



UNIMORE
UNIVERSITÀ DEGLI STUDI DI
MODENA E REGGIO EMILIA

DIREZIONE ORGANIZZAZIONE, PROGRAMMAZIONE E SVILUPPO RISORSE UMANE

Ufficio Reclutamento Personale Tecnico Amministrativo, Interinali e CEL

Via Università 4, Modena

Tel.: 059/2056512 – 205 6445-7078-6450-6447-6075

<http://www.ufficioselezioneassunzione.unimore.it>

e-mail: ufficio.selezioneassunzione@unimore.it

pec: selezioni@pec.unimore.it

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THE MANAGER

GIVEN the law n. 168, dated 9 May 1989;

GIVEN the laws n. 59 dated 15 March 1997, and n. 127 dated 15 May 1997, as amended by law n. 191 dated 16 June 1998;

GIVEN the decree of the President of the Republic n. 445 dated 28 December 2000;

GIVEN the law by decree n. 82/2005 dated March 7th;

GIVEN the law n. 240 dated 30 December 2010, especially article 18 and article 22;

GIVEN the law by decree n. 192/2014, converted by the law n. 11, dated 27 February 2015;

GIVEN the applicable University Regulations to carry out research;

GIVEN the Law n. 120 dated Sept. 11th 2020;

GIVEN the decree law n. 36 dated 30.04.2022 entered into force on 01/05/2022;

GIVEN the Legislative Decree 198 of 29.12.2022 entered into force on 30/12/2022 "Urgent provisions regarding legislative deadlines (so-called milleproroghe decree)" converted into law no. 1 of 24/02/2023;

GIVEN the Legislative Decree 215 of 30.12.2023 which entered into force on 31.12.2023 "Urgent provisions regarding regulatory deadlines (so-called milleproroghe decree 2023)";

GIVEN the Legislative Decree 71 of 31.05.2024 which entered into force on 01.06.2024 "Urgent provisions in regarding sport, educational support for students with disabilities, for the regular start of the 2024/2025 school year and regarding university and research";

GIVEN the resolution of the Council of the Department of Communication and Economics dated 24 October 2024;

DECREES

Art. 1

Number of research grants

A selective public procedure is announced, by qualifications and interview, for the assignment of 1 "junior grant" to carry out research (hereinafter research grant) at the University of Study of Modena and Reggio Emilia, in the research location better specified hereinafter.

This kind of research grant is directed towards persons with a particular aptitude to scientific research, demonstrated and documented by significant experiences into the research's field.

The Administration ensures equal rights and opportunities between men and women for the assignment of the grant in question.

Art. 2

Location, subject area, research title, general aims of research, tutor, interview programme and title subjects

LOCATION: Reggio Emilia (ITALY)

LOCATION	Disciplines and/or academic disciplines in which the candidate's qualifications must specifically refer	TUTOR
Department of Communication and Economics	ECON-08/A (Organization Studies)	Professor Massimo NERI

The aims and title of the research, the interview programme and the subjects of the qualifications of the selective procedure for the attribution of the above research grant are the following:

Title of research:

Corporate citizenship and sustainable organization.

Aims of research:

The present project aims to develop a study of the characteristics of corporate citizenship through an organizational view, comparing theoretical-methodological alternatives found in literature and practice. Thus, critical reading skills of social-organizational phenomena are sought, with a particular focus on the issue of business ethics.

Interview program:

Corporate citizenship, sustainability and business ethics.

Art.3

Duration, renewal and amount of the research grant

The grant has an initial duration of **12 months**. It may be renewed for a period not less than one year to a maximum of six years. The grant can be awarded, or renewed, for a duration of less than one year, but in any case not less than six months, only in order to carry on research projects whose expiration date wouldn't allow to cover a one year grant.

The total duration of the relationship that has been established is for a term pursuant to the laws and regulations in force, including any renewals, may not exceed six years, excluding the period in which the grant was assigned simultaneously with a PhD, within the limit of the legal duration of the relative course.

The renewal of the grant is decided by the Centre Council according to the procedures provided by art. 9 of the University Regulations for the provision of grants to carry out research.

A period abroad is envisaged of no longer than one year within the two-year period, at one or more qualified Universities or research institutes.

The yearly total of the research grant is **€ 19.367,00** net of social security contributions to be paid by the Administration. The amount of the grant is paid to the beneficiary in monthly instalments.

The provisions of art. 2, paragraphs 26 and following, of law no. 335 of 8 August 1995 and subsequent amendments and additions apply to the grants in question in terms of social security. The grant holder is responsible for registering with the INPS separate management.

Art. 4

General admission requirements

This selection is open to applicants who have completed a PhD or an equivalent qualification abroad or those who are in possession of a master's degree (DM 270/2004) belonging to the LM-77 classes and equivalent by law to these supported with a professional scientific curriculum adequately sufficient to carry out research, with the exception of permanent staff of universities, government research and experimentation institutions and agencies, the National Agency for New Technologies, Energy and Sustainable Economic Development (ENEA) and the Italian Space Agency (ASI), as well as degrees issued by scientific post graduate institutions that have been recognized as equivalent to the title of Doctor of Philosophy in accordance with Article 74, fourth paragraph, of Presidential Decree of July 11th 1980, n. 382.

As regards the degrees obtained at foreign universities, in the lack of an equivalent qualification, the candidate must request recognition of the suitability of his/her degree obtained at a foreign university. This request must be made within the body of the admission's application to the selection procedure itself.

In such cases, the request must be accompanied by the necessary documentation to enable the Examining Committee to evaluate the suitability of the qualification (e.g. declaration of value *in loco* issued by the competent Embassy).

Persons who are excluded from voting for any reason cannot be accepted for the selection procedure.

Candidates cannot have neither criminal proceedings nor criminal sentences in progress.

The Administration reserves itself the discretionary opportunity to weigh the crimes committed, in order to protect its good name and image. In any case, candidates are expressly required to indicate in the entry application eventual criminal sentences in his/her charge, even not definitive, and/or pending trials in his/her charge.

Foreign nationals must also possess the following requisites:

- a) enjoy civil and political rights in the country to which they belong or from which they originate;
- b) except for holders of Italian nationality, be in possession of all the other requirements provided for citizens

of the Republic;
c) have an adequate knowledge of the Italian language.

Candidates must be in possession of such requirements at the date of expiry of the term established in the notice of this selective procedure for the presentation of the entry application.

Candidates are accepted for the selective procedure with certain reservations.

The Administration may order exclusion from the selective procedure due to lack of prescribed requisites at any time as long as such exclusion is duly motivated.

The following will determine automatic exclusion from the selection process:

- 1) lack of applicant's signature, as provided by art. 5;
- 2) failure to comply with the respect of the deadline and/or the procedures for submitting;
- 3) failure to meet the requirements referred to in this article.

Pursuant to article 18 of Law 240/2010 contracts in any professional capacity cannot be awarded by the University to individuals who have any degree of relationship or are in any way connected, up to the fourth degree included, with a professor employed at the centre or the facility requesting the activation of the contract, or with the Rector, General director, or a member of the Board of Directors of the University.

The research grant cannot be awarded to the winning candidate who follows a degree course or second-cycle or specialization school degree or university master.

Contracts can be awarded to non-community nationals only after the demonstration of their regular stay in Italy and their regular position about immigration matter (d.lgs. nr. 286/1998 and following amendments).

Art. 5

Applications and deadline

The application must be filled in and submitted only electronically by PICA – la Piattaforma Integrata Concorsi Atenei, available at the link <https://pica.cineca.it/unimore/> penalty of exclusion by 1:00 pm (Italian time) on 10th January 2025.

Whenever the deadline date is a public holiday, the deadline will be on the first working day coming (art. 2963 – 3 c.).

The University will remain closed from Wednesday 25 December 2024 to Monday 6 January 2025 inclusive, therefore the Office's activities will resume its activities on Tuesday 7 January 2025. It will still be possible to submit an application via the platform Pica platform even on the closing day.

The PICA platform is accessed via SPID or PICA account. In the case of using LOGINMIUR credentials, it is recommended to verify that they are active.

Applications submitted in different ways by the PICA platform will not be accepted.

The guideline to submission is on line at <https://pica.cineca.it/file/LineeGuidaCompilazioneDomandaPICA.pdf/>

Before the deadline it is possible to save the application in draft form. Once the procedure for completing and sending the application has been successfully completed, the computer system automatically sends a receipt to the candidate's e-mail address certifying the date and time of submission of the application; in case of non-receipt, contact the Cineca support service, via the link at the bottom of the page <https://pica.cineca.it/unimore/>

Since the Pica platform is managed by the Cineca consortium, for any problem of a technical nature it is necessary to contact Cineca promptly and directly, via the direct link present both on the general page of the competitions and on the page of each individual competition, by clicking in the box bearing the wording " For technical problems, contact support".

The Ufficio Reclutamento Personale Tecnico Amministrativo, Interinali e CEL has no competence for solving technical-IT problems.

Any further information on the submission of the application can be required by e-mail (ufficio.selezioneassunzione@unimore.it) or telephone (+39 059 205 6445-7078-6450-6447) to Ufficio Reclutamento Personale Tecnico Amministrativo, Interinali e CEL.

The Administration disclaims all liability for the dispersion of notices due to inexact indication of addresses by candidates or failure or late notification of any changes in addresses indicated in the application, or for any telematics mis-deliveries, which are attributable to third parties, accidental occurrences or *force majeure*.

The submission application must be filled in in each part following the electronic guidelines and the applicants shall declare, under their own responsibility (D.P.R. 28 December 2000, n. 445):

a) name, surname and tax code;

- b) date and place of birth;
- c) citizenship. In the case of non-EU citizens, indicate whether you already have or have started the procedures to obtain a valid residence permit;
- d) residence and domicile, if different from residence;
- e) contact details for any communication (including the certified e-mail address, if available);
- f) holding of the degree (bachelor's diploma prior to Ministerial Decree 509/99 or specialist degree pursuant to Ministerial Decree 509/99 or master's degree pursuant to Ministerial Decree 270/04), the grade obtained, as well as the date and the University from which it was obtained or the qualification academic qualification obtained at a foreign university, equivalent to the Italian qualification, or the academic qualification obtained at a foreign university for which recognition of suitability is requested;
- g) PhD diploma, if held, as well as date of achievement and the University where the course is administratively located;
- h) enjoyment of political rights;
- i) not to be enrolled in degree courses, specialist or master's degrees, medical specialization schools, in Italy or abroad;
- j) not to hold positions at universities or bodies indicated in the previous art. 4 of the notice;
- k) not to be a private employee, even part-time, and not to have income deriving from freelance activities carried out on a continuous basis. Otherwise, to be willing to waive it in the event of the award of this grant;
- l) to be/not to be a public employee;
- m) not to have a kinship or affinity relationship, up to and including the fourth degree, with a professor belonging to the Department requesting the grant or with the Rector, the Director General or a member of the Board of Directors of the University, as required by the art. 18, paragraph 1, letter. c) of Law 30 December 2010, n. 240;
- n) to undertake to communicate any changes relating to the declarations made in the application;
- o) to have read the competition announcement and the Regulations for the activation of grants for carrying out University research activities available on the University website;
- p) to be physically fit to carry out the task;
- q) to have adequate knowledge of the Italian language (for foreign candidates);
- r) foreign language to discuss topics relating to the sector's subjects in the interview;
- s) not to have received any criminal convictions and not to have ongoing criminal proceedings; otherwise, indicate the sentences reported, even if not definitive, the date of the sentence and the judicial authority that issued it; also indicate whether amnesty, judicial pardon, remission, pardon, non-mention, etc... has been granted and even if nothing appears on the criminal record. Criminal proceedings, even pending ones, must be indicated, whatever their nature. Foreign citizens must declare that they have not been criminally convicted in the state of their citizenship and in Italy;
- t) municipality of registration on the electoral lists or reasons for non-registration or cancellation from the same lists;
- u) position regarding military obligations (for Italian male candidates born after 1985);
- v) to have been/not been the holder of a grant/s for carrying out research activities pursuant to art. 22 of Law no. 240/2010.
- w) not to be holder of a research grant. If holder, to be willing to renounce it in the event of this grant being awarded;
- x) to benefit/not benefit from other scholarships awarded for any reason. In the case of being awarded a scholarship, to be willing to renounce it in the event of the award of this grant.

Pursuant to law n. 104, dated 5 February 1992, disabled candidates and candidates with DSA, pursuant to the DPCM 9 November 2021, will have to make an explicit request in relation to their situation regarding the necessary aids to be able to attend the interview in accordance with the respective regulations.

The submission of the application form must be finalized as follows:

- by signing the application on the server using Confirma service: the applicants need hardware equipment, e.g. smart card, USB device, supporting Confirma system. After signing applicants can download the signed application;
- By signing the application digitally on applicants' pc: in order to sign digitally it is necessary to have a hardware, e.g. smart card, or USB device with digital signature certificate issued by an approved certification body) and a signature for digital signatures in order to create a pdf. p7m file from the pdf file downloaded from the PICA site. The pdf.p7m file must be uploaded in the website again;
- by signing the application without digital signature. The applicants need to download the pdf file of the application, print it, sign it in original, scan it in a pdf file and upload it again on the website

Application forms with no signature are not valid therefore will be not admitted with the exception of applications submitted with SPID access mode.

In case of access via SPID, indeed, no signature will be required when submitting the application.

Art. 6
Qualifications and Curriculum vitae

The application must be complete with:

- a) Research results suitable for the selective public procedure according to the applicant. Applicants can upload maximum 30 papers only in pdf format – max 30 MB each file) and list of them;
- b) Other documents attached: document suitable for the selective public procedure according to the applicant. Applicants can upload maximum 30 papers only in pdf format – max 30 MB each file) and list of them;
- c) a valid copy of identity card or visa or permit to stay;
- d) curriculum vitae European format.

Any potential document attached to the application should be uploaded only in PDF format and couldn't exceed 30 MB. Every document that will not respect format and dimension as stated before won't be taken into account and evaluated by the examining committee.

Under Article 15 of the Law of 12 November 2011, n. 183, it is stated that certifications issued by public offices in relation to status, personal qualities and facts are valid and may only be used in relations between private individuals. In relations with organs of public offices and managers of public services, the certificates and sworn statements are always replaced by the declarations referred to in articles 46 and 47.

Public offices and managers of public services are required to obtain as a matter of procedure the information which is the object of the signed declarations referred to in articles 46 and 47, as well as all data and documentation held by public offices, following indication by the individual concerned of the elements necessary for retrieval of the information and the details requested, or they may accept the signed declaration produced by the individual.

Non-community nationals who live in Italy must produce all relevant documents to verify conditions, facts and personal qualities certifiable by non-Italian public or private bodies.

Non-community nationals who do not live in Italy must produce all relevant documents to verify conditions, facts and personal qualities certifiable by Italian or non-Italian public or private bodies.

Non-community nationals who live in Italy may produce qualifications in original copy, certified copy or copy declared to be in conformity with the original. They may make use of substitutive declarations, according to the procedures provided for E.U. nationals, only in the event of having to prove conditions, facts and personal qualities certifiable by Italian public or private bodies.

Non-community nationals who do not live in Italy must produce the qualifications either in original copy, in certified copy or in copy declared in conformity with the original.

The criteria for assessing academic qualifications will be analytically determined by the examining committee by way of an overall evaluation, in accordance with the limits stated below:

- degree score from 105 to 110 *summa cum laude*;
- *aptitude for scientific research, evaluated through the formulation of an assessment that takes into account the academic qualifications and the curriculum vitae submitted by the candidate*;
- *specialisation degrees; certificates of attendance of post-graduate courses; other qualifications related to the service provided following employment contracts or casual work contracts or term-contracts, scholarships and appointments in national, foreign or international institutes, or in private institutions or consortia engaged in research, duly certified and showing the period and duration of the performed activities*;
- any other relevant degrees that give evidence of the candidate's qualifications, training and formative internships, publications of internal report's research, participation to research's programs included.

The candidates will be accepted for an interview if they have achieved - in relation to the presentation of the qualifications held - a sufficient evaluation respect to the criteria appropriately pre-defined by the selection committee at the first session.

The results of the evaluation of the qualifications will be made known to candidates by posting in the Centre where the interview is held. With respect to the candidates accepted for the interview only, evaluation of qualifications will be notified at the same time as the candidates are called for the interview.

Art. 7
Interview

The examination will consist of an interview relating to the examination agenda indicated in article 2 above. During the course of the interview, the examining committee will verify the candidate's ability to discuss the topics

relating to the exam in at least one foreign language.

Before starting the examination, the examining committee will determine the questions to ask the candidate; such question will be drawn by each candidate.

Candidates will be informed of details regarding the venue, day and time of the interview at least seven days beforehand, except for the candidates' possibility to expressly renounce at them, by e-mail or by telegram or registered letter with return receipt.

It is necessary to provide an e-mail address in the body of the application.

To access the room where the interview is held, candidates must be in possession of a valid identity document.

The interview will be held in a room open to the public.

At the end of each session dedicated to the interview, the committee judging will compile a list of examined candidates, with indication of the score achieved by each candidate, which will be posted at the place where the examination is staged.

In order to encourage the participation of applicants and streamline the procedure in relation to foreign candidates residing outside the Italian territory, and for those residing outside the region, the interview may be held by video conference via computer using suitable locations and equipment, once the technical feasibility has been verified.

In any case, it will be possible to use the telematic method to support the interview.

The above-mentioned methods of conducting the interview will be described in detail in the minutes of the selection committee.

In any case, compliance with all security measures is due time to time.

Art. 8

Examining committee

By decree of the Manager, following the proposal of the Council of the Centre in which cooperation will take place, the examining committee will be appointed.

The Examining Committee is to be constituted of three members, of whom one shall also perform the function of secretary, selected from the Full Professors, Associate Professors or researchers in the field which is object of the research grant.

The members of the committee will be appointed by the Council of the Centre in which cooperation will take place. The Centre Council will indicate the three regular members of the examining Committee, as well as two deputy members to be used in case of motivated and justified impediment of the regular members.

The Committee shall be entitled to avail itself of foreign language experts.

At the end of the proceedings, the Committee will draw up a special report containing the evaluation criteria, the judgements, the overall score awarded to each candidate and the ratings of merit.

The decisions of the Committee shall be final.

In order to publicise the composition of the examining committee, the decree of appointment of the committee will be posted, for a period of not less than 120 days, in the University's "Albo online" at the link <https://titulus-unimore.cineca.it/albo/>

Art. 9

Forming the ratings of merit

The ratings of merit of the candidates are formed according to the order of overall scores obtained by each candidate.

The overall score is the result of the sum of the obtained qualification evaluation score and the score obtained in the interview.

Pursuant to the provisions of art. 22 paragraph 2 of Law 240/2010, should 2 or more candidates obtain an equal score, the candidate in possession of the title of PhD or specialization diploma in the medical field will be the preferred candidate.

In the event that there is a further instance of equal scores, the younger candidate will be the preferred choice.

The research grant, as determined at art. 1 of this selective procedure, shall be awarded to the winning candidate of this selective procedure.

The ratings of merit are approved by decree of the General director of this University and are effective from the publishing on "Albo online".

The ranking of merit is approved by decree of the Manager and is effective from the publication on the online Register.

In case of waiver of the assignee or resolution due to failure to accept the grant after the beginning of the work relationship, the grant will be awarded to the next entitled candidate listed in the ratings, upon the following conditions: the Department submits formal request, the research project residual period is no less than six months, with integration of the budget covering the minimum duration of the grant.

In order to immediately and suitably publicise the above ratings, these will be posted, for a period of not less than

120 days, in the University's "Albo online" at the link <https://titulus-unimore.cineca.it/albo/>

*Art. 10
Publicising this selective procedure*

The call for applications to this procedure will be publicized via INTERNET on the University's "Albo online" at the link <https://titulus-unimore.cineca.it/albo/> and on the website of the Ministry and the European Union.

*Art. 11
Awarding of research grants*

The winner of this selective procedure establishes a self-employed work relationship according to private law. Such relationship is not part of the institutional configuration of university professorship and the role of university researcher and is not therefore useful for purposes of employment in the personnel roles of Italian universities and university institutes.

The University, within its discretion, reserves the right not to proceed with the awarding of the grant and upon signing the relative contract.

If the winner of this procedure, even for facts not attributable in any case to him, is unable to take up service in time to ensure the conclusion of the activities by the deadline of the research project, the University itself reserves the right not to proceed with the signing of the relative contract, except for any exceptions to the expiry of the project or the possibility of an agreement between the parties to reshape the duration of the contract, which cannot be less than the minimum limit of 6 months determined by the regulatory change introduced by art. 19 of law no. 120 of Sept. 11th 2020, and the relative remuneration.

The University is exempt from any liability if, following the signing of the contract with the winner coming from a non-EU country subject to a financial embargo in accordance with current EU provisions, the payment of the grant is slowed down or it is not possible to proceed with the payment due to the financial sanctions provided for individuals/organizations and/or countries.

The winner will be invited, pursuant to the provisions of art. 46 of Presidential Decree n. 445/2000, to self-certify the following conditions, facts and personal qualities:

- 1) birth certificate;
- 2) enjoyment of political rights; foreign nationals shall self-certify that they enjoy civil and political rights in the country to which they belong or from which they originate;
- 3) his/her nationality;
- 4) that he/she has never received criminal sentences; otherwise, the winners shall self-certify the sentences passed, the date the sentence was passed and the judicial authority that passed the sentence (including in the case of any amnesties, legal pardons, remissions, non-registration benefits, etc., and of nothing being shown in the criminal office registrations). Criminal proceedings must be indicated whatever their nature. Foreign nationals shall further self-certify that they have received criminal sentences in the country of which they are nationals or in Italy;
- 5) possession and number of Tax Code (Italian Social Security Number);
- 6) all details of which the party involved is aware contained in the public records office registers.

The conditions, facts and personal qualities self-certified by the winner of this selective procedure shall be submitted, by the University of Study of Modena and Reggio Emilia to suitable checks, including random checks, as to their truthfulness.

With each winner of this selective procedure will be stipulated contract of self-employment that will be signed by the winner and the Manager of the Ufficio Reclutamento Personale Tecnico Amministrativo, Interinali e CEL.

In the case of a non-EU winner, the signing of the contract is also conditioned by the conclusion and verification of the preliminary obligations aimed at obtaining the residence permit.

The winner of this selective procedure shall comply with the provisions of the University Regulations for the awarding of grants to carry out research, and especially the provisions of articles 8, 10, 11, 12, 13, 14 and 15 of such Regulations.

A copy of these Regulations is available on the Website of the University of Study of Modena and Reggio Emilia at the link <http://www.ufficioselezioneassunzione.unimore.it>

Candidates who, within the term established by the Administration, fail to declare their acceptance of such term or who do not take up service within the established term shall no longer be eligible for grants to carry out research.

Delays can only be justified that have been caused by serious occurrences such as health problems or duly proven *force majeure*. Any postponement of the starting date or interruption of the period of usufruct of the grant shall be allowed with respect to the winners who provide proof of having pregnancy or confinement in accordance with

applicable regulations.

The prescribed procedure for the cancellation of the relationship is begun against grant holders who, after starting scheduled research activities, fail to continue these in a regular and continuative manner without justified reason, for the entire duration of the grant, or who are responsible for serious and repeated offences.

The grant holder must present, yearly, to the Council of the Centre where cooperation is provided a detailed report on the research activities performed. This report must be approved by the tutor and Centre Director.

With reference to the provisions of the Italian Legislative Decree n. 196/2003 and of the EU Regulation 2016/679, concerning the guardianship of people and other subjects regarding the processing and the circulation of personal data, the Ufficio Reclutamento Personale Tecnico Amministrativo, Interinali e CEL of Study of Modena and Reggio Emilia – Via Università, 4 – 41121 MODENA, as holder of the data inherent to this procedure, informs that the processing of data contained in the applications is uniquely oriented to the carrying out of selection proceedings and that the same applies to the use of computer routines and paper storage of respective documents.

The Office specifies that the submittal of the data requested is obligatory and that the refusal of providing them implies as a consequence the exclusion from selection.

The privacy policy is published at the following link <https://pica.cineca.it/unimore/file/InformativaPrivacy.pdf>.

Candidates may exert the rights as set forth in the above mentioned laws, among which is the right to access their own personal data, as well as some complementary rights, among which is the right to update, rectify, integrate or cancel erroneous or incomplete data, or data collected not in accordance with the law.

Pursuant to the provisions of art. 5 of law n. 241 dated 7 August 1990, the person in charge of the procedure indicated in this notice is Dr. Maria Raffaella INGROSSO, Ufficio Reclutamento Personale Tecnico Amministrativo, Interinali e CEL, – University of Study of Modena and Reggio Emilia, Via Università n. 4 - Modena, e-mail address: ufficio.selezioneassunzione@unimore.it.

For everything not expressly provided by the notice and in the event of applicability, reference shall be made to the provisions of the regulations mentioned in the introduction to this selective procedure and, if applicable, to the provisions of the Italian Civil Code.

Modena, 12 December 2024

THE MANAGER
(dr. Maria Raffaella INGROSSO)
Digitally signed under the law “D.Lgs. N. 82/2005”