deadline for submitting applications for participation in the selections is at least 30 days from the day following the date of publication of the call in the Official Gazette.
- 4) The application for participation must be submitted to the relevant Administrative Area within the deadlines established by the call and in the manner indicated therein.

Article 10 Evaluation Committee

- 1) **The Evaluation Committee is composed, ensuring, as a rule, adequate gender representation, of three full or associate professors belonging to the group of academic disciplines subject of the call, one of whom is appointed by the Department Council requesting the position to be filled, and two external to the University, appointed by drawing lots from a list of five professors identified by the same Department Council. The drawing for the appointment of the Committee may also include Professors employed at foreign universities within the academic discipline**

subject to the call, holding an academic position equivalent to that of a full or associate professor based on the correspondence tables defined by the relevant Ministry. Following the acceptance of a recusal, resignation, or withdrawal of a Committee member, the Department Council requesting the position to be filled proceeds to appoint a new member. Following the acceptance of a recusal, resignation, or withdrawal of a Committee member selected by drawing lots, a new drawing is conducted from the names listed by the Department Council and not selected in the previous drawing. If the pool of professors eligible for drawing lots falls below three due to recusals, resignations, or withdrawals, the Department Council must supplement it to ensure a drawing from at least five names. The Department Council may propose the name of the appointed member and the list of Professors for the drawing at the same time as initiating the procedure.

The following individuals cannot be part of the Committee:

- a) Those who have been convicted, even if not yet final, for the offenses outlined in Chapter I of Title II of Book Two of the Penal Code;
- b) Those who have a relationship of marriage, kinship, or affinity up to the 4th degree inclusive, or a relationship of civil unions between same-sex persons as regulated by Article 1 of Law 20.05.2016, No. 76, or who are in a de facto cohabitation situation as regulated by Article 1 - paragraphs 37 and following of Law 20.05.2016, No. 76, with the candidates;
- c) Those who are in a conflict of interest situation or in a situation warranting abstention as per Article 51 of the Code of Civil Procedure with the candidates or with other Committee members;***
- d) Professors who are co-authors with one or more candidates, in a percentage exceeding 50%, of the publications they have submitted for evaluation purposes.***
- e) Those who have received a negative evaluation as per Article 6 - paragraph 7 of Law 240/2010. ***f) Professors who have already been appointed, in the same *calendar* year, to 2 local Committees of the Polytechnic University of Milan, related to selective procedures for fixed-term researchers under Article 24, paragraph 3 of Law 240 of 2010. *Appointments related to procedures that remained vacant due to the absence of assessable candidates and those that have been subject to resignation or withdrawal are not included in the count.****
- 3) The Evaluation Committee is appointed by decree of the Rector, published in the Official Register and on the University's website.
- 4) From the date of publication, candidates have 30 days to submit any recusal requests regarding the Committee members to the Rector.
- 5) The Committee may use telematic tools for collaborative work and may conduct its meetings remotely. The methods of execution must be adequately recorded in the minutes. The public discussion of qualifications and scientific production and the language assessment test may be conducted electronically, as specified in the call.
- 6) Participation in the proceedings is a mandatory duty for the members of the Evaluation Committee, except in cases of force majeure. The Rector's decree confirming the non-participation of Committee members in the proceedings leads to their removal from the Committee. Resignation from the appointment or the withdrawal of a Committee member due to unforeseen impediments must be adequately justified and documented and only takes effect after the Rector's acceptance decree.

Article 11

Eligible Candidates for Selections

- 1) Candidates, whether Italian or foreign, holding a Ph.D. or equivalent degree obtained in Italy or abroad, are eligible to participate in the selection.
- 2) With exclusive reference to senior contracts, candidates meeting the requirements outlined in the previous Article 4 of this Regulation are eligible for the selection.
- 3) ***With exclusive reference to RTT contracts, candidates meeting the requirements indicated in the previous Article 5 of this Regulation are eligible for the selection.***
- 4) The requirements mentioned in the preceding paragraphs must be met by the deadline for submitting applications for admission to the selection.
- 5) University professors of the first and second tiers and researchers already employed indefinitely, even if retired, are not eligible for the selections.
- 6) For RTT contracts, individuals who have already benefited from contracts of the same type for at least three years are also not eligible for the selections;
- 7) ***Regarding junior and senior contracts,*** those who have had contracts as research fellows and

temporary junior and senior researchers under Articles 22 and 24 of Law No. 240/2010 in force as of June 29, 2022, at the Polytechnic University of Milan or at other Italian universities, whether state or non-state or telematic, as well as at the institutions referred to in paragraph 1 of Article 22 of Law No. 240/2010, for a period that, when added to the duration provided by the advertised contract, exceeds a total of 12 years, even if not continuous. For the duration of the aforementioned relationships, periods spent on maternity leave or for health reasons under current regulations are not considered.

- 8) Those who have a relationship of kinship or affinity up to the 4th degree with a professor belonging to the Department that proposed the activation of the contract, or with the Rector, the General Director, or a member of the Board of Directors, cannot participate in the selection procedures.
- 9) Exclusion from the selection procedure is determined by a motivated decree of the General Director and notified to the party concerned.

Article 12

Selection Procedure

- 1) The selection process is carried out through the evaluation of candidates, providing a reasoned analytical judgment on their qualifications, curriculum, and scientific output, including the doctoral thesis, according to criteria and parameters recognized internationally, as identified in Decree No. 243 of May 25, 2011. ***For selections funded by the European Union or another foreign, international, or supranational institution, the evaluation committees also assess candidates based on the research program specified in the call.***
- 2) Candidates must submit, under penalty of exclusion from the selection, all necessary documentation for evaluation, following the procedures outlined in the call.
- 3) Following the preliminary evaluation, the comparatively most meritorious candidates, ranging from 10 to 20 percent of their total number, but, in any case, not fewer than six candidates, are admitted to the public discussion of their qualifications and scientific output with the Committee. All candidates are admitted to the discussion if their number is equal to or less than six.
- 4) The Committee engages in a discussion with the candidates regarding their qualifications and scientific output. This discussion is not subject to evaluation but is aimed at assigning scores for qualifications and scientific output.
- 5) Concurrently with the discussion of qualifications and scientific output, the Committee conducts an oral examination to verify the candidates' adequate knowledge of the foreign language specified in the call.
- 6) After the discussion, scores are assigned to qualifications and each of the publications submitted by the candidates admitted to the discussion.
- 7) Based on the criteria and parameters established in the initial meeting, the Committee compiles a merit ranking, considering the scores obtained in the evaluation of the candidates' qualifications and scientific output. In the event of a tie in scores and preferential qualifications, preference is given to the candidate with the younger age.

Article 13

Procedure Deadline

- 1) The Committee must conclude its work within four months from the date of publication of the appointment decree. Upon reasoned proposal of the President, the Rector may grant an extension of three months.
- 2) ***If the Committee fails to conclude its work within the aforementioned deadlines, the Rector shall proceed with the revocation of the appointment, by means of their own decree.***
- 3) The acts of the selection procedure are approved by decree of the General Director within 60 days from the delivery of the minutes to the relevant Administration office. The acts are published on the University website.
- 4) The Council of the relevant Department formulates the proposal to appoint the candidate who ranks first in the merit ranking with the favorable vote of the absolute majority of professors of the first and second tiers, or decides not to proceed with the appointment, providing appropriate justification for the decision. ***In accordance with Article 24, paragraph 2, letter d) of Law No. 240 of 2010, if the appointment is not made, the Department may not, for the following three years, announce new selection procedures for the same group of academic disciplines.***
- 5) The proposal is submitted to the Board of Directors for approval.

- 6) ***The selection procedure concludes with the evaluation of the appointment proposal by the Board of Directors.***
- 7) In case of withdrawal by the party concerned, the Department, following the procedures outlined in the previous paragraph 4, formulates a new appointment proposal based on the merit ranking specified in Article 12, paragraph 7.
- 8) ***Within a maximum period of ninety days from the date of approval of the appointment by the Board of Directors, in the presence of motivated additional scientific needs, the Department Council may propose to the Board of Directors, with a resolution adopted by the absolute majority of full and associate professors, the appointment of additional candidates who are suitably ranked, provided that the availability of the corresponding financial coverage has been verified. After this period, the merit ranking loses its validity.***
- 9) Within 30 days from the resolution of the Board of Directors approving the appointment proposal, the party concerned is invited ***to sign*** the written employment contract, ***which must be concluded within the non-negotiable deadline of ninety days from the conclusion of the selection procedure.***

Article 14 Signing of the Employment Contract and Its Duration

- 1) The contract must specify:
 - a) the start and end dates of the employment relationship;
 - b) the required duties;
 - c) the economic compensation.
- 2) The employment contract is signed by the contractor and the General Director.
- 3) ***The notification regarding the commencement of service is signed by the Department Director.***
- 4) The probationary period lasts for three months of actual service, and the evaluation is the responsibility of the Department Director.
- 5) The probationary period is suspended in case of absence due to illness ***or injury***. In this case, ***the contractor*** is entitled to hold the position for a maximum period of six months. ***After this period, the relationship will automatically cease without the need for any notification, and without any right to notice or other compensation.*** Once the probationary period has passed without termination of the employment relationship by either party, the contractor is considered confirmed in their position and seniority is recognized from the day of hire for all purposes.
- 6) In case of termination, the compensation is provided until the last day of actual service.

Title III Direct Appointment or Appointment by Clear Reputation in accordance with Article 1, paragraph 9 of Law 230/2005, and subsequent amendments

Article 15 Direct Appointment in accordance with Article 1, paragraph 9 of Law 230/2005, and subsequent amendments

- 1) The filling of fixed-term researcher positions through direct appointment may concern:
 - a) ***scholars permanently engaged abroad or 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;***
 - b) 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;***
- 2) The proposal must be approved by the Board of Directors, ***considering*** economic and financial compatibility in light of the three-year planning.
The resolutions of the Board of Directors, along with the necessary documentation, will be submitted to the relevant Ministry, which may authorize the appointments. Subsequently, the Rector will arrange for the signing of the contract.

Title IV
Employment Relationship Regulations

Article 16

Execution of the Employment Relationship

- 1) Contractors coordinate their work with the Department Director where they carry out their activities and with the Research Supervisor.
- 2) The self-certification of teaching activities, integrative teaching, student services, and research is defined by the specific University Regulation referred to in Article 6, paragraphs 7 and 8 of Law No. 240 of December 30, 2010.
- 3) The contractor is subject to health checks provided for by Legislative Decree No. 81/2008, at the expense of the University.
- 4) Disciplinary competence is regulated by Article 10 of Law No. 240 of December 30, 2010.
- 5) Contractors are also subject to the statutory provisions governing active and passive suffrage in the academic bodies of university researchers, depending on the commitment regime.
- 6) ***Contractors hired on a full-time basis can change their commitment regime, subject to a request to be submitted to the Rector six months before the start of the academic year from which the option will take effect. They are obliged to maintain the chosen regime for at least one academic year.***
Contractors hired on a fixed-term basis cannot change this option during their contract.
At the contractor's request, the commitment regime specified in the call can be changed from full-time to fixed-term before signing the employment contract, subject to authorization from the relevant Department Council and, in the case of funding covered by self-financing or agreement, subject to approval by the Board of Directors.
- 7) Contractors are entitled to the provisions of Legislative Decree No. 151 of March 26, 2001, regarding the protection and support of maternity and paternity, Law No. 104 of February 5, 1992, for the assistance, social integration, and rights of differently-abled persons, and Articles 37, 40, and 68 of Presidential Decree No. 3 of January 10, 1957, and subsequent amendments, regarding extraordinary leave and leave for illness.
Leave for illness cannot extend for more than **18 months, with the first 12 months fully paid and the remaining 6 months at 50%.**
- 8) ***For the duration of the relationship established with the contract holder, periods spent on maternity, paternity, or health leave in accordance with current regulations are not counted, at the request of the contract holder.***
- 9) ***Contractors are entitled to the provisions of Articles 69 and 70 of Presidential Decree No. 3 of January 10, 1957, and subsequent amendments, regarding leave for family reasons. Leave for family reasons cannot exceed 12 months, during which the applicant does not receive any allowance or social security contributions. Leave for family reasons is authorized by resolution of the relevant Department Council, subject to the favorable opinion of the affiliated School.***
- 10) Contractors are also entitled to the provisions of Article 8 of Law No. 349 of March 18, 1958, regarding leave for study reasons, for a maximum period of 12 months for each employment contract entered into.
- 11) ***Contractors are subject to the provisions of Article 6, paragraphs 11 and 12 of Law No. 240/2010.***

Article 17

Extension of Junior Contracts

- 1) The activation of the extension procedure is proposed by the Department Council in a plenary session, within the scope of its budget availability and based on the Department's and University's planning, considering legal constraints.
- 2) The resolution of the Department Council must be submitted at least four months before the expiration of the contractor's contract to the competent service of the central Administration. It must specify the financial coverage methods and the designated members of the evaluation committee.
- 3) The evaluation committee is composed, ensuring, as a rule, adequate gender representation, of three professors of the first and second tiers, including those external to the University, who are not in situations of incompatibility as indicated in Article 10, paragraph 2, letters a), b), c), d), and e) of this Regulation.

- 4) The Administration requests the contractor to provide a report on the teaching and research activities carried out during the validity period of the contract.
- 5) The Rector appoints the committee through their own decree published in the Official Bulletin of the University.
- 6) The Administration provides the Evaluation Committee with the necessary documentation for evaluation.
- 7) The evaluation will cover the teaching, integrative teaching, student services, and scientific research activities carried out by the contractor within the current contract.
- 8) The Committee must conclude its evaluation and provide the Administration with the minutes regarding the scientific and didactic adequacy of the contractor within 30 days from the date of publication of the Rector's decree of appointment in the Official Bulletin of the University.
- 9) The Committee may use telematic tools for collaborative work and may hold all its meetings remotely, with procedures adequately documented in the minutes.
- 10) The Administration prepares the decree of approval of the acts by the General Director, which will be sent to the Department along with the minutes of the Committee.
- 11) In case of a positive evaluation, the Department Council decides on the extension in a closed session with professors of the first and second tiers, indicating and attaching the COAN documentation (in case of self-financing). This resolution is subject to the opinion of the Board of Directors.
- 12) The Board of Directors authorizes the extension in the meeting that will take place, at the latest, in the month preceding the expiration of the contract.

Article 18

Termination of the Employment Relationship

- 1) The termination of the employment relationship is determined by the expiration of the term, by the resignation of one of the parties, and by any other cause provided for by current regulations.
- 2) During the first three months, each of the contracting parties may terminate the contract at any time, without the obligation of notice or payment of a notice period substitute indemnity. The termination takes effect from the moment of communication to the other party.
- 3) After the period specified in paragraph 2 of this article and until the expiration of the term, termination of the contract may still occur by either party in the event of a cause that, according to Article 2119 of the Civil Code, does not allow for the continuation, even temporarily, of the relationship.
- 4) In case of resignation, **communicated in writing after the expiration of the probationary period**, the junior contractor is required to give notice **of** 30 days. In case of failure to give notice, the Administration will **withhold** from the **contractor** an amount corresponding to the salary for the notice period not given. Funds not used for the contract will be returned to the relevant Structures.
- 5) **In case of resignation, communicated in writing after the expiration of the probationary period, senior and RTT contractors are required to give notice of 90 days. In case of failure to give notice, the Administration will withhold from the contractor an amount corresponding to the salary for the notice period not given, unless there is written authorization from the Department Director to resign with a notice period of less than 90 days. In any case, the notice period cannot be less than 30 calendar days.**

Article 19

Incompatibility and Additional Assignments

- 1) Contracts are incompatible with:
 - Any other subordinate employment relationship, including part-time or fixed-term, with public and private entities;
 - Holding **contracts and** research grants, even at **other universities or public research institutions;**
 - Doctoral and post-doctoral scholarships and, in general, **any scholarship awarded by national or foreign institutions, except when it is aimed at international mobility for research purposes.**
- 2) Full-time contractors are allowed to carry out additional teaching assignments, in addition to those indicated in the previous Articles 3, 4, and 5, in accordance with the procedures provided by the specific University Regulation
- 3) Contractors, according to their commitment regime, are subject to the provisions contained in the Regulation governing external assignments outside the University for professors and researchers.
- 4) Contracts governed by this Regulation do not entitle individuals to access university positions.

- 5) The fulfillment of contracts under this Regulation constitutes a preferential qualification in competitions for access to public administrations.

Article 20

Economic, Social Security, and Insurance Treatment

- 1) Junior contractors are entitled, for the entire duration of the contract, to an annual economic treatment equal to the initial treatment of a confirmed researcher, depending on the commitment regime.
- 2) Senior **and RTT** contractors are entitled, for the entire duration of the contract, to a comprehensive gross annual economic treatment equal to the initial treatment entitled to a full-time confirmed researcher, increased up to a maximum of 30 percent.
- 3) The employment relationship established between the Politecnico di Milano and the contractor is governed by the current provisions in force, including those related to social security and insurance treatment provided for dependent employment income.
- 4) The University also provides insurance coverage against work-related accidents, occupational diseases, and civil liability.

Article 21

Procedures for the Appointment to Associate Professor for Senior and RTT Contractors

- 1) Politecnico di Milano evaluates **the holders of senior and RTT contracts** who **have obtained** the scientific qualification as per Article 16 of Law No. 240/2010, for the purpose of appointment to the position of associate professor in accordance with the provisions of the Regulation for the discipline of appointments of **full and associate professors**.

Title V

Final Provisions

Article 22

Transitional and Final Provisions – Entry into Force

- 1) **Until the adoption of the decree referred to in Article 15, paragraph 1 of Law No. 240 of December 30, 2010, references to group of academic disciplines are to be interpreted as relating to competitive sectors according to the regulations in force as of June 29, 2022.**
- 2) **Until the deadline set forth in Article 14, paragraph 6-septiesdecies, of the decree-law of April 30, 2022, No. 36, currently set for December 31, 2026, Politecnico di Milano reserves a share of resources for RTT contracts not less than 25 percent for individuals who are, or have been for a period of no less than one year, holders of junior contracts or for individuals who have been, for a total duration of no less than three years, holders of one or more research grants pursuant to Article 22 of Law No. 240/2010. The University may activate procedures reserved for candidates meeting these requirements.**
- 3) **Until the deadline set forth in Article 14, paragraph 6-duodevicies, of the decree-law of April 30, 2022, No. 36, currently set for December 31, 2026, Researchers who have held junior contracts for at least three years, and who enter into an RTT contract, may request recognition of a service period of three years for purposes of classification; in this case, any evaluative procedure pursuant to Article 24, paragraph 5, of Law No. 240/2010, cannot take place before twelve months from the start of service.**
- 4) **Until the deadline set forth in Article 14, paragraph 6-duodevicies, of the decree-law of April 30, 2022, No. 36, currently set for December 31, 2026, individuals who have been holders, for a period of no less than three years, of research grants pursuant to Article 22, Law No. 240/2010, and who enter into an RTT contract, may request recognition, for classification purposes, of a service period of two years.**
- 5) **Until the deadline set forth in Article 14, paragraph 6-quinquiesdecies, of the decree-law of April 30, 2022, No. 36, currently set for June 30, 2025, Politecnico di Milano may initiate selection procedures for junior contracts that include research programs consistent with the measures provided for in the National Plan for Recovery and Resilience (PNRR) or the National Research Program (PNR) 2021-2027.**
- 6) **Until the deadline set forth in Article 14, paragraph 6-terdecies, of the decree-law of April 30,**

2022, No. 36, currently set for June 30, 2023, Politecnico di Milano may initiate selection procedures for senior contracts.

- 7) For selection procedures for the hiring of junior researchers deliberated and submitted to the central administration prior to the entry into force of this regulation, the provisions of the previous regulations continue to apply regarding the selection call and the appointment of the Evaluation Committees.*
- 8) For selection procedures for the hiring of senior researchers, the provisions of the previous regulations continue to apply regarding the selection call and the appointment of the Evaluation Committees.*
- 9) For Senior Contracts entered into prior to the entry into force of this regulation, in case of termination, the notice period indicated in the contract shall apply.*
- 10) Participation in the activities of the Committees appointed pursuant to this Regulation does not entitle to any compensation.*

11) For all matters not expressly regulated in this Regulation, reference is made to Law 240/2010 and the current regulations on the topics covered.

*12) This Regulation shall enter into force on **June 1, 2023**, and shall be published on the University's website at <http://www.normativa.polimi.it/>.*

THE RECTOR

Prof. Donatella Sciuto

Digitally signed in accordance with the Code of Digital Administration and subsequent amendments.

