



THE RECTOR

Having regard to Law No. 168 of 9 May 1989 "Establishment of the Ministry of University and Scientific and Technological Research";

Having regard to Law no. 240 of 30/12/2010 as amended, relating to the "Regulations on the organisation of universities, academic staff and recruitment, as well as delegation to the Government to encourage the quality and efficiency of the university system";

Having regard to Law No. 79 of 5 June 2025 converting into law, with amendments, Decree-Law No. 45 of 7 April 2025, containing further urgent provisions on the implementation of the measures of the National Recovery and Resilience Plan and for the start of the academic year 2025/2026, which introduced the new contractual figure of Research Assignments, governed by art. 22-ter of Law 240/2010;

Having regard to the Decree of the Minister of University and Research of 6 August 2025 no. 592, registered by the Court of Auditors on 29/08/2025 no. 1822, which defines the minimum salary of research assignments pursuant to Article 22-ter of Law no. 240 of 30 December 2010;

Having regard to the Regulations for the assignment of research assignments pursuant to Article 22-ter of Law No. 240 of 30 December 2010", issued by Rector's Decree No. 10323 of 30/09/2025;

Having regard to the University Code of Ethics;

Having regard to the Code of Conduct of the University of Palermo;

Having regard to the Marie Skłodowska-Curie Actions (MSCA) project "Boosting sustainability of European aquaculture through Biofloc Technology" (SwitchFloc) Grant Agreement No.101226312 funded under the HORIZON-MSCA-2024-DN-01 call, MSCA Doctoral Networks action of which Prof. Gianluca Sara is the scientific coordinator;

Considering that the Marie Skłodowska-Curie - Doctoral Networks (MSCA-DN) Actions support doctoral and training programmes in the field of doctoral research in any scientific-disciplinary area and sector, proposed and implemented by European partnerships formed by Universities, Research Centres and non-academic bodies (companies, small and medium-sized enterprises, non-profit organisations, etc.);

Considering that the University of Palermo, through the Department of Earth and Marine Sciences, as beneficiary of the SwitchFloc) Grant Agreement No.101226312 project, will have to recruit a young researcher to be trained as part of a PhD course of the University, for the development of the project entitled: Assessing carbon footprint under varying BFT conditions – DC7;

Having regard to the resolution taken by the Department of Earth and Marine Sciences, in the session of 26/03/2026, regarding the activation of a selection procedure for the assignment of n° 1 research assignment lasting 36 months, under the Marie Skłodowska-Curie Actions (MSCA) project "Boosting sustainability of European aquaculture through Biofloc Technology" (SwitchFloc) Grant Agreement No.101226312; project PRJ-2283 - Tutor: Prof. Gianluca Sarà;

Having regard to art. 11 paragraph 2 of the University Regulations on research assignments D.R. no. 10323 of 30/09/2025 which provides that research assignments are compatible with the attendance of PhD courses, in Italy or abroad, for the purpose of implementing specific European Union research funding programs as part of the actions related to the Marie Skłodowska-Curie (MSCA) program;



Having regard to the resolution adopted by the Board of Directors in the meeting of 02.08.2012 at item no. 26 regarding the revision of fees and contributions for postgraduate activities of the University;

Having regard to the certificate of budget allocation on the PRJ-2283 W.P. Chargeable Costs project, issued by the Administrative Manager of the Department of Earth and Marine Sciences, prot. n° 79484 of 28/04/2026, for the coverage of the above-mentioned research assignment.

DECREE

Art.1

(Subject of selection)

A public selection procedure is announced, based on qualifications and interview, for the conferral of no. **1** research assignment, pursuant to art. 22-ter of Law 240/2010, aimed at introducing to research and innovation young scholars who have held a master's or single-cycle degree for no more than six years and a curriculum suitable for assisting in carrying out research activities, lasting n. **36 months** and for the gross amount, all-inclusive of the charges borne by the recipient and the Administration, equal to **€ 163,075.08**, including the Living Allowance and the Mobility Allowance.

If the selected candidate meets the criteria to be considered as a family member, an additional Family Allowance of **€ 17,820.00** will be awarded. For the purposes of the contract, "family" means persons related to the researcher by marriage, or by a relationship with equivalent legal status recognized by the legislation in which this relationship was formalized, and/or dependent children actually maintained by the researcher.

Below are the specifications of the research assignment:

- GSD: 05/BIOS-05
- SSD: BIOS-05/A
- Title: Reduction of BFT Carbon Footprint through Water Reuse and Biofloc Recycling: Assessing carbon footprint under varying BFT conditions – DC7
- Research program: The objectives are mainly to develop a mechanistic DEB-based LCA approach to estimate the carbon footprint under varying conditions, and to link impact-related costs at the ecosystem level. In addition, the project aims to enhance water reuse and biofloc recycling in order to reduce the carbon footprint of Biofloc Technology (BFT) systems. To determine the carbon footprint associated with biofloc systems, a Dynamic Energy Budget (DEB) analysis will be carried out. The DEB framework allows the simulation of energy and matter allocation to target species and their surrounding habitat. Therefore, carbon-oriented DEB models for the main farmed species will be parameterised and calibrated.
- Tutor: Prof. Gianluca Sara
- Department and place of activity: Earth and Marine Sciences. In addition, during this period, the winner will have to carry out 4 research periods of about 3 months each at:



- University of Porto (Portugal);
 - Alfred Wegener Institute for Polar and Marine Research (AWI);
 - Polytechnic University of Valencia;
 - Senior Europa Sociedad Limitada (KVC, Spain).
- Funding: Marie Skłodowska-Curie Actions (MSCA) project "Boosting sustainability of European aquaculture through Biofloc Technology" (SwitchFloc) Grant Agreement No.101226312, funded under the HORIZON-MSCA-2024-DN-01 call, MSCA Doctoral Networks action Project Code: PRJ-2283; Scientific Coordinator: prof. Gianluca Sarà;
- CUPs: B63C25000520006
- Competition Code: **I-RIC 9-2026**

ART. 2

(Admission requirements)

1. Italian or foreign citizens may compete for the selections if, on the date of expiry of the deadline for submitting applications, they hold a master's degree or a single-cycle degree in the following classes of degree or equivalent or equivalent obtained abroad and recognized pursuant to the relevant provisions in force:
 - Animal Science and Technology (LM86);
 - Agricultural Science and Technology (LM69);
 - Marine Biology (class LM-6),
 - Environmental Sciences and Technologies (and/or for the environment and the territory, class) LM 75;
 - Veterinary Medicine (class LM-42)

obtained no more than six years ago and a curriculum suitable for assisting in carrying out research activities, which will be evaluated by the Selection Committee.

It is also required:

- Foreign language: English.
2. In the case of possession of more than one master's or single-cycle degree, the six-year term will start from the date of achievement of the first degree useful for access;
 3. Candidates, in possession of a qualification issued by foreign universities for which the equivalence to an Italian degree has not previously been recognized, must, under penalty of exclusion, make an express request in the application form and accompany the application itself with the documents, legally translated, useful to allow the declaration of correspondence by the Selection Committee. This declaration, produced by the Selection Committee at the time of evaluation of the qualifications presented by the candidates, does not constitute equivalence of the qualification and is only useful for access to the subsequent competition phases for the assignment of the research assignment. Furthermore, since the candidate must be enrolled in the PhD Course of National Interest in "Biodiversity" based at the University of Palermo, it should be noted that candidates with a qualification obtained abroad can be admitted to a PhD course only if they hold an academic qualification equivalent to the



Italian degree under the old system, Master's degree obtained at an officially recognized foreign academic institution, which admits to the PhD in the education system/country of issue (except for substantial differences) and which is comparable in level to the Italian qualification required for access to the Course

of Doctorate (Master's Degree or other equivalent II level qualification).

4. Those who are excluded from the active political electorate cannot be admitted to the selection procedure. Citizens belonging to European Union member states and non-EU citizens must also meet the following requirements:
 - enjoy civil and political rights also in the countries of origin or origin;
 - be in possession, with the exception of the possession of Italian citizenship, of all the other requirements provided for citizens of the Republic;
5. The following cannot participate in the selections:
 - tenured staff, hired on a permanent basis, of universities, public research bodies and institutions whose scientific specialization diploma has been recognized as equivalent to the title of PhD pursuant to Article 74, fourth paragraph, of Presidential Decree No. 382 of 11 July 1980;
 - those who have benefited from contracts referred to in Article 24 of Law 240/2010;
 - those who have held the positions referred to in Articles 22, 22 bis, 22 ter and the contracts referred to in Article 24 of Law 240/2010, including with other universities, state, non-state or telematic, with institutions of Higher Education in the Arts, Music and Dance, with institutions whose scientific specialization diploma has been recognized as equivalent to the title of PhD pursuant to Article 74, fourth paragraph, of Presidential Decree no. 382 of 11 July 1980, and with public research bodies, for a duration such as to have exceeded, or to exceed with the assignment subject to the selection, the limits of total duration, even if not continuous, provided for by current legislation (equal to 11 years);
 - those who have a relationship of kinship or affinity up to and including the 4th degree with a professor belonging to the Department or Structure that proposed the activation of the contract, or with the Rector, the Director General or a member of the Board of Directors;
 - those who have been dismissed, dispensed, declared forfeited or dismissed from employment in a Public Administration.

In addition, in accordance with the requirements established by G.A. No.101226312 - project "Boosting sustainability of European aquaculture through Biofloc Technology" (SwitchFloc) – call HORIZON-MSCA-2024-DN-01:

- the candidate must not be in possession of a PhD degree on the date of recruitment;
- the candidate can be of any nationality;
- the candidate must meet the mobility rule provided for by the Marie Skłodowska-Curie Actions, i.e. he must not have been resident or have carried out research or work activities in Italy for more than 12 months in the 36 months prior to recruitment;
- the candidate will be enrolled in the PhD Course of National Interest in "Biodiversity" based at the University of Palermo.

The prescribed requirements must be met on the date of expiry of the deadline established for the submission of the application for admission. The Administration may at any time, with a reasoned decision, order exclusion from the selection procedure for lack of the prescribed requirements.

ART. 3



(Application form and submission deadline)

1. The application for participation in the competition must be submitted, under penalty of exclusion, electronically, using the dedicated computer application available on the page:

<https://pica.cineca.it/unipa/iric-9-2026>

2. The candidate will be able to access the competition platform using the SPID system (Public Digital Identity System), selecting the University of Palermo among the institutions, or can register and log in using credentials issued directly by the platform. The computer application will necessarily require the possession of an e-mail address in order to register with the system.
3. The candidate must enter all the data required for the production of the application and attach the documents in electronic PDF format.
4. The application form must be completed in all its parts, as indicated in the online procedure, and be accompanied by a valid identification document and a copy of the payment of the contribution for participation in the competition.
5. Candidates, **under penalty of exclusion**, are required to pay a contribution for competition organizational costs in the amount of Euro 50.00. This contribution must be paid by bank transfer to the current account no. 000015632748 in the name of the University of Palermo, at the CREDIT AGRICOLE Cashier Institute - Palermo Campus - IBAN code IT50R0623004609000015632748 -- BIC/SWIFT code: CRPPIIT2PXXX indicating in the reason for payment: "Contribution for participation in the procedure for Research assignment competition code: **I-RIC 9-2026**". **The receipt of the bank transfer must be attached to the application form.**
6. Other forms of sending applications or documentation useful for participation in the procedure are not allowed.
7. The computer application allows you to save the documentation entered in draft mode, by the deadline for submitting the application. The date of electronic submission of the application for participation in the procedure is certified by the information system by means of a receipt, which will be automatically sent by e-mail at the time of submission of the application.
8. Once the application has been filled in and all the attachments have been entered, the candidate must make sure that he has pressed the "submit" button. The completion of the application will be proven exclusively by the change in the status of the application, which will appear "*submitted*" and no longer "*in draft*".
9. At the end of the deadline for submission, the system will no longer allow access to and submission of the electronic form.
10. Each application will be assigned an identification number which, together with the competition code indicated in the computer application, must be specified for any subsequent communication;
11. **The procedure for filling in and sending the application electronically must be completed no later than 12:00 noon on the thirtieth day following the publication of this decree. In the case of access through identification through the SPID system, the application for admission to the selection procedure will be automatically acquired by the system without the need for signature;**
12. In other cases, under penalty of exclusion, the application must be signed and must contain all the required data and be accompanied by a valid identification document. The application can be signed with a certified digital signature (in CadES or Pades mode). Otherwise, the candidate must save the PDF file generated by the system on his PC and, without modifying it in any way, print it and affix a complete handwritten signature on the last page of the printout. This complete document must be scanned and uploaded to the system in PDF format.



To report purely technical problems, please contact support via the appropriate link at the bottom of the page: <https://pica.cineca.it/unipa/>;

13. When filling out the online application mentioned above, candidates must declare under their own responsibility:
- a) their personal details, date and place of birth, tax code, residence and address chosen for the purposes of the competition, a telephone number, a PEC address (only for Italian citizens);
 - b) citizenship;
 - c) the degree held, with indication of the degree class to which it belongs, the date and place where it was obtained, as well as the grade;
 - d) municipality in which they are registered, or the reasons for non-registration or cancellation from the same lists;
 - e) enjoyment of civil and political rights in the country of origin or origin, or reasons for non-enjoyment (for EU and non-EU citizens);
 - f) that they have not been convicted of any criminal offences or have any criminal proceedings in progress (if not, please indicate which ones);
 - g) not to have been dismissed or dispensed from employment in a public administration, for persistent insufficient performance, or not to have been declared forfeited from a public employment, or dismissed for having obtained employment through the production of false documents and in any case by fraudulent means;
 - h) not to have been resident or to have carried out research or work activities in Italy for more than 12 months in the 36 months prior to recruitment;
 - i) that they have not benefited from contracts referred to in art. 24 of Law no. 240/2010;
 - j) knowledge of the English language (certified by a B1 level certificate or verified during the interview);
 - k) not to have exceeded, or not to exceed with the assignment subject to the selection, the limits of total duration, even if not continuous, provided for by current legislation, for those who have held the positions referred to in Articles 22, 22 bis, 22 ter and the contracts referred to in Article 24 of Law 240/2010;
 - l) not to have a family or affinity relationship up to and including the 4th degree with a professor belonging to the Department or Structure that proposed the activation of the contract, or with the Rector, the Director General or a member of the Board of Directors;
 - m) not to be part of the permanent staff of universities, public research bodies and institutions whose scientific specialization diploma has been recognized as equivalent to the title of PhD pursuant to Article 74, fourth paragraph, of Presidential Decree No. 382 of 11 July 1980;
 - n) the explicit declaration of acceptance of all the provisions of the call;
 - o) to undertake to promptly communicate any change in his/her residence or address;
 - p) the request for a declaration of correspondence of the qualification (only for candidates, in possession of a qualification issued by foreign universities for which the equivalence to an Italian degree has not previously been recognized).
14. Applications must also be accompanied by:
- copy of a valid identity document (front and back);
 - copy of the tax code;
 - self-certification, made in the manner and pursuant to Presidential Decree 445/2000, certifying the possession of the required qualification (for



qualifications obtained in Italy) or a copy of the qualification (for qualifications obtained abroad);

- curriculum of scientific and professional activity, in Europass format, provided pursuant to art. 46 and 47 of Presidential Decree 445/2000 duly signed by the candidate;
 - list of scientific publications provided in the manner and pursuant to Presidential Decree 445/2000;
 - documents, legally translated, useful for allowing the Selection Committee to declare correspondence (only for the candidates referred to in Article 2, paragraph 3 above). Each qualification must also be accompanied by the "Declaration of Value" issued by the Italian diplomatic representation in the country where the qualification was obtained;
 - any other document required by the call for applications (e.g.: the equivalence for qualifications obtained abroad);
 - receipt of payment made by bank transfer of € 50.00.
15. Applications lacking the aforementioned documentation will not be taken into consideration, under penalty of exclusion.
16. Candidates with disabilities, pursuant to Law no. 104 of 5 February 1992, must make an explicit request, in relation to their disability, regarding the necessary assistance to be able to take the interview;
17. The Administration assumes no responsibility in the event of dispersion of communications, due to inaccurate indications of contact details by the candidate or to non-communication, or late, of the change of the same, nor for any postal or telematic errors not attributable to the Administration itself.
18. Candidates in possession of additional documentation deemed useful for the evaluation of qualifications may attach it to their application form in the following ways:

Documentation	Presentation methods
Qualifications issued by public administrations or private managers of public services:	Self-certification made in the manner and pursuant to Presidential Decree 445/2000;
Other titles:	In pdf copy, accompanied by a numbered list of the qualifications submitted, containing a declaration made in the manner and pursuant to Presidential Decree 445/2000 certifying the conformity of the copies submitted to the originals in the candidate's possession;
Scientific publications	In pdf format accompanied by a detailed and numbered list of the attached publications, containing a declaration made in the manner and pursuant to Presidential Decree 445/2000 certifying the conformity of the copies presented with the originals in the candidate's possession; Exclusively for publications freely and fully accessible on digital databases, the candidate may, alternatively,



	<p>indicate the details of the aforementioned publications in the list mentioned above, also reporting, under penalty of failure to evaluate the publication, the link to access them.</p> <p>Only publications and texts accepted for publication according to the regulations in force can be evaluated for selection. Internal notes and departmental reports cannot be assessed.</p> <p>They must be submitted in the source language. If this is different from Italian, French, English, German or Spanish, the publications must be translated into Italian certified in conformity with the foreign text, drawn up by the competent diplomatic or consular representation or by an official translator.</p>
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**ART. 5
(Selection Committee)**

1. The Selection Committee is composed of three permanent members and one substitute, ensuring adequate gender representation, chosen from among professors and researchers with research experience on the topics covered by the call, at least one of whom is part of the scientific-disciplinary group covered by the call, including those external to the University.
2. The Council of the Department, after the deadline of the call, deliberates on the designation of the members of the Selection Committee.
3. Persons may not be members of the Commission who:
 - a) have been convicted, even by a judgment that has not become final, for the offences provided for in Chapter I of Title II of Book II of the Criminal Code;
 - b) have situations of incompatibility with the candidate or with the other members of the commission as provided for by art. 51 and 52 of the Code of Civil Procedure and by Article 7, paragraphs 1 and 2, of the University Code of Ethics (issued with Rector's Decree no. 4115 of 22/09/2022);
 - c) are, with the candidate or with the other members of the commission, in a situation of conflict of interest, even potential, pursuant to art. 7 of Presidential Decree 62/2013 and art. 6, paragraphs 1, 2 and 5, of the University Code of Ethics (issued with Rector's Decree no. 4115 of 22/09/2022).
4. The Selection Committee is appointed by decree of the Rector published in the Official Register of the University.
5. From the date of publication of the decree appointing the Commission, 30 days elapse for the submission to the Rector, by the candidates, of any requests for the recusal of the Commissioners.
6. If the cause for recusal has arisen, provided that it occurs before the establishment of the Commission, the time limit runs from its occurrence. After this deadline has elapsed and, in any case, after the Commission has taken office, no requests for recusal are admitted.



**ART. 6
(Evaluation of candidates)**

1. The selection is carried out through the comparative evaluation of the candidates and is aimed at assessing the possession of a scientific-professional curriculum suitable for carrying out the activity covered by the research assignment, through an examination of qualifications and publications and an interview useful for ascertaining the skills possessed, the aptitude for carrying out the activities covered by the assignment and any other element useful for the evaluation.
2. Candidates shall be comparatively evaluated on the basis of the following criteria:
 - a) relevance and relevance of the qualifications and experience acquired;
 - b) relevance of the attached publications with the research program subject to the selection;
 - c) oral test aimed at ascertaining the suitability to carry out the research activity covered by the assignment, as well as to assess the knowledge of the English language.
3. The Selection Committee will predetermine, in the first report, the criteria for the comparative evaluation of the candidates. The above criteria will be publicized at least seven days before the continuation of the works, by publication in the Register Officer of the University of Palermo;
4. The Selection Committee has the following scores available:
 - 40 points for the assessment criteria referred to in points (a) and (b);
 - 60 points for the interview.
5. The Committee, after adequate evaluation and on the basis of the criteria established in the first report, shall proceed with the attribution of the relative score.
6. The scores relating to the evaluation of the criteria referred to in letters a) and b) will be made known to the candidates before the interview takes place.
7. The diary of the interview, indicating the day, month, time and place where it will take place, will be communicated to the interested parties by publication in the Official Register of the University of Palermo no less than 15 days before the fixed date.
8. The publication of the aforementioned notice has the value of a formal summons of the candidates.
9. Failure to show up the candidate for the interview will result in exclusion from the procedure;
10. The interview must take place in a classroom open to the public, with a capacity suitable for ensuring maximum participation and, if it is impossible to proceed in this direction, the test may be carried out electronically, provided that it is public and the adoption of technical solutions that ensure the identification of the participants, the regularity and integrity of the test is guaranteed, the security of communications and their traceability, in compliance with the legislation on the processing of personal data and, in any case, the publicity of the evidence through digital methods. The telematic mode may also be provided at the request of the Commission or for candidates residing outside the regional territory.
11. A special report will be drawn up of the selection operations signed by all the members of the Commission.
12. The Commission draws up a merit ranking taking into account the scores obtained by the candidates. The selection is considered passed with a minimum score of 55 points composed, for at least 30 points, of the interview score.



13. In the event of a tie, preference is given to the candidate of younger age unless otherwise provided for by specific projects and related funding programs.
14. The Commission may, by justifying the reasons in the minutes, make use of telematic tools for collegial work and may carry out its meetings remotely.
15. The Selection Committee must conclude its work within a maximum of thirty days from the receipt of the candidates' applications for participation. At the President's reasoned request, an extension of a further thirty days may be granted by the Rector.
16. In the event that the work is not completed within the aforementioned deadline, the Rector, with a reasoned decision, initiates the procedures for the replacement of the Commission, establishing, at the same time, a new deadline for the conclusion of the work.
17. The competition documents and the relative merit ranking will be posted, for a period of thirty days, on the official notice board of the University of Palermo.

ART. 7

(Assignment and start of activity)

1. Research assignments are conferred by Rector's Decree, according to the order of the merit ranking formulated by the Selection Committee.
2. The winner will be sent formal notice regarding the assignment by certified e-mail.
3. The aforementioned communication will contain the information necessary for the stipulation of the contract referred to in Article 8 below;
4. The search activity relating to the assignment may be started only after the signing of the contract.
5. It will be the responsibility of the Director of the Department to which the Tutor belongs, at the request of the same who certifies the effective start of the research activity, to transmit to the competent Office of the Central Administration the taking up of service of the holder of the assignment.

Art. 8

(Conclusion of the contract)

1. The research assignment is conferred with the stipulation of a specific contract in writing between the University and the winner.
2. The contract for the assignment of the research assignment is signed by the holder of the research assignment and by the Rector.
3. The contract must be signed, as a rule, within 30 days of receipt of the summons.
4. Failure to comply with this deadline will result in the loss of the right to the research assignment.
5. In the case of particular, justified and documented needs, the stipulation of the contract may be postponed beyond thirty days and, in any case, for a period not exceeding sixty days from the convocation; the only exceptions are any requests for extension due to pregnancy and postpartum, serious and documented infirmity. The start of the activities must take place, in any case, no later than **November 1, 2026** under penalty of losing the right to the research assignment.
6. In the event of withdrawal by the winner of the selection procedure, the ranking will be scrolled.
7. The contract must indicate:
 - a) the duration of the appointment;
 - b) the services requested;
 - c) the economic, social security and insurance treatment.
8. At the end of the contract, the holder of the assignment must submit a report on the activity carried out, countersigned by the Tutor, accompanied by the



evaluation expressed by the Council of the Department or Autonomous Expenditure Center, accompanied by the scientific production.

9. Research assignments do not give rise to the right of access to the role of subjects of universities, public research bodies and institutions whose scientific specialization diploma has been recognized as equivalent to the title of PhD pursuant to Article 74, fourth paragraph, of the Decree of the President of the Republic of 11 July 1980, 382, nor can they be taken into account for the purposes referred to in Article 20 of Legislative Decree No. 75 of 25 May 2017.

Art. 9

(Prohibition of cumulation and incompatibility)

1. Research assignments cannot be combined with scholarships or research grants of any kind awarded by national or foreign institutions, except for those exclusively aimed at international mobility for research reasons.
2. The research assignment is not compatible with the attendance of bachelor's, master's or master's degree courses, research doctorates or specializations in the medical area, in Italy or abroad, without prejudice to the possibility of implementing specific European Union research funding programs as part of the actions related to the Marie Skłodowska-Curie (MSCA) program, and involves the placement on leave without allowances for the employee in service with the administrations public sectors.
3. Research assignments are incompatible with:
 - any other employment relationship, including part-time or fixed-term employment, with public and private entities;
 - holding research grants also at other universities or public research institutions.
4. The post-doc assignments referred to in Article 22-bis and the research assignments, as well as the research contracts referred to in Article 22 and the contracts referred to in Article 24, shall not be compatible with each other and may not be used simultaneously by the same holder.

Art. 10

(Code of Conduct: Integrity and Research Ethics)

1. The holder undertakes to adhere to the highest standards of ethics and integrity of research for the duration of the employment relationship and participation in the SwitchFloc project, funded by the European Union under the Marie Skłodowska-Curie Actions (Grant Agreement no. 101226312).

The holder is required to comply specifically with the principles and standards defined in the latest updated edition of the "European Code of Conduct for Research Integrity" published by ALLEA (All European Academies). This document is recognised by the European Commission as the essential standard for research integrity in EU-funded projects.

Adherence to the four fundamental principles of research integrity — Trustworthiness, Honesty, Respect, and Accountability — is mandatory.

The holder undertakes to participate in all mandatory training activities on ethics and research integrity provided by the Host Institution, as part of his/her professional and career development plan.

Any violation of the "European Code of Conduct for Research Integrity" may be considered a violation of the contractual obligations of the appointee and will be handled according to the procedures established by the University for the treatment of cases of misconduct in research, ensuring respect for due process and fairness for all parties involved.



Art. 11

(Economic, fiscal, social security and insurance treatment)

1. The holder of the research assignment shall be paid an economic treatment established in art. 1 of this announcement.
2. The provisions of Article 4 of Law No 476 of 13 August 1984 on social security matters, the provisions of Article 2, paragraphs 26 et seq., of Law No 335 of 8 August 1995 on compulsory maternity leave, the provisions of the Decree of the Minister of Labour and Social Security of 12 July 2007 shall apply to the research assignment, published in the Official Gazette no. 247 of 23 October 2007, and, on sick leave, Article 1, paragraph 788, of Law no. 296 of 27 December 2006. During the period of compulsory maternity leave, the allowance paid by the National Social Security Institute (INPS) pursuant to Article 5 of the aforementioned Decree of 12 July 2007 shall be supplemented by the university up to the full amount of the remuneration for the research assignment.
3. The University provides the holder of the research assignment with insurance coverage for accidents and civil liability towards third parties in the performance of the research activity.
4. Health care is the responsibility of the holder of the office without any intervention by the University.

Art. 12

(Termination of office)

1. The termination of the appointment is determined by the expiry of the term or by the withdrawal of one of the parties and by any other cause for termination provided for by current legislation.
2. In cases of serious non-compliance, reported by the Department Council, the appointment may be immediately terminated by resolution of the Academic Senate, after hearing the interested party.

Revocation is automatic in the following cases:

- failure to start the activity within the established deadline;
 - unjustified suspension of the activity for a period of more than fifteen days;
 - serious violation of the incompatibility regime.
 - Termination of Grant Agreement No. 101226312 before the term initially envisaged.
3. The holder of the research assignment may withdraw in writing by giving 30 days' notice. In the event of failure to give notice, the University will withhold from the holder of the position an amount corresponding to the salary for the period of notice not given.

Art.13

Processing of personal data

1. Pursuant to EU Regulation 2016/679, the University undertakes to respect the confidentiality of the information provided by the candidate. All data provided will be processed only for the purposes connected and instrumental to the competition, in compliance with the provisions in force.

ART. 14

(Controls and sanctions)

1. The University checks the veracity of the self-certifications in accordance with the regulations in force by making use of the appropriate link with the Tax Registry of the Revenue Agency. In the event that, from the checks carried out, it appears



that the false declaration has been made for the purpose of assigning the search assignment, it will be revoked and the recovery of any sums already paid will be carried out, without prejudice in any case to the application of criminal laws.

Art. 15

Responsible for the administrative procedure

1. Pursuant to the provisions of art. 5 of Law no. 241 of 7 August 1990, the official responsible for the procedure referred to in this announcement is Dr. Concetta Ceraulo, Head of the O.U. Scholarships aimed at research.

Art. 16

Publicity of the selection procedure

1. This announcement will be posted on the official notice board of the University of Palermo, (<http://www.unipa.it/albo.html>), on the inPA website (Recruitment Portal) and on the website of the MUR (<https://bandi.mur.gov.it/>) and on the Euraxess portal of the European Union.

Art. 17

(Common rules and referrals)

1. The holder of the research assignment is required to comply with the provisions of the law and the regulations of the University of Palermo.
2. All technical, administrative, scientific and educational data and information that the holder of the research assignment comes into possession of during the performance of the research activity must be considered confidential and therefore their use for purposes other than those for which the research assignment is assigned is not permitted. The industrial and intellectual property rights deriving from the activities in which the holder of the assignment may participate in various capacities will be regulated according to the provisions of the law and the regulations of the University of Palermo on industrial and intellectual property.
3. In addition, the Engagement Holder shall comply with the following obligations, in accordance with Grant Agreement No. 101226312:

- a) Intellectual Property Rights (IPR)

The holder of the assignment must comply with all rules and procedures relating to the Intellectual Property Rights deriving from the Grant Agreement. This includes:

- The correct management of the search results generated during the period of the assignment;
- Compliance with the rules of ownership, protection, exploitation and dissemination established by the University and the project consortium;
- The signing of any IPR agreements required at institutional or consortium level before the start of research activities.

- b) Obligation to Inform the Beneficiary

The Supervisor shall inform the Supervisor and the Department as soon as possible of any event, problem or circumstance that may:

- Influence the progress of the research project;
- Affect contractual obligations;
- Involve delays, interruptions, or changes to the work schedule, or Affect compliance with mobility, enrollment, or employment requirements.

- c) Visibility of EU Funding



The holder of the assignment will have to ensure a correct and consistent visibility of the European Union funding, including:

- The recognition of MSCA funding in all publications, presentations, posters, theses and dissemination materials;
- the use of the official wording and logos required by the Horizon Europe communication guidelines;
- The explicit reference to the acronym of the project and the number of the Grant Agreement in the dissemination of results or in outreach activities.

4. For all matters not expressly regulated by this announcement, please refer to Law no. 240/2010, the University Regulations and the laws and regulations in force on the subject.

The English version of this appointment is provided as a courtesy copy. Only the Italian version is considered legally valid

The Rector
Prof. Massimo Midiri