

FREE UNIVERSITY OF BOZEN-BOLZANO

COMPARATIVE SELECTION PROCEDURE

**for 1 post of
first level "Tecnologo" (A)
with fixed-term contract**

Rector's Decree
of 17.10.2019,
no. 650/2019

FREE UNIVERSITY OF BOZEN-BOLZANO
RECTOR'S DECREE
n. 650/2019

Selection procedure for 1 post of first level "Tecnologo" (A) with fixed-term contract

THE RECTOR

In view of

- the Statute of the Free University of Bozen-Bolzano;
- Art. 24-bis of the law 30th December 2010, no. 240 and subsequent amendments;
- the Resolutions of the University Council of 01/02/2019, no. 15 and of 29.05.2019, no. 71;
- the Regulation regarding the recruitment and employment of "Tecnologo" with fixed-term contract according to Art. 24-bis of Law 30th December 2010, no. 240;
- the "Contratto Collettivo Nazionale di Lavoro dei dipendenti del comparto Istruzione e Università 2016-2018" of 19/04/2018, the "Contratto Collettivo Nazionale di Lavoro dei dipendenti del comparto Università 2006/2009" of 16/10/2008 and the agreement on remuneration for the period 2008/2009 of 12/03/2009;
- the resolution of the Faculty Council of the Faculty of Science and Technology of 18.09.2019, no. 216/2019, concerning the propose of the recruitment of 1 first level "Tecnologo" (A) with fixed-term contract;
- considered that the post of first level "Tecnologo" (A) with fixed-term contract requested by the Faculty enjoys the necessary financial backing;

DECREES

Art. 1

Object of the selection procedure

The Free University of Bolzano, hereinafter referred to as University, announces 1 selection procedure for 1 post of first level "Tecnologo" (A) with fixed-term contract:

1. Faculty of Science and Technology

Number of positions: 1

Supervisor: Prof. Paolo Lugli

Competition sector: 09/E3 - Electronics

Area of research or title of the research project: Electronics on flexible substrates with a focus on the development of sensors, devices, and circuits as well as their integration into wearable objects such as smart textiles for applications in the healthcare, agricultural- and environmental sector.

Job description and type of support:

- Organization of laboratory activities, especially of the use of the equipment and of its maintenance.
- Optimization of printing and micro-manufacturing processes for the deposition of thin films.
- Evaluation, ordering and purchasing of laboratory equipment and of the materials necessary for the equipment.
- Supervision of the equipment installations and reception of their instructions of use.
- Transfer of knowledge related to the equipment operation to laboratory users.
- Support of the laboratory activities specific to the different research projects.

- Realization of components and devices based on innovative materials and processes.
- Organization of research activities in the laboratories and support to the scientific production activities as a technical reference of the processes.
- Support for the preparation of scientific documents, proposals for research projects and reports requested by the funding bodies of the research projects.

Gross annual salary: EP2 with maximum position pay (annual gross pay: 49,590.16 €)

Type of selection procedure: By qualifications and discussion of qualifications and scientific production and oral exam

Language/es of the exams: English and German or Italian

Admission requirements:

University degree: Master's degree in Electronics, Material Science/Engineering, Experimental Physics or equivalent foreign study title.

Professional qualification of at least three years: Use and maintenance of equipment for the deposition of material, for the realization of electronic devices and eventually for their electrical, chemical and structural characterization.

Preferential titles: PhD or equivalent foreign study title in Electronic Engineering, Experimental Physics, or Material Science/Engineering or in a related scientific area.

Evaluation criteria of the qualifications (max. 100 points):

Academic degrees (max. 40 points):

- Master's degree in Electronics, Material Science/Engineering, Experimental Physics or equivalent foreign study title: **max. 20 points;**
- Masters (postgraduate certificates of a one/two years course program), postgraduate specialization courses, scholarships and research grants and awards, **max. 5 points;**
- PhD or equivalent foreign study title in Electronic Engineering, Experimental Physics, or Material Science/Engineering or in a related scientific area: **max. 10 points;**
- Documented research activity in qualified institutes in Italy or abroad: **max. 5 points;**

Publications (max. 20 points):

- Originality, innovativeness, methodological rigor and relevance of each scientific publication;
- Congruence of each publication with the competition sector;
- Scientific relevance of each publication's editorial classification and their diffusion among the scientific community;
- Contribution of the candidate in publications with more than one author.

Research and practical experience (max. 40 points):

Research experience acquired on the specific topic of the research project through contracts, scholarships and assignments in domestic corporations, international or foreign corporations or at private institutions or companionships which perform attested research activity, as long as the beginning and the duration of the collaboration is evidenced as well as other qualifications that attest the evidenced professionalism of the candidate.

Evaluation criteria of the oral exam (max. 40 points):

Language proficiency (max. 10 points):

- max. 5 points for English
- max. 5 points for Italian or German

The candidate's language proficiency will be evaluated based on level of understanding, speaking fluency, and knowledge of the specialized terminology of the scientific sector of the call.

Technical-scientific skills (max. 30 points):

The assessment will be based on the level of specific knowledge of the technologies and proficiency in the project topics.

Threshold for the assessment of candidate's suitability with regard to the qualifications: 60

Threshold for the assessment of candidate's suitability with regard to the oral exam: 20

Kind of employment: full time (amount of hours per week: 40)

Contract duration (and possible extension): 24 months

Working place: NOI Techpark Bolzano/Bozen

Expected start of contract: December 2019

PIS or financial backing: TN2240 – EFRE FESR Senslab (10 months) PIS nr. 153606 – and TN2426 Fondo sviluppo nuovi progetti - Lugli (14 months) PIS nr. 153609

Art. 2

Requirements for admission

- 1) Requirements must be held by the deadline for submission of the applications for the selection procedure.

The Commission of selection, for the sole purpose of the aims of the present selection procedure, will evaluate the equipollence of the candidate's qualification title conferred abroad.

Italian citizenship is not required.

Art. 3

Grounds for exclusion

- 1) The existence of previous employment contracts as "Tecnologo" at the Free University of Bozen-Bolzano constitutes a ground for exclusion from the selection procedure if the duration of any previous contract pursuant to Art. 24-bis of Law No. 240 of 30 December 2010, combined with the duration of the contract advertised with this announcement, including any extension, exceeds 5 years.

Art. 4

Submission of the application for participation

- 1) To participate in the present selection procedures candidates must fill in an application form in unstamped paper, according to the model of attachment 'A' and available on the web page of the University <https://www.unibz.it/en/home/position-calls/>

within November 5, 2019

- 2) The application, duly dated and handwritten signed at the last page, must be addressed to:

Free University of Bozen – Bolzano
Personnel Office Academic Staff (announcement)
Piazza Università, 1 - C. P. 276
39100 Bozen-Bolzano
Italy

The application for participation in the selection procedures may also be directly handed in (opening hours: from Monday to Friday from 8:30 a.m. to 12:30 a.m. and on Monday, Tuesday and Thursday from 2 p.m. to 5 p.m.) or sent by post with registered letter with notification of reception or any other form appropriate to certify the reception (**personnel_academic@pec.unibz.it, only if sent from a pec - posta elettronica certificata - account**) within the above mentioned final date. Therefore

shall be considered proof the date stamp of the accepting post office according to the D.P.R. 28th December 1970, no. 1077.

Applications sent by e-mail will not be considered.

The University disclaims liability for possible postal mis-deliveries.

The candidate is obligated to add to the application in paper form, a data carrier (memory-stick or cd) which contains a digital copy of all documents produced (the same holds true for the publications).

- 3) On the package the candidate, in addition to the requirements mentioned in paragraph 2, must affix the inscription "Application: selection procedure for the awarding of a post of first level "Tecnologo" (A) with fixed-term contract" and accurately indicate the faculty, the title of the research project and the candidate's name, surname and address for the present selection procedure (the address for the present selection procedure is the candidate's elected domicile for the receipt of the communications relating to this procedure).
- 4) On the application (see attachment 'A') the candidate must clearly indicate her/his name and surname and must declare, under own responsibility:
 - a) the date and place of birth;
 - b) the code of personal identification (fiscal code);
 - c) the residence, with the indication of the street, the street number, the town, the province, the postcode;
 - d) the possessed citizenship;
 - e) the municipality on whose electoral lists she/he is registered or the reasons for the non-registration or cancellation from such lists.
Foreign nationals must declare to enjoy civil and political rights in the country on which they belong;
 - f) not having been convicted of criminal offences;
 - g) not having pending criminal suits or received criminal sentences and not currently undergoing criminal proceedings (otherwise to indicate);
 - h) not to exceed the superior limit of five years, also non continuous periods, therefore considering the total duration of the contracts under Art. 24-bis (fixed-term "Tecnologo") of the law 30th December 2010, no. 240, as well as the duration of the contract, including any extension, according to the present announcement;
 - i) to have looked over the provisions cited in the present announcement and and accepts all its provisions;
 - j) the content of the digital copies of all documents produced correspond to the content of the copies produced on paper;
 - k) the publications on the data carrier conform to the original;
 - l) not to have family or kinship relation, up to the fourth degree, with a professor of the Department making the proposal of the activation of the selection procedure, with the Rector, the Director or with a member of the University Council;
 - m) not to have been dispensed or dismissed from the employment by a Public Administration for persistent insufficient performance, not having been declared lost from other public employment according to art. 127, paragraph 1, letter d) of the T.U. regarding provisions concerning the charter of civil servants, approved with D.P.R. 10th January 1957, no. 3, not having gained the employment through production of faked documents or vitiated by not amendable invalidity, and not having had an employment relationship by a Public Administration which has been terminated for disciplinary reasons, included those provided in art. 21 of the legislative decree 29/1993;
 - n) the activities he/she performs, if listed in Art. 12 of this announcement;
 - o) that everything in the curriculum vitae (CV) that has been attached to this application is true and he/she gives the person in charge of the selection procedure the permission to undertake any checks on any substitute declarations that have been presented by the undersigned for the purposes of this selection procedure;

- p) to have received the data protection instructions as per art. 13 GDPR (2016/679) and to know that the supplied data, as well special categories of data (sensitive and judicial data) will be used exclusively for this selection procedure and the possible conclusion of the contract as per GDPR;
 - q) the address chosen for the receipt of communications relating to the selection procedure he/she has applied for (address with postcode, telephone number, possible e-mail-address or fax number) and the commitment to inform the University in case of possible subsequent variations of those data.
- 5) Candidates with recognized disabilities must expressly specify in their application any aid needed in relation to their handicap and the possible necessity of further time for the performance of the exams, according to art. 20 of the law 5th February 1992, no. 104.
 - 6) Any variation of the candidate's data according to paragraph 4 of the present article must be communicated in written form immediately to this Administration.
 - 7) The University accepts no responsibility for cases in which candidates are untraceable or the communications are undeliverable due to imprecise indication of the address, or belated or lack of notification on the part of the candidate regarding a change of the address declared in the application. The University also disclaims liability for mail going astray, whether third parties are to blame, or whether it is attributable to mishaps, or to *force majeure* and which, in any case, is in no wise ascribable to the University. It accepts no blame when the return delivery slip indicating receipt of the application, of documents or of communications relating to the selection procedures fails to arrive. If the candidate's address differs from that of his/her place of residence, again the University is exempt from responsibility should a registered letter with notification of receipt arriving at the place which the candidate had specified as his address during the period of selection, fail to reach him/her.

Art. 5

Presentation of qualifications

- 1) Considered that, in accordance to the present announcement, by 'qualifications' are intended those scientific, didactic and artistic ones and the publications, and for 'certificates' any document proving the possession of a certain qualification, the candidate must enclose at the application for participation in the selection procedure in unstamped paper:
 - a) 1 copy of a valid identity document and the fiscal code;
 - b) 1 copy of the curriculum vitae drawn up according to the model of attachment 'C';
 - c) didactic and scientific qualifications believed useful for the comparative assessment;
 - d) 1 copy of the numbered list of the publications believed useful for the comparative assessment and drawn up in accordance with article 6 of this announcement;
 - e) 1 copy of the list of all documents enclosed with the application [generic list of those materially inserted in the envelope, i.e. the documents required by letters a), b), c) and d) of the present paragraph].
- 2) The qualifications indicated in paragraph 1, letter c), of the present article, if issued by Italian Public Administration, must be produced in one of the following forms:
 - a) in copy corresponding to the original as certified by substitutive declaration of the deed of notoriety according to art. 47 of the D.P.R. 28th December 2000, no. 445. In that case the candidate must produce:
 - 1 copy of each qualification;
 - 1 declaration drawn up according to the model of attachment 'B', signed and dated at the last page, where the candidate, under own responsibility, declares that the copies of the enclosed qualifications, exactly described, and in particular with regard to the date of attainment, place and Administration issuing the qualification, correspond to the original. That declaration at the same time serves as list of the qualifications, in which case the latter ones do not have to be produced;
 - 1 copy of an identity document;
 - b) in form of a self-declaration according to the model of attachment 'B' (substitutive declaration of certification according to art. 46 of the D.P.R. 28th December 2000, no. 445), where the candidate, under own responsibility, declares to possess the qualifications, exactly described, in particular with

regard to the date of issue, place and Administration issuing the qualification. In that case the candidate must produce:

- 1 copy of the attachment 'B', signed and dated at the last page, which at the same time serves as list of the qualifications, in which case the latter ones must not be produced;
- 1 copy of an identity document.

The University cannot request nor accept certificates issued by other Italian Public Administration offices.

If the above-mentioned certificates should be enclosed with the application, they will not be considered by the Commission of selection.

The qualifications issued by private corporation or abroad can be produced in one of the following forms:

- a) in original;
- b) in certified copy;
- c) in copy corresponding to the original as certified by substitutive declaration of the deed of notoriety or in form of a self-declaration according to the above-mentioned model of attachment 'B'.

The above-mentioned declarations drawn up according to the model of attachment 'B' may be used by Italian citizens and by citizens of the EU as well.

The declarations according to the above-mentioned articles of the D.P.R. 28th December 2000, no. 445, may be used by non-EU citizens, if it is necessary to proof conditions, facts and personal qualities certifiable or attestable by public or private Italian bodies or bodies of the EU, without prejudice of special provisions in laws and regulations concerning immigration matters and the condition of foreigners.

- 3) The curricula and the lists mentioned in letters d) and e) of paragraph 1 of the present article must be signed and dated in the last page.
- 4) No qualification sent to this Administration will be returned.
- 5) The sending of the publications does not enable to correct the missed or late submission or mailing of the application for participation in the selection.
- 6) Without prejudice to the exceptions expressly provided by law, the above-mentioned attachment 'B' may further be used by the candidate to declare standings, facts and personal qualities of her/his direct knowledge, not expressly indicated in art. 46 of the D.P.R. 28th December 2000, no. 445.
- 7) With regard to non-EU citizens, the certificates issued by the competent Authorities of the country the person belongs to, must be in accordance with the provisions in force in those countries and must also be legalized by the competent Italian consular authorities.
- 8) With regard to conditions, facts and personal qualities self-certificated by the candidates for the present selection procedures the University has the possibility to exercise appropriate checks, also random ones, regarding their truthfulness.

In case of mendacious declaration the candidate, further than being excluded from the selection procedure, will be denounced according to the Criminal Code and the special laws regarding the matter, according to the provisions cited in art. 76 of the D.P.R. 28th December 2000, no. 445.

- 9) The qualifications may be produced in their original language if it is one of the following: Italian, French, English, German and Spanish.

It is in the authority of the Commission of selection to request the candidates integrations of the qualifications submitted in French, English, German or Spanish language, by forwarding the correspondent translation in Italian.

The translation in Italian language must be accompanied by a substitutive declaration of the deed of notoriety where the candidate, according to art. 47 of the D.P.R. 28th December 2000, no. 445, certifies the conformity of the translated text with the original (see attachment 'B').

- 10) Any qualifications drawn up in a language different than Italian, French, English, German and Spanish, submitted by Italian, EU or non-EU citizens, must be enclosed, according to paragraph 3 of Art. 33 of the D.P.R. 28th December 2000, no. 445, the correspondent Italian translation, which is certified

conform to the original text by the competent diplomatic or consular representation or by a official translator.

The qualifications drawn up in a different language than those above mentioned, in case of lacking translation, will not be assessed by the Commission of selection.

Art. 6

Sending of the publications

- 1) The publications must be submitted together with the application.
- 2) Publications will only be evaluated when they can be traced in public catalogues as publications.
- 3) Together with the publications, there must be enclosed a correspondent numbered list, signed and dated at the last page. The publications must be mentioned within each category following the International Standard for bibliographic references, with DOI whenever possible. With multiple authorship, if one is the main author, that author's name appears in *Italics*. Where relevant, citation index and impact of journal.
- 4) Publications handed in or sent after the final term as indicated in paragraph 1 of the present article cannot be considered by the Commission of selection.
- 5) For the present selection procedure as provided in art. 1 of the present announcement the print extracts and the works which, at the moment of the deadline of the announcement, have been subject to legal deposit according to the provisions of the law 15th April 2004, no. 106, put into effect with D.P.R. 3rd May 2006, no. 252 are considered assessable.
- 6) The publications, with no. 1 copy of the correspondent list attached, may be sent:
 - a) in original;
 - b) in certificated copy;
 - c) in photocopy or digital copy. In that case a substitutive declaration of the deed of notoriety (to be drawn up according to the model of attachment 'B' and signed at the last page, with the production of a photocopy of an ID) must be attached, where the candidate, according to art. 47 of the D.P.R. 28th December 2000, no. 445, certifies the conformity of those produced with the original and indicates the author, the title of the work, the place and date of publication and the number of the work.
- 7) In case the candidate produces copies or digital copies of the publications they must be declared conform to the originals:
 - a) for works printed in Italy it is also necessary to attest the date of deposit of the printing according to the law 15th April 2004, no. 106, put into effect with D.P.R. 3rd May 2006, no. 252;
 - b) for works printed abroad the date and place of publication must be indicated.
- 8) The publications may be produced in their original language if it is one of the following: Italian, French, English, German and Spanish.

It is in the authority of the Commission of selection to request the candidates integrations of the publications submitted in French, English, German or Spanish language, by forwarding the correspondent translation in Italian.

The translated texts must be produced in typewritten copies with the text printed in the original language and must be accompanied by a substitutive declaration of the deed of notoriety where the candidate, according to art. 47 of the D.P.R. 28th December 2000, no. 445, certifies the conformity of the translated text with the original (see attachment 'B').
- 9) The publications whose original language is different than Italian, French, English, German and Spanish must be translated in one of the above-mentioned languages.

It is in the authority of the Commission of selection to request the candidates integrations of the translations submitted in another language than Italian, by forwarding of a translation in Italian of the already translated text.

The translated texts must be produced in typewritten copies with the text printed in the original

language and must be accompanied by a substitutive declaration of the deed of notoriety where the candidate, according to art. 47 of the D.P.R. 28th December 2000, no. 445, certifies the conformity of the translated text with the original (see attachment 'B').

- 10) The publication must be produced in any case, even in case they have already been submitted by this or other Administrations for participation in other selection procedures.
- 11) The missed sending of the publications within the provided date is not considered as renunciation of participating in the selection procedure. Nevertheless, the Commission of selection assesses the candidate only on the basis of the curricula and can therefore not assess the scientific works even if they are personally known by its members.
The Commission of selection does not take into consideration publications not conforming to the required format or in different edition as those indicated in the application for participation in the selection procedure.
- 12) No scientific work sent to this Administration will be returned.

Art. 7

Exclusion from participation in the selection procedure

- 1) The candidates are admitted conditionally to the selection procedures. Therefore exclusion through failing to meet the prescribed requirements is provided for with due decree of the Rector of the University at whatever stage of the procedure.
- 2) In particular, are excluded those:
 - a) presenting an application which is not signed;
 - b) presenting applications which, for any reasons, are not sent by post or consigned by the final deadline indicated in art. 4, paragraph 1 of the present announcement.

Art. 8

Renunciation of participation

- 1) The renunciation of participation in the selection procedure (to be drawn up according to the model of attachment 'D') must be sent to the person in charge of the procedure (e-mail: personnel_academic@unibz.it).
- 2) The absence of the candidate at the written and/or oral exam is considered implied renunciation to the selection procedure.

Art. 9

Commission of selection

- 1) The Commission of selection is composed of three experts in the subjects related to the professional qualification required.
- 2) The members of the Commission of selection are appointed by the Department requesting the selection procedure.
- 3) The Commission of selection is appointed by special provision of the Rector.
The Commission of selection remains in charge for two months from the date of the decree of appointment, except for an extension of one month, motivated by a request and granted by the Rector.
In case the work has not been completed within the extended period, the Rector, with due provision, will start procedure for the replacement of the members of the Commission responsible for the delay, establishing at the same time a new term for the conclusion of the work.
- 4) The Commission of selection, for carrying out its meetings, may make use of telematic tools for collective work, on condition that all documentation submitted for the selection procedure is available in digital form.

Art. 10

Selection of the candidates

- 1) The "Tecnologo" is recruited after public selections that consist of an evaluation by qualifications and of a written and/or oral exam.
- 2) The oral exam may be performed also by videoconference, if the commission of selection approves it.
- 3) The timetable of the exams will be notified to the candidates not less than 15 calendar days before taking place, even by publication on the webpage of the University.

The possible indication of the above-mentioned timetable in this announcement constitutes full notification.

In order to sustain the eventual examination, the candidate must be equipped, with the exclusion of others, of one of the following currently valid documents of recognition provided in Art. 35, paragraph 2 of the D.P.R. 28th December 2000, no. 445: identity card, passport, driving license, railway record-book, postal card, firearms license. The mentioned documents must contain a recent photograph of the candidate and her/his signature be authenticated by a mayor or a public notary in order to sustain the discussion.

- 4) At the end of the procedures, the Commission of selection identifies a winner and compiles the merit ranking of the suitable candidates valid for three years from the date of publication.
- 5) The results of the selection will be made public also telematically on the webpage of the University.

Art. 11

Contract, duration of the contract and activities

- 1) The employment relationship is regulated by the respective employment contract as well as by the standard provisions for dependent employment relationships. This also applies to taxation and social welfare contributions.
- 2) A "Tecnologo" carries out tasks of highly technical content to support research activities in accordance with the guidelines provided by the supervisor of the research project or by the head of the related department. He or she can also carry out administrative activities strictly connected to the management of the research projects to which he or she has been assigned.
- 3) The employment contract has a minimum duration of eighteen months and may be renewed once for a maximum of three years. The total duration of the employment contract may not exceed five years.
- 4) The "Tecnologo" is subject to a probation period of three calendar months, starting from the hiring date. If the University does not inform the employee prior to the conclusion of the probation period regarding possible termination of the employment relationship, the employment shall be deemed confirmed.
- 5) The employment contract can define annual or biannual objectives. The defined objectives must meet the criteria of measurability, transparency and clarity.
- 6) The contract can stipulate full-time or part-time work. Full-time work consists of an average of 40 hours per week over a trimester. Presence in the office or lab is required but is flexible to the nature of the research support and to the assigned tasks.
- 7) The contract as "Tecnologo" does not confer rights for access to the positions of academic or technical/administrative staff of the University.
- 8) All matters not expressly specified in the University's internal regulations are pursuant to the Italian Civil Code and current legislation regarding employment in public administration.
- 9) Absences due to illness are regulated by the collective agreement for universities.

Art. 12

Incompatibility and compatibility

- 1) The position of a "Tecnologo" is incompatible with other work in commerce and industry, including freelance work.
- 2) The recruitment in quality of "Tecnologo" is incompatible with:
 - a) other employment relationships (with the exception of part-time working up to 50%);
 - b) the enjoyment of a research grant;
 - c) the enjoyment of a PhD scholarship;
 - d) post-degree or post-doctorate scholarships or other kind of granted scholarships;
 - e) collaboration contracts for remuneration regarding didactics and research conferred by the University.

In case the candidate covers other offices or jobs, he/she is obliged to attach a declaration specifying the kind of activity he/she is practicing.

- 3) It is possible to accept external assignments, subject to prior authorization by the Rector, and after consulting the person in charge of the research project. Such requests must be submitted at least 30 days before the start of the external activity.
- 4) In the case of unpaid external assignments, it is only required to submit prior notification to the Rector.
- 5) All external assignments that prejudice the fulfilment of the contractual obligations undertaken with the University and/or that may lead to a conflict of interest with the University are incompatible with the position of "Tecnologo".

Art. 13

Termination of employment

- 1) Employment shall end at the conclusion of the contract or upon termination by either party.
- 2) The parties may withdraw from the contract at any time with at least ninety days' notice. Termination by the Administration must be duly substantiated.
- 3) Each party may withdraw from the contract prior to the end of the contract if one of the conditions for employment according to Art. 2119 of the Civil Code are no longer met, even if only temporary.

Art. 14

Remuneration and social security

- 1) The remuneration and social security benefits correspond to those of category EP, economic position 2, of the roles of technical-administrative staff of universities.
- 2) The gross annual salary equals 49.590,16 € and consists of the following elements:
 - a) a basic salary of 32.790,16 €, paid on a monthly basis in thirteen monthly payments;
 - b) a fixed bonus of 14.000,00 €;
 - c) a variable bonus of up to 2.800,00 €, to be paid upon achievement of specified objectives.
- 3) The total cost connected to the salary, benefits, and social insurance, and all other expenses that may be foreseen by this announcement (e.g., meal vouchers, authorized travel, registration fees for conferences/training courses, etc.) shall be charged to one or more funds related to the assigned research project(s).

Art. 15

Protection of personal data

- 1) With reference to the provisions of the European Regulation 2016/679, the Free University of Bozen-Bolzano, as data controller of this selection procedure, informs that the data contained in the

application documents will be used exclusively for the implementation of this selection procedure and the possible conclusion of the contract (see enclosed data protection instructions).

Art. 16

Person in charge of the procedure

- 1) In accordance with the law 7th August 1990, no. 241, and with successive modifications and integrations the person in charge of the procedure of the present selection is Dr. Paola Paolini, Head of the Personnel Office Academic Staff, *Franz-Innerhofer-Platz 8 - Piazzetta Franz - P.O.B. 276* - tel. +39 0471 011310, e-mail: personnel_academic@unibz.it.
- 2) On the webpage: <https://www.unibz.it/en/home/position-calls/> expressly dedicated to the selection procedures, are available all relating information, in particular the progress report of the Commission of selection's works as well as the relating deadlines.

Bozen-Bolzano, 17.10.2019

Decree no. 650/2019

THE RECTOR

Prof. Paolo Lugli

