



PUBLIC SELECTIVE PROCEDURE FOR THE CONFERMENT OF NO. 1 RESEARCH CONTRACT  
PURSUANT TO ARTICLE 22 OF LAW 30 DECEMBER 2010, No. 240.

THE RECTOR

HAVING REGARD to Law No. 168 of 09/05/1989, "Establishment of the Ministry of University and Scientific and Technological Research";

HAVING REGARD to Law No. 241 of 07/08/1990, "New rules regarding administrative procedures and the right of access to administrative documents," as amended and supplemented;

HAVING REGARD to Presidential Decree No. 487 of May 9, 1994, as amended and supplemented, providing rules for access to public employment in the public administration and the procedures for holding public competitions;

HAVING REGARD to Legislative Decree No. 81 of April 9, 2008, concerning the protection of health and safety in the workplace;

HAVING REGARD to Law No. 104 of 05/02/1992, "Framework law for the assistance, social integration, and rights of persons with disabilities";

HAVING REGARD to Law No. 68 of 12/03/1999, "Rules for the right to work of people with disabilities";

HAVING REGARD to Legislative Decree No. 151 of 06.03.2001, concerning the protection and support of maternity and paternity;

HAVING REGARD to Presidential Decree No. 445 of December 28, 2000, "Consolidated text of the laws and regulations on administrative documentation," as amended and supplemented;

HAVING REGARD to Legislative Decree No. 165 of March 30, 2001, as amended and supplemented, providing general rules on the organization of work in public administrations;

HAVING REGARD to Legislative Decree No. 196 of June 30, 2003, providing rules on the protection of personal data, as amended and supplemented, pursuant to EU Regulation No. 679/2016 (GDPR);

HAVING REGARD to Law No. 240 of 30/12/2010, concerning "Rules on the organization of Universities, academic staff and recruitment, as well as the delegation to the Government to incentivize the quality and efficiency of the university system," and in particular Art. 22;

HAVING REGARD to Law No. 79 of June 29, 2022, "Conversion into law, with amendments, of Decree-Law No. 36 of April 30, 2022, containing further urgent measures for the implementation of the National Recovery and Resilience Plan (PNRR)" and, in particular, paragraph 6-septies, which fully rewrote Article 22 of Law No. 240/2010, introducing the new "Research Contracts" to replace "Research Fellowships";

HAVING REGARD to the University Code of Ethics, issued by Rector's Decree No. 4115 of 22/09/2022;

HAVING REGARD to the "Contract regarding the contractual sequence for research contracts pursuant to Art. 22 of Law No. 240/2010" (Art. 178, paragraph 1, letter g of the National Collective Bargaining Agreement (CCNL) for the Education and Research sector of 18/01/2024), signed on March 18, 2025;





HAVING REGARD to the University Regulations for the awarding of research contracts pursuant to Article 22 of Law No. 240 of December 30, 2010, issued by Rector's Decree No. 3639 of 31/03/2025;

HAVING REGARD to the request from the Director of the Department of Engineering, received on 20/04/2026 under protocol no. 73318, regarding the activation of no. 1 research contract pursuant to Article 22 of Law No. 240 of December 30, 2010, for a duration of 24 months, with Prof. Daniele Di Trapani as Head of Research, to be funded by the Research Project INTERREG EUROMED 2021-2027 'Wastewater and rainwater Treatment for Reuse in overtourism-affected Islands increases Sustainability and fosters Eco-innovation' – WATERISE – U-GOV code PRJ-2093 – CUP: B73C25000650002;

HAVING REGARD to resolution no. 188/2026 of the Board of the Department of Engineering, passed during the session of 15/04/2026, concerning the request to activate no. 1 research contract related to the research program titled: *Assessment of nature-based solutions for addressing water scarcity in small tourist islands*, to be carried out at the Department of Engineering;

CONSIDERING that the funding allocated for project U-GOV code PRJ-2093 has been duly registered in the 2026 budget (E.C. 2026) of the Department of Political Science and International Relations;

TAKING INTO ACCOUNT the certification of allocation of the overall budget to cover the cost of the contract described above, transmitted by the Administrative Manager of the aforementioned Department;

#### DECREES

##### Art. 1 – Duration and amount of the research contract

A public selection procedure is called, by title and interview, for the award of **no. 1 research contract**, as specified below:

-GSD (Scientific-Disciplinary Group): 08/CEAR-02

-SSD (Scientific-Disciplinary Sector): CEAR/02-A

- Head of Research: Prof. Daniele Di Trapani

- Department of Engineering

-Title of the research program: *Assessment of nature-based solutions for addressing water scarcity in small tourist islands*

- Description of the research program on which the post-doc researcher will be engaged:

The Research Fellow will provide technical and scientific support for the implementation of Nature-based Solutions (NbS) aimed at addressing water scarcity in small touristic islands. In particular, key activities will include supporting the design and monitoring of laboratory-scale prototypes (including green roofs and constructed wetlands) for the treatment of wastewater and rainwater, as well as the acquisition and interpretation of experimental data. Furthermore, the Research Fellow will provide decision-making support by contributing to the development of multi-criteria models for selecting optimal NbS in island contexts. This involves assessing their impact on landscape, biodiversity, and soil, also in relation to the hydrological study of the site. Based on the experimental results obtained, the candidate will also support the definition of Key Performance Indicators (KPIs) to measure the effectiveness of pilot actions, focusing on the quantity and quality of the recovered water.

-Duration: 24 months



-Funds: Research Project INTERREG EUROMED 2021-2027 'Wastewater and rainwater Treatment for Reuse in overtourism-affected Islands increases Sustainability and fosters Eco-innovation' – WATERISE – U-GOV code PRJ-2093;

-CUP: B73C25000650002

The total gross amount for 24 months is set at € 56,912.96, inclusive of charges payable by the recipient.

## Art. 2 – Admission requirements

1. Eligibility to participate in the selection procedures for the awarding of research contracts is restricted exclusively to candidates who, by the deadline for the submission of applications, hold a PhD degree or an equivalent qualification obtained abroad, recognized as equivalent by the Selection Committee for the sole purpose of participating in the selection procedure, or, for the relevant sectors, a medical specialization degree.

2. Candidates enrolled in the third year of a PhD program or the final year of a medical specialization course may also apply, provided that the attainment of the degree is expected within six months following the date of publication of the call for applications.

3. The following individuals are ineligible to participate in the selection:

a) permanent staff (tenured or on indefinite contracts) of Universities, public research institutions, and institutions whose postgraduate scientific diplomas have been recognized as equivalent to a PhD degree pursuant to Article 74, fourth paragraph, of Presidential Decree No. 382 of July 11, 1980;

b) individuals who have previously held fixed-term researcher contracts pursuant to Article 22 of Law No. 240 of 2010;

c) individuals related by blood or marriage, up to and including the fourth degree, to a professor or researcher belonging to the structure (Department, Autonomous Accounting Center) that proposed the activation of the contract, or to the Rector, the Director General, or a member of the Board of Directors.

For admission to the public selection procedure referred to in Art. 1, the following general requirements must also be met:

a) Italian citizenship or citizenship of another Member State of the European Union; alternatively, a declaration of being a family member of a subject who does not hold citizenship of a Member State, provided they hold the right of residence or the right of permanent residence, as well as third-country nationals who hold an EC long-term residence permit, or refugee status, or subsidiary protection status;

b) physical fitness for the specific employment related to the position advertised in this notice. The Administration reserves the right to subject the winner of the selection process to a medical examination in accordance with current legislation;

c) compliance with military service obligations (applicable to those born up to 1985);

d) full enjoyment of civil and political rights;

e) having no criminal convictions, even if not yet final (*res judicata*), that prevent the establishment or continuation of an employment relationship with the public administration.

Candidates who have criminal convictions must indicate the date of the sentence, the issuing authority, and the nature of the offense, even if a pardon, amnesty, or remission of sentence has been granted, and even if no record appears in the criminal record certificate. Any pending criminal proceedings must also be disclosed, regardless of their nature.

Access to employment is denied to those who have been disqualified from active political elections (the right to vote), as well as those who have been dismissed or removed from employment with a public administration for persistent poor performance, or those who have been declared disqualified from state employment pursuant to Art. 127, first paragraph, letter d) of the Consolidated Text of provisions concerning the Statute of Civil Servants of the State, approved by Presidential Decree No. 3 of January 10, 1957, and those who have been dismissed for having obtained employment through the production of false documents or by fraudulent means.

Citizens of European Union Member States and non-EU citizens must also meet the following requirements:

- enjoyment of civil and political rights in their State of citizenship or origin;





- possession of all other requirements prescribed for citizens of the Italian Republic, with the exception of Italian citizenship;
- adequate knowledge of the Italian language.

The prescribed requirements must be met by the deadline for the submission of the application for admission.

The Administration may, at any time and by reasoned decision, order exclusion from the selection procedure for failure to meet the prescribed requirements.

### Art. 3 – Application and deadline for submission

Candidates shall submit their application for participation, attaching a project proposal related to the research program specified in the selection process.

Applications must be submitted electronically, under penalty of exclusion, using the dedicated online application portal available at the following webpage:

<https://pica.cineca.it/unipa/2026-cdr-04>

Candidates may access the competition platform using the SPID system (Public Digital Identity System) by selecting the University of Palermo from the list of entities; alternatively, they may register and log in using credentials issued directly by the platform. The software application strictly requires a valid email address in order to complete the system registration.

Candidates must enter all the data required to generate the application and attach the relevant documents in PDF electronic format.

The application for participation must be completed in its entirety, as indicated in the online procedure, and must be accompanied by a valid identification document and a copy of the payment receipt for the competition participation fee.

To participate in the competition, candidates are required, under penalty of exclusion, to pay a contribution for organizational costs in the amount of €50.00 by the application deadline. This contribution must be paid via bank transfer to account no. 000015632748, held by the University of Palermo – Agenzia Via Libertà, 32 – 90141 Palermo – Banca Crédit Agricole – IBAN: IT50R0623004609000015632748 – SWIFT code: CRPPIT2PXXX, specifying the following in the payment description: "Public selective procedure for the awarding of no. 1 research contract – INTERREG WATERISE Project – Head of Research Prof. Daniele Di Trapani."

The bank transfer receipt must be attached to the application.

No other forms of submission for applications or supporting documentation are permitted.

The software application allows candidates to save entered documentation in "draft" mode until the submission deadline. The date of electronic submission is certified by the information system through a receipt, which will be automatically sent via email upon submission of the application.

Once the application is completed and all attachments uploaded, the candidate must ensure they have pressed the "Submit" (presenta) button. The completion of the candidacy will be evidenced exclusively by the change in the application status, which must appear as "Submitted" (presentata) and no longer "In Draft" (in bozza).

Upon expiry of the deadline, the system will no longer allow access to or submission of the electronic form.

Each application will be assigned an identification number which, together with the competition code indicated in the application, must be specified in any subsequent communication.

The procedure for compiling and submitting the application electronically must be completed **no later than 11:59 PM on the thirtieth day** following the date of the posting of this call on the University's Official Notice Board.

In the case of access via SPID identification, the application will be automatically acquired by the system without the need for a signature.

In all other cases, under penalty of exclusion, the application must be signed, contain all requested data, and be accompanied by a valid identification document. The application may be signed using a certified digital signature (in CADES or PAdES mode). Otherwise, the candidate must save the system-generated PDF file to their PC and, without modifying it in any way, print it and provide a full handwritten signature on the last page. This complete document must then be scanned and uploaded back to the system in PDF format.



To report exclusively technical issues, contact support via the specific link at the bottom of the page:  
<https://pica.cineca.it/unipa/>.

In the application, candidates must indicate the specific call they are applying for, the relevant Scientific-Disciplinary Sector (SSD), the Department, the research title, and the Research Supervisor; they must also declare, under their own responsibility, the following:

- surname and first name;
- place and date of birth;
- domicile chosen for selection;
- place of residence;
- telephone number, e-mail address, tax code;
- citizenship;
- registration on the electoral roll, specifying the Municipality of registration, or the reasons for non-registration or removal from said roll;
- absence of criminal convictions and that there are no pending criminal proceedings against them (otherwise, specify the nature of the convictions/proceedings);
- the PhD degree held, or the medical specialization degree for the relevant sectors, including the date of attainment and the University acting as the administrative headquarters of the course;
- research activities previously carried out, as well as any work experience relevant to the contents of the research program specified in this selection process;
- the e-mail address to which all communications regarding this selection procedure should be sent;
- enjoyment of civil and political rights in the State of citizenship or origin, or the reasons for any non-enjoyment (for EU and non-EU citizens);
- knowledge of the English language;
- non-existence of any grounds for incompatibility pursuant to Art. 2 of this call (otherwise, the specific type of incompatibility must be indicated).

The qualifications submitted for evaluation must be forwarded as certified true copies of the original by means of a statutory declaration, pursuant to Art. 47 of Presidential Decree no. 445/2000, or, where applicable, be attested by a self-certification pursuant to Art. 46 of the aforementioned decree.

Data and documents already held by the University of Palermo may be acquired ex officio, provided that the candidate provides the essential details required to retrieve the information or data requested.

Candidates with disabilities, pursuant to Law no. 104 of February 5, 1992, must make an explicit request regarding the necessary assistance required to attend the interview, in relation to their specific disability.

The Administration assumes no responsibility for the loss of communications resulting from the candidate providing an inaccurate PEC (certified email) address, or from the failure or delay in communicating a change of contact details provided in the application, nor for any mishaps not attributable to the Administration itself.

Applications shall be declared inadmissible if they lack either the signed application form or any other document required by the call for applications under penalty of exclusion, as well as those submitted after the established deadline.

#### Art. 4 – Selection Commission

Following the application deadline, the Department Board of the department where the research activity is to be carried out shall resolve on the appointment of the members of the Selection Committee. The Selection Committee shall consist of three permanent members and one substitute member, chosen from among professors and researchers with research experience in the fields covered by the call. At least one member must belong to the scientific-disciplinary group related to the call; members may also be external to the University, and an adequate gender balance must be ensured.

The following individuals may not be members of the Committee:

- a) have been convicted, even if the judgment is not yet final, of the offenses provided for in Chapter I, Title II, Book Two of the Criminal Code;
- b) have a situation of incompatibility with the candidate or other members of the Committee, as provided for by Articles 51 and 52 of the Code of Civil Procedure and Article 7, paragraphs 1 and 2, of the University Code of Ethics;



c) find themselves in a situation of conflict of interest, even if potential, with the candidate or other members of the committee, pursuant to Article 7 of Presidential Decree 62/2013 and Article 6, paragraphs 1, 2, and 5, of the University Code of Ethics.

The Selection Committee is appointed by Rectoral Decree, which shall be published in the Official University Registry.

A period of 30 days shall run from the date of publication of the Appointment Decree, during which candidates may submit any petitions for the recusal of the Committee members to the Rector. If the grounds for recusal arise after publication, provided they occur prior to the formal installation of the Committee, the deadline shall run from the moment such grounds arise. The candidate's right to waive the recusal period remains unaffected.

No remuneration is provided for the members of the Selection Committee.

The Committee's judgment is final and non-appealable on its merits.

#### Art. 5 – Procedure for selection

The selection process is carried out through a comparative evaluation of the candidates and is aimed at assessing the alignment of the project proposals with the research program covered by the call, as well as the candidates' possession of a scientific and professional curriculum suitable for carrying out the research activity stipulated in the contract.

Candidates are evaluated comparatively based on the following criteria:

- a) quality, originality, and innovativeness of the project proposal, with reference to the research program covered by the selection;
- b) relevance and significance of previously conducted research activities, as well as any work experience, in relation to the contents of the research program covered by the selection;
- c) relevance of the attached publications to the research program covered by the selection;
- d) an oral examination to assess the candidates' research aptitude, aimed at verifying their suitability to carry out the research activity covered by the contract, as well as evaluating their proficiency in the required language.

In its first set of minutes, the Selection Committee shall predetermine the criteria for the comparative evaluation of the candidates. These criteria are communicated to the Person in Charge of the Procedure, who ensures they are made public at least seven days prior to the continuation of the committee's proceedings. The Selection Committee has the following scores at its disposal:

- up to 70 for the evaluation criteria referred to in letters a), b) and c);
- up to 30 points for the interview.

Following an appropriate evaluation and based on the criteria established in the first set of minutes, the Committee shall proceed with the assignment of the relative scores.

The scores relating to the evaluation criteria referred to in letters a), b), and c) must be disclosed to the candidates prior to the interview.

The date, time, and location of the interview shall be notified to the candidates no less than fifteen days before it takes place. The schedule of the oral exam may also be defined within the call for applications, in which case it shall serve as official notification for all legal purposes. Following the notification of the results of the evaluation referred to in paragraph 7, candidates may waive the notice period by submitting a written request to the Person in Charge of the Procedure.

The interview must take place in a room open to the public, with a capacity suitable to ensure maximum participation; should this be impossible, the exam may be conducted via teleconference, provided that technical solutions are adopted to guarantee the identification of participants, the regularity and integrity of the exam, the security of communications and their traceability, in compliance with personal data protection regulations and, in any case, ensuring the public nature of the exam through digital means. The Committee shall draw up a merit ranking based on the scores achieved by the candidates. The selection is considered passed with a minimum score of 40 points for the evaluation criteria referred to in letters a), b), and c), and a minimum score of 20 points for the interview. In the event of a tie, preference shall be given to the younger candidate.

The Committee may, stating its reasons in the minutes, utilize digital tools for collegiate work and may conduct its meetings remotely.



#### Art. 6 – End of the procedure

The Selection Committee must conclude its proceedings within a maximum period of sixty days from the receipt of the candidates' applications. Upon a reasoned request from the Chairperson, the Rector may grant an extension of a further two months.

In the event that the proceedings are not concluded within the aforementioned deadline, the Rector, by means of a reasoned provision, shall initiate the procedures for the replacement of the Committee, while simultaneously establishing a new deadline for the conclusion of the work.

The competition records and the relative merit ranking, together with the appointment of the winner, shall be approved by Rectoral Decree.

The records shall be published on the University website, within the terms and in the manner provided for by the call and in compliance with regulations regarding transparency and personal data protection. Within a maximum period of 24 months from the date of publication of the Rectoral Decree approving the records, and in the presence of justified needs to carry out the same research project, the Department Board may, by specific resolution, propose the awarding of additional research contracts to candidates successfully placed in the ranking, provided that the availability of financial coverage is verified.

#### Art. 7 – Stipulation of the contract

The employment relationship is established following the stipulation of a specific written contract between the University and the winner.

The employment contract shall be signed by the contractor and the Rector.

The contract must be signed within 30 days of receiving the notification of appointment, without prejudice to any more restrictive time constraints specified in the call for applications.

Failure to comply with this deadline shall result in the forfeiture of the right to the contract.

In the event of specific, reasoned, and documented requirements, the signing of the contract may be postponed beyond thirty days and, in any case, for a period not exceeding sixty days from the date of the notification.

Exceptions are made for requests for extensions due to pregnancy and postpartum care, serious and documented illness, or the attainment of a PhD (within six months following the publication date of this call for applications).

Should the winner be a candidate enrolled in the third year of a PhD program, the signing of the contract shall be suspended until the degree is obtained. This must occur within six months following the publication date of the call for applications, under penalty of forfeiture of the right to the contract.

In the event that the winner of the selection process fails to sign the contract, the University shall proceed by scrolling down the merit ranking.

The Department Head shall sign and send the letter regarding the commencement of service of the research fellow to the competent University Administration Office.

Research contracts do not grant any right of access to permanent positions (tenure) within Universities, public research bodies, or institutions whose postgraduate scientific diploma has been recognized as equivalent to a PhD pursuant to Article 74, paragraph 4, of Presidential Decree no. 382 of July 11, 1980; nor can they be computed for the purposes set out in Article 20 of Legislative Decree no. 75 of May 25, 2017.

#### Art. 8 – Prohibition of cumulation and incompatibility

The research contract may not be combined with scholarships or research grants of any kind awarded by national or foreign institutions, with the exception of those exclusively intended for international mobility for research purposes.

The research contract is incompatible with enrollment in undergraduate, Master's, PhD, or medical specialization programs, whether in Italy or abroad, and requires employees of Public Administrations to be placed on unpaid leave.

Research contracts are incompatible with:

- any other employment relationship, including part-time or fixed-term contracts, with public or private entities;
- holding research fellowships (assegni di ricerca) at other Universities or public research bodies.



The contractor may carry out teaching support activities or hold teaching contracts at the University of Palermo, provided that such activities do not interfere with the successful progress of the research activity covered by the contract. This is subject to the favorable opinion of the Research Supervisor and authorization from the Department Board. These activities are incompatible with the contract in the absence of the aforementioned authorization.

In any case, the contractor may not engage in activities that could lead to a conflict of interest with the activities of the University of Palermo.

#### Art. 9 – Income, tax, social security and insurance treatment

The contractor is entitled, for the entire duration of the relationship, to a gross salary of € 56,912.96, inclusive of all charges to be paid by the recipient.

The employment relationship established between the University of Palermo and the research fellow is governed by current regulations, including those regarding tax, social security, welfare, and insurance provisions for salaried employment income.

The University shall also provide insurance coverage against workplace accidents and occupational diseases, as well as third-party liability.

#### Art. 10 – How the employment relationship is conducted

The contractors work in agreement with the Research Supervisor.

The contractor is subject to the health controls provided for by D.lgs. n. 81/2008 at the expense of the University.

Disciplinary jurisdiction is regulated by art. 10 of the Law 30.12.2010, n. 240.

Contractors are recognized as the provisions of D.lgs. 06.03.2001, n. 151 on the protection and support of maternity and paternity, by Law 05.02.1992, n. 104 for assistance, social integration and rights of disabled persons, by artt. 37, 40 and 68 of the D.P.R. 10.01.1957, n. 3, and subsequent modifications, in matter of extraordinary leave and sick leave. Sick leave may not exceed 9 months in the case of a two-year contract. In the case of an extension, the period of sick leave shall be proportionate to the period.

Contractors are entitled to the provisions of the articles. 69 and 70 of the D.P.R. 10.01.1957, n. 3, and subsequent amendments, on leave for family reasons. Leave for family reasons may not last more than 12 months, during which the applicant does not receive any allowance or social security contributions. Leave for family reasons is authorized by resolution of the Department Council of Reference.

#### Art. 11 – Termination of employment

The termination of the employment relationship is determined by the expiry of the term or by the withdrawal of one of the parties and by any other cause of termination provided for by the legislation in force.

The contract may be terminated, for both parties, if there is a cause that, according to art. 2119 of the C.C., does not allow the continuation, even provisional, of the report.

The contractor may withdraw in writing with 30 days' notice. In the event of failure to give notice, the Administration will deduct from the contractor an amount corresponding to the remuneration for the period of notice not given. Funds not used for the contract shall be refunded to the Facilities concerned.

#### Art. 12 – Publication of the selective procedure

This call will be posted on the official register of the University of Palermo (<http://www.unipa.it/albo.html>), on the inPA portal ([Portale del reclutamento](http://Portale del reclutamento)) and on the MUR website (<https://bandi.mur.gov.it/>).

The call will also be available on the WEB site of the University of Palermo at: <https://www.unipa.it/servizi/assegnidiricerca/contratti-di-ricerca/>.



#### Art. 13 – Processing of personal data

In accordance with EU Regulation 2016/679, the University undertakes to respect the confidential nature of the information provided by the candidate. All the data provided will be processed only for the purposes related and instrumental to the contest, in compliance with the provisions in force.

Interested parties can consult the information on data processing available at:

<https://www.unipa.it/privacy/informativa/informazioni-sul-trattamento-di-dati-personali---procedure-concorsuali-e-selettive-bandite-dallateneo/>.

#### Art. 14 – Official in charge for the administrative procedure

Pursuant to the provisions of art. 5 of the law of 7 August 1990 n. 241 the Head of the competition procedure referred to in this call is appointed in the person of Dr. Stefania Crifasi, Head of U.O. Research Grants, e-mail: [stefania.crifasi@unipa.it](mailto:stefania.crifasi@unipa.it).

#### Art. 15 – Final provisions

The contractor is obliged to comply with the provisions of law and regulations of the University of Palermo.

All technical data and information, administrative, scientific and didactic that the contractor comes into possession during the course of the research activity must be considered confidential and therefore is not allowed to use for purposes other than those for which the contract is awarded. The industrial and intellectual property rights arising from the activities in which the contractor may participate in various ways will be regulated according to the provisions of law and regulations of the University of Palermo on industrial property and intellectual.

For all that is not expressly regulated by this Regulation, please refer to Law n. 240/2010 and the applicable laws and regulations.

Palermo,

The Rector  
Prof. Massimo Midiri

*The original text is the Italian version. Any discrepancies or differences created in the translation are not binding and have no legal effect for compliance or enforcement purposes. If any questions arise related to the accuracy of the information contained in the translated text, refer to the Italian version of the call for applications which is the official version.*

