



Personnel, Organisation, Performance Directorate
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Regulations for the assigning of research contracts and post-doctoral positions, pursuant to Articles 22 and 22-bis of Law No. 240 of 30 December 2010¹

TITOLO I – RESEARCH CONTRACTS	2
ARTICLE 1 - PURPOSE AND SCOPE OF APPLICATION	2
ART. 2 - DETAILS OF RESEARCH CONTRACTS	2
ART. 3 – SELECTION PROCEDURE	3
ARTICLE 4 – IMPLEMENTATION OF SELECTION PROCEDURES	3
ART. 5 - CALL FOR SELECTION	4
ART. 6 - CANDIDATES ELIGIBLE FOR SELECTION	5
ART.7 - SELECTION COMMITTEE	6
ARTICLE 8 – PROCEDURE FOR CONDUCTING THE SELECTIONS	7
ART. 9 - TERMINATION OF PROCEEDINGS	10
ARTICLE 10 - STIPULATION OF THE EMPLOYMENT CONTRACT AND ITS DURATION	11
ART. 11 - EMPLOYMENT CONTRACTS	11
ART. 12 - EXTENSION OF CONTRACTS	12
ARTICLE 13 - RENEWAL OF CONTRACTS	12
ARTICLE 14 - CAUSES OF EMPLOYMENT TERMINATION	13
ARTICLE 15 – INCOMPATIBILITY	13
ARTICLE 16 – DETAILS OF SALARY, TAXATION, SOCIAL SECURITY AND NATIONAL INSURANCE POLICIES	14
TITOLO II - POST-DOC POSITIONS	15
ART. 17 – CHARACTERISTICS OF POST-DOC POSITIONS	15
ART. 18 – SELECTION PROCEDURES.....	15
ART. 19 – INITIATING SELECTION PROCEDURES	16
ART. 20 – SELECTION NOTICE	17
ART. 21 - CANDIDATES ELIGIBLE FOR SELECTION	17
ART. 22 - SELECTION COMMITTEE.....	18
ART. 23 – SPECIFICS OF SELECTION PROCEDURE	20
ART. 24 - END OF PROCEEDINGS	22
ART. 25 – SIGNING OF EMPLOYMENT CONTRACT AND ITS DURATION	23
ART. 26 - EMPLOYMENT CONTRACT	24
ART. 27 - CONTRACT EXTENSION	24
ART. 28 – GROUNDS FOR TERMINATION OF EMPLOYMENT	24
ART. 29 – INCOMPATIBILITY	25
ART. 30 - DETAILS OF SALARY, TAXATION, SOCIAL SECURITY AND NATIONAL INSURANCE POLICIES.....	26
TITOLO III – COMMON AND FINAL PROVISIONS	26
ART. 31 - COMMON RULES	26
ART. 32 – TRANSITIONAL AND FINAL PROVISIONS – ENTRY INTO FORCE	27

¹ The University of Cagliari is fully aware of the importance of using appropriate gender language, as explicitly recognised in its documents (Gender Equality Plan, Gender Balance Report, Positive Action Plan). For the sake of simplification, in this document, all references to positions, professions, titles and functions reported and indicated in the inclusive masculine plural are also intended to refer to the corresponding feminine term.



TITOLO I - RESEARCH CONTRACTS

Article 1 - Purpose and Scope of Application.

1. These Regulations are issued in accordance with Law No. 168 of 9 May 1989 and current legislative provisions. They comply with the principles set out in the new European Charter for Researchers, as set out in European Council Recommendation C/2023/1640. They also comply with the Code of Ethics and Conduct of the University of Cagliari. These Regulations govern the selection process, legal framework and financial provisions for holders of research contracts referred to in Article 22 of Law No. 240 of 30 December 2010. In the following text, such individuals are referred to as 'Contract holders'.

2. The University of Cagliari may enter into fixed-term employment contracts, denominated 'research contracts', for the exclusive purpose of carrying out specific research projects. These contracts may be financed in whole or in part with internal funds, or by third parties (both public and private), on the basis of specific agreements or conventions.

3. These Regulations align with the University of Cagliari's policies to implement the principles of the new European Charter for Researchers, with the aim of achieving recognition in Human Resources Excellence in Research by promoting a competitive and productive research environment.

Art. 2 - Details of research contracts

1. Research contracts last for two years and can be renewed once for a further two years.

2. For national, European or international research projects, research contracts are initially for two years and can be extended by up to one year depending on the specific needs relating to the project's objectives and nature.

3. The total duration of research contracts, even if signed with different institutions, cannot exceed five years. Periods spent on maternity or paternity leave, or on health-related leave in accordance with current regulations, are not taken into account when calculating the total duration.

4. Contracts covered by these Regulations do not entitle the holder to directly access tenured positions, nor can they be counted for the purposes of Article 20 of Legislative Decree No. 75 of 25 May 2017.



Art. 3 – Selection procedure

1. Research contracts shall be awarded following selection procedures that ensure the comparative evaluation of candidates and the public notification of proceedings, as outlined in the following articles.

2. Research contracts may be awarded as a result of procedures carried out by the University in accordance with these Regulations, or as a result of assessments carried out by ministries, the European Union or other recognised national, foreign or international public or private bodies within the scientific/academic community. These bodies must be involved in competitive funding procedures that comply with the principles of publicity and transparency. Following evaluation of the researcher's profile, the successful candidate will be offered a fixed-term employment contract.

In this case, the contract will be awarded by the Board of Directors, subject to the Academic Senate's approval.

Article 4 - Implementation of the selection procedure

1. Subject to the opinion of the Academic Senate and the financial resources available in the University budget, the Board of Directors shall decide whether or not to assign research contracts.

2. Research contracts can also be assigned with funding from research projects, third-party activities, or other resources under conventions or agreements with external bodies.

3. For the exclusive purpose of carrying out specific research projects, and restricted to teaching staff (Art. 54, lett. c, Statute), the Department Councils shall decide on the assigning of research contracts given the available financial resources, taking into account legal constraints.

4. The decisions referred to in the preceding paragraph must state:

- a) the number of posts under consideration during the procedure;
- b) the research programme to which the contract relates;
- c) the Principal investigator;
- d) the group of academic research fields;
- e) one or more academic research fields that fall within the same group of academic research fields;
- f) the department and main place of work activity;



g) details of the funding sources to which the cost of the contract should be charged;(h) The commitment to activities should respect the directions for implementing the research programme for the sole purpose of reporting on research projects.

i) The salary parameters specified and based on the required commitment, from among the following:

i1) The first parameter, which is equal to the initial salary payable to a tenured track researcher on a fixed-term basis;

i2) Second parameter, equal to the initial salary payable to a full-time tenured track researcher, increased by one-third of the salary difference between a full-time and part-time contract;

i3) The third parameter is equal to the initial salary payable to a full-time tenured track researcher, increased by two-thirds of the salary difference between a full-time and a part-time researcher.

i4) Fourth parameter, equal to the initial salary payable to a full-time tenured track researcher.

j) The maximum number of publications, with a value between 2 and 10.

k) The foreign language of which candidates are expected to demonstrate knowledge;

l) Useful information for applicants to submit their project proposal.

5. The Board of Directors shall authorise the assigning of research contracts after consultation with the Academic Senate.

Art. 5 - Call for Selection

1. In addition to the elements set out in Article 4, the selection notice issued by decree of the Rector must contain the following elements:

a) the selection procedure;

b) the requirements for participation;

c) the evaluation criteria and the corresponding maximum scores;

d) the maximum number of publications that each candidate may submit for evaluation purposes;

e) useful information for applicants for the purpose of submitting their application and project proposal;

f) The deadline for submitting applications to participate in the selection process;

g) The legal, financial and social security status;

h) The date, time and manner in which candidates will be called for interview, if applicable.



2. This notice is publicised on the Ministry of University and Research website and the European Union Portal, as well as on the University's website.

3. Deadlines for submitting applications to participate in the selection process run from the day after the notice is published on the University website.

Art. 6 - Candidates eligible for selection

1. Eligible candidates will be Italian or foreign nationals who, by the deadline for submitting applications for admission to the selection, are in possession of a doctoral degree or a degree obtained abroad that has been evaluated as equivalent for the sole purpose of awarding the contract by the Selection Committee, or, for the relevant fields, a specialisation degree in Medicine.

2. Provided that they are enrolled in the third year of a PhD programme or the final year of a medical specialisation programme, and provided that they are expected to obtain their degree within six months of the date of publication of the call for selection on the University's website, candidates who are compatible with the discipline of the research programme and the relative reporting rules, may also participate in the selections.

3. For degrees obtained abroad, the Selection Committee will evaluate the equivalence of the degree for the purposes of the procedure.

4. The following may not participate in selections:

a) Tenured staff hired on a permanent basis by universities, public research organisations and institutions, whose postgraduate scientific/academic degree has been recognised as equivalent to a research doctorate in accordance with Article 74, paragraph four, of Presidential Decree No. 382 of 11 July 1980;

b) Those who have benefitted from fixed-term researcher contracts under Art. 24 of Law No. 240/2010;

c) Those with a kinship or affinity relationship up to and including the fourth degree with a professor in the department that proposed the assigning of the contract, or with the Rector, Director General or a member of the Board of Directors.

5. The Rector may exclude any person from the selection procedure at any time by reasoned decree and notify them of the decision.



Art. 7 – Selection Committee

1. The Selection or Evaluation Committee is appointed by the Rector after the deadline for submitting applications.
2. To ensure scientific/academic quality and international standing, the committee must consist of three professors and/or researchers who have been positively evaluated by their home university, in accordance with Article 6, Paragraph 7 of Law No. 240/2010.
3. Professors in service at foreign universities or research institutes with proven international recognition, within the group of academic research fields covered by the call, may also be appointed, provided they hold an academic position corresponding to the Italian position of Professor, as defined by the Ministry's equivalence tables.
4. Committee members will be chosen as follows from among those indicated by the relevant Department Council by special resolution, restricted to faculty members:
 - One member chosen from among the principal investigator of the project or a professor belonging to the same group of academic research fields covered by the call.
 - Two members chosen by drawing lots. This will be carried out by the Personnel, Organisation, Performance Directorate in a public session on the Microsoft Teams platform. The names will be drawn from two trios constituted as follows:
 - a) the first trio of professors and/or researchers, from which a male component will be drawn;
 - b) the second trio of female professors and/or researchers, from which a female member will be selected.
5. At least one of the Committee members must be a tenured Professor.
6. The following may not be members of the selection committee:
 - a) individuals who are married to or related by blood or affinity up to and including the fourth degree to any of the following; individuals who are in a civil partnership with someone of the same sex, as regulated by Art. 1 of Law No. 76 of 20 May 2016, or who are in a state of *de facto* cohabitation as regulated by Art. 1, paragraphs 37 et seq. of Law No. 76 of 20 May 2016, with candidates or other members of the Committee;
 - b) individuals with a conflict of interest or a situation for which there are grounds for abstention under Article 51 of the Code of Criminal Procedure with regard to the candidates or other members of the Committee.
7. In any case, the following may not be members of selection committees:



- a) fixed-term professors under Article 1, paragraph 12, of Law 230/2005;
- b) professors and researchers who, in the academic year preceding the date of the rector's decree appointing the committee, did not obtain a positive evaluation pursuant to Article 6, paragraph 7, second sentence, of Law No. 240 of 30 December 2010;
- c) those who have been convicted, including by a judgment that has not become *res judicata*, of offences under Chapter I of Title II of the Second Volume of the Penal Code.
- d) current members of the Board of Directors and Academic Senate of this University.

8. Each member of the committee must verify and declare that they are not in any of the situations of incompatibility provided for in paragraphs 6 and 7 above.

9. A Committee Member who has more than 50% of their scientific/academic output in common with that submitted by candidates in the selection process must be considered incompatible and must renounce the appointment, providing timely notice of their withdrawal to the University.

10. Participation in the work is an ex officio obligation for members of the jury, except in cases of force majeure.

11. The committee conducts its work collegially and reaches decisions by an absolute majority. It may use computer-based tools to conduct its meetings remotely, including those relating to interviews with candidates, in the manner provided for in the notice.

Article 8 – Procedure for conducting the selections

1. Candidates are evaluated through a comparative process to assess their adherence to the open, transparent and merit-based recruitment standards, and to evaluate the alignment of project proposals with the research programme that is the subject of the contract, as well as the suitability of candidates' scientific/academic and professional backgrounds for the research activity that is the subject of the contract.

2. The interview will be held in open session.

3. Applicants must submit all relevant documentation for evaluation as specified in the public announcement.

4. Candidates will be assessed comparatively on the basis of the following:

- a) Quality, originality and innovativeness of the project proposal in relation to the selected research area;
- b) Relevance and practical application of previous research activities and work experience (if



applicable) in relation to the content of the selected research area;

c) The relevance and practical validity of the attached publications in relation to the thematic area of the selected research project;

d) An interview designed to ascertain the candidate's suitability for carrying out the research activity covered by the contract and for implementing the submitted project proposal, as well as assessing their knowledge of English and/or other relevant languages.

5. The evaluation of a project proposal and scientific/academic and professional curriculum is carried out on the basis of the following general criteria that are also recognized internationally:

(a) evaluation of the project proposal:

a1) *characteristics of the proposal (clarity, completeness);*

a2) *scientific/academic quality of the proposal*

a3) *Consistency with the research program;*

b) evaluation of the scientific/academic and professional curriculum:

b1) Ph.D., or, for the fields concerned, the medical specialization degree, obtained in Italy or abroad;

b2) documented training or research activities at recognised Italian or foreign Institutions and Research Centres;

b3) implementation of project activity with respect to the group of academic research fields in question;

b4) Participation, with physical or virtual mobility, in national and international research groups;

b5) Ownership of patents with respect to the group of academic research fields in question;

b6) Participation as a speaker in national and international congresses and conferences;

b7) Achievement of national and international awards and prizes for scientific study;

b8) European specialization diploma recognized by international boards, with respect to the specific relevant academic research fields in question.

b9) Assessment of scientific/academic output:

(b9a) consistency with the thematic area of the research project being selected; (b9b)

individual contribution in collaborative team research work;

(b9c) quality of scientific/academic output, assessed within the international research landscape, on the basis of originality, methodological rigour and innovative character;

(b9d) publication of scientific/academic articles in series or journals and by editors of national



or international renown.

Within groups of academic research fields where its use is established internationally, committees may also employ bibliometric indicators when evaluating publications.

c) Assessment at the interview:

c1) expository clarity of the project proposal submitted;

c2) mastery of the topics included in the research project;

c3) ability to link any interdisciplinary aspects of the research project;

c4) knowledge of the foreign language specified in the notice.

6. The numerical weight given to the general criteria will be distributed thus:

- Between 25 and 40 points for the evaluation of the project proposal;
- Between 45 and 60 points for the evaluation of the scientific/academic and professional curriculum;
- Between 10 and 30 points for the interview.

The sum of the individual numerical weights must amount to 100 points in each case.

7. Based on the above general criteria, the Committee will specify and/or detail how they will be used and the maximum weight given to each at their first meeting.

The evaluation criteria defined by the committee will be published on the university's website, and candidates will be notified.

8. Following publication, the Committee will have access to the list of candidates and the documents they submitted for selection.

The Committee will then collectively proceed to assign scores to the candidates based on the predetermined evaluation criteria for the project proposal, scientific/academic and professional curriculum and output. These scores will be transmitted to the person in charge of the procedure. This person will notify candidates of their score before the interview. Candidates will be invited to interview at least five days in advance.

9. After scoring each candidate's interview, the Committee shall formulate a ranking list based on the scores given to all candidates and designate the successful candidate in the selection process. In the event of a tie, preference will be given to the candidate belonging to the gender that is least represented among the incumbent holders of the contracts indicated in the announcement. If there is still parity, preference will be given to the youngest candidate.

10. Candidates with a total score of 70 points or more will have passed the selection.



11. The Committees may hold their meetings, including those relating to the interview of candidates, on online platforms. In this case, the committee must adopt the necessary instruments and arrangements to ensure transparency, identification and equal treatment of candidates, and guarantee the smooth and proper conduct of the interview, as well as the confidentiality of communications.

Art. 9 - Termination of proceedings

1. The Committee must complete its work within two months of the date on which the appointment decree is published. The Rector may extend the deadline once and by no more than one month, provided that the reasons are proven and indicated by the committee Chairperson.

2. If the documentation is not submitted by the deadline, the Rector shall declare the Committee lapsed and appoint a new one to replace it.

3. The records shall consist of the minutes of each meeting, including the Committee's collegial scores awarded to each candidate, and a final report summarising the proceedings. In the event that a committee member disagrees with the evaluation of the candidates, this disagreement may be expressed in a minority report.

4. If the Rector finds irregularities in the selection process, he shall return the records to the Committee by reasoned order, assigning it a time limit to make any changes.

5. The documents will be approved by Rectoral Decree within fifteen days of being delivered to the relevant office. The approval decree will be published on the university's website. The candidates and the department concerned will be informed of the publication.

6. If the successful candidate declines to accept the contract or resigns within six months of the start of their work activities, the contract may be offered to another candidate, in order of priority as established by the ranking list formulated by the Committee, after consultation with the department concerned.

7. Within six months of the start of the activities of the research project in question, additional research contracts may be awarded to candidates who have been favourably ranked, provided that the relevant financial coverage is available. The Board of Directors must authorise any changes to the ranking list.

8. The contract must be signed by the interested parties within 15 days of receiving the notice from the relevant competent Offices. The interested party may request a reasoned deferral of up



to an additional 30 days, provided it is compatible with the project activity. Failure to sign within the time limit shall be considered a waiver of the right to take up the position and shall result in disqualification from the ranking.

Article 10 - Stipulation of the employment contract and its duration.

1. Prior to signing an individual fixed-term employment contract, the University shall invite the relevant person to submit the documentation required by current regulations.
2. The contract should state:
 - a) the start and end date of the employment contract;
 - b) the main place of business;
 - c) the activities related to the research project indicated in the announcement;
 - d) the total financial remuneration;
 - e) how the contract holder is required to deposit the results of their scientific/academic research activity within the department, in the form of an appropriate report, annually and at the end of the contract;
 - f) the grounds for termination of the contract and the necessary notice periods;
 - g) the grounds for termination pursuant to Article 2119 of the Civil Code;
 - h) aspects relating to intellectual property, data processing regulations and related confidentiality obligations;
 - i) a commitment to comply with the obligations set out in the University's Code of Ethics and Conduct.
3. The employment contract is signed by the contract holder and the Rector or his/her representative.
4. A doctoral student or resident contract holder may enter into the contract only after they have obtained a PhD or medical specialisation. If the doctoral candidate or resident does not obtain the degree within six months of the publication date, they shall forfeit the right to the research contract award and be excluded from the ranking list.
5. In the event of termination, pay is due up to the last day of actual service.

Art. 11 - Employment Contract

1. The contract holder shall carry out scientific and/or academic research activities exclusively covered by the research contract.



2. Disciplinary matters are governed by Article 7 of Law No. 300 of 1970, as amended, and the Rector is responsible for the procedure and sanctions.
3. In the case of a request for external appointments, the Academic Senate shall make final decisions, after consulting the Department Council and assessing the absence of conflicts of interest and the compatibility of the appointment with research activities.
4. Tenure of contracts does not confer any rights with regard to access to university positions.
5. Contract holders are subject to the health checks required by Legislative Decree 81/2008, which are to be paid for by the university, and to the regulations on health and safety in the workplace.

Art. 12 - Extension of contracts

1. For national, European or international research projects, research contracts may be extended by up to one year to accommodate the specific requirements of the project's objectives and nature.
2. Any extension to a research contract must comply with the maximum total duration constraint of 5 years, as set out in Article 22, paragraph 2, of Law 240 of 2010.
3. The Department Council must request the extension of the contract by resolution, within the resources available for the research project. This must be justified with reference to the needs of the research project and provide an account of the results of the activity carried out and the qualifications submitted by the contract holder, which must be duly documented.
4. The Department Council's resolution must be forwarded to the Personnel, Organisation, Performance Directorate at least 45 days before the contract expires. It must indicate the duration of the extension and how it will be financed and be accompanied by the appropriate documentation.
5. After consultation with the Academic Senate, the Board of Directors shall authorise the extension by resolution, to be adopted prior to the expiration of the two-year contract.
6. The employment contract extension is signed by the contract holder and the Rector or his/her representative.

Article 13 - Renewal of contracts

1. Research contracts may be renewed once, extending them by a further two years.
2. Any renewal of the research contract must comply with the maximum total duration constraint



of 5 years, as set out in Article 22, paragraph 2, of Law 240 of 2010.

3. Due to the level of commitment required, the monetary value of the contract may be increased, if necessary, in accordance with the provisions of Article 4, paragraph 3, letter i). It should be noted that the all-inclusive gross annual salary may under no circumstances exceed the initial salary of the tenured track full-time researcher.

4. The Department Council may request renewal of the contract within the available resources of the research project. This request must be justified with reference to the needs of the research project and provide an account of the results of the activities carried out and the qualifications submitted by the contract holder. These must be duly documented.

5. The Department Council's resolution shall be forwarded to the Personnel, Organisation, Performance Directorate at least 45 days before the contract expires. It must indicate the renewal's duration and financial coverage and be accompanied by the appropriate documentation.

6. After consultation with the Academic Senate, the Board of Directors shall authorise renewal by resolution to be adopted prior to the contract's expiry.

7. The employment contract renewal is signed by the contract holder and the Rector, or his/her delegate.

Art. 14 – Causes of employment termination

1. In addition to forfeiture, the termination of the employment contract is determined by the expiration of the term, termination by either party, or any other cause of termination provided for in current regulations.

2. Either contracting party may terminate the contract before the end of the term if a cause arises that, pursuant to Article 2119 of the Civil Code, does not allow the contract to continue, even temporarily, or if there is an unforeseen impossibility.

3. The contract may be terminated without prior notice if the recruitment procedure is cancelled.

4. Failure to prepare the technical-scientific report or obtain approval from the head of scientific/academic research shall constitute just cause for termination of the contract.

Article 15 - Incompatibility

1. Research contracts are not compatible with:

- any other employment contract, including part-time or fixed-term contracts with public or



private entities.

- tenure of research grants at other universities or public research institutions;
- scholarships or research grants awarded by domestic or foreign institutions in any capacity, except those exclusively for the purpose of international research mobility, including doctoral fellowships and remunerations related to medical specialisation contracts.

2. Attendance at undergraduate, master's or PhD courses, or specialisation courses in Italy or abroad is not compatible with the research contract and entails placement on unpaid leave of absence for the employee serving in public administrations.

3. Notwithstanding the above, the holder of the research contract must not engage in any activities that could result in a conflict of interest with the University's activities or prevent the regular conduct of research.

Article 16 – Details of salary, taxation, social security and national insurance policies

1. For the entire duration of their employment, contract holders shall be entitled to an all-inclusive gross annual salary, as stipulated in Article 4, Paragraph 4(i) of these Regulations.

2. This salary is not subject to indexation or revaluation but is subject to current tax and social security regulations.

3. The employment contract established between the University and the Research Contract Holder is governed by the relevant provisions in force, including those relating to tax, welfare, social security and insurance provisions for employment income.

4. The university also provides insurance coverage against occupational accidents and diseases, as well as liability.



TITOLO II - POST-DOC POSITIONS

Art. 17 - Characteristics of post-doctoral positions

1. Post-doctoral positions shall have a minimum duration of one year and may be extended to a total duration of three years.
2. The total duration of contracts with the same person established pursuant to this article, including by different institutions, may not exceed three years, even if not continuous.
3. The total duration referred to in the previous point may be waived only for the purpose of implementing specific European Union research funding programs within the framework of actions related to the Marie Skłodowska-Curie Actions (MSCA) program. For the purposes of calculating the total duration, periods spent on maternity or paternity leave or for health reasons in accordance with current legislation shall not be taken into account.
4. The contracts referred to in these Regulations do not give rise to any rights regarding access to permanent positions nor can they be taken into account for the purposes of Article 20 of Legislative Decree No. 75 of May 25, 2017.

Art. 18 - Selection procedures

1. Post-doctoral positions are filled following selection procedures that ensure the comparative evaluation of candidates and the disclosure of documents, as explained in the following articles.
 2. Postdoctoral positions may be filled not only in accordance with the procedures set out in these Regulations and carried out by the University, but also following evaluations carried out by Ministries, the European Union or other national, foreign or international public or private bodies recognised within the scientific community. These evaluations must be part of competitive funding procedures and follow the principles of openness and transparency. They must also involve the evaluation of the researcher's profile and provide for the recruitment of the successful candidate on a fixed-term employment contract.
- In this case, the contract is approved by the Board of Directors, subject to the opinion of the Academic Senate.



Art. 19 - Initiation of selection procedures

1. Based on the financial resources available in the university budget and taking into account the constraints referred to in Art. 22-ter, paragraph 10, of Law No. 240/2010, the Board of Directors shall decide on the opening of post-doctoral positions after consulting the Academic Senate.
2. Post-doctoral positions may also be opened with funding from research projects, third-party activities or other resources within the scope of agreements or arrangements with external entities.
3. The Department Councils, composed exclusively of teaching staff (Article 54(c) of the Statute), shall decide on the creation of post-doctoral positions within the limits of the available financial resources and taking into account the legal constraints.
4. The decisions referred to in the previous paragraph shall indicate:
 - a) The number of positions for which the procedure is being decided;
 - c) the person responsible for the activities covered by the position;
 - d) the group of academic research fields;
 - e) one or more academic disciplines falling within the same group of academic research fields;
 - f) the Department and the main location where the activities will be carried out;
 - g) the details of the sources of funding to cover the cost of the contract;
 - h) a description of the research activities, as well as collaboration in teaching and third mission activities, to be carried out by the successful candidate;
 - i) the salary parameters identified, in relation to the commitment required and the complexity of the activities to be carried out, from among the following:
 - i1) first parameter, equal to the initial salary payable to a confirmed fixed-term researcher in class 0;
 - i2) second parameter, equal to the initial salary payable to a confirmed fixed-term researcher increased by 1/3 of the difference between the full-time and fixed-term salaries;
 - i3) third parameter, equal to the initial salary payable to a confirmed fixed-term researcher increased by 2/3 of the difference between the full-time and fixed-term salaries;
 - i4) fourth parameter, equal to the initial remuneration due to a confirmed full-time researcher;
 - j) the maximum number of publications, with a value between 2 and 10;
 - k) the foreign language in which candidates must demonstrate their knowledge and, if necessary, take the interview;



l) that the research activities undertaken are consistent with the guidelines of the funding body, for the sole purpose of reporting on research projects.

5. The creation of post-doctoral positions is authorised by the Board of Directors after consultation with the Academic Senate.

Art. 20 - Selection notice

1. Issued by decree of the Rector and also translated into English, the selection notice must, in addition to the elements referred to in Art. 19, contain the following:

- a) the selection procedures;
- b) the requirements for participation;
- c) the evaluation criteria and the relative maximum scores;
- d) the maximum number of publications that each candidate may attach for evaluation purposes;
- e) useful information for candidates regarding the submission of applications and related attachments;
- f) the deadline for submitting applications to participate in the selection process;
- g) details of legal, financial and social security conditions;
- h) the date, time and method of convening candidates for interviews, if applicable;

2. The call for applications is published on the website of the Ministry of University and Research and on the European Union Portal, as well as on the University's website.

3. The deadline for submitting applications for participation in the selection process starts from the day after the date of publication of the call for applications on the University's website.

Art. 21 - Eligible candidates

1. Italian or foreign candidates may participate in the selection process if, on the deadline date for submitting applications for admission to the selection process, they hold a PhD or a qualification obtained abroad that is considered equivalent for the sole purpose of being awarded a contract by the Selection Committee, or, for the sectors concerned, a specialisation qualification in the medical field.

3. The following persons may not participate in the selection process:

- a) permanent staff employed on a permanent basis by universities, public research bodies and institutions whose scientific specialisation diploma has been recognised as equivalent to a PhD in accordance with Article 74, paragraph 4, of Presidential Decree No. 382 of 11 July 1980;



b) those who have benefited from fixed-term research contracts referred to in Article 24 of Law No. 240/2010, in the text in force after the date of entry into force of Decree-Law No. 36 of 30 April 2022, converted, with amendments, by Law No. 79 of 29 June 2022;

c) those who have a family relationship or affinity up to and including the 4th degree with a professor belonging to the Department that proposed the appointment, or with the Rector, the Director General or a member of the Board of Directors.

5. Exclusion from the selection procedure may be ordered at any time by a reasoned decree of the Rector and notified to the person concerned.

Art. 22 - Selection Committee

1. The Selection Committee is appointed by Rector's Decree after the deadline for submitting applications.

2. In order to guarantee the academic excellence and international standing of the committee, it shall be composed of three professors and/or researchers who have been positively evaluated by their respective universities, in accordance with Art. 6, paragraph 7, of Law No. 240/2010.

3. It will also be possible to appoint professors working at foreign universities or research institutes who are internationally recognised in the group of academic research fields covered by the call for applications and who hold an academic position corresponding to that of an Italian professor on the basis of the equivalence tables provided by the Ministry.

4. The Committee members will be selected from among those indicated by the relevant Department Council by means of a specific resolution adopted by the teaching staff, as follows:

- one member, chosen from among the Responsible person for the research activities or a Professor belonging to the same group of academic research fields covered by the call for applications;

- two members, internal or external and belonging to the group of academic research fields for which the selection has been announced, drawn by a random lot, carried out by the competent offices of the Personnel, Organisation, Performance Directorate in a public session on the Microsoft Teams platform, from two groups of three names composed as follows:

a) the first group of three, consisting of Professors and/or Researchers, from which a male member will be drawn;

b) the second group, consisting of female professors and/or researchers, from which a female



member will be selected by lot;

5. At least one of the members of the Committee must be a Professor.

6. The following persons may not be members of the Committee:

a) persons who are married to or related to or related by affinity up to and including the fourth degree, or in a civil partnership between persons of the same sex as regulated by Article 1 of Law No. 76 of 20 May 2016, or who are in a *de facto* cohabitation relationship as regulated by Article 1 – paragraphs 37 et seq. of Law No. 76 of 20 May 2016, with the candidates or other members of the committee;

b) persons who are in a situation of conflict of interest with the candidates or other members of the Committee or in a situation for which there are grounds for abstention as per Article 51 of the Italian Code of Civil Procedure.

7. In any case, the following persons may not be members of the Selection Committees:

a) specially appointed professors on fixed-term contracts pursuant to Article 1(12) of Law 230/2005;

b) professors and researchers who did not obtain a positive evaluation in the academic year preceding the date of issue of the Rector's decree appointing the committee, pursuant to Article 6, paragraph 7, second sentence, of Law No. 240 of 30 December 2010;

c) any person who has been convicted, even if the sentence is not final, for the offences provided for in Chapter I of Title II of Book Two of the Criminal Code;

d) those who are members of the Board of Directors and the Academic Senate of this University.

8. Each member of the Committee must verify and declare that they are not in any of the situations of incompatibility provided for in paragraphs 6 and 7 above;

9. A member of the Committee who has more than 50% of their scientific/academic output in common with that presented by one or more candidates enrolled in the selection process shall be considered incompatible and must resign from their position, giving timely notice to the University.

10. Participation in this selection work is an official obligation for the members of the Selection Committee, except in cases of *force majeure*.

11. The Committee shall carry out its work in a collegial manner, taking its decisions by absolute majority, and may use telematic work tools to hold its meetings remotely, in accordance with the procedures set out in the call for applications, including those relating to interviews with candidates.



Art. 23 – Specifics of selection procedure

1. The selection process involves a comparative evaluation of candidates and aims to assess, in line with standards relating to open, transparent and merit-based recruitment, whether candidates have a scientific and professional background suitable for carrying out the activities covered by the post-doctoral position, and in a public interview, which may be conducted entirely or in part in the foreign language specified by the Department.
2. Candidates must attach all documentation relevant to the evaluation, in accordance with the procedures indicated in the call for applications.
3. Candidates are evaluated comparatively on the basis of the following elements:
 - a) relevance and significance of previous research and collaboration in teaching and third mission activities, as well as any work experience, in relation to the activities covered by the selection process;
 - b) relevance and significance of the publications attached to the subject area of the activities covered by the selection process;
 - c) public interview aimed at assessing suitability for carrying out the activities covered by the post-doctoral position, as well as assessing the knowledge of the foreign language necessary to undertake the role.
- 4.** The scientific and professional curriculum vitae will be assessed on the basis of the following general criteria, which are also recognised internationally:

a) assessment of the scientific/academic and professional curriculum vitae:

 - a1) PhD, or, for the sectors concerned, a medical specialisation diploma obtained in Italy or abroad;
 - a2) documented training or research activity at qualified Italian or foreign institutions and research centres;
 - a3) documented collaboration in teaching and third mission activities at Italian and/or foreign universities;
 - a4) implementation of project activities relating to the group of academic research fields in which it is required;
 - a5) participation, with physical or virtual mobility, in national and international research groups;
 - a6) ownership of patents relating to the group of academic research fields in which it is envisaged;
 - a7) participation as a speaker at national and international conferences and conventions;
 - a8) achievement of national and international awards and recognitions for scientific/academic



activity;

a9) European specialisation diploma recognised by international boards, in relation to those groups of academic research fields in which it is required.

b) Evaluation of scientific/academic production:

b1) consistency with the thematic area of the activities relevant to the selection;

b2) individual contribution to collaborative work;

b3) quality of scientific/academic output, assessed within the international research landscape, on the basis of originality, methodological rigour and innovative character;

b4) records of published work with publishers, series or journals of national or international importance.

Within groups of academic research fields where their use is established at international level, the committees may also use bibliometric indicators when evaluating publications.

c) Assessment of the oral interview:

c1) clarity of presentation;

c2) mastery of the topics related to the activities required by the position;

c3) ability to connect any interdisciplinary aspects of the activities relevant to the position;

c4) knowledge of the foreign language indicated in the call for applications.

6. The numerical weighting assigned to the general criteria will be as follows:

- between 50 and 80 points for the evaluation of the scientific/academic-professional curriculum;
- between 20 and 50 points for the oral interview.

The sum of the individual numerical weights must in any case be equal to 100 points.

7. On the basis of the above general criteria, the Committee will specify and/or detail at its first meeting how they will be used and what the maximum weighting will be for each of them.

The evaluation criteria defined by the Committee will be published on the University's website and candidates will be notified of the publication.

8. Once published, the Committee will have access to the list of candidates and the documentation they have submitted for selection. The Committee will then proceed collectively, based on the predetermined criteria for the evaluation of the scientific/academic-professional curriculum and scientific/academic production, to assign scores to the candidates and forward them to the person responsible for the procedure. This person will inform the candidates, before the interview, of the score obtained in the evaluation of their scientific/academic- professional curriculum. Candidates will



be invited to attend the interview with at least 5 days' notice.

9. After assigning a score to each candidate's interview, the Committee will add it to the score obtained in the evaluation of their scientific/academic and professional CV, draw up the final ranking and designate the winner of the selection process. In the event of a tie, preference will be given to the candidate belonging to the gender less represented in the University among those holding post-doctoral positions, as indicated in the call for applications. In the event of a further tie, preference will be given to the younger candidate.

10. Candidates who have obtained a total score of 70 points or more will pass the selection process.

11. The Committees may use electronic means for their meetings, including those relating to candidate interviews. In this case, the Committee is required to adopt appropriate tools and measures to ensure the transparency of operations, the identification and equal treatment of candidates, and must ensure the smooth and proper conduct of the interview, as well as guarantee the utmost confidentiality of communications.

Art. 24 - End of proceedings

1. The Commission shall conclude its work within two months of the date of publication of the decree of appointment. The Rector may extend the deadline once only and for no more than one month for proven reasons reported by the Chairperson of the Committee.

2. If the deadline for the conclusion of the work has passed without the submission of the documents, the Rector shall declare the Committee dissolved and appoint a new one in its place.

3. The documents consist of the minutes of each individual meeting, which include the collective scores assigned by the Committee to each candidate, and the final summary report of the work. In the event of disagreement by a Committee member in the evaluation of candidates, such disagreement may be expressed through a minority report.

4. If the Rector finds irregularities in the selection process, he/she shall return the documents to the Committee with a reasoned decision, setting a deadline for any changes to be made.

5. The documents shall be approved by Rector's Decree within fifteen days of their submission to the Offices. The decree approving the documents shall be published on the University's website. Candidates and the Department concerned will be informed of the publication.

6. In the event of the winner renouncing the post-doctoral position or resigning within three months of the start of activities, after consulting the Department concerned, the position may be assigned to another candidate selected according to the order of priority established on the basis



of the ranking drawn up by the Committee.

7. For the purposes of the specific research project and within six months of the start of activities, additional post-doctoral positions may be awarded to candidates who have been successfully placed on the ranking list, provided that the relevant financial coverage has been ensured. The consultation of the ranking list must be authorised by the Board of Directors.

8. The contract governing the post-doctoral position must be signed by the interested parties within 15 days of receiving the invitation to sign. The interested party may request a postponement of no more than 30 days, provided that this is compatible with the activities covered by the position. Failure by the interested party to sign the contract within the specified time limit shall entail a renunciation of the position and removal from the ranking list.

Art. 25 - Signing of the employment contract and its duration

1. Before signing the individual fixed-term employment contract, referred to as a “post-doctoral position”, the University shall invite the interested party to submit the documentation required under current legislation.

2. The contract shall specify:

a) the start and end dates of the employment period;

b) the main place of work;

c) the activities covered by the assignment as indicated in the call for applications;

d) the total remuneration;

e) the manner in which the post-doctoral research fellow is required to submit a report on the results of the activities carried out to the Department, at the end of the contract or on an annual basis;

f) an indication of the causes for termination of the contract and the necessary notice periods;

g) an indication of the causes for withdrawal, pursuant to Article 2119 of the Italian Civil Code;

h) aspects relating to intellectual property and data processing regulations and related confidentiality obligations;

i) a commitment to comply with the obligations contained in the University’s code of ethics and conduct.

3. The employment contract shall be signed by the Contract holder and the Rector or his/her delegate;

4. In the event of withdrawal, remuneration shall be paid until the last day of actual service.



Art. 26 - Employment contract

1. The Contract holder shall carry out the activities specified in the post-doctoral assignment.
2. Disciplinary matters shall be governed by Article 7 of Law No. 300 of 1970, as amended, and the procedure and sanctions shall be the responsibility of the Rector.
3. The holding of contracts does not confer any right to access university positions.
4. The Contract holder shall be subject to the health checks provided for by Legislative Decree 81/2008 at the expense of the University as well as to the regulations on safety in the workplace.

Art. 27 - Contract extension

1. Post-doctoral positions may be extended for a maximum duration of three years. The total duration of contracts with the same researcher, even if with different institutions, may not exceed three years, even if not continuous. This maximum term may only be waived for the purpose of implementing specific European Union research funding programmes within the framework of actions related to the Marie Skłodowska-Curie (MSCA) programme. For the purposes of the calculating total duration of post-doctoral positions, periods spent on maternity or paternity leave or on sick leave in accordance with current legislation shall not be taken into account.
2. Any extension of the post-doctoral appointment must in any case comply with the maximum overall duration provided for in Article 22-ter, paragraph 9, of Law No. 240/2010 (Article 31 of these Regulations).
3. The extension of the contract shall be requested by resolution of the Department Council, within the limits of available resources, and shall be justified with reference to the results of the work carried out and the qualifications obtained by the Contract holder, as documented by the latter.
4. The decision of the Department Council must be sent at least 45 days before the expiry of the contract to the Personnel, Organisation, Performance Directorate, and must indicate the duration of the extension and the means of financial coverage, accompanied by the relevant documentation.
5. After consulting the Academic Senate, the Board of Directors shall authorise the extension by means of a resolution, to be adopted before the expiry of the contract.
6. The extension of the employment contract must be signed by the Contract holder and the Rector, or his/her delegate.

Art. 28 - Grounds for termination of employment

1. Employment may be terminated not only by forfeiture, but also by expiry of the term or withdrawal of one of the parties or by any other cause for termination provided for in current



legislation.

2. Either party may withdraw from the contract before the expiry of the term if a cause arises which, pursuant to Art. 2119 of the Italian Civil Code, prevents the continuation of the contract, even temporarily, or if unforeseen circumstances arise.

3. The cancellation of the selection procedure shall constitute a condition for the termination of the contract, without the obligation to give notice.

4. Both the failure to prepare the technical-scientific report and the failure to obtain approval from the Scientific coordinator of the research project constitute just cause for withdrawal from the contract.

Art. 29 - Incompatibility

1. Post-doctoral contracts are incompatible with:

- any other form of employment, including part-time or fixed-term contracts, with public or private entities;
- research grants and research positions or other post-doctoral positions, including at other universities or public research institutions;
- scholarships or research grants of any kind awarded by national or foreign institutions, except those exclusively intended for international mobility for research purposes, including doctoral scholarships and emoluments related to medical specialisation contracts.

2. Post-doctoral positions are not compatible with attendance at bachelor's, master's or doctoral degree courses or specialisation courses in Italy or abroad, without prejudice to the possibility of implementing specific European Union research funding programmes within the framework of actions related to the Marie Skłodowska-Curie Actions (MSCA).

3. The post-doctoral position entails unpaid leave for employees working in public administration.

4. In the event of a request for authorisation to carry out external assignments, the Academic Senate shall make its decision on the advice of the Department Council, after assessing the absence of conflicts of interest and the compatibility of the assignment with the activities covered by the assignment.

5. In order to carry out teaching, supplementary teaching and educational tutoring assignments at the University, post-doctoral fellows must be authorised by the Coordinator of the research project covered by the post-doctoral assignment.

6. Without prejudice to the above, post-doctoral fellows may not, under any circumstances, carry



out activities that could give rise to a conflict of interest with the University's activities or that would prevent the normal performance of the activities covered by the assignment.

Art. 30 - Details of salary, taxation, social security and national insurance policies

1. For the entire duration of the contract, post-doctoral researchers are entitled to an all-inclusive gross annual remuneration determined in accordance with the salary parameters set out in Article 19, paragraph 4, letter i) of these Regulations, in compliance with the minimum remuneration established by Ministerial decree, which shall in any case not be less than the initial remuneration payable to a confirmed researcher on a fixed-term contract.
2. The gross annual remuneration is not subject to indexation or revaluation and is subject to the taxation and social security regulations in force.
3. Employment contracts between the University and the post-doctoral fellow shall be governed by the relevant provisions in force, including those relating to taxation, welfare, social security and national insurance applicable to income from employment.
4. The University shall also provide insurance cover against accidents at work and occupational illnesses, as well as civil liability insurance.

TITLE III – COMMON AND FINAL PROVISIONS

Art. 31 – Common rules

1. The total duration of contracts with holders of positions referred to in Articles 22, 22-bis and 22-ter, as well as contracts (Article 24) with different state, non-state or telematic universities and institutions of higher education in art, music and dance, and institutions whose advanced scientific diploma has been recognised as equivalent to a PhD pursuant to Article 74, paragraph 4, of Presidential Decree No. 382 of 11 July 1980, and public research bodies, may not exceed eleven years in total, even if the contracts are not continuous. For the purposes of calculating the total duration of these contracts, periods spent on maternity or paternity leave or on sick leave in accordance with current legislation shall not be taken into account.
2. Without prejudice to the provisions of Article 5 of Legislative Decree No. 49 of 29 March 2012, the total expenditure incurred by universities for the awarding of postdoctoral and research positions (Article 22-ter of Law No. 240/2010) may not exceed the average expenditure incurred



over the last three years for the awarding of research grants referred to in Article 22 of Law No. 240/2010, and for the stipulation of fixed-term research contracts referred to in Article 24, paragraph 3, letter a) of the text in force prior to the entry into force of Law No. 79 of 29 June 2022, as shown in the approved budgets. This spending limit does not apply if the financial resources come from national, European or international research projects that are eligible for funding on the basis of competitive calls for proposals.

Art. 32 - Transitional and final provisions - Entry into force

1. For anything not expressly provided for in these Regulations, the current provisions of law and the Statutes and Regulations of the University of Cagliari shall apply.
2. These Regulations, adopted pursuant to Law 168/1989, are issued by decree of the Rector and published on the University's website. They shall enter into force on the day following their publication.
3. The "Regulations for the stipulation of research contracts, pursuant to Art. 22 of Law 30.12.2010, No. 240", issued by Rector's Decree No. 325 of 3 April 2025, are repealed as of the date of entry into force of these Regulations and apply exclusively to research contracts entered before that date.