



**Università  
degli Studi  
di Palermo**

AREA ORGANIZZAZIONE E SVILUPPO DELLE RISORSE UMANE  
SETTORE RECLUTAMENTO, ASSUNZIONI, INCARICHI E PRESENZE DEI  
DIRIGENTI E DEL PERSONALE TAB

## THE DIRECTOR GENERAL

This call for applications is issued by the Director General of the University of Palermo pursuant to the following legislation and institutional regulations:

**Presidential Decree** No. 3 of 10 January 1957, "Consolidated Law of provisions on the status of civil servants of the State";

**Law** No. 241 of 7 August 1990, as amended, "New rules governing administrative procedure and the right of access to administrative documents";

**Law** No. 104 of 5 February 1992, and in particular Article 20 concerning "Examination procedures in public competitions and for professional qualification";

**Presidential Decree** No. 174 of 7 February 1994, "Regulation laying down rules on access of citizens of EU Member States to employment in public administrations";

**Presidential Decree** No. 487 of 9 May 1994, as amended, "Regulation laying down rules on access to employment in public administrations and the conduct of competitions, joint competitions and other recruitment procedures for public employment";

**Article 3(4)** of Presidential Decree No. 487/1994, as amended by Presidential Decree No. 82/2023, which provides that public calls for applications must include gender representation data for each job category advertised, calculated as of 31 December of the previous year, and that, where the gender gap exceeds 30%, preference shall be given to the less represented gender;

**Given that** the University of Palermo guarantees gender equality and equal opportunities for access to and treatment in employment, pursuant to Article 7(1) of Legislative Decree No. 165/2001, as amended;

**Having taken note** that, pursuant to Article 6 of Presidential Decree No. 487 of 9 May 1994, as amended by Presidential Decree No. 82 of 16 June 2023, the gender representation in the job category advertised, as of 31 December 2024, is as follows: 57,9% women and 42,1% men;

**Given** that the gender gap does not exceed 30%, the preference criterion referred to in Article 5(4)(o) of Presidential Decree No. 82 of 16 June 2023, in favour of the less represented gender, does not apply;

**Articles 678 and 1014** of Legislative Decree No. 66/2010, which reserve 30% of posts in public competitions for the recruitment of non-managerial personnel in Public Administrations referred to in Article 1(2) of Legislative Decree No. 165/2001, as amended, in favour of voluntary military personnel, either discharged without fault or still serving on extension, as well as permanent volunteers and officers in biennial service or fixed-term service who have completed their term of duty without fault;

**Article 1014** of Legislative Decree No. 66/2010, which specifies that if the quota cannot be fully or partially applied due to fractional post allocations, such fractions shall be cumulated with those of subsequent public competitions for non-managerial staff launched by the same Administration;

**pursuant to Articles 1014(3, 4) and 678(9)** of Legislative Decree No. 66/2010, as amended, this public competition gives rise to a fraction of a reserved post in favour of military personnel, which will be cumulated with previous and future similar fractions arising in upcoming recruitment procedures;

**Legislative Decree** No. 40/2017, as amended, and in particular Article 18(4), which reserves 15% of posts for voluntary workers who have completed without fault their Universal Civil Service or National Civil Service pursuant to Law No. 64 of 6 March 2001, and which specifies that, if the quota cannot be applied due to fractional posts, such fractions shall be cumulated with those of subsequent competitions for non-managerial staff launched by the same Administration;

**Law** No. 127 of 15 May 1997, as amended, "Urgent measures to streamline administrative activities and decision-making and control procedures";



**Law No. 68** of 12 March 1999, "Provisions on the right to work of persons with disabilities";

**Presidential Decree No. 445** of 28 December 2000, as amended, "Consolidated Law of legislative and regulatory provisions on administrative documentation";

**Legislative Decree No. 165** of 30 March 2001, as amended, "General rules on the organisation of employment in public administrations";

**Legislative Decree No. 196** of 30 June 2003, as amended, "Personal Data Protection Code" and to Regulation (EU) No. 2016/679 (General Data Protection Regulation – GDPR);

**Legislative Decree No. 82** of 7 March 2005, as amended, "Digital Administration Code";

**Presidential Decree No. 184** of 12 April 2006, "Regulation governing access to administrative documents";

**Legislative Decree No. 198** of 11 April 2006, as amended, "Equal Opportunities Code for women and men pursuant to Article 6 of Law No. 246 of 28 November 2005";

**Interministerial Decree** of 9 July 2009 establishing equivalences between university degrees (pre-reform system), specialised degrees (D.M. 509/99), and master's degrees (D.M. 270/04) for the purposes of access to public competitions;

**Law No. 240** of 30 December 2010, as amended, "Provisions on the organisation of universities, academic staff and recruitment, as well as delegation to the Government to promote the quality and efficiency of the university system";

**Law No. 183** of 15 November 2011, and in particular Article 15 concerning the submission of certificates and substitute declarations;

**Law No. 190** of 6 November 2012, as amended, "Provisions for the prevention and repression of corruption and illegality in the public administration";

**Legislative Decree No. 33** of 14 March 2013, as amended, "Reorganisation of regulations on the obligation of publicity, transparency and dissemination of information by public administrations," and in particular Article 19;

**Law No. 97** of 6 August 2013, "Provisions to fulfil the obligations arising from Italy's membership in the European Union – European Law 2013";

**Decree-Law No. 101** of 31 August 2013, "Urgent measures for the rationalisation of public administrations," converted, with amendments, by Law No. 125 of 30 October 2013;

**Decree-Law No. 90** of 24 June 2014, "Urgent measures for administrative simplification, transparency, and efficiency of the judiciary";

**Legislative Decree No. 81** of 15 June 2015, "Consolidated regulation of employment contracts and revision of job duties regulations";

**Decree-Law No. 36** of 30 April 2022, converted, with amendments, by Law No. 79 of 29 June 2022, "Further urgent measures for the implementation of the NRRP";

**The Code of Ethics** of the University of Palermo, adopted by Rectoral Decree No. 4115 of 22 September 2022;

**Decree-Law No. 44** of 2023, "Urgent provisions to strengthen the administrative capacity of public administrations," converted, with amendments, by Law No. 74 of 2023 and subsequent amendments;

**Decree-Law No. 75** of 2023, "Urgent provisions on the organisation of public administrations, agriculture, sport, employment, and preparations for the Jubilee of the Catholic Church in 2025," converted, with amendments, by Law No. 112 of 2023 and subsequent amendments;

**The Minister for Public Administration's Decree** of 28 June 2023, on the transversal competences of contracted personnel (Framework of Transversal Competences);

**The University of Palermo's Regulation** for the establishment of the role of "technologist" pursuant to Articles 24-bis and 24-ter of Law No. 240/2010, adopted by Rectoral Decree No. 4021 of 8 June 2023;

**The current National Collective Labour Agreement (CCNL)** for staff in the Education and Research sector, signed on 18 January 2024;

**Decree-Law No. 25** of 14 March 2025, "Urgent provisions on recruitment and the functioning of public administrations," converted with amendments by Law No. 69 of 9 May 2025;

**The current Statute** of the University of Palermo, adopted by Rectoral Decree No. 8727 of 3 August 2025;



**Having regard** to Resolution No. 07/03 of 12 September 2025 of the Department of Earth and Marine Sciences (DiSTeM), transmitted under Protocol No. 166152 of 29 September 2025, whereby the request to initiate the selection procedure for one fixed-term Technologist position (Economic Position EP1), Scientific-Technological Sector, pursuant to Articles 24-bis and 24-ter of Law No. 240/2010 – for a duration of 18 months – funded under the “INTERREG VI-A Italy–Malta Programme – Cross-border strategies for the resilient management of coastal erosion and the sustainable sourcing of sediments for beach nourishment – SANDLAND” – Scientific Coordinator: Prof. A. Sulli, was approved;

**Having regard** to the certification attached to the aforementioned resolution, whereby the Administrative Manager of the Department stated that “the total cost of the contract amounts to €71,166.77, to be covered by funds from the project: PRJ-2083 – INTERREG VI-A Italy–Malta Programme – Cross-border strategies for the resilient management of coastal erosion and the sustainable sourcing of sediments for beach nourishment – SANDLAND” – CUP: B63C25000490005”, and that “the allocated funding for the above-mentioned projects has been duly recorded in the 2025 budget of the Department”, confirming that an amount of €71,166.77 has been allocated in the “UGOV-PJ module” under the real project code PRJ-2083 – Eligible costs – to cover the cost of the related position;

**Having regard** to the resolution of the Board of Directors dated 9 October 2025, No. 05/03, Record No. 970/2025 – Protocol No. 176573, concerning the “Initiation of the procedure for one fixed-term Technologist position – High Professional Expertise Area, Scientific-Technological Sector – for a duration of 18 months, funded under the INTERREG VI-A Italy–Malta Programme – Cross-border strategies for the resilient management of coastal erosion and the sustainable sourcing of sediments for beach nourishment – SANDLAND” – Scientific Coordinator: Prof. A. Sulli – Department of Earth and Marine Sciences (DiSTeM);

**Given** that this Administration is availing itself of the exemption from the obligation to carry out mobility procedures under Article 30 of Legislative Decree No. 165/2001, as provided for in Article 3(8) of Law No. 56 of 19 June 2019, as amended;

**Therefore**, recognising the need to launch a selection procedure for the recruitment of one (1) full-time Technologist, under a fixed-term contract of 18 months, in the High Professional Expertise Area, Scientific-Technological Sector, to be assigned to the Department of Earth and Marine Sciences (DiSTeM), funded under the INTERREG VI-A Italy–Malta Programme – Cross-border strategies for the resilient management of coastal erosion and the sustainable sourcing of sediments for beach nourishment – SANDLAND;

**Given** that the cost of the aforementioned contract will be charged to the following real project: PRJ-2083 – INTERREG VI-A Italy–Malta Programme – Cross-border strategies for the resilient management of coastal erosion and the sustainable sourcing of sediments for beach nourishment – SANDLAND – CUP: B63C25000490005;

## HEREBY DECREES

### Art. 1

#### Number of Positions and Required Profile

A public selection procedure, based on qualifications and interview, is hereby launched at the University of Palermo for the recruitment of one (1) full-time Technologist on a fixed-term contract of 18 months, Economic Position EP1, Scientific-Technological Sector to be assigned to the Department of Earth and Marine Sciences.



Assignment Area	Classification Area	Posit ions	Duration	Project Code / Acronym	CUP (Unique Project Code)
Department of Earth and Marine Sciences	EP1 – Scientific- Technological Sector	1	18 MONTHS	PRJ-2083 – INTERREG VI-A Italy– Malta Programme – Cross-border strategies for the resilient management of coastal erosion and the sustainable sourcing of sediments for beach nourishment – <i>SANDLAND</i>	B63C25000490005

**Duties:**

- **Technical management, support, and updating of equipment used in field and laboratory activities:**

The professional figure will be responsible for managing and updating all instruments and software used, ensuring their correct operation and maintenance, in particular:

- High-resolution seismic data acquisition systems (e.g. Sparker);
- High-resolution acoustic data acquisition systems (e.g. Multi-Beam and Side Scan Sonar);
- Devices for collecting seabed sediment samples (e.g. grab samplers);
- Use and operation of small research vessels;
- Use of drones equipped with magnetometric and LiDAR sensors for territorial data acquisition;
- GNSS systems;
- Management, processing, and interpretation of seismic reflection profiles and morpho-bathymetric data of the seabed using specialised software (e.g. GeoSuite, SonarWiz, Kingdom, Qinsy);
- GIS and data processing software for the management, analysis, and interpretation of spatial data;
- Creation, organisation, and maintenance of geospatial databases.

- **Project support activities:**

- Technical and organisational support to academic staff and researchers involved in scientific and technical activities, in coordination with the project's Scientific Coordinator;
- Technical support to the Scientific Coordinator in managing relations with project personnel;
- Implementation and management of shared databases, platforms, and servers for data storage and handling;
- Participation in meetings, workshops, and working groups.

- **Administrative support activities:**



- Technical support in procedural and physical monitoring, reporting, and the promotion and dissemination of project initiatives;
- Assistance with the administrative management of the project, particularly concerning procurement procedures, supplies, and services on the MEPA platform.

The professional figure will operate within the levels of autonomy and responsibility associated with their contractual classification, as established by the current National Collective Labour Agreement (CCNL) for the Education and Research Sector..

### **Subjects of the Examination**

To perform the above duties, candidates are required to possess the following knowledge:

- Use and maintenance of relevant equipment (Sparker systems, Side Scan Sonar, Multi-Beam, grab samplers, GNSS, drones and related sensors, and management of small research vessels);
- Data analysis (processing and interpretation of seismic and acoustic data of the seabed and sub-seabed; knowledge of GIS software for the processing, management, analysis, and interpretation of geospatial data);
- Development, organisation, and maintenance of databases, as well as planning of field and survey activities.
- Knowledge of the English language;
- Familiarity with standard IT applications (Word, Excel, PowerPoint, Internet).

### **Transversal Competences:**

Area: Understanding the Public Sector Context

- Public sector awareness: Understanding public policies, the structure of the public administration, the regulatory framework, and relationships with stakeholders.
- Digital awareness: Using digital technologies to enhance processes, services, and communication.
- Learning orientation: Willingness to continually update one's knowledge and skills.

Area: Interacting in the Public Sector

- Communication: Clearly expressing concepts and information, active listening, and adapting communication style to different contexts and audiences.

Area: Delivering Public Value

- Accuracy: Paying attention to detail and ensuring precision and completeness in one's work.
- Initiative: Demonstrating proactivity, resourcefulness, and a focus on innovation.
- Results orientation: Focusing on achieving objectives, monitoring progress, and overcoming obstacles.

Area: Managing Public Resources

- Resource optimisation: Using resources efficiently, minimising waste, and maximising public value.

Core Values

- Integrity: Acting honestly, transparently, and in accordance with ethical and professional standards.



- Sustainability: Considering the environmental, social, and economic impact of one's actions and promoting sustainable development.

Aptitude and motivational factors will also be assessed.

## **Art. 2 Requirements for Admission**

To be admitted to the selection procedure referred to in Art. 1, applicants must meet the following general requirements:

- Laurea Magistrale* (Master's Degree) in Geological Sciences and Technologies (LM74) under Ministerial Decree 270/04; *Laurea Specialistica* in Geological Sciences (86/S) under Ministerial Decree 509/99; University Degree in Geological Sciences under the pre-reform system.
- candidates must be at least 18 years of age;
- applicants must be Italian citizens; citizens of another Member State of the European Union; family members of EU citizens who do not hold citizenship of a Member State, provided they hold the right of residence or permanent residence; third-country nationals holding a long-term EU residence permit or recognised refugee/subsidiary protection status;
- Physical fitness to perform the duties required. The Administration reserves the right to require a medical examination for the selected candidate in accordance with current legislation;
- Compliance with military service obligations, where applicable (for those born before 1986);
- Enjoyment of civil and political rights;
- Absence of criminal convictions, including those not yet final, that would prevent the establishment or continuation of an employment relationship with a public administration.

Pursuant to Art. 38 of Legislative Decree No. 165/2001, candidates holding a degree obtained abroad are admitted provisionally to the selection procedure. If such a candidate is declared the winner, they must, within 15 days of the publication of the final ranking, submit an application for recognition of the foreign qualification to the Ministry of University and Research (<https://www.mur.gov.it/it/aree-tematiche/universita/equipollenze-equivalenza-ed-equiparazioni-tra-titoli-di-studio/titoli-3>). In any case, the recognition must be obtained prior to the candidate's appointment.

Candidates with criminal convictions must indicate the date of the ruling, the issuing authority, and the nature of the offence, even if amnesty, pardon, or other forms of clemency were granted, and even if no entry appears on the criminal record. Any pending criminal proceedings must also be declared, regardless of their nature.

The following individuals are excluded from public employment: those who have been disqualified from voting; those who have been dismissed or removed from a public administration due to unsatisfactory performance; those who have been declared forfeited from public service under Art. 127(1)(d) of Presidential Decree No. 3/1957; those who have been dismissed for having obtained employment through false documents or fraudulent means.

Pursuant to Art. 7(2) of the Code of Ethics of the University of Palermo, candidates with a degree of *kinship or affinity up to the fourth degree (inclusive) with a professor belonging to the department or structure initiating*





*the selection procedure, or with the Rector, the Director General, or a member of the University's Board of Administration, are also excluded, as governed by Art. 18(1)(b) and (c) of Law No. 240/2010.*

In addition to the above, foreign nationals must also meet the following requirements:

- 1) enjoy civil and political rights in their country of origin or residence,
- 2) meet all other requirements applicable to Italian citizens, except for Italian citizenship;
- 3) have adequate knowledge of the Italian language.

All eligibility requirements must be met by the application deadline.

Failure to meet any of the above requirements — whether identified during or after the selection process — will result in exclusion from the procedure and, where applicable, termination of the employment relationship.

### **Art. 3**

#### **Application Procedure and Deadline**

Applications for participation in the selection procedure must be submitted, under penalty of exclusion, exclusively online, via the dedicated platform available at:

<https://pica.cineca.it/unipa/>

Candidates may access the application portal using SPID (Public Digital Identity System), selecting the University of Palermo among the institutions. Alternatively, they may log in with credentials issued directly by the platform, or by using their LOGINMIUR, REPRIS, or REFEREES accounts, if available. A valid email address is required to register on the system.

Applicants must enter all required data and upload the necessary documents in PDF format.

The application must be completed in all parts, in accordance with the instructions provided by the online procedure, and must include a valid identity document.

No other submission methods for the application or accompanying documentation will be accepted.

The online platform allows users to save drafts until the deadline for submission.

The date and time of submission are certified by the system, which will automatically send a confirmation receipt via email at the time of submission.

Once the application form has been completed and all attachments uploaded, applicants must ensure that they click the "presenta" (submit) button. Submission will be confirmed only when the application status changes from "in bozza" (draft) to "presentata" (submitted).

After the deadline, the system will be automatically closed and further access or submission will not be possible.

Each application will be assigned a unique identification number which, along with the competition code provided by the system, must be quoted in all subsequent communications.



The online application procedure must be completed no later than 12:00 noon on the fifteenth day following the publication of this Call.

If applying via SPID, the system automatically acquires the application without requiring a signature.

In all other cases, the application must be duly signed, include all required information, and be accompanied by a valid identity document.

The application may be signed using a certified digital signature (CADES format only). Otherwise, the candidate must download the PDF generated by the system (without modifying it), print it, sign it by hand on the last page, scan and upload the signed version back to the system in PDF format.

For technical issues only, candidates may contact support via the link provided at the bottom of the page:

<https://pica.cineca.it/unipa/>

When completing the above-mentioned online application, candidates must declare under their own responsibility the following information:

- Full name;
- Place and date of birth;
- Tax code (for Italian citizens only);
- Residence address and (if different) mailing address;
- Personal certified email address (PEC);
- Personal email address;
- Telephone number;
- Citizenship;
- For Italian citizens: the municipality in which they are registered to vote, or the reasons for non-registration or cancellation;
- For foreign nationals: confirmation of enjoyment of civil and political rights in their country of origin or reasons for lack thereof, and adequate knowledge of the Italian language;
- Absence of criminal convictions, or details of any convictions and pending proceedings, including date, issuing authority, and offence, even if amnesty or other clemency was granted;
- Current military status (for those born before 1986);
- That they are physically fit for employment;
- that they hold the required educational qualification, specifying the year in which it was awarded and the institution that issued it;
- Any additional qualifications to be assessed;
- Any preference titles to be considered in the case of equal merit, held as of the application deadline (failure to declare results in loss of benefit);
- That they have not been dismissed or removed from public employment for unsatisfactory performance, nor declared forfeited under Art. 127(1)(d) of Presidential Decree No. 3/1957;
- That they do not have a degree of kinship or affinity up to the fourth degree (inclusive) with the Rector, the Director General, or a member of the Board of Administration, or with any professor belonging to the Department that initiated this selection procedure.

The following documents must be attached to the application:

- A valid identity document (front and back) – not required for SPID users;
- Italian tax code – not required for SPID users and non-Italian citizens;





- Curriculum vitae in European format;
- Any additional qualifications to be assessed;
- Any other documents required by this Call.

Documents in a foreign language must be accompanied by a certified Italian translation, either issued by the competent diplomatic or consular authority, or prepared by a sworn translator.

Applicants recognised as having disabilities pursuant to Law No. 104/1992, as amended, and Law No. 68/1999, or those with Specific Learning Disorders (DSA) under Decree-Law No. 80 of 9 June 2021 (converted by Law No. 113 of 6 August 2021), must clearly indicate in the application whether they require specific accommodations for the examination.

They must also provide suitable medical certification stating the essential details of their condition so that the Administration may provide appropriate accommodations in a timely manner.

Failure to indicate required accommodations in the application will release the Administration from all responsibility in that regard.

Pursuant to Presidential Decree No. 487/1994, as amended by Presidential Decree No. 82/2023, the Administration ensures the participation of candidates who are pregnant or breastfeeding and may be unable to attend the scheduled examination.

1. Candidates who are pregnant may request to take the exam on a later date, by sending a request to [proceduretab@unipa.it](mailto:proceduretab@unipa.it) no later than 24 hours before the test, together with a medical certificate attesting their inability to attend or confirming hospitalisation for pregnancy or childbirth;
2. Breastfeeding candidates may request the use of a dedicated space at the examination venue to care for their child and to be accompanied by a support person. The time used for breastfeeding will be compensated. Requests must be sent to [proceduretab@unipa.it](mailto:proceduretab@unipa.it) no later than 24 hours before the test.

At any stage of the procedure, the Administration reserves the right to verify the truthfulness of the declarations made in the application, pursuant to Presidential Decree No. 445/2000, as amended.

#### **Art. 4**

#### **Application Procedure for Foreign Nationals**

In addition to the requirements and instructions outlined in the previous article and in the documents available on the online application platform, foreign nationals must also declare in their application:

- that they enjoy civil and political rights in their country of origin or the reasons for the absence of such rights;
- that they have an adequate knowledge of the Italian language.

EU citizens may list their qualifications in the curriculum vitae, prepared according to the instructions outlined in the previous article.

Non-EU citizens residing in Italy may use self-certification only for information that can be verified or certified by Italian public or private entities.



In all other cases, applicants must submit the qualifications they intend to have evaluated by the Selection Committee by uploading them in .pdf format, together with a certified translation into Italian, prepared either by the competent Italian diplomatic or consular authority or by a sworn translator.

Applicants may be conditionally admitted even in the absence of the certified translation; however, such translation must be submitted — without exception and under penalty of exclusion — prior to the start of employment.

Non-EU citizens must also hold, at the time of appointment a valid EU long-term residence permit, or recognised refugee status or subsidiary protection status.

### **Art. 5 Grounds for Exclusion**

The following circumstances will result in exclusion or non-admission to the selection procedure:

- 1) failure to meet any of the eligibility requirements set out in Art. 2;
- 2) failure to submit the application via the PICA – CINECA online platform, or to upload the required documentation, within the specified deadline.

All applicants are provisionally admitted to the procedure.

The Administration may, at any stage of the procedure — including after the interview — exclude a candidate by means of a reasoned decision. The exclusion will be communicated to the individual concerned.

### **Art. 6 Selection Committee**

The Selection Committee shall be appointed by Decree of the Director General and will consist of three members, chosen from among full professors, associate professors, or researchers, including those from outside the University.

The first meeting of the Committee shall be convened by the Chair.

At its first meeting, the Committee shall establish the general criteria for the evaluation of candidates.

At the end of this initial meeting, the minutes shall be submitted to the Responsible Officer, who shall ensure public disclosure by posting them on the Official Notice Board of the University and publishing them on the following website: <https://bit.ly/tecnologo-unipa>

Before proceeding with the evaluation of qualifications, the Committee shall verify that candidates meet the eligibility requirements. The applications will be made available on the PICA platform.

The records of the selection procedure shall consist of the minutes of the Committee's meetings.

The Committee must complete its work within three months from the date of the appointment decree. If the procedure is not completed within this timeframe, the Director General may, by a reasoned decision, initiate the replacement of the Committee members responsible for the delay and establish a new deadline for completion of the procedure.



## **Art. 7 Assessment of Qualifications**

The Committee shall evaluate the candidates' qualifications prior to the oral examination, following the establishment of specific evaluation criteria during its first meeting. These criteria will be made public through the publication of Minutes No. 1, "Evaluation Criteria of the Committee," on the University's Official Notice Board and on the dedicated webpage of the University's website for this selection procedure.

The qualifications assessment will be awarded a maximum of **15 points**.

The following qualifications may be evaluated:

- Documented work experience in similar roles at public or private institutions, lasting more than 12 consecutive months – **up to a maximum of 7 points**;
- Additional academic qualifications: Second-level University Master's degrees relevant to the position, or a PhD in a relevant field – **up to a maximum of 2 points**;
- Postgraduate activities related to the position – **up to a maximum of 1 point**;
- Scientific publications relevant to the required profile. For co-authored publications, the score will be divided equally among the authors, unless individual contributions are explicitly indicated in the publication – **up to a maximum of 2 points**;
- Certifications, licences, and patents, including UAV licences (especially A1, A2, A3, and SPECIFIC STS category); certifications for CRM (Crew Resource Management) and aeronautical communication; certifications for use and management of equipment such as GNSS, laser scanners, and UAV sensors; training certificates and certifications in remote sensing data processing, GIS software, photogrammetry, and 3D modelling – **up to a maximum of 3 points**.

For each candidate, the Committee shall complete a summary evaluation form, which will form an integral part of the minutes and list the qualifications considered, their respective categories, and the points awarded.

The result of the qualifications assessment will be published in restricted form on the website at the address indicated in Article 15

## **Art. 8 Interview**

The selection procedure includes a single oral examination. The interview will focus on the topics, duties, and competences listed in Art. 1 of this Call.

During the interview, the Committee will also assess the candidate's knowledge of the English language, and their familiarity with the most commonly used computer applications (Word, Excel, PowerPoint, Internet).

The interview will take place in a room open to the public, with sufficient capacity to allow maximum participation.



The date, time, and location of the interview will be published on the Official Notice Board of the University and on the webpage indicated in Art. 15. Such publication shall serve as official notification.

Any changes to the interview schedule will also be published via the same channels and shall likewise constitute official notice.

At the end of each interview session, the Committee shall post a list of the candidates examined during that session at the examination venue.

To be admitted to the interview, candidates must present one of the following valid identification documents:

- a. identity card;
- b. driving licence;
- c. boating licence;
- d. firearms licence;
- e. passport;
- f. identification card issued by a State Administration, provided it includes a photo and stamp or equivalent mark.

The interview shall be considered passed if the candidate obtains a score of at least **21 out of 30**.

The Committee has a total of 45 points at its disposal, allocated as follows:

- **15 points – evaluation of qualifications**
- **30 points – oral examination**

The final score is the sum of the points awarded for qualifications and the interview.

At the end of the selection process, the Committee will draw up the general merit ranking list, arranged in descending order based on the final score obtained by each candidate.

## **Art. 9**

### **Preference Titles in Case of Equal Score**

Candidates who pass the oral examination and wish to claim, under applicable legislation, preference titles in the event of equal score, must submit the relevant documentation or self-declarations, in accordance with Articles 46 and 47 of Presidential Decree No. 445/2000, within 15 calendar days from the date on which the oral examination was held. Said documentation must also demonstrate that the titles were held at the time of the application deadline.

Submissions must be sent from the candidate's personal PEC address to [pec@cert.unipa.it](mailto:pec@cert.unipa.it), or for foreign candidates, via email to [proceduretab@unipa.it](mailto:proceduretab@unipa.it) and must include the subject line: *"Titoli di preferenza concorso n. 1 posto di Tecnologo a tempo pieno e determinato, per la durata di 18 mesi, posizione economica EP1, Settore Scientifico-tecnologico, da destinare al Dipartimento di Scienze della Terra e del Mare"*.

The Administration reserves the right to carry out appropriate checks to verify the truthfulness of the self-declarations submitted. If any false information is identified, the candidate will forfeit the right to benefit from the relevant advantage, without prejudice to the penalties set out in Article 76 of Presidential Decree No. 445/2000.

Late submissions, incomplete documentation, or submission of documents that do not comply with the requirements will result in automatic forfeiture of the related benefits, with no need for notice.



In the event of equal merit, preference will be given according to the following criteria, in accordance with Article 5(4) of Presidential Decree No. 487/1994, as amended by Presidential Decree No. 82/2023 and Decree-Law No. 25 of 14 March 2025, converted with amendments by Law No. 69 of 9 May 2025:

- a) recipients of medals for military or civil valour, if no longer in service;
- b) individuals disabled or injured in public or private sector service;
- c) orphans of those who died in service, and children of individuals who are permanently disabled or unfit for work due to service-related reasons in the public or private sectors, including children of healthcare professionals, social workers, and social and health workers who died as a result of contracting Sars-CoV-2 while performing their duties;
- d) individuals who have performed meritorious service of at least one year, in any capacity, within the administration that issued the call, provided they do not benefit from another preference title based on the same service;
- e) higher number of dependent children;
- f) individuals with civil disabilities or injuries not falling under letter b);
- g) armed forces volunteers discharged honourably at the end of their term;
- h) athletes who have held professional sports roles with military or civilian State sports groups;
- i) individuals who have successfully completed an additional training period at the Judicial Support Office (Ufficio per il processo) under Article 50(1-quater) of Decree-Law No. 90 of 24 June 2014, converted with amendments by Law No. 114 of 11 August 2014;
- l) individuals who have successfully completed a legal traineeship at judicial offices (uffici giudiziari) under Article 37(11) of Decree-Law No. 98 of 6 July 2011, converted with amendments by Law No. 111 of 15 July 2011, even if not part of the Judicial Support Office (Ufficio per il processo) under Article 50(1-quinquies) of the same Decree-Law;
- m) individuals who have successfully completed an internship at judicial offices (uffici giudiziari) under Article 73(14) of Decree-Law No. 69 of 21 June 2013, converted with amendments by Law No. 98 of 9 August 2013;
- n) individuals who have held positions of collaboration with ANPAL Servizi S.p.A., pursuant to Article 12(3) of Decree-Law No. 4 of 28 January 2019, converted with amendments by Law No. 26 of 28 March 2019;
- o) younger age.

#### **Art. 10**

##### **Approval of the Ranking List**

By decision of the Director General, taking into account any preference criteria referred to in the previous article, the selection procedure records and the final merit ranking list shall be formally approved, and the successful candidate(s) shall be declared.

This decision will be posted on the University's Official Noticeboard and published on the University of Palermo's website at the address indicated in Art. 15.

The deadline for any appeals shall begin on the date of posting on the Official Noticeboard.

The final ranking shall remain valid for the period provided under current legislation.

#### **Art. 11**

##### **Establishment of the Employment Relationship and Submission of Required Documents**



The selected candidate will be hired on a fixed-term employment contract as a Technologist in the High Professional Expertise Area – Scientific-Technological Sector– Economic Position EP1, for a duration of 18 months, and will be subject to a trial period of four weeks. The successful candidate must submit the required documentation to the competent office within the Human Resources Organisation and Development Area within thirty days from the start of employment.

The contract may be extended in accordance with applicable legal and contractual provisions. Documents and certificates drafted in a foreign language must be accompanied by a certified Italian translation, either issued by the competent diplomatic or consular authority, or prepared by a sworn translator. The signing of the contract is subject to the actual availability of funds. The gross annual remuneration for the fixed-term Technologist is €31,741.34.

### **Art. 12 Termination**

The employment relationship shall be automatically terminated in the event of the completion of the assigned programme, exhaustion of available funding, expiration of the contract, or early termination of the research project. The contract shall include a termination clause granting the University the right to unilaterally withdraw from the agreement in the event of funding interruption.

### **Art. 13 Procedure Officer**

The Procedure Officer is Ms Sonia Contrafatto, Piazza Marina No. 61 – 90133 Palermo – email: [proceduretab@unipa.it](mailto:proceduretab@unipa.it)

### **Art. 14 Privacy Notice on the Processing of Personal Data**

Pursuant to Articles 12 and 13 of EU Regulation 2016/679 (General Data Protection Regulation – GDPR), concerning the protection of natural persons with regard to the processing of personal data, the personal data provided by candidates are collected by the Organisational and Human Resources Development Unit of the University of Palermo for purposes related to the conduct of the selection procedure. These data are stored and processed in an automated database using methods fully consistent with the stated purposes, including if an employment relationship is subsequently established.

Providing such data is mandatory for the purpose of assessing candidates' eligibility to participate in the selection procedure; failure to provide them will result in exclusion from the competition. Providing data related to any preference or priority criteria is optional.

The University does not require the consent of data subjects to process the data provided, in accordance with Article 6(1) of EU Regulation 2016/679.

The data may be disclosed exclusively to public authorities where such disclosure is necessary for purposes related to the selection procedure.

Further information on data processing can be found in the privacy notice available at: <https://www.unipa.it/privacy/informativa/informazioni-sul-trattamento-di-dati-personali-procedure-concorsuali-e-selettive-bandite-dallateneo/>





**Art. 15  
Publication**

This call for applications will be published on the following platforms:

- on the University of Palermo's Official Digital Noticeboard;
- on the University's website at: <https://bit.ly/tecnologo-unipa>;
- on the website of the Ministry of Universities and Research (MIUR): <http://bandi.miur.it/index.php>;
- on the website of the European EURAXESS portal: <http://www.euraxess.it/>;
- on the InPA Recruitment Portal: <https://www.inpa.gov.it/>

**Art. 16  
Final Provisions**

For any matters not expressly covered by this call for applications, reference shall be made, where applicable, to the provisions of the legislation cited in the preamble to this decree, as well as to the Code of Ethics of the University of Palermo and all other applicable laws and regulations in force.

The Director General  
*Mr. Antonio Sorce*