Università Ca'Foscari Venezia
Dipartimento di Economia

Department of Economics - Ca' Foscari University of Venice
Campus San Giobbe – Cannaregio 873, 30121 Venezia
https://www.unive.it/web/en/7385/home

DISCLAIMER: The English version is a translation of the original in Italian for information purposes only. In case of a discrepancy, the Italian original will prevail.

Subject: Public selection procedure for the award of a research contract pursuant to article 22 of Law No. 240 of December 30, 2010, for activities related to the project entitled: *Circular Business Models and Business Transformation for the Agri-Food Sector* - Academic recruitment field 13/ECON-04, Academic discipline ECON-04/A, ECON-04/A, as part of the Project HEUROPE - FOODWISE: Empowering Equitable and Emotionally Intelligent Transitions to Circular Food Systems (grant agremment 101291443)CUP: H73C26000370006-Tutor Prof. Nicola Camatti

THE DIRECTOR OF THE DEPARTMENT

DECREES

Having regard to the resolution of the Department of 2026/09/10 which approved the activation of the selection procedure and the specifics of the call;

Having ascertained the financial coverage provided by ....

Considering that the funds referred to in the previous preamble derive from the following external financing, the agreement for which provides for the full coverage of personnel costs: HEUROPE - FOODWISE: Empowering Equitable and Emotionally Intelligent Transitions to Circular Food Systems (grant agremment 101291443), CUP H73C26000370006…

Having acknowledged the proposing structure has certified this call's compliance with Italian Law and University Regulations**.**

Article 1 Public Selection Procedure Announcement

The following public selection procedure is announced for the award of a two-year research contract pursuant to Article 22 of Law No. 240 of December 30, 2010, academic recruitment field 13/ECON-04, Academic discipline ECON-04/A, as part of the Project HEUROPE - FOODWISE: Empowering Equitable and Emotionally Intelligent Transitions to Circular Food Systems (grant agremment 101291443), CUP H73C26000370006.

Research Project	**Circular Business Models and Business Transformation for the Agri-Food Sector** The research project aims to develop the Circular Business Lab: Business Transformation within the framework of the European FOODWISE project, with the objective of analysing and promoting the transformation of business models in the food sector according to the principles of the circular economy, strategic innovation, and digital transition. The activities include the scientific coordination of the

	research, the collection and analysis of data and scientific sources, the design of research methodologies and tools, the development of theoretical models and frameworks for the digital and circular transformation of businesses, as well as the design and facilitation of transnational Living Labs to foster co-creation, knowledge transfer, and the development of innovative solutions among project partners and stakeholders across the agri-food value chain
Scientific Supervisor	Prof. Nicola Camatti
Academic recruitment field	13/ECON-04
Academic discipline	ECON-04/A
Department	Economics
Main workplace	Department of Economics, Cannaregio 873, 30121 Venezia (Italy)
Foreign language to be assessed during the oral exam	English
For foreign candidates: assessment of knowledge of the ITALIAN language.	Assessment of knowledge of Italian language skills
Maximum number of publications to be submitted, including the PhD dissertation	5
Date when the list of the candidates admitted to the oral exam and the results of the preliminary assessment will be announced.	2026-12-11
Date of the oral exam	2026-12-14, h. 9.30 A.M. local time

Article 2 Admission Requirements for the Selection Procedure

Persons, Italian or not, in possession, on the date of the deadline for submission of applications, of a **doctoral degree** or a degree obtained abroad evaluated as equivalent, for the sole purpose of the award of the contract, by the Selection Committee, are eligible to participate in the selection procedure. Those who are enrolled in **the final year of the PhD program** may also participate in the selections, provided that the degree is expected to be awarded within six months after the date of publication of this call on the University's Official Notice Board.

The following are excluded:

- tenured staff, hired on a permanent basis, of universities, public research organizations and institutions whose postgraduate scientific degree has been recognized as equivalent to the title of doctor of research in accordance with Article 74, fourth paragraph, of Presidential Decree No. 382 of July 11, 1980;
- those who have served indefinitely as full professors or associate professors and university researcher even if they are not in service;
- those who have enjoyed fixed-term researcher contracts in accordance with Article 24 of Law 240/2010 (RTT);
- those who held positions pursuant to Articles 22, 22-bis, 22-ter, or contracts pursuant to Article 24 (RTT) of Law 240/2010 for a period which, when added to the expected duration of the contract advertised in this call, exceeds a total of 11 years, whether or not consecutive;
- anyone who, at the time of submitting the application, has a degree of kinship or affinity, up to and including the fourth degree, with a professor pertaining to the Department proposing the activation of the contract or with the Rector, the Director General or a member of the Board of Directors of the University.
- those who have benefited from contracts referred to in Article 22 of Law 240/2010 as amended by Law no. 79/2022 for a period that, when added to the duration envisaged by the contract of this call, exceeds a total of 5 years, even if not continuous. For the purposes of the duration of the aforementioned relationships, periods spent on maternity leave or leave for health reasons in accordance with current regulations are not relevant.

In any case, the following may not participate in the selective procedures:

- - persons excluded from the enjoyment of civil and political rights;
- - persons dismissed or dismissed from employment with a Public Administration for persistent inadequate performance;
- - persons who have been declared disqualified from other state employment, pursuant to Article 127, letter d) of Presidential Decree No. 3 of 10/1/1957.

The prescribed requirements must be met by the deadline for submitting applications.

Candidates are admitted to the selection conditionally. Exclusion from the selection for lack of prescribed requirements may be ordered at any time, even after the oral exam have been carried out, by reasoned decree of the Director of the Department.

This Administration guarantees equality and equal opportunity between men and women in access to employment and treatment at work.

This Administration guarantees fairness and equal opportunity to men and women in access in to employment and employment conditions.

Article 3 Application Submission Procedures

Those who intend to participate in the selection procedure must submit their application using exclusively the specific procedure made available via the web at the address

https://apps.unive.it/domandeconcorso-en/accesso/dec-cdrcamattifood-28102026

by the peremptory deadline of **1:00 PM CET (Central European Time) on 2026-11-16**. Beyond this deadline, the link will be deactivated, and it will no longer be possible to complete or edit the application. If the indicated deadline falls on a public holiday, the deadline is extended to the next working day.

You can access the platform using your Italian Tax Identification Code (Codice Fiscale). Foreigners with no Italian Tax Identification Code may generate it, for the sole purpose of the procedure, using the link in the bottom right corner of the online application form (click on "Calculate Italian Tax Identification Code").

The following personal data are required to generate the tax identification code: Name; Surname; Gender; Date of birth (dd/mm/yyyy); Place of birth.

Please note that:

1 – As your place of birth you should indicate your country of birth, which must be written in Italian and in capital letters (e.g.: STATI UNITI, SPAGNA, REGNO UNITO) and selected from the scroll-down menu.

The tax identification code must have 16 characters.

The procedure does not allow saving in draft mode. The application shall be completed in all its required

fields and then submitted. A unique alphanumeric code will then be generated and sent to the e-mail address entered in the application; the code may be used to edit the application and replace the attached files, within the deadline.

No other form of submission of the application is allowed.

It is advisable to start the application procedure well in advance of the deadline.

The candidates shall declare under their own responsibility:

Personal data:

- Surname and first name
- Date and place of birth
- Email address and phone number
- Residence and domicile address

General declarations:

- Citizenship
- If with disabilities specify if they require any support in order to attend the interview
- that they have not been convicted of a criminal offence, and are not aware of any criminal proceeding pending against them; if not, indicate any previous convictions (the date and the judicial authority that issued it) and pending criminal proceedings
- Whether they are employees of a public administration
- That they have not been dismissed or removed from employment in a public administration for persistent insufficient performance

- That they have not been declared disqualified from other state employment, pursuant to Article 127, letter d) of the Presidential Decree of January 10, 1957, No. 3.
- That they are aware that all communications will be made through publication on the website and that it has the value of notification for all purposes.
- (if Italian) hat they are registered in electoral rolls, motivating, if applicable, the reason for non-registration or cancellation from them; that they have fulfilled their military obligations (to be specified by candidates born before 1985 only)

  (if foreign) that they exercise civil and political rights in their country or give the reasons for failure to do so and that they have adequate knowledge of the Italian language

- That they have not benefited from, or have benefited from, periods of voluntary leave from research activities, with particular reference to parental functions, indicating the periods
- That they are physically fit for the employment to which the selection refers

Specific declarations

- That they already hold a PhD obtained in Italy or abroad
  or
  That they are enrolled in the final year of the PhD program and that the degree is expected to be awarded within six months after the date of publication of this call on the University's Official Notice Board.
- That they are not permanently employed at universities, public research institutions, and institutions whose scientific degree has been recognized as equivalent to a PhD degree
- That they have not served on a permanent basis, as full professor, associate professor and university researcher even if no longer in service
- That they have not already benefited from fixed-term researcher contracts pursuant to Article 24 of Law No. 240/2010 (RTT);
- That they do not have any family relationship or affinity, up to the fourth degree, with professors belonging to the recruiting Department, nor with the Rector, the General Director, or any member of the Board of Governors
- That they have not benefited from contracts pursuant to Article 22 of Law No. 240/2010 as amended by Law No. 79/2022 for a period that, combined with the duration provided by the contract announced, exceeds a total of 5 years, even if not continuous.
- That they are aware that the research contract is not compatible:

a) With scholarships or research grants awarded by national or foreign institutions, except those exclusively aimed at international mobility for research purposes.

b) With the attendance of BA, MA and PhD courses, in Italy or abroad,

c) With research grants even at other universities or public research institutions.

d) With other employed work, even part-time or fixed-term, at public or private organizations

e) With the other activities prohibited by laws or other regulations or that may conflict with the institutional activities of the University.

The University Administration assumes no responsibility for the dispersion of communications due to incorrect indication of the contact details.

PDF copies of the following shall be attached to the application:

- A valid identity document;
- A scientific-professional CV including overall scientific productivity and research activities carried out at public and private organizations, written in Italian or English, signed with an autograph or digital signature and with the explicit indication that everything declared therein corresponds to the truth pursuant to Articles 46 and 47 of Presidential Decree 445/2000. In line with the actions provided by the university within the framework of the "Human Resources Strategy For Researchers" (HRS4R), it is recommended to precede the CV with a motivation letter.
- A numbered list of the publications to be submitted (within the limit of Article 1 of this call) signed with an autograph or digital signature
- Scientific publications and other documentable research products, with particular reference to their relevance to the research project content (see Article 4)

European Union citizens may:

- submit scanned certified copies of their qualifications (certified by a self-declaration affidavit as provided in Art. 19 and 47 of Pres. Decree 445, 28 December 2000 - Attachment A). Candidates must provide an Italian translation of the documents, and the translation must be certified by an embassy or an official translator.

or

- declare that they meet the requirements using a self-executed certificate or self-declaration affidavit (Attachment A). This document is compulsory if the qualifications are issued by other Public Administrations.

Non-EU citizens with a valid residence permit may submit scanned certified copies of their qualifications. The affidavits must be used in accordance with the procedure laid down for EU citizens whenever it is necessary to provide proof of status, facts or personal qualities certifiable or confirmable by Italian public agencies or if the production of self-executed certificates takes place under international agreements between Italy and the applicant's country of origin.

Non-EU citizens without a regular residence permit may submit scanned copies of qualifications, authenticated or true certified copies of the original.
Certificates issued by the relevant authorities of the applicant's Country of origin must be submitted together with a translation into Italian authenticated by the Italian consular authority certifying conformity with the original.

The Department may carry out a verification process on the contents of self-declarations contained in the curriculum vitae.

For any clarifications and information on the procedure, and in the event of difficulties in filling in the application form, please contact the Research Office of the Department of Economics, e-mail: simar@unive.it

Article 4 Publications

All required publications must be uploaded in pdf, dividing them into the appropriate four fields of the online procedure with a capacity of 50 MB each (Please note that that you can upload more than one publication in each field, zipped in one folder. It is recommended that the file names inserted in the compressed folder do not exceed 20 characters).

Only publications uploaded with the application will be considered by the examining board

It is not allowed to submit publications in the form of links to files residing on online storage/file sharing services or web pages.

Should the number of publications exceed the maximum number indicated in the call, the Board will evaluate the works in the order listed by the candidate, up to the limit provided.

Only published works, texts accepted for publication, essays in anthologies and articles published in hard copy or digital format magazines in accordance with the current law will be assessed, such as internal notes or departmental reports unless they have an international ISSN or ISBN code, and other documentable research products listed among the evaluable products in the latest ANVUR evaluation of research quality available at the time of publication of the call.

Texts or articles accepted for publication within the deadline of this call must be submitted with the acceptance letter by the publisher.

For joint-authored publications the candidates may include a statement declaring the incidence of their contribution. Otherwise, joint-authored publications may be evaluated provided it is possible to identify the individual contribution of the candidate on the basis of its coherence with their overall academic activity.

The Examining Board will have access to the publications in digital format only for purposes connected to this call, in consideration of the existing legislation concerning publishing and copyright.

Article 5 Exclusion from the Selection Procedure

Candidates are conditionally admitted to the selection procedure and may be excluded from it at any time for failure to meet the requirements. The exclusion is ordered by a motivated decree signed by the Director and notified to the candidate concerned using the email address listed in the application.

Article 6 Composition of the Examining board

The examining board is composed of three members chosen from professors and researchers with research experience on the topics covered by the call, internal or external or of equivalent rank in the case of members from abroad, identified in compliance with the principle of gender equality, where possible. It may be supplemented by additional external experts on the research topic covered by the call, if appropriate.

The Examining board is appointed by decree of the Director of the Department, published on the Official University register and online on the University website

For the appointment, the rules of Article 9 of the Regulation for the award of research contracts pursuant to Article 22 of Law No. 240/2010 are observed.

The Examining board conducts its work in the presence of all members, makes its determinations by absolute majority, and may use telematic tools for collegial work at all stages of the procedure.

The Board shall conclude its activities within 90 days after the date of the appointment decree, unless otherwise specified therein. The deadline may be postponed due to proven and exceptional circumstances indicated by the Chair of the Board. Should the Board fail to complete the activities within the set deadline, the Director shall issue a decree concerning the replacement of members responsible for the delay as well as fixing a new closing date for the completion of activities.

Article 7 Works of the Examining board

For the admission to the procedure, the Board shall verify that the candidates

meet the requirements, as follow:

That they already hold a PhD obtained in Italy or abroad

or

That they are enrolled in the final year of the PhD program and that the degree is expected to be awarded within six months after the date of publication of this call on the University's Official Notice Board.

The evaluation is carried out according to the provisions of Annex 2 to the Regulation for the award of research contracts pursuant to Article 22 of Law No. 240/2010. The Examining board may award up to 100 points, as follows:

- Up to 60 points for the evaluation of the CV, including overall scientific productivity and research activities carried out at public and private organizations, to be evaluated with particular reference to the relevance to the research project content; scientific publications and other documentable research products, with particular reference to the relevance to the research project content.

- Up to 40 points for the evaluation of the oral exam to verify research aptitude and any assessment of foreign languages requested in the call.

The evaluation procedure takes place in two stages:

Preliminary assessment:

The Commission determines the criteria for evaluating the CV, publications, and oral exam. The adopted criteria and the content of the oral exam are published on the Official University Register and online on the University website.

Only after defining the criteria, they may review the applications and, they proceed with the comparative evaluation of candidates based on the CV and publications, having verified the absence of incompatibility and conflict of interest by each member.

On **2026-12-11**, the list of candidates who have reached the minimum threshold of 42 points and are therefore admitted to the oral examination to be held on **2026-12-14** will be announced via restricted access, available exclusively to participants in the procedure**.**

Candidates admitted are required to attend the meeting, without prior notice, on the day, time, and according to the modalities provided in the notice. Failure to appear will be considered as an explicit and definitive withdrawal from the selection.

Oral Exam:

The second stage consists of the oral exam.

Admitted candidates are required to attend the meeting with a valid identification document.

The oral exam is deemed passed if the minimum threshold of 28 points is reached.

The Commission places the candidates with a final score above the minimum threshold of 70/100 in a merit list and declares the comparatively best candidate the winner

In case of tie, priority will be given to the youngest candidate.

Article 8 Validity of the proceedings

The proceedings of the Board are attested in the minutes of the meetings with attached evaluation forms as per Annex 2 of the Regulation. They are transmitted to the Director of the Department by the Chair or Secretary of the Board within 7 days from the conclusion of the works for verification and approval.

The approval decree of the Director is published on the Official University register and online on the University website.

In accordance with the regulations on access to acts and as provided by Law No. 4 of January 9, 2004, requests for access to acts may be sent to the Research Office of the Department of Economics via email (simar@unive.it) or via PEC at the address (*protocollo@pec.unive.it*) or or according to the indications available at https://www.unive.it/pag/11143.

Article 9 Conclusion of the contract

The recruitment of the holder of the research contract is effected through the conclusion of a fixed-term employment contract (Attachment 1). When concluding the contract, the successful candidate may be asked to sign either by handwritten signature on a paper document or by digital signature on an electronic document.

The candidates are therefore invited to verify whether they already have the necessary device for digital signatures in line with AGID-Agenzia per l'Italia Digitale – Digital Italy Agency (https://www.agid.gov.it/it/piattaforme/firma-elettronica-qualificata/prestatori-di-servizifiduciari-attivi-in-italia).
In case they do not have it, they are invited to set up this device in time for the stipulation of the contract.

The contract holder may sign the contract only after obtaining the PhD degee. The selected candidate who doesn't obtain the degree within six months from the publication of this call will lose the right to the research contract and the merit ranking.

In case of non-EU citizenship, for employment, the selected candidate must have a valid residence permit for work purposes in Italy.

The research contract is concluded for the sole purpose of carrying out the research activity described in article 1 and does not entitle the holder to tenured positions.

The employment contract must be stipulated within the term set forth in the letter of convocation to stipulate the contract, normally not less than 10 days. Failure on the part of the person concerned to conclude the contract by the deadline shall be considered as renunciation of employment and shall result in the forfeiture of the ranking list, without prejudice to a possible extension of the deadline for the signing of the contract assessed by the Director of the Structure upon justified request of the person concerned.

If circumstances preventing employment arise, whether normative, organizational, or financial, this University reserves the right not to proceed with employment or to defer it.

Article 10 Employment

The employment is governed by Article 22 of Law No. 240/2010, by the Regulation for the award of research contracts pursuant to Article 22 of Law No. 240/2010, and by the individual employment contract. Regarding social security and insurance treatment, reference is made to what is provided for the income of dependent employees.

The holder is entitled, for the entire duration of the contract, to an annual gross comprehensive economic treatment of € **29.162,20 =.**

The annual gross remuneration is not subject to indexing or revaluation.

The University also provides insurance coverage against work accidents, occupational diseases and civil liability.

The holder further undertakes to fulfil the mandatory training requirements relating to occupational health and safety pursuant to Ministerial Decree No. 363/1998; Legislative Decree No. 81/2008, as subsequently amended and supplemented; State-Regions Agreement of 17 April 2025, within the time limits and in accordance with the procedures specified by the University, and acknowledges the sanctions applicable in the event of non-compliance. Where the Research contract holder has already completed the required training, including with another employer, they undertake to send the relevant certificate to formazione.sicurezza@unive.it by the commencement date of this contract.

Article 11 Intellectual property

The possible realization of an invention, susceptible to patenting, made by the research contract holder in the performance of their duties, is regulated in accordance with the current legislation, the specific University Regulation, and the clauses of the contract.

Article 12 Incompatibilities

The employment established under this call is not compatible:

a) With scholarships or research grants awarded by national or foreign institutions, except those exclusively aimed at international mobility for research purposes.

b) With the attendance of BA, MA and PhD courses, in Italy or abroad.

c) With research grants even at other universities or public research institutions.

d) With other employed work, even part-time or fixed-term, at public or private organizations.

e) holding the posts referred to in Articles 22, 22-bis and 22-ter and the contracts referred to

in Article 24 (Tenure-Track Researcher) of Law 240/2010;

f) carrying out freelance and self-employed work under a

VAT registration scheme

g) With the other activities prohibited by laws or other regulations or that may conflict with the institutional activities of the University.

The performance of extra-institutional assignments may occur with prior authorization from the Department Board, based on the motivated advice of the scientific supervisor or the Director of the Department, after verifying that such activity does not involve a conflict of interest with the activities of the Department and does not prejudice the regular carrying out of the research.

The research contract holder in service at public administrations must be placed on unpaid leave for the duration of the contract, since the date of starting of activities.

For matters not provided for in this article, reference is made to Article 53 of Legislative Decree No. 165/2001, as applicable.

Article 13 Information about the processing of personal data

The processing of personal data provided by candidates or otherwise acquired by the University is aimed only for the purposes of the selection procedure and will be managed in compliance with national and EU legislation (Legislative Decree 196/2003 and EU Regulation 2016/679). The provision of data is necessary to evaluate candidates' requirements and qualifications.

See the "Information on the Processing of Personal Data" attachment for further details.

The Data Controller is Ca' Foscari University Venice, with head office in Dorsoduro n. 3246, 30123 Venice - PEC protocollo@pec.unive.it.

Article 14 Supervisor of the procedure

Supervisor of the procedure: Dr. Silvia Lovatti, Secretary of the Department of Economics (for information: Administrative Secretariat of the Department, e-mail: simar@unive.it).

For all matters not provided for in this call and insofar as they are compatible, the current university regulations and those on access to employment in the public administration apply.

THE DIRECTOR OF
THE DEPARTMENT OF ECONOMICS
Prof. Giacomo Pasini

The Supervisor of the procedure
Silvia Lovatti

Attachment 1: Specimen contract

DISCLAIMER: The English version is a translation of the original in Italian for information purposes only. In case of a discrepancy, the Italian original will prevail.

BETWEEN

Ca' Foscari University of Venice – Department of Economics, hereinafter referred to as the "University", with registered office at Dorsoduro 3246, Venice, tax code 80007720271, represented by Professor Giacomo Pasini, in their capacity as Director of the Department of Economics, whose address for the purposes of their office is the registered office of the Department at Cannaregio - S. Giobbe n. 871, Venezia;

AND

Dr _____ (tax code _____), born in _____ on _____, residing in _____, postcode _____, at Via _____no. ____, hereinafter referred to as the "Research contract holder"

HAVING REGARD TO

- Article 22, paragraphs 1 and 2, of Law No. 240 of 30 December 2010, as amended by Decree-Law No. 36 of 30 April 2022, converted with amendments into Law No. 79 of 29 June 2022, governing "Research contracts";
- the "Ca' Foscari University Regulations Governing the Appointment of Research Contracts pursuant to Article 22 of Law No. 240/2010", issued by Rector's Decree No. 324 of 14 April 2025, hereinafter referred to as the "Regulations";
- the resolution adopted by the Board of the Department of _____ dated _____, authorising the launch of the selection procedure for the award of a Research contract pursuant to Article 22 of Law No. 240 of 30 December 2010, Academic Recruitment Field _____, Academic Discipline _____, for the implementation of the research project entitled "_____";
- the Decree of the Director of Department, Register No. _____ of _____, by which the comparative selection procedure was launched for the award of one postdoctoral assignment through the establishment of a fixed-term employment relationship under private law, pursuant to Article 22 of Law No. 240 of 30 December 2010, for Academic Recruitment Field _____ – Academic Discipline _____, for the implementation of the research project entitled "_____", CUP: _____ – Project code: _____, which forms an integral and substantive part of this contract, even though it is not physically attached hereto;
- the Decree of the Director of Department, Register No. _____ of _____, approving the records of the above-mentioned selection procedure, in which Dr _____ was declared the successful candidate;

THE PARTIES HEREBY AGREE AND STIPULATE AS FOLLOWS

Article 1 – Subject matter

The recitals above form an integral and substantive part of this contract.

The University hereby employs Dr _____ under the two-year research contract referred to in Article 22 of Law No. 240/2010, from _____ to _____, in Academic Recruitment Field _____ – Academic Discipline _____.

The Research contract holder undertakes to participate in the research project _____ at the premises of _____. The Scientific Coordinator of the project is _____.

The Research contract holder undertakes to prepare a programme for carrying out the research, subject to prior agreement with the Scientific Coordinator. This programme shall form an integral part of this contract.

The Research contract holder is required to carry out the activities personally and shall determine, in agreement with the Scientific Coordinator, the methods and timetable required for the implementation of the programme. The Research contract holder shall submit, at _____ intervals, a technical-scientific report documenting the progress of the activities carried out. The report shall be approved by the Scientific Coordinator of the project.

Holding a research contract does not give rise to any right of access to permanent positions.

For the purpose of carrying out the research activities, the Research contract holder shall be entitled to access the Department's facilities and research infrastructure and to use the services made available in accordance with the rules in force within the Department.

Article 2 – Legal status and terms of employment

The employment relationship shall be governed by this contract and by the Regulations.

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

Disciplinary matters shall be governed by Article 7 of Law No. 300 of 1970. Disciplinary proceedings and sanctions fall under the responsibility of the Rector or their delegate.

The Research contract holder shall undergo the medical examination required under Legislative Decree No. 81/2008, at the University's expense, and shall comply with the legislation on workplace health and safety.

The Research contract holder shall be entitled to 32 days of annual leave, to be notified to the Scientific Coordinator and taken in accordance with the programme referred to in Article 1, paragraph 4.

For all matters not expressly regulated herein, reference shall be made to Article 22 of Law No. 240/2010 and to the applicable legislation in force.

Article 3 – Remuneration

The remuneration of the Research contract holder shall be determined, in full compliance with Article 22 of Law No. 240/2010, Article 4 of the Regulations and the ARAN Agreement signed on 18 March 2025, in the annual gross amount of € _____, inclusive of all applicable components and subject to the statutory deductions required by law.

The all-inclusive annual gross remuneration shall not be subject to indexation or revaluation and shall be governed by the applicable tax and social security legislation.

Article 4 – Tax, social security and welfare provisions

The employment relationship shall also be subject to the applicable provisions governing the tax, welfare and social security treatment of employment income.

Article 5 – Probationary period

The Research contract holder shall be subject to a probationary period covering the first 30 days of actual service. During the probationary period, both parties may terminate the employment at any time without notice or severance pay, effective immediately once the other party receives the communication. The probationary period cannot be renewed or extended upon its expiry. The

assessment of the work carried out during the probationary period shall be conducted by the Director of the Structure or by the Scientific Coordinator of the research project. If neither party terminates the employment relationship by the end of the probationary period, the probationary period shall be deemed to have been successfully completed.

Article 6 – Incompatibilities

1. The Research contract is not compatible with:

a) scholarships or research grants awarded for any reason by Italian or foreign institutions, except those intended exclusively to support international mobility for research purposes;

b) enrolment in Bachelor's, Specialist or Master's Degree programmes, PhD programmes or Medical Specialisation programmes, in Italy or abroad, without prejudice to the provisions of Article 22, paragraph 4 of Law No. 240/2010;

c) holding research fellowships ("assegni di ricerca"), including those awarded by other universities or public research bodies;

d) other employment relationships, including part-time or fixed-term positions, with public or private entities;

e) holding positions under Articles 22, 22-bis and 22-ter, or the contracts referred to in Article 24 (Tenure-track researchers - RTT) of Law No. 240/2010;

f) the exercise of freelance or self-employed activities carried out under a VAT registration;

g) engaging in any other activities prohibited by law or other regulatory sources, or which may conflict with

the University's institutional duties.

2. Without prejudice to the incompatibilities mentioned in previous paragraphs, activities outside the institution can be authorised by the Board of the Structure, based on a reasoned opinion from the Scientific Coordinator or the Director of the Structure, provided that such activities do not create conflicts of interest with the Structure's operations and do not hinder the proper conduct of research.

3. A research contract holder who is employed by a public administration must be placed on unpaid leave by their home administration for the entire duration of the contract, starting from the date on which their activities commence.

4. For any matters not covered by this Article, reference shall be made to Article 53 of Legislative Decree No. 165/2001, where applicable.

Article 7 – Termination of contract

1. The contract may be terminated in accordance with current legislation, including in cases of serious and material breach by the research contract holder, as outlined in Articles 1453 et seq. of the Italian Civil Code. Such situations must be promptly reported to and properly justified before the Director of the Department.

2. The employment relationship terminates upon the expiry of the contract or through withdrawal by either party.

3. Following completion of the probationary period and until the expiry of the contract, either party may withdraw from the contract where, pursuant to Article 2119 of the Italian Civil Code, circumstances arise that prevent the continuation of the employment relationship, even temporarily.

4. After the probationary period and until the contract's expiry, withdrawal may still occur if a cause arises

which, in accordance with Article 2119 of the Civil Code, makes it impossible to continue, even temporarily,

the contract.

5. If the Research contract holder withdraws, at least thirty days' notice must be given. Without such notice, the University has the right to deduct an amount equivalent to the salary for the period of notice not provided.

6. The following shall constitute grounds for automatic termination of the contract, without any notice being required:

- annulment of the recruitment procedure;
- failure to submit the technical-scientific reports referred to in Article 1 of this contract, documenting the progress of the research activities.

Article 8 – Extension and renewal of the contract

The Structure that awarded the Research contract may resolve to extend the duration of the contract for up to one additional year, in line with the specific requirements related to the objectives and nature of a national, European or international project. The extension shall be proposed by the Director of the Structure or by the Scientific Coordinator of the research project, with the consent of the person concerned. The contract may be renewed once only for a further two years, where required for the purposes of the research project. The request for renewal of the contract shall be approved by the Board of the Structure.

Any extension or renewal must comply with the maximum overall duration of five years established under Article 22 of Law No. 240/2010.

Article 9 – Intellectual property and confidentiality

The Research contract holder declares that they have read and undertake to comply with the provisions of the Regulations on intellectual property and knowledge transfer, available on the University website at the following link: https://www.unive.it/web/fileadmin/user_upload/ateneo/norme-regolamenti/didattica-ricerca-terzamissione/ricerca-terzamissione/VALORIZZAZIONE_DELLA_CONOSCENZA.pdf and with the University Policy on Confidentiality and Intellectual Property (hereinafter also referred to as the "Policy"), available at the following link: https://www.unive.it/pag/37417/.

The Research contract holder acknowledges that all results achieved in the course of the research activities covered by this contract shall be at the disposal of the University, without prejudice to the moral rights of the inventor or author.

Article 10 – Code of Ethics and Conduct and occupational health and safety obligations

By signing this contract, the Research contract holder declares that they have read and obtained a copy of the Code of Ethics and Conduct of Ca' Foscari University of Venice, available in electronic format on the University website at www.unive.it. The Research contract holder further acknowledges that any updates to the Code will be made available through publication on the University website.

The Research contract holder also undertakes, in performing the obligations arising from this contract, to conduct themselves in accordance with the general principles set out in the above-mentioned Code.

The Research contract holder further undertakes to fulfil the mandatory training requirements relating to occupational health and safety pursuant to Ministerial Decree No. 363/1998; Legislative Decree No. 81/2008, as subsequently amended and supplemented; State-Regions Agreement of 17 April 2025, within the time limits and in accordance with the procedures specified by the University, and acknowledges the sanctions applicable in the event of non-compliance. Where the Research contract holder has already completed the required training, including with another employer, they undertake to send the relevant certificate to formazione.sicurezza@unive.it by the commencement date of this contract.

Article 11 – Personal data protection

Pursuant to and for the purposes of Regulation (EU) 2016/679 (the "Regulation"), Legislative Decree No. 196/2003, as subsequently amended and supplemented, and further legislation in force, the UNIVERSITY hereby informs the Research contract holder that the provision of the personal data requested under this contract is necessary for establishing and administering the employment relationship. Personal data shall be processed in accordance with the principles of fairness, lawfulness, transparency, confidentiality and protection of rights, as well as the further principles laid down in Article 5 of the Regulation.

In their capacity as data subject, the Research contract holder may, in the cases provided for by Regulation (EU) 2016/679, exercise the following rights: the right of access to their personal data; the right to have their personal data rectified, updated or completed; the right to erasure; the right to data portability; the rights to restriction of processing and the right to object to processing, pursuant to Articles 15 et seq. of the Regulation. A request to exercise these rights may be submitted to the University, as Data Controller, or to the Data Protection Officer (DPO) at dpo@unive.it, or by sending a written communication to: Ca' Foscari University of Venice – Data Protection Officer, Dorsoduro 3246, 30123 Venice. Further information on the processing of personal data by the University is provided in the full privacy notice available at https://www.unive.it/pag/40200/.

The Research contract holder undertakes to read and comply with the "Ca' Foscari University of Venice Regulations on Personal Data Protection" and the related Annexes, as well as Rector's Decree No. 1596 of 14 December 2021 designating authorised persons for the processing of personal data, and undertakes to follow the instructions contained therein. Where the Research contract holder participates in or collaborates on research activities, they shall also comply with the "Code of conduct for the processing of personal data for statistical or scientific research purposes, issued pursuant to Article 20, paragraph 4, of Legislative Decree No. 101 of 10 August 2018 – 19 December 2018" of the Italian Data Protection Authority. Where the Research contract holder acts as Scientific Coordinator (including, by way of example and without limitation, as coordinator of research activities, scientific lead for a funded research project, or supervisor of a Bachelor's, Master's or PhD thesis), they shall also accept their appointment as Internal Contact Person–Scientific Coordinator pursuant to Rector's Decree No. 1595 of 14 December 2021 and undertake to comply with the instructions contained therein.

Article 12 – Miscellaneous provisions

The Court of Venice shall have exclusive jurisdiction over any dispute arising from the interpretation and/or performance of this contract.

For all matters not expressly provided for in this contract, reference shall be made to the provisions of the Italian Civil Code, employment legislation and the specific provisions governing research contracts.

This employment contract, which contains all the information required by Legislative Decree No. 152 of 26 May 1997, fulfills the employer's communication and information obligations towards the employee under the legislation in force.

The parties undertake to renegotiate, in good faith and in accordance with the principles of fair dealing, any provisions of this contract affected by future legislative or regulatory amendments and/or by administrative measures adopted by the competent public authorities.

THE DIRECTOR OF DEPARTMENT **THE RESEARCH CONTRACT HOLDER**

Professor _____ Dr _____

Pursuant to and for the purposes of Article 1341 of the Italian Civil Code, the parties declare that they have read and specifically approve the terms and conditions set out in Articles 1 (Subject matter), 5

(Probationary period), 6 (Incompatibilities), 7 (Termination of the contract), 9 (Intellectual property and confidentiality), 10 (Code of Ethics and Conduct and occupational health and safety obligations), and 12 (Miscellaneous provisions).

THE DIRECTOR OF DEPARTMENT **THE RESEARCH CONTRACT HOLDER**

Professor _____ Dr _____