HAVING REGARD TO the Decree of the President of the Republic no. 3 issued on 10.01.1957, "Consolidated Act on the statute of government employees - Statute of government employees", as amended;
HAVING REGARD TO the Decree of the President of the Republic no. 686 issued on 03.05.1957, "Provisions for the implementation of the Consolidated Act on the Statute of government employees, approved by the Decree of the President of the Republic no. 3 issued on 10.01.1957";
HAVING REGARD TO the Decree of the President of the Republic no. 382 issued on 11.07.1980, “Review of university teaching staff, its training section and organisational and teaching testing”, as amended;
HAVING REGARD TO Law no. 168 issued on 09.05.1989, "Establishment of the Ministry for Universities and Scientific and Technological Research", as amended;
HAVING REGARD TO Law no. 341 issued on 19.11.1990, "Reform of the Italian university educational systems", as amended;
HAVING REGARD TO Lgs. D. no. 165 issued on 30.03.2001, “General regulations governing the regulation of employment by public authorities”, as amended;
HAVING REGARD TO Law no. 240 issued on 30.12.2010, "Rules on organization of universities, academic staff and recruitment, as well as enabling Government to enhance the quality and efficiency of the university system", specifically art. 24 "Temporary researchers", as amended;
HAVING REGARD TO Ministerial Decree no. 236 issued on 02.05.2011, "Establishment of tables on the correspondence between Italian and foreign academic positions as under art. 18 — paragraph 1 — letter b) of Law 240/2010";
HAVING REGARD TO the current Statute of the Politecnico di Milano;
HAVING REGARD TO the current General University Regulations;
HAVING REGARD TO the Council of State rulings, Section VI — no. 1270/2013 and no. 5284/2013, on the cases of incompatibility laid down in Law no. 240 issued on 30.12.2010, "Rules on organization of universities, academic staff and recruitment, as well as enabling Government to enhance the quality and efficiency of the university system", as amended;
HAVING REGARD TO the current Statute of the Politecnico di Milano;
HAVING REGARD TO the current General University Regulations;
HAVING REGARD TO the current Politecnico di Milano Regulations for Administration, Finance and Accounting;
HAVING REGARD TO Rectoral decree no. 117/AG issued on 11.02.2012 which enacted the Rules governing the method of recruitment of temporary researchers pursuant to art. 24 of Law no. 240 issued on 30.12.2010, as amended by Rectoral decree 728/AG issued on 05.03.2014;
HAVING ACQUIRED the resolutions of the Academic Senate and the Board of Governors, during their respective meetings on 22 and 29 September 2014, in relation to the proposal to modify the section on incompatibility for marriage in these Rules, with the ensuing partial amendment to paragraph 7 of art. 9, "Parties admitted to the selection process";
HAVING THUS RECOGNISED the need to take action;
HEREBY DECREASES

ART. 1

1. For the reasons given in the preamble, the Rules governing the method of recruitment of temporary researchers pursuant to art. 24 of Law no. 240 issued on 30.12.2010, as amended by Rectoral decree no. 117/AG issued on 11 January 2012, and partially amended by Rectoral decree no. 2472/AG issued on 02.10.2012 and Rectoral decree no. 728/AG issued on 05.03.2014, are further amended as indicated in the regulatory text that is fully reported herein.

2. The partial amendment to art. 9, paragraph 7, is in bold italics.

RULES GOVERNING THE METHOD OF RECRUITMENT OF TEMPORARY RESEARCHERS PURSUANT TO ART. 24 OF LAW NO. 240 ISSUED ON 30.12.2010

ART. 1

Purposes

1. The Politecnico di Milano, within the limits of its teaching programme budget, can enter into private temporary employment contracts with individuals who have adequate scientific qualifications and who meet the conditions set out in Art. 9 below.

2. These contracts concern the performance of research work, also within the scope of a specific project or programme, even resulting from conventions with third party entities, as well as the performance of teaching and supplementary teaching activities and services for students.

ART. 2

Scope of application

1. These Rules govern, in accordance with Council Directive no. 70/1999 (Framework agreement on fixed-term work) and with the principles enshrined in the European Charter for Researchers, referred to in the European Commission Recommendation no. 251 of 11 March 2005, the method of recruitment, the legal and economic conditions established for temporary researchers under art. 24 of Law no. 240 issued on 30.12.2010, and the conditions for the performance and assessment of their work.

ART. 3

Types of contracts

1. In accordance with art. 24 — paragraph 3 of Law no. 240 issued on 30.12.2010, the Politecnico di Milano can activate these types of contracts:
   - contracts referred to in letter a), hereinafter "junior" contracts;
   - contracts referred to in letter b), hereinafter "senior" contracts.

ART. 4

Junior contracts

1. Junior contracts have a three-year duration, which may be extended once only for two years, subject to the prior positive assessment of the research and teaching work performed by the researcher, in accordance with the method, criteria and parameters set out in M.D. 242 dated 24.05.2011.

2. The extension request is submitted by the Department concerned at least six months in advance and at the conditions laid down in Art. 6 below for contract activation.

3. Junior contracts can be full-time or part-time.

4. The total number of hours for teaching activities, supplementary teaching activities and services for students is 350 (full-time researchers) and 200 (part-time researchers).
5. The junior researcher must perform his/her teaching activities according to the programme agreed during the teaching planning activities of the Department requesting the contract, pursuant to University Regulations on teaching commitments.

ART. 5
Senior contracts
1. Senior contracts have a three-year duration and cannot be renewed. They are reserved to researchers:
   - who have worked under junior contracts (Art. 4 above) for at least three years;
   - who have received, for at least three years (even non consecutive years), research grants awarded under art. 51 - paragraph 6, of Law no. 449 issued on 27.12.1997, as amended, or post-doctoral grants under art. 4 of Law no. 398 issued on 30.11.1989, or similar contracts, grants or fellowships at foreign universities;
   - who have worked, for at least three years (even non consecutive years), under contracts stipulated in accordance with art. 1 paragraph 14 of Law no. 230 issued on 04.11.2005.
2. Senior contracts can be full-time only.
3. The total number of hours for teaching activities, supplementary teaching activities and services for students is 350.
4. The senior researcher must perform his/her teaching activities according to the programme agreed during the teaching planning activities of the Department requesting the contract, pursuant to University Regulations on teaching commitments.

ART. 6
Contract activation procedure
1. The activation of junior and senior contracts is proposed by the Department Board, within the limits of the corresponding budget and based on Department/University programming, taking account of any restrictions laid down in law.
2. The Departments start the contracts hereunder via a resolution of the Board that must specify:
   a) the research programme, if any, which the contract is related to and the corresponding Scientific Coordinator;
   b) the Scientific Area, the competition macro-sector, the competition sector and the science-discipline sector under M.D. no. 336 issued on 29.07.2011;
   c) the place of work;
   d) the work assigned under the contract, scientific productivity goals and the total number of teaching hours assigned to researchers and the quality characteristics of scientific production;
   e) in case of junior contracts only, the full-time or part-time nature of the engagement;
   f) the financial cover, for the entire duration of the contract, which must include the gross deductions payable by the Employee and the charges borne by the Entity;
   g) the economic conditions for senior contracts only, in accordance with Art. 15 of these Regulations;
   h) the maximum number, if any, of publications that applicants can submit for selection purposes, which shall not be less than 12;
   i) the foreign language that will be the subject of the oral test.
3. Based on the three-year programme referred to in art. 18 — paragraph 2 of Law no. 240 issued on 30.12.2010, the Board of Governors approves the proposals for contract activation and for their extension (junior contracts only).

ART. 7
Call for applications
1. The call for applications, enacted with a General Director Decree, must specify:
   a) the type of contract (whether junior or senior);
   b) in case of junior contracts only, the full-time or part-time nature of the engagement;
   c) the scope of the contract;
   d) the indication of the specific research project/programme, if any, and its duration;
   e) scientific productivity goals and the teaching hours assigned to the researcher;
f) the Scientific Area, the competition macro-sector, the competition sector and the science-discipline sector under Ministerial Decree no. 336 issued on 29.07.2011;

g) the maximum number of publications, if any, which shall not be less than 12;

h) the foreign language that will be the subject of the oral test to be taken by the applicant when discussing his/her academic titles and publications;

i) the applicable legal, economic and social security conditions;

j) the relevant Department and the place of work;

k) the deadline for submitting applications;

1) the selection procedures, specifying the requirements for participation and any academic titles that give priority.

2. The call for applications is published in the Official Gazette of the Republic of Italy, on the Portal of the University, on the web site of the Ministry of Education, University and Research and on the Portal of the European Union.

3. The deadline for submitting applications is 60 days starting from the day following the date of publication of the call in the Official Gazette.

4. The application must be received by the competent Administration Area within the deadline established in the call and in accordance with the procedure indicated therein.

ART. 8
Selection procedures

1. Junior and senior researchers are hired after completing the selection procedures that ensure the comparative evaluation of applicants and the publication of the corresponding documents.

2. The stipulation of junior and senior contracts, provided the applicants meet the requirements indicated in art. 5 - paragraph 1 above, can take place both as a result of the procedures followed by the University in accordance with these Rules and as a result of evaluations carried out by ministries, the European Union, other national or international research institutes during competitive funding procedures, which envisage the hiring of the successful applicant under a temporary contract. In the latter case, the stipulation of the contract is authorised by the Board of Governors after hearing the Academic Senate.

3. Senior contracts can also be stipulated in accordance with art. 1, paragraph 9, of Law no. 230 issued on 4 November 2005, via a direct call for scholars who have been permanently employed abroad in university research or teaching posts for at least three years and who hold an equivalent academic position in foreign university or research institutions, or who have spent, pursuant to a direct call authorised by the Ministry of Education, Universities and Research, within the framework of the "brains back" programme, a research and teaching period of at least three years at Italian universities and have obtained scientific results that are appropriate for the position covered by the call, or winners of high-level research programmes identified by decree of the Minister of Education, Universities and Research of 1 July 2011, enforcing art. 29, paragraph 7 of Law no. 240 issued on 30 December 2010.

In this case, the proposal must be approved by the Board of Governors after checking the economic and financial compatibility and the University's three-year programme.

The Board of Governors' resolutions, together with the documents deemed necessary, will be sent to the Ministry of Education, Universities and Research which, after hearing the National University Council, can authorise the calls. The Rector will then order contract stipulation.

4. Applicants are selected by analytically assessing their academic qualifications, curriculum and scientific production (including their doctoral thesis) according to the criteria and parameters (acknowledged abroad as well) set forth in M.D. 243 dated 25.05.2011.

5. In the first meeting, the Judging Panel establishes the criteria and parameters to use in the preliminary assessment and subsequent assessment of academic titles/qualifications and scientific production, also in accordance with the research programme, if any, referred to in art. 6 - paragraph 2 - letter a) above. In the same meeting the highest and lowest score will be established - applicants with a score below the minimum will not be considered suitable for the position. If the Judging Panel Chairman suggests it and the Rector authorises it, the first meeting can take place telematically (i.e. long-distance connection between members).

6. The criteria and parameters referred to in the previous paragraph will be published at least ten days before the preliminary assessment and the assessment of academic titles/qualifications and scientific production, on the Politecnico's web site.
7. After the preliminary assessment, the most suitable applicants (between 10 and 20% of the original applicants and, in all cases, no fewer than six people) will be invited to publicly discuss their scientific production and qualifications/academic titles with the Judging Panel. All applicants are invited if the number of applicants is six or fewer.

8. The Judging Panel will then discuss with the applicants about their scientific production and qualifications/academic titles. This interview is not the subject of assessment - its aim is to assign a score to academic titles/qualifications and to scientific production.

9. While discussing academic titles/qualifications and scientific production, the Judging Panel will also perform an oral test to check the applicants' foreign language skills addressed in the call.

10. After the interview, a score will be assigned to the academic titles and to each publication presented by the applicants admitted to the discussion.

11. The Judging Panel will prepare, according to the criteria and parameters established in the preliminary meeting, an applicant ranking list based on the scores assigned in the assessment of academic titles/qualifications and scientific production of each applicant.

12. The documents of the selection process are approved with a General Director decree.

13. The Department Board concerned prepares the call proposal for the highest ranking applicant, approved by absolute majority vote by full and associate professors.

14. The proposal is submitted to the Board of Governors for its approval.

15. If the successful applicant waives the call, the Department prepares, in accordance with the procedure set out in paragraph 12 above, a new call proposal according to the ranking list referred to in paragraph 10.

16. The ranking list ceases to be valid upon termination of the probation period of the selected applicant.

ART. 9

Parties admitted to the selection process

1. Applications are welcome from Italian and foreign applicants who hold a PhD or an equivalent qualification, awarded in Italy or abroad.

2. Up to 31.12.2015, a Laurea Magistrale (equivalent to Master of Science) or an equivalent qualification, together with a scientific and professional curriculum that is suitable for research work, entitles the applicant to participate in the selection process hereunder.

3. For senior contracts only, applicants who meet the requirements set out in Art. 5 of these Rules are admitted to the selection process.

4. Applicants must have all the requirements set out in the previous paragraphs at the deadline for submitting their application.

5. Full and associate professors, researchers already hired with permanent positions or retired researchers cannot be admitted to the selection process.

6. Graduates who have had temporary research fellowships or temporary research contracts pursuant to articles 22 and 24 of Law no. 240/2010 respectively, awarded by the Politecnico di Milano or other Italian (public, private or long-distance) universities, or by bodies of the kind described in paragraph 1 of art. 22 of Law 240/2010, for a period of time (regardless of whether the contracts were for consecutive years or not) that exceeds 12 years (including the period this contract would last for), cannot be admitted to the selection process. For purposes related to the duration of the above mentioned relationship, periods of maternity and sick leave pursuant to the laws in force do not count.

7. Graduates who are married to or have family or kinship ties (within the fourth degree included) with a professor belonging to the Department that proposed the contract, or with the Rector, the General Director or a member of the Board of Governors, cannot participate in the selection process.

8. Exclusion from the selection process is resolved with a General Director reasoned decree and is notified to the applicant concerned.

ART. 10

Judging Panel

1. The Judging Panel is made up of three full or associate professors (or the equivalent if foreign), who work in the competition macro-sectors that are the subject of the call. They are appointed by the Board of the Department concerned. The Judging Panel is made up of a majority of full and associate professors, or equivalent, from other universities, including foreign universities.
2. The Judging Panel is appointed with a Rectoral decree published on the Official Bulletin and on the Politecnico di Milano's web site.
3. The Judging Panel must end its work no later than six months' from the issue of the decree of appointment. The Rector can concede a three-month extension on receiving a motivated request from the Panel Chairman.

ART. 11
Stipulation of work contract and corresponding duration
1. No later than 30 days from the day the Board of Governors approves the call proposal, the successful applicant is invited to enter into a written work contract.
2. The contract must be signed no later than 30 days after the communication was received.
3. The contract must include, *inter alia*:
   a) the date in which the employment contract begins and ends;
   b) the required services;
   c) economic conditions.
4. The contract is entered into by the researcher and the General Director.
5. The probation period lasts three months of actual service and the assessment is the task of the Head of the Department.
6. The probation period is suspended if the employee is away on sick leave. In this case the employee has the right to keep his/her position for up to six months, after which the employment contract is considered expired.
7. After the probation period is over and no intention to withdraw has been declared on either side, the researcher's contract is confirmed and he/she is given seniority from the day of full employment.
8. In the case of withdrawal from the contract, the employee will be paid up to the last day of actual service.

ART. 12
Nature of employment
1. Junior and senior researchers establish their working schedule with the Head of the Department where they work and with the Head of Research.
2. The self-certified statement regarding teaching activities, supplementary teaching activities, services for students and research is established with the specific University Regulations set out in art. 6 — paragraph 14 of Law no. 240 issued on 30.12.2010.
3. Junior and senior researchers undergo health examinations in accordance with Lgs. D. no. 81/2008, paid by the University.
5. Junior and senior researchers are also subject to the provisions set out in the Statute on the eligibility to vote and to stand for election in the academic bodies of university researchers, depending on their contract.
6. Junior researchers may change, though once only in the course of the entire duration of the contract, the full-time or part-time nature of their contract, subject to their Department's prior authorisation. The Department will ensure that any changes from part-time to full-time commitments are financially sustainable.
   7. Junior and senior researchers have the rights established in Lgs. D. no. 151, issued on 06.03.2001, with regard to maternity and paternity, Law no. 104 (issued on 05.02.1992) with regard to assistance, social integration and the rights of disabled people, articles 37, 40 and 68 of D.P.R. no. 3 (issued on 10.01.1957) and subsequent amendments regarding extraordinary leave and sick leave. Sick leave cannot last for more than 12 months in case of a three-year contract; if the contract is for less than three years, sick leave will be proportionate to the relevant period.
8. Junior and senior researchers are granted the rights laid down in art. 8 of Law no. 349 issued on 18.3.1958, in relation to leave for study purposes, for up to 12 months for each work contract.

ART. 13
Termination of employment
1. The employment contract ends at the end of the established time period, if one of the parties withdraws or for any other reason for contract resolution listed in the current laws.
2. During the first three months either party can withdraw from the contract at any time, no notice required, and no notice money owed. The withdrawal is effective from the time the other party is informed.
3. At the end of the period set out in paragraph 2 of this article and until the end of the contract, the parties can withdraw from the contract for causes that, pursuant to art. 2119 of the Italian Civil Code, do not allow the employment to continue, not even on a temporary basis. If the employee decides to withdraw from the contract, he/she must give 30 days' notice. The period of notice is between the 1st and the 16th of each month. If no advance notice is given, the Administration shall be entitled to withhold from the employee's pay the amount due for the period for which no advance notice was given.

ART. 14
Incompatibility and other employment

1. The contracts are not compatible with:
   - any other form of salaried employment, including part-time or short-term employment by public and private employers;
   - temporary research fellowships with the Politecnico or other universities;
   - doctoral and post-doctoral grants and, in general, with any kind of scholarship or grant awarded for any reason, also by third party entities.

2. Full-time junior and senior researchers are allowed to perform other teaching activities in addition to those indicated in Art.s 5 and 6, in compliance with the specific University Regulations.

3. Junior and senior researchers, depending on their contract, must comply with the provisions contained in the Regulations governing the work of professors and researchers outside the Politecnico.

4. The contracts awarded hereunder to successful applicants do not give any rights to access university positions.

5. Priority in competitions for positions in public administrations will be given to employees completing the contracts regulated by these Rules.

ART. 15
Salary, taxes, insurance and welfare

1. For the entire duration of their contract, junior researchers are entitled to an annual remuneration that is as much as that of a newly appointed confirmed researcher, depending on the full-time or part-time nature of their engagement.

2. For the entire duration of their contract, senior researchers are entitled to an annual, gross and all-inclusive remuneration that is as much as that of a newly appointed full time confirmed researcher plus maximum 30%.

3. The annual gross salary is not subject to indexing or re-evaluation.

4. The employment relationship between the Politecnico di Milano and the junior or senior researcher is governed by the laws governing such matters and includes taxes, insurance and welfare in line with salaried employment.

5. The Politecnico di Milano will provide third party liability insurance and accident insurance.

Art. 16
Intellectual property

1. Any innovative product/method that can be patented and that is designed by a junior and senior researcher during his/her duties is governed in compliance with the current laws governing the matter, the University Regulations and other specific contract clauses.

ART. 17
Procedures for the call of senior researchers as associate professors

1. Within the limits of the University/Department programme budget, during the third year of a senior contract, the Politecnico di Milano assesses the relevant contract holder, provided the latter has acquired the scientific qualification referred to in art. 16 of Law no. 240/2010, for the purpose of his/her call as an associate professor. If the assessment, carried out in accordance with the criteria set out in M.D. no. 344 of 04.08.2011, is successful, the researcher, upon expiry of his/her contract, becomes an associate professor.

Art. 18
Temporary and final provisions - Entry into force

1. All matters that are not expressly regulated by these Rules will be regulated by Law 240/2010 and the current applicable rules.
2. The contractual relationships established pursuant to Rectoral decree no. 2672/AG of 17.12.2009 with which the Regulations for the hiring of temporary researchers were issued, are regulated by the said Regulations until their established expiry.

3. These Rules go into force from the day following their enactment.

IL RETTORE
(Prof. Giovanni Aczone)