



# UNICAMILLUS

Regulations for the recruitment of fixed-term  
tenure track researchers (RTT) according to  
Article 24 of Law no. 240/2010 (as amended by  
Law no. 79/2022)

Approved by the Board of Directors on 06/11/2023 (Ref. 100/2023)

**Regulations for the recruitment of fixed-term tenure track researchers (RTT) according to Article 24 of Law no. 240/2010 (as amended by Law no. 79/2022) of the SAINT CAMILLUS INTERNATIONAL UNIVERSITY OF HEALTH SCIENCES (UniCamillus)**

**Article 1 - Subject**

1. These regulations cover the recruitment procedures for tenure track researchers (RTT), in accordance with Article 24 of Law no. 240 of 30 December 2010 (as amended by Law no. 79/2022).

**Article 2 - Type of employment relationship**

1. The employment relationship established between UniCamillus University (hereinafter the University) and the researcher is a fixed-term subordinate contract. The contract with the researcher, which is regulated by private law, is signed in accordance with the relevant provisions in force, also as regards tax, social security, welfare and insurance treatment.

**Article 3 - Types of contracts**

1. The contract referred to in Article 2 above shall have a total duration of six years and shall not be renewable. The duration of the relationship established with the contract holder shall not include, at the request of the contract holder, periods of maternity leave, paternity leave or leave for health reasons in accordance with the regulations in force.

2. The contracts referred to in the previous Paragraph may be full-time or fixed-term.

**Article 4 - Activation of the procedure**

1. Within the limits of the positions provided for in the strategic plan, the Academic Senate, having assessed the teaching, research and student services needs, may propose to the Board of Directors, through the Rector, Calls for Application for fixed-term researcher positions to be assigned by means of a private law contract to be filled by requirement procedures.

**Article 5 - Call for Selection**

1. The Call for Applications must be published on the University's institutional website, on the *Official Gazette of the Italian Republic (Gazzetta Ufficiale della Repubblica Italiana - G.U.R.I.) – 4th Special Series*, and on the website of the Ministry and the European Union. The call must state:

- a) the Departmental Faculty of reference in which the researcher will be called to perform his/her activity;
- b) the competition sector, with the possible indication of one or more scientific and disciplinary sectors of the required profile;
- c) the requirements, the deadline and the transmission modalities for the submission of the applications and, to the extent possible, of the titles and publications;
- d) the type of teaching commitment required, whether full-time or part-time;
- e) the description, if any, of the specific research project or programme, as well as its duration;
- f) the oral test, if any, aimed at assessing the appropriate knowledge of a foreign language, as well as the language in which this test is performed;
- g) details of the duties, rights and obligations, and the corresponding salary and social security.

#### **Article 6 - Requirements for submitting applications**

1. Applicants may apply for the contract referred to in Article 24 paragraph 3 of Law no. 240/2010 (as amended by Law no. 79/2022), if they are in possession of a research doctorate or equivalent qualification obtained in Italy or abroad or, a medical specialisation diploma for the sectors concerned.
2. The following are not eligible to apply:
  - a) those who have already been employed on permanent contracts as university professors of first or second level or as researchers, even if no longer in service;
  - b) those who have already benefited, for at least three years, from the contracts referred to in Article 24 paragraph 3 of Law no. 240/2010 (as amended by Law no. 79/2022);
  - c) those who are married to or have a degree of kinship or affinity up to and including the 4th degree with a professor belonging to the Departmental Faculty applying for the position, with the Rector, the Director General, a member of the Academic Senate or the Board of Directors.
4. The requirements must be met by the deadline for submitting applications in order to be admitted to the selections.
5. Exclusion from the selection due to a lack of the requirements may be determined at any time by reasoned Order of the Rector and subsequently notified to the interested party.

#### **Article 7 - Deadlines and procedures for submitting applications**

1. Applications to participate in the public selection procedure referred to in this Regulation must be submitted to the Rector. Procedures and deadlines for submitting applications are indicated in the relevant notice. The deadline for submitting applications must not be less than 30 days from the day after the date of publication of the Notice concerning the call for applications in the *Official Gazette – 4th Special Series*. The Board of Directors may reduce this deadline in case of emergency.

#### **Article 8 - Selection Board**

1. In order to proceed with the selection, a Selection Board shall be nominated by a Rector's Decree, published on the University website. The Board shall be composed of three full or associate professors, at least one of whom shall belong to the competition sector or the scientific-disciplinary sector(s) in question. The members of the Board are chosen from among all the full and associate professors holding positions at Italian or foreign universities. Members of the Board, who belong to foreign universities, must hold a position equivalent to the first or second level.

#### **9 - Modalities of the selection procedure**

1. The Selection Board must establish criteria and parameters for the evaluation of titles and publications at its preliminary session.
2. The candidates' assessment by the Selection Board referred to in Article 8 above requires a preliminary phase, at the end of which the Board expresses, for each candidate, a reasoned analytical judgement on the qualifications, the curriculum and the scientific production, including the doctoral thesis.
3. The selection is made on the basis of the candidates' qualifications, curriculum and scientific production. The call may provide for a maximum number, in any case not less than twelve, of publications that each candidate may submit and that must be available also in English, upon request of the Selection Board.
4. The candidates found to be comparatively more deserving shall be admitted to the selection, following the preliminary assessment referred to in Paragraph 2 - in a number between 10 and 20 per cent of the applications for admission to the selection and, in any case, not less than six. All candidates are admitted to the selection if their number is equal to or less than six.

5. The selection shall take place by means of a public discussion of the qualifications and scientific production in the presence of the Selection Board and shall include a possible assessment of a foreign language. Following the discussion, the Board shall assign a score on the basis of the established criteria according to Paragraph 1 of this Article.

6. At the end of the selection procedure, the Selection Board draws up a merit list and nominates the most qualified candidate to perform the teaching and scientific duties required by the Call for Applications, on the basis of the score assigned to each candidate. The Board may decide not to nominate any candidate.

7. Specific minutes of the Board's work are drawn up. The Board may use telematic working tools. The Board's work must be completed within three months, starting from the date of publication of the Board's deed of appointment on the University's website. This deadline may be reduced or increased if necessary.

#### **Article 10 - The calling**

1. The calling of the most qualified candidate is decided by the Board of Directors and must indicate the effective date by which the candidate must communicate his or her acceptance.

2. If the first-ranked candidate does not accept, the next candidate on the merit list may be called.

#### **Article 11 - Conclusion of the contract**

1. The successful candidate will be offered a contract in accordance with Article 24, paragraph 3, of Law no. 240/2010 (as amended by Law no. 79/2022), of a subordinate employment contract under private law, with a total duration of six years, non-renewable, for the performance of research, teaching, complementary teaching, and services to students.

2. In order to sign the contract referred to in the preceding Paragraph, the winner must submit the documents required by the Call for Applications and the current provisions.

3. The contract must include the following information:

- the start and end date of the employment relationship;
- the full-time or fixed-term commitment scheme;
- the economic, social security and insurance treatment as provided for in the current legislation;
- the relevant structure and its duties;
- the scientific and disciplinary sector of reference;
- the main location for carrying out the activities.

#### **Article 12 - Incompatibility**

1. The contractual relationship covered by the present Regulation is incompatible with:

- any other subordinate employment relationship with public or private entities, except as provided for in paragraph 3 of this Article;
- holding contracts and research grants also at other universities or public research institutions;
- holding research contracts also at other universities or public research institutions, doctoral and post-doctoral scholarships and, in general, any scholarship or grant for any title assigned also by third-party entities, except in cases where it is intended for international mobility for research purposes.

2. Should the competitor hold any other offices or positions, he/she must attach a declaration specifying the type of performed activity. Any external paid assignments may only be performed with the prior authorisation of the University's Academic Bodies, and on condition that they are compatible with the commitment scheme.

3. Pursuant to Article 24, paragraph 9-bis, of Law no. 240/2010, for the entire duration of the contracts covered by these regulations, public employees shall be placed on leave or in a position outside their

role, without allowances or pension contributions, in cases where such a position is provided for in the membership regulations.

#### **Article 13 - Evaluation for the appointment as associate professor**

1. Within the available planning resources, starting from the end of the third year and for each subsequent year of the contract, the University will evaluate, at the request of the interested party, the contract holder who has obtained the national scientific qualification referred to in Article 16 of Law no. 240/2010, for the purpose of appointment to the position of associate professor, pursuant to Article 18, par. 1, letter e) of Law no. 240/2010.
2. The procedure will be published on the University's website.
3. The Evaluation Committee in charge of the evaluation process is appointed by decree of the Rector.
4. The evaluation referred to in this article shall include, in any case, passing an exam within the scientific discipline of reference.
5. In the event of a positive evaluation, the contract holder will be classified as associate professor.
6. The appointment will be considered by the Board of Directors within the framework of the programming referred to in Article 18, paragraph 2 of Law no. 240/2010, which will ensure the availability of the necessary resources in the event of a positive outcome of the evaluation procedure.

#### **Article 14 - Transitional and final provisions**

1. Pursuant to Article 14, paragraph 6-septidecies, of Legislative Decree no. 36/2022, as amended by Law no. 79/2022 and subsequent amendments, the University shall, on a transitional basis until 31 December 2026, except for further legislative extensions, reserve a quota of no less than 25% of the funds allocated for the conclusion of contracts pursuant to these regulations for persons who are or have been, for a total duration of no less than one year, holders of fixed-term research contracts referred to in Article 24, paragraph 3, letter a) of Law no. 240/2010, or to persons who, for a total duration of at least three years, have been holders of one or more research grants referred to in Article 22 of Law No. 240/2010 in the version prior to the entry into force of Law No. 79/2022. To this end, the University may announce procedures reserved for candidates who meet the above requirements.
2. Contracts of fixed-term researchers already in force which have been renewed in accordance with Article 24, paragraph 3, letters a) and b) of Law no. 240/2010, in the version prior to the amendments introduced by Law no. 79/2022, converting Legislative Decree no. 36/2022 as well as those to be activated through the conclusion of type a) and type b) researcher contracts within the framework of recruitment procedures in progress at the time of publication of these Regulations or to be initiated in application of the transitional provisions provided for by the legislator (Article 14, paragraphs 6-terdecies and 6-quinquies of Law no. 79/2022 converting Legislative Decree No. 36/2022), shall continue to be fully governed by the specific internal reference legislation.
3. For anything not expressly provided for in these Regulations, reference is made to the University's Statute and the legislation in force.
4. For legal and interpretation purposes, the text of the present Regulations approved by the Board of Directors and deposited at the Teaching Services Office, written in Italian, which can be obtained as a certified copy, is the authoritative version.