



**DECREE**

**Subject: Selection announcement for the comparative procedure for the assignment of no. 1 self-employed professional contract for the performance of activities related to "Potential to Promote Sustainable Archaeological Tourism Khyber PATH Corridor (Taxila–Lower Swat Valley)" for activities functional to research, for the project "Khyber PATH – Professions for Climate Adaptation, Ecotourism and Heritage (Employment opportunities and climate change adaptation through cultural heritage and responsible tourism in Pakistan)" – CUP H33C24000780005 – AID 013189/01/0 - Accounting project SSAM.AICS.PAK**

**CA' FOSCARI UNIVERSITY OF VENICE  
DEPARTMENT OF ASIAN AND NORTH AFRICAN STUDIES  
THE HEAD OF THE DEPARTMENT**

- HAVING REGARD TO** Legislative Decree no. 165/2001 and in particular art. 7, paragraph 6 as amended and supplemented;
- HAVING REGARD TO** Law no. 232 of 11/12/2016, art. 1 paragraph 303, which provides, starting from the year 2017, that the acts and contracts referred to in art. 7, paragraph 6 of Legislative Decree no. 165 of 30/03/2001, stipulated by state Universities, are not subject to the control provided for by art. 3, paragraph 1, letter f-bis), of Law no. 20 of 14/01/1994 (Legitimacy control of the Court of Auditors);
- HAVING REGARD TO** the University Statute;
- HAVING REGARD TO** the Regulation for administration, finance and accounting of Ca' Foscari University of Venice;
- HAVING REGARD TO** the Regulation for the assignment of contracts to external subjects of the University issued by Rector's Decree no. 914/2011 of 27/10/2011 and subsequent amendments;
- HAVING REGARD TO** the development cooperation Project "Khyber PATH – Professions for Climate Adaptation, Ecotourism and Heritage (Employment opportunities and climate change adaptation through cultural heritage and responsible tourism in Pakistan)" – CUP H33C24000780005 – AID 013189/01/0 directed by prof. Luca Maria Olivieri, accounting project SSAM.AICS.PAK;
- HAVING REGARD TO** the request of prof. Luca Maria Olivieri, as project manager, to proceed with the assignment of a self-employed contract in the form of a professional collaboration to find the collaborator who will provide the "Potential to Promote Sustainable Archaeological Tourism Khyber PATH Corridor (Taxila–Lower Swat Valley)" «Le potenzialità per la promozione di un turismo archeologico sostenibile nel corridoio Khyber PATH (Taxila–Bassa Valle dello Swat)», with funds charged to the project SSAM.AICS.PAK;
- CONSIDERING** that within the Department there are no internal competences required to carry out the aforementioned assignment;
- HAVING REGARD TO** the resolution of the Department Board of Asian and North African Studies of 20/09/2017, by which the Head of Department is delegated, for the



purpose of streamlining the procedure, to initiate internal survey and external selection procedures for the assignment of self-employed contracts under occasional or professional performance or coordinated and continuous collaboration with costs charged to specific projects;

#### CONSIDERING

the contract involves a comparison of pre- and post-intervention data at archaeological sites and an analysis of tourist flows over time; and given that these trends are influenced by the marked seasonality typical of the sector, it is necessary to provide for a contract duration of more than 12 months, a timeframe that is essential to ensure an accurate and comprehensive analytical basis.

#### VERIFIED

the financial availability under COAN entry A.C.03.07.02.01 - Gross Professional and occasional assignments – Research, UA.A.DP.SSAM, accounting project SSAM.AICS.PAK - Financial Year 2026;

#### VERIFIED

regulations;

the compliance of the measure with current legislation and University

#### DECREES

##### Art. 1 - Announcement and object

1. At Ca' Foscari University – Department of Asian and North African Studies, a comparative curriculum procedure is announced to ascertain the existence within the University of no. 1 necessary resource, within the framework of the contractual institutes provided for the University sector, to carry out the following activity: "**Potential to Promote Sustainable Archaeological Tourism Khyber PATH Corridor (Taxila–Lower Swat Valley)**" CUP H33C24000780005 – AID 013189/01/0 and if the internal verification yields a negative result, this call is aimed at regulating the identification of no. 1 external subject through the comparison of each curriculum with the requested professional profile.

##### Art. 2 – Object of the assignment

1. The performance of the subject to be identified has as its object the definition and implementation of a strategy to transform the Khyber PATH Corridor (from Taxila to the Lower Swat Valley) into an integrated and sustainable archaeological tourism product. The assignment must be carried out entirely within Pakistani territory.
2. The main requested functions concern:
  - a) **Strategic Planning:** Drafting of an integrated action plan, defining a "Sustainable Tourism Framework" that coordinates the management of archaeological sites along the Taxila-Gandhara-Lower Swat axis. The planning must also define the reference framework for sustainable tourism, including site management and the calculation of carrying capacity limits to preserve the heritage.
  - b) **Quantitative Analysis and Baseline (Pre-Project Status):** Conduct a rigorous study to quantify the current catchment area, analyzing the existing tourist flow in the project sites to establish the starting point of the intervention.
  - c) **Impact Assessment (Post-Project Status):** Define KPIs (key performance indicators) and development models to predict and document socio-economic change, job creation, and the effectiveness of environmental and cultural sustainability measures after the implementation of the plan.



- d) **Architecture of the Tourism Offer and Logistics:** Design an integrated offer connecting archaeological sites (such as Barikot Site 1 or Takht-i Bahi Site 6) to improved logistical infrastructures, optimizing accessibility through visitor centers and coordinated signage.
- e) **Technical Evaluation and Operational Implementation:** For the enhancement of tourist trails in the strategic sites of the project, with a specific focus on Site 1 (Barikot and Butkara), Site 2b (Gumbat Heritage Trail 1), and Site 4 (Hati-lar Heritage Trail 2). The activity involves developing routes and experiences that integrate archaeology with nature and local culture, ensuring the creation of eco-compatible infrastructures such as visitor centers, interpretive museums, and coordinated informative signage along the way. The ultimate goal is to transform these trails into sustainable tourism products that foster community-based tourism and economic growth in the areas concerned, respecting strict environmental and cultural sustainability criteria.
- f) **Creation of Tourist Experiences:** Structure an offer that combines archaeology with nature and local culture, promoting "high-value niche tourism" and enhancing the region's cultural archaeological heritage to attract international religious flows.
- g) **Community Involvement and Sustainability:** Present a development plan document to implement community-based tourism programs to ensure that development generates jobs and direct economic benefits for local populations in less developed areas.
- h) **Marketing and Scientific Dissemination:** Work with the project team and manage the promotion of the corridor on international markets to attract high-value niche tourist segments and actively contribute to the drafting of reports, publications, and specific development programs for the tourism sector in Pakistan and in the Khyber Pakhtunkhwa province.

### Art. 3 - Duration of the assignment

1. To carry out the activities referred to in art. 2, a commitment of 18 months is required, with an expected start date from 15/06/2026 and until 15/12/2027.
2. For the purposes of the internal survey, a maximum commitment of 18 hours per week for 18 months starting from the date of signing the contract is required.
3. In the event that an external subject is identified, a professional performance assignment lasting 18 months will be awarded.

### Art. 4 - Requirements

1. Candidates are required to possess the following admission requirements:
  - **Degree:** possession of an MBA or EMBA degree in tourism, tourism management, or related disciplines, or a higher-level degree;
  - **Minimum experience:** at least 7 years, duly certified in the CV, in tourism management/development or related fields in the private sector, with public bodies or NGOs in Pakistan;
  - Not having been dismissed for disciplinary reasons, removed or discharged from employment in a public administration due to persistent insufficient performance, or not having been declared forfeited from state employment pursuant to art. 127, first paragraph, letter d) of Presidential Decree 10.01.1957, no. 3, and not having been dismissed for having obtained employment through the production of false documents or fraudulent means;
  - Not having a degree of kinship or affinity, up to and including the fourth degree, with the Rector, the Director General, a member of the Board of Directors, or the professor/Director of the Department of Asian and North African Studies (for references to the aforementioned bodies,



from the University website follow the path home page>Ateneo>Organi di Ateneo or click the following links: <http://www.unive.it/pag/11014> and <https://www.unive.it/pag/17441>;

- Not having suffered criminal convictions resulting in the accessory penalty of incapacity to contract with the public administration;
- Not being in situations, even potential, of conflict of interest with Ca' Foscari University of Venice, pursuant to art. 53, paragraph 14, of Legislative Decree 165/2001, as amended by Law no. 190/2012;
- Not being in conditions of incompatibility or inconferrability, pursuant to art. 20 of Legislative Decree 39/2013, to carry out assignments in the interest of Ca' Foscari University of Venice;
- Candidates from non-EU countries who are within the EU at the time of submitting their application must hold an EC long-term resident's residence card or a residence permit authorising them to carry out self-employed work in Italy; they must provide a copy of this document when submitting their application for the call for applications, for the purposes of the necessary checks and to comply with legal requirements.

**As well as the following knowledge and skills:**

**Required knowledge and skills:**

- Proven work experience as an expert in tourism management/development projects or related fields, funded by multilateral organizations, government bodies, NGOs, or similar in Pakistan;
  - Work experience in tourism management and related fields in the Khyber Pakhtunkhwa province;
  - Having contributed to publications, reports, and development programs in the field of tourism management/development and related sectors, particularly in Pakistan and in the Khyber Pakhtunkhwa province;
  - Excellent written and verbal communication skills in English, Urdu, and Pashto. Language skills must be self-certified in the candidate's curriculum vitae.
2. Pursuant to Art. 13 para. 2 of the Regulation for the assignment of self-employed contracts to external personnel of Ca' Foscari University of Venice, a preferential criterion will be having successfully carried out previous activities at Universities and other Research Entities, and in particular at Ca' Foscari University of Venice, as well as having been found suitable in selections and/or competitions announced by Ca' Foscari University of Venice.

**Art. 5 - Application submission procedures for INTERNAL subjects**

1. For the purposes of the internal survey, the technical-administrative staff of the University hired on a permanent full-time basis who possess the requirements indicated in Art. 4 and who declare their availability to carry out the activity "Potential to Promote Sustainable Archaeological Tourism Khyber PATH Corridor (Taxila–Lower Swat Valley)" of the project "Khyber PATH – Professions for Climate Adaptation, Ecotourism and Heritage (Employment opportunities and climate change adaptation through cultural heritage and responsible tourism in Pakistan)" CUP H33C24000780005 – AID 013189/01/0 on temporary secondment for 18 months at the Department of Asian and North African Studies may apply.
2. The application for participation must be sent, after acquiring the clearance (*nulla osta*) from the structure of affiliation, exclusively using the specific procedure made available via web at the following address:

<https://apps.unive.it/domandeconcorso-en/accesso/dsaam-sostourism26>



by and no later than the peremptory deadline of **12:00 PM on 05/06/2026**

3. Applications that, for any reason, are not received by this peremptory deadline will not be taken into consideration.
4. Candidates must attach to the application:
  - curriculum vitae in European format;
  - additional documentation/further qualifications deemed useful for evaluation purposes;
  - copy of a valid identity document.
5. After closing and sending the application and relevant documentation through the online procedure, candidates will receive a confirmation email of successful submission and an application code with which they can access the procedure for any updates to data and materials by and no later than the deadline of the call.

#### **Art. 6 – Selection methods for INTERNAL subjects**

1. Applications will be examined by a committee composed of experts in the field of the contract to be awarded, through the evaluation of curricula in compliance with the duties regulation provided for by art. 52 of Legislative Decree no. 165/2001.
2. The Head of the Department will send the formal request, according to the prescribed procedures, to the Human Resources Area, which, in the event of a positive evaluation outcome, will proceed with the temporary secondment assignment of the identified technical-administrative staff.

#### **Art. 7 - Application submission procedures for EXTERNAL subjects**

1. Subjects external to the Administration who possess the requirements referred to in the following Art. 8 may submit an application to participate in the comparative procedure.
2. Applications for participation must be sent exclusively using the specific procedure made available via web at the following address:

<https://apps.unive.it/domandeconcorso-en/accesso/dsaam-sostourism26>

by and no later than the peremptory deadline of **12:00 PM on 05/06/2026**.

3. Unsigned applications and those that, for any reason, are not received within this deadline will not be taken into consideration.
4. Candidates must attach to the application:
  - curriculum vitae in European format;
  - additional documentation/further qualifications deemed useful for evaluation purposes;
  - copy of a valid identity document.
5. After closing and sending the application and relevant documentation through the online procedure, candidates will receive a confirmation email of successful submission and an application code with which they can access the procedure for any updates to data and materials by and no later than the deadline of the call.
6. The data entered into the application form will then be used for the formalization of the selected candidates. For this reason, it is necessary to communicate any variations via email to the Department using the email address [ricerca.dsaam@unive.it](mailto:ricerca.dsaam@unive.it).
7. The evaluation of applications submitted by external subjects is subject to the negative outcome of the internal survey.



#### **Art. 8 – Admission requirements for EXTERNAL subjects**

1. Candidates must possess, on the deadline date for submitting applications for admission to the comparative procedure, the requirements, skills, knowledge, and competences required for carrying out the activities indicated in Art. 4.
2. In the application for admission to the comparative procedure, candidates must declare under their own responsibility their surname and first name, date and place of birth, residence, telephone number, email address, the absence of situations involving incapacity to contract with the Public Administration, the precise declaration of possession of the requirements listed in Art. 4, and the exact address to which any communications should be sent. Foreign candidates must also declare that they have adequate knowledge of the Italian language.

#### **Art. 9 – Selection methods for EXTERNAL subjects**

1. The selection will be carried out by a specific Committee composed of experts in the field of the contract to be awarded, through the evaluation of the cultural and professional qualifications indicated in the curriculum vitae.

#### **Art. 10 – Evaluation criteria**

1. The evaluation of cultural and professional qualifications indicated in the curriculum vitae will be carried out on the basis of the following criteria:
  - Proven work experience as an expert in tourism management/development projects or related fields, funded by multilateral organizations, government bodies, NGOs, or similar in Pakistan;
  - Work experience in tourism management and related fields in the Khyber Pakhtunkhwa province;
  - Having contributed to publications, reports, and development programs in the field of tourism management/development and related sectors, particularly in Pakistan and in the Khyber Pakhtunkhwa province;
  - Excellent written and verbal communication skills in English, urdu, and Pashto. Language skills must be self-certified in the candidate's curriculum vitae.

#### **Art. 11 – Evaluation outcome**

1. At the end of the survey and comparison procedure, the Committee drafts a reasoned report indicating the result of the evaluation and identifying the winner of the selection following the preparation of a specific merit ranking list.

The structure that issued the call may scroll down the ranking list in the following cases:

- a) impossibility to stipulate the contract with the winner;
  - b) waiver of the contract stipulation by the winner of the selection.
2. The winner of the selection must express their acceptance within 3 days of receiving the communication by signing the relative contract at the competent office of the Department of Asian and North African Studies, through which the terms and methods of carrying out the collaboration activity will be regulated.



3. The outcome of the procedure will be published on the University website in the section Ateneo > Lavora con noi > Lavorare a Ca' Foscari > Procedure Comparative (<http://www.unive.it/data/12108>) starting from 12 June 2026 unless postponements are communicated on the same date.

#### Art. 12 - Examining Committee

1. The Examining Committee will be appointed with a subsequent provision by the Head of the Department of Asian and North African Studies.

#### Art. 13 – Contract form and expected compensation

1. At the end of the procedure, a contract for self-employed work in the form of professional services will be stipulated with the chosen external collaborator. The duration will be 18 months for a total consideration for the performance, gross of withholding taxes to be borne by the recipient and net of charges to be borne by the Entity, determined as **36.000,00 Euro**.
2. The compensation due will be paid in 4 deferred installments based on the progression of the activities object of the performance, subject to verification of the activity carried out upon presentation of a fee note/invoice.

The verification of the activities carried out will be based on the completion of the following tasks within the established deadlines:

- **Initial Report (Work Plan and Methodology):** Definition of the strategic approach for the Khyber PATH corridor. The document must detail the methodology for integrating archaeology, nature, and local culture into a single tourism product. Deadline: Within 2 weeks from the start of the contract (July).
  - **Preliminary Baseline Assessment Report:** Analysis of the potential of key sites, including Barikot, Butkara (Site 2), Gumbat (Site 2b), and Hati-lar (Site 4). Technical Details: Definition of the sustainable tourism framework, including carrying capacity limits and draft site management plans. Deadline: At the end of field work (November).
  - **Technical Trail Assessment Report:** Specific evaluation of the implementation and accessibility of historical paths: Gumbat Heritage Trail 1 and Hati-lar Heritage Trail 2. The report must include recommendations for informative signage and eco-compatible infrastructures. Deadline: Mid-term (February).
  - **Integrated Final Report and Dissemination Strategy:** Final document integrating feedback from management and stakeholders, consolidating: **International Marketing Strategy:** To position the corridor on global markets; **Community Involvement Plan:** Community-based tourism programs for job creation; **Economic Analysis:** Evaluation of revenue generation potential and regional development for KP and Punjab. **Extra Materials:** Production of presentation and dissemination materials (upon request of the Project Director, Prof. Luca Maria Olivieri). Deadline: Before the conclusion of the contract (Project Closure).
3. The expenditure will be charged to the funds of the accounting project of the analytical unit UA.A.DP.SSAM: SSAM.AICS.PAK, COAN entry A.C.03.07.02.01 - Gross Professional and occasional assignments – Research, UA.A.DP.SSAM, accounting project SSAM.AICS.PAK – Financial Year 2026.
  4. Should the need, convenience, or opportunity fail, the University may choose not to proceed with the assignment.



5. If the identified collaborator is an employee of another public administration subject to the authorization regime referred to in art. 53 of Legislative Decree 30 March 2001 no. 165, they must present the authorization from their home administration before signing the contract.
6. The chosen candidates will be required to comply with the obligations provided for by the University Code of Ethics and Code of Conduct, as far as compatible.

#### **Art. 14 - Processing of personal data**

1. Personal data transmitted by candidates with applications for participation in the selective procedure will be processed in compliance with the provisions of applicable national and EU legislation (Legislative Decree 196/2003 and EU Regulation 2016/679). The information notice can be downloaded at the following link: <https://www.unive.it/privacy>.

#### **Art. 15 - Referral**

1. For anything not specified in this call, reference is made to the provisions of the current University Regulation for the assignment of self-employed contracts to external personnel, as well as to current legislation on the matter.

#### **Art. 16 - Information and person in charge of the procedure**

1. For information regarding the selection procedure, contact the Research Sector or the Administrative Secretariat of the DSAAM department: email address [ricerca.dsaam@unive.it](mailto:ricerca.dsaam@unive.it) - [segreteria.dsaam@unive.it](mailto:segreteria.dsaam@unive.it)
2. Pursuant to the provisions of art. 5 of Law 07/08/1990, no. 241 as amended and supplemented, the person in charge of the administrative procedure for this selection is Dr. Francesca Bernardi, Administrative Secretary of the Department of Asian and North African Studies.

The Head of the Department  
Prof. Laura De Giorgi

SEEN The Department Secretary  
Dr. Francesca Bernardi