

**[FOR INFORMATION ONLY. THE ONLY VALID TEXT IS THE
ITALIAN ONE]**

**PUBLIC SELECTION PROCEDURE FOR THE COVERAGE OF ONE FIXED-
TERM UNIVERSITY RESEARCHER POSITION, PURSUANT TO ART. 24, C. 3,
LETT. A) OF LAW 240/2010, AT THE UNIVERSITY OF ROMA TRE.**

THE RECTOR

WHEREAS the D.P.R. of January 10th 1957, no. 3, and subsequent modifications;
WHEREAS the D.P.R. of July 11th 1980, no. 382, concerning the reorganisation of university professorship, the relative training category as well as organisational and didactic experimentation;
WHEREAS the law of May 9th 1989, no. 168;
WHEREAS the law of August 7th 1990 no. 241 concerning the new regulations on access to administrative documents, and subsequent integrations and modifications;
WHEREAS the D.M. of 29/10/91 with which the “Università degli Studi di Roma Tre” was founded;
WHEREAS the statute of the “Università degli Studi di Roma Tre”
WHEREAS the law of December 27th 1997, no. 449 and subsequent integrations and modifications;
WHEREAS the D.P.R. of December 28th 2000, no. 445, regarding administrative simplification;
WHEREAS the legislative decree of March 30th 2001, no.165 and subsequent integrations and modifications;
WHEREAS law no. 106 of April 15th 2004;
WHEREAS the D.P.R. of May 3rd 2006 no. 252 bearing the regulations regarding the legal deposit of documents of cultural interest destined for public use;
WHEREAS the law no. 240 of December 30th 2010, and subsequent integrations and modifications;
WHEREAS the D.M. May 24th 2011, no. 242 – Criteria and parameters for the assessment of the didactic activities and research carried out by the contract holders according to Art. 24, paragraph 3, letter a), of law 240/2010;
WHEREAS the D.M. May 25th 2011, no. 243 – Recognised criteria and parameters, also at international level, for the preliminary assessment of candidates;
WHEREAS the D.P.R. of December 15th 2011 no. 232, Regulation to govern the salary of professors and university researchers under the law no. 240 of December 30th 2010;
WHEREAS the D.P.C.M. of July 25th 2022 regarding the economic treatment adjustment for year 2022;
WHEREAS the enforced “Regulation regarding the call, mobility, educational tasks, provision of teaching assignments and supplementary teaching, the issuing of permits for outdoor activities of professors and researchers in service at Roma Tre”;
WHEREAS the D.M. of October 30th 2015, no. 855 – Ridefinition of macro-sectors and examination sectors;
WHEREAS the deliberation ANVUR n. 132 of 13/09/2016;
WHEREAS the Legislative Decree no. 36 of 30 April 2022, Art. 14, and the related

transitional provisions indicated therein, converted into Law no. 79 of 29 June 2022;
WHEREAS the proposal of the Council of the Department of Business Economics of 26/06/2023 to activate the public selection procedure for the coverage of a fixed-term researcher position for carrying out research, teaching, integrative teaching and student service activities;

WHEREAS the decisions of the University Senate of the 14/07/2023, and of the Board of Directors of the 19/07/2023 to approve the abovementioned proposal;

CONSIDERING THAT the post requested by the Department enjoys financial coverage deriving from funds in the availability of the Department in compliance with the regulations in force regarding spending limits - not requires organic points pursuant to art. 1 paragraph 251 of Law no. 208 of 28 December 2015;

D E C R E E S

Art.1

Object of the announcement of the recruitment procedure

A public selection procedure is announced for the recruitment of 1 (One) researchers under a temporary contract, pursuant to art. 24, paragraph 3 letter a) of law 240/2010, in order to carry out research activities, teaching, supplementary teaching and services for students, with a private law work contract as follows:

A full-time three-year contract, eventually extendible just once for a further two years, in case of financial availability and subject to positive evaluations of the teaching and research activities carried out with the following Department, for the examination sector undermentioned;

Department	Business Economics
n. posti	1
Examination Sector	13/B3 – Organization and Human Resource Management
S.S.D.	SECS-P/10 – Organization and Human Resource Management
Number of publications admitted to the evaluation: (over the Ph.D. thesis)	12 (over the Ph.D. thesis)
Foreign language required	English
Circles of search and relative activities	The researcher will carry out research activities in the areas envisaged by the Secs P10 sector declaration shown here. The sector includes the scientific and training activity in the field of research on the problems of analysis, planning, implementation and management of the structures and organizational behavior of companies of any type (public, private, profit, non-profit, industry, services, professions) that operate under the constraint of efficiency and effectiveness. Of particular importance, among others, are the topics of organizational structures, governance systems, forms of

	<p>coordination and control, operating systems, management styles, corporate cultures, internal and external networks and, in general, all elements that can influence the behavior of people in the organization. Further fields of investigation are: the theories and logics of labor market management, the understanding and organizational translation of government strategies; the organizational evolution stages of SMEs and the management of generational transitions; the organizational forms that favor innovation, the organization of work and processes for the production of goods and services, the roles and tasks of individuals and work groups, the organization of information systems, the impact of technologies on organization and behaviours, the relationships between internal and external organizational units, the management of human resources and the incentive and control systems, the evolution of organizational forms and populations of the theoretical tools developed to explain and predict their behaviors and performances. (see SSD SECS-P/10 MIUR declaration). He will also carry out teaching activities in the context of the teachings relating to the SECS-P/10 sector incardinated in the Degree courses activated by the Department and / or by other Departments with which our Department collaborates. Finally, he/she will lend his services to carry out third mission activities useful for the realization of the institutional purposes of the Department and the Rome Tre University</p>
Demanded didactic engagement	350 annual hours for the didactic activities, integrative didactics and services to the students.
Schedule destined to the activities of search and didactic	1500 annual hours, of which 350 for the didactic activities, of integrative didactics and services to the students for the regime of full-time appointment.

Art. 2

Requirements for admission to the procedure

Candidates in possession of a PhD, or title recognized as equivalent, including candidates of foreign citizenship, are allowed to participate in the public selection procedure referred to in art. 1. Candidates must also have one of the following requirements:

- to have benefited from contracts pursuant to art. 24, comma 3, letter a), of Law 30.12.2010, n. 240;
- to have achieved the national scientific qualification to the functions of teacher of first or second band to the senses of the art. 51, c. 6 of the Law 30.12.2010, n. 240;
- to have had use of, in order at least three not consecutive years also, of conferred checks of search to the senses of the Law 27.12.1997, n. 449, or of checks of search to the senses of the Law 30.12.2010, n. 240 or of stock exchanges post-doctorate to the senses of the art. 4 of the Law 30.11.1989, n. 398, that is of analogous contracts, checks or stock exchanges in foreign Athenaeums;
- to have according to had use of in order at least three years of stipulated contracts of art. the 1, codicil 14, of Law 4.11.2005, n. 230.

The following categories cannot participate in the public selection procedure:

- 1) those who do not have civil or political rights;
- 2) those who have been dismissed from a post in the public administration due to a consistently poor performance;
- 3) those who have been declared forfeit from another position in the public administration, according to art.127, letter d) of the President of the Republic's decree of January 10th, no.3;
- 4) persons who have already been hired permanently as first or second level university professors or as researchers, even if they are no longer in service.
- 5) those who related up to and including the fourth degree of kinship to a professor belonging to the department or to the Rector, the general manager or any member of the University Board of Directors.
- 6) those who have exceeded and exceed with the three-year duration of the contract referred to in this announcement the years between twelve although not continuous pursuant to art. 22 of the Law n. 240/2010.

Candidates must be in possession of the requirements for admission at the time of the expiry date for handing in applications.

This Administration guarantees equality and equal opportunities for men and women for access to jobs and fair treatment.

Art. 3

Application procedure

In order to take part in the public selection procedure, candidates shall fill in the application form, with attachments "A" or "B", and shall write their personal identification code (fiscal code), on unstamped paper which, by and no later than the deadline, is thirty days after this announcement is published in the Official Journal of the Italian Republic. Applications may also be sent by registered post, or certified electronic post (PEC) to the following address reclutamento.docenti@ateneo.uniroma3.it, as long as the author is identified according to Art. 65 of D. Lgs. March 7th 2005 no. 82 "Digital Administration Code" (Personal PEC).

The application will be addressed to the Rector of this University, Recruitment Office of Personnel Teaching and Research, via Ostiense 133, 00154 Roma by the same deadline.

When sending via PEC, is not necessary to send cd or pen drive but attach to it the pdf files. To this end the stamp and the date of the acceptor post office will bear witness.

Should the deadline indicated fall on a holiday, then it will be extended to the next working day.

Applicants must also declare the following in their applications, otherwise they will be excluded:

- 1) their particulars, date and place of birth, domicile or address with the postcode, telephone number and email address;
- 2) if they are Italian citizens, the municipality where they are registered to vote, or the reason why they may not be registered or have been removed from the electoral roll; if they are foreign citizens, that they have civil and political rights in their home State, or the reasons why they do not have such rights;
- 3) that they do not have any previous convictions and they are not in the middle of criminal proceedings; otherwise any convictions must be declared;
- 4) any employment carried out for Public Administrations. If the employment has finished, declare why it has finished. Those who have been dismissed or declared forfeit from such positions according to art. 127, letter d), of the Trade Union for civil service employees may not take part in the procedure;
- 5) that they are physically fit enough to do the job;
- 6) that they have not already been hired permanently as first or second level university professors or as researchers, even if they are no longer in service;
- 7) that they are not related up to and including the fourth degree of kinship to a professor belonging to the Department or to the Rector, the general manager or a member of the University Board of Directors;
- 8) that they have an adequate knowledge of the Italian language (only for foreign citizens).
- 9) that they have not exceeded and don't exceed with the three-year duration of the contract referred to in this announcement the years between twelve although not continuous pursuant to art. 22 of the Law n. 240/2010.

Candidates with disabilities according to the Law of February 5th 1992 n. 104, shall specify in their applications for the competitive examination any help required, regarding their disability, as well as any need they may have for extra time in which to complete the examination.

Any variations in what has been declared must be promptly communicated to the Rector – Recruitment Office Personnel Teaching and Research, via Ostiense 133, 00154 Rome, via mail, with a copy of a valid document attached.

The Administration shall not be responsible for the loss of communications, caused by inaccuracies in the delivery address given by the candidate, or by a failure or delay in the communication of a change of the address given in the application, or for any postal or telegraphic errors, or for anything for which third parties are responsible, or because of chance events or force majeure.

Art. 4

Qualifications, publications and professional curricula

The candidates must include n. 2 signed pen drives, containing the following documentation in pdf format (when sending via PEC, is not necessary to send pen drives):

- a) Curriculum of their scientific and didactic activity in duplicate, of which a copy dated and signed by the candidate and a copy for publication without personal data and without signature;
- b) qualifications that may be useful for any comparative assessment, and the relative list, dated and signed by the candidate;

- c) publications and doctoral theses;
- d) List of publications and doctoral theses presented in duplicate, of which a copy dated and signed by the applicant and a copy for publication without signature;
- e) self-certification e/o substitutive declarations attesting also the conformity than loaded on the pen drives;
- f) photocopies of a valid document and of their fiscal code or national health card.

European Union citizens may:

a) use self-certification as provided for by the current regulations by filling in attachment "C";

or

b) produce titles and publications in copy declared to be like the original by means of a declaration in place of an affidavit, according to art. 19 of the D.P.R. of December 28th 2000, no.445.

According to the dispositions of the registry regulations for the resident population approved by the D.P.R. of May 30th 1989, no.223, non E.U. citizens resident in Italy, can use substitute declarations in a limited way, such as when it is necessary to have confirmation of states, facts and personal, certifiable and attestable qualities from public or private Italian subjects. The Administration reserves the right to make appropriate checks on the truthfulness of the content of such substitute declarations.

According to the dispositions of the registry regulations for the resident population approved by the D.P.R. no. 223/1989, non E.U. citizens not resident in Italy can produce original qualifications, authenticated copies of the originals or copies that are declared to be like the originals. Certificates issued by the competent authorities of the foreign citizen's country of origin must be in line with the dispositions in force in that same country and must also be authenticated by the relevant Italian consular authorities.

Documents written in foreign languages other than French, English, German and Spanish must have an Italian translation attached to them, certified as being like the original and drawn up either by the Italian diplomatic or consular service, or by an official translator. No reference may be made to documents or publications presented to this or to other administrations, or to documents attached to another application to take part in another competitive examination. Applications that do not arrive by the deadline set by the announcement will not be taken into consideration.

Art. 5

Exclusion from the public procedure

Candidates are admitted conditionally to the procedure. Exclusion from the procedure due to not meeting the above-mentioned requirements is provided for by rectoral decree and communicated with the reasons for exclusion to the address supplied.

Art. 6

The judging commission

The judging commission, proposed by the Council of the Department that has requested the procedure, is nominated by the Rector with emanation own decree published on the Praetorian Register.

The Commission is composed from three ordinary professor, of which at least a member of the Commission must operate in within OCSE and being in possession of an elevated scientific profile to international level.

The majority of the components must belong to the organic roles of other Athenaeums. The components of the Committee must belong to the examination sector

object of the proclamation or, in case of numerical insufficiency to national level of the belonging teachers to such examination sector, to the sectors that are in the same macro-sector.

All the components of the Committee must have published at least three scientific products, endowed with ISBN / ISMN / ISSN or indexed on WoS or Scopus in the last 5 years and conferred to the site Cineca, and:

a) to possess the requisite related to the indicators to belong to the Committee of the National Scientific qualification,

or

b) to satisfy, within the last five years, two of the following criterions:

1. possession of the requisite related to the indicators to be admitted to the qualification to the roles of teacher of before band;
2. direction of corporate body or institutes of search of tall international qualification;
3. general scientific responsibility or of unity (work package, national unity in the projects European or local in those national etc.) for international and national projects of search admitted to the financing on the base of competitive proclamations that foresees the revision among equal;
4. share in the college of the teachers in the circle of doctorates of search accredited by the Office;
5. to have achieved in the last procedure VQR an equal middle score to at least 0,5 for the evaluation of his/her own scientific products. In such case the middle score comes self-certified from the party and the administration it proceeds to the relative verification, as disciplined by the art. 71 of the D.P.R. n. 445/2000.

In every case cannot belong to the Committee teachers that has gotten a negative evaluation to the senses of the article 6, c. 7 and 8 of the law n. 240/2010.

From the date of publication on the University noticeboard of the Rectoral decree nominating the Judging Commission, candidates have thirty days to present the Rector with any objections towards the commission members. After thirty days and therefore after the installation of the commission, no further objections may be made.

The Committee, to the expiration of the terms for the objections must establish the date of the session for the carrying out of the preliminary reunion, in telematics form within the maximum term of 45 elapsing days from the aforesaid terms of objections. In case of inactivity communication will be given to the Rector of it.

The Committee must conclude the jobs within six months from the date of publication of the Rectoral decree of nomination. For proven and exceptional motives communicated by the president of the Committee the Rector can postpone such term, for an only time and for no more than four months. Elapsed the term for the conclusion of the jobs or for the possible extension without the delivery of the actions, the Rector can loosen the Committee and to start the procedures for the nomination of a new errand, or to proceed to the substitution of the components which the causes of the delay are imputable establishing a new term for the conclusion of the jobs.

Art. 7

The work of the judging commission and the exams

The judging commission decides the criteria to follow for the preliminary evaluation of the candidates, with a clear analytical judgment of qualifications, of curricula, verifying the consistency with the conduct of the planned research activities, and of scientific production, including doctoral theses. It also decides the criteria to be used for giving

points to qualifications, and to each publication subsequent to the public discussion based on the following parameters:

Qualifications: up to a maximum of 50 points;

Publications: up to a maximum of additional 50 points.

The judging commission carries out a preliminary evaluation, followed by a comparative evaluation of the candidates' curricula and of the following qualifications, duly documented:

- a) research doctorate achieved in Italy or achieved abroad and recognized as equivalent to Italian qualifications;
- b) any teaching at university level in Italy or abroad;
- c) documented training or research activities at qualified Italian or foreign institutes;
- d) documented activity in the clinical field with regard to the examination sectors in which these specific abilities are required;
- e) the realisation of projecting activities with regard to the examination sectors which require it;
- f) the organisation, supervision and co-ordination of national and international research groups, or participation in such groups;
- g) possession of patents relative to the examination sectors that require such patents;
- h) speaker at national and international congresses and conferences;
- i) national and international prizes and recognition for research activities;
- j) European postgraduate diploma recognised by international boards, with regard to those examination sectors that require such diplomas.

The evaluation of each qualification indicated in the previous paragraph is carried out taking into specific account its significance for the quality and quantity of the research activity carried out by a candidate.

When making the preliminary comparative evaluation of the candidates, the judging commission only considers publications or texts accepted for publication according to the current regulations, together with essays in miscellaneous works and articles printed in magazines in paper or digital format excluding internal notes and departmental reports. The doctoral thesis or equivalent qualification is taken into consideration even in the absence of the conditions stated in the present paragraph.

The judging commission makes the comparative evaluation of publications using the following criteria:

- a) originality, innovative aspects, methodological thoroughness and importance of each scientific publication;
- b) consistency of each publication with the examination sector connected with the procedure and with the profile which has been indicated, which is exclusively defined by means of indications from one or more of the scientific discipline sectors, or with correlated interdisciplinary themes;
- c) scientific importance of the lieu of publication of each publication and its circulation within the scientific community;
- d) analytical definition, based also on criteria recognised in the international scientific community, of the candidate's individual contribution to collective works.

The judging commission must also evaluate the overall consistency, intensity and temporal continuity of a candidate's scientific production, excluding any documented time taken away from research activities, with particular reference to leave for parental purposes.

In those examination sectors in which, at an international level, they are of consolidated use, the Commission in order to evaluate the publications, the following indicators may be used, with reference to the deadline for living in applications:

- a) total number of quotations;
- b) average number of quotations per publication;
- c) total "impact factor";
- d) average "impact factor" per publication;
- e) combinations of the previous parameters in order to appreciate the value of a candidate's scientific production (Hirsch index or similar).

Subsequent to this evaluation the Commission admits to the public discussion of their qualifications and scientific production those candidates who are more meritorious, usually between 10 and 20 per cent of the total number, and no fewer than six candidates. All the candidates are admitted should they be six or fewer than six.

Following the public discussion, the Commission assigns a score to the qualifications and to each of the publications presented. Written and oral exams are excluded, except for an oral exam carried out to ascertain sufficient knowledge of the foreign language, which will take place at the same time as the discussion regarding qualifications and publications.

Candidates will be informed about the date and time of the explanation and discussion of their qualifications in advance of the exam, according to the current regulations.

Candidates must have a valid document with them to be able to take the exam.

At the end of their work, the Commission, subject to a comparative evaluation and with a majority decision, will announce the winning candidate or candidates according to the number of posts required by the announcement. The procedure concludes without some winner in the case in which none of the candidates gets a least general score for titles and publications of 70/100.

The Rector shall verify by rectoral decree the correctness of the procedure and shall declare the winning candidate or candidates within thirty days of the consignment of all the details.

A summarising report of all the Commission's work and their final decisions will be made public on-line.

Art. 8

Verification of the correctness of the procedures and appointment to the post

Within thirty days of receiving the proceedings, the Rector ascertains by rectoral decree the formal correctness of the proceedings and communicates this publicly on the Praetorian Register of the University and also in the Gazzetta Ufficiale della Repubblica, IV Serie Speciale, in the section "Concorsi ed Esami".

Should there be any errors of form, within thirty days the Rector shall send the proceedings back to the Commission to have them regularised and shall decide the date by which they must be regularised.

Subsequent to the approval of the proceedings, the Council of the Department requiring the post(s) shall organise the nomination of the winning candidate(s), with a vote in favour of an absolute majority of first and second level professors, to be followed by a resolution passed by the Board of Directors. In compliance with art. 6 the University's code of ethics, we cannot proceed to appoint the winner to have a degree of kinship or affinity within the fourth degree inclusive with a component of the Board of the Department.

Art. 9

Signing of the contract

Following the resolutions of the organs according to art. 8, the Administration shall ask the winning candidate(s) to sign a private law contract, for the role of researcher with a temporary contract lasting three years.

The contract is signed by the University Rector.

The salary due is established by D.P.R. December 15th 2011 n. 232 and by D.P.C.M. of July 25th 2022 regarding the economic treatment adjustment for year 2022.

The Administration reserves the right to establish that the winning candidate actually has the prescribed requirements. Should the candidate not have them, then the contract shall be null and void.

If the winning candidate does not sign the contract by the established deadline or does not begin work as established in that contract and has no valid reason for not doing so, then the right to sign the contract is forfeited.

Should the winning candidate start work late but with adequate cause, then payment of salary will be calculated from the first day of effective work.

The overall length of employment established by the contract according to this article, together with the employment via research grants according to article 22 of Law 240/2010, which may also be with different - state, non-state or on-line universities -, as well as with research and experimental bodies, with the same subject, may not last longer than twelve years even when not continuative. Regarding the length of the abovementioned employment, maternity or sick leave is not counted, according to the current regulations.

A researcher with a temporary contract shall carry out scientific research in the scientific sector and research fields for which the recruitment procedure was activated, teaching, supplementary teaching and services for students with a general annual hourly appointment of 1.500 hours, of which 350 for the didactic activities, of integrative didactics and services to the students for the regime of full-time appointment.

Art. 10 (Incompatibility)

The employment contract is not accumulable:

- with other employment contracts, however they may be denominated, except when provided for in the following part of this article;
- with carrying out a research doctorate or with the use of post-graduate or post-doctoral grants;
- with research grants according to article 22 of the law of December 30th 2010, no. 240.

According to art. 1, paragraph 2, of the legislative decree of March 30th 2001, no. 165, for as long as the contract lasts, employees from public administrations are on extended leave, or in an analogous position, if such a definition is provided for by the regulations of the administration to which they belong.

In the case of employees at the Università degli Studi Roma Tre, whether full-time or temporary, the person involved is placed on extended leave with neither grants nor social security contributions for as long as the contract lasts and has the right to keep his/her job. The period of extended leave is not considered in the advancement of the employee's career. Any current contracts for autonomous or assimilated work at the Università degli Studi Roma Tre, will have to be terminated when the contract for the researcher is signed.

Art. 11 The person responsible for procedures and publicity

Pursuant to Law August 7th, 1990 n. 241 the person responsible for this announcement and the relative procedures is Dr. Massimo Calano – Head of Ufficio Reclutamento Personale Docente e Ricercatore, who may be contacted at the following numbers: tel. 0657335227– mail massimo.calano@uniroma3.it .

This announcement is published on the following site:
<http://www.albopretorionline.it/uniroma/alboente.aspx>

Art. 12
Treatment of personal data

The personal data given by candidates in their applications for the public selection procedure, according to D.Lgs. 196/2003, is only used for this current procedure.

This data must be provided in order to be able to evaluate the requirements for participation, otherwise applicants will be excluded from the selection.

The person concerned enjoys the rights according to art. 7 of the quoted Legislative Decree, including the right to access data concerning him/her, together with some additional rights, such as the right to rectify, update, complete or cancel any data that is incorrect, incomplete or that has been collected in ways not in conformity with the law.

Art. 13
Final dispositions

For anything that has not been provided for by this announcement, the regulations provided by the provisions quoted in the preamble of this announcement and the current university regulations are to be applied, including those concerning employment in the public administration. This notice is made available also in English but the only authentic text is the Italian language.

Rome, 25/07/2023

DIGITALLY SIGNED THE RECTOR
(Prof. Massimiliano Fiorucci)