

**Regulations for the recruitment of fixed-term Technologists at Università
Commerciale Luigi Bocconi, pursuant to art. 24-bis of Law no. 240 of 30 December
2010, as amended by Law no. 35 of 4 April 2012**

Issued with Rectorial Decree n. 42 of 28.04.2026



Regulations for the recruitment of fixed-term Technologists at Università Commerciale Luigi Bocconi, pursuant to art. 24-bis of Law no. 240 of 30 December 2010, as amended by Law no. 35 of 4 April 2012

**CHAPTER I
GENERAL PART**

Article 1 – Purpose and Definitions

- 1.1 These Regulations, issued in implementation of Article 24-bis of Law No. 240 of 30 December 2010, as amended by Law No. 35 of 4 April 2012, govern the selection procedures, the legal regime and the remuneration of fixed-term Technologists at Università Commerciale Luigi Bocconi in Milan.
- 1.2 As set out in its Strategic Plan 2026-2030, Bocconi University is committed to pursuing its main research and training objectives in an environment (both physical and intellectual) in which everyone – students, faculty, staff – receives and offers to others equal opportunities, dignity and treatment, regardless of gender, sexual orientation, ethnicity, religion, age and economic conditions. To this end, these Regulations, together with the Bocconi University Regulations for selection of personnel, comply with the transversal principles provided for by Regulation (EU) 2021/241, in particular the principle of gender equality, the principle of protection and development of young people and the principle of overcoming regional disparities.
- 1.3 For the purposes of these Regulations, the following definitions shall apply:
- "University:" Università Commerciale Luigi Bocconi in Milan;
 - "Selection:" The selection procedures for fixed-term Technologists at the University, governed by these Regulations, by means of calls for applications based on qualifications and interviews of candidates and disclosure of related documents;
 - "Selection Committee:" The Selection Committee that deals with the selection of fixed-term Technologists, appointed by the Rector in accordance with the provisions of Article 8 below, in agreement with the Dean of the Faculty, to carry out the evaluation of the applications submitted for the positions in the call for applications;
 - "Fixed-term Technologists:" Individuals recruited pursuant to these Regulations to carry out technical and administrative support activities for research, holding at least a university degree and possessing specific professional qualifications consistent with the type of activities envisaged (hereinafter also "**Technologist**").

Art. 2 – Nature of the Relationship

- 2.1 Technologists shall have fixed-term, subordinate employment relationships, which may be on a full-time or part-time basis.
- 2.2 The Technologist contract cannot be combined with other subordinate and/or self-employed employment contracts with public or private entities, nor with similar contracts with Università Commerciale Luigi Bocconi, other universities or private scientific facilities, nor with a PhD program or other postgraduate training activity.
- 2.3 In no case may the employment relationship exceed the limits established by law and, pursuant to Article 24-bis, paragraph 5 of Law no. 240 of 2010, it shall not give rise to any rights to access positions within the University's faculty or non-teaching staff.
- 2.4 The employment relationship shall be governed by the provisions in force concerning subordinate employment, including those relating to the applicable taxation, welfare and social security for employment income.

Art. 3 - Contract Scope and Duties of Technologists

- 3.1. The contracts of Technologists concern the performance of both technical and administrative support activities for research activities financed in whole or in part with internal funds or financed by third parties, both public and private, on the basis of specific agreements or contracts.
- 3.2. In particular, Technologists perform tasks of a high technical and professional nature in support of research activities, within the framework of the directives given by the head of the relevant organization unit. They also carry out administrative activities closely related to the management of the projects in which the research activity is conducted.
- 3.3. Based on the competencies, selection requirements and applicable remuneration, two Technologist profiles have been identified:
 - a) Second-Level Technologist (Research Officer): Within the scope of the directives assigned, performs one or more of the following functions: project design; identification of funding opportunities; support for participation in calls and the preparation of projects; as well as dissemination and third mission activities, assuming responsibility for the technical soundness of the solutions adopted. Within their area of expertise, they may also provide digital support to research projects, including the development, implementation and operational support of tools based on digital technologies and artificial intelligence solutions serving the Research Center's activities.

b) First-Level Technologist (Research Manager): Performs coordination, review and technical-scientific supervision of activities related to research projects, ensuring their coherence, progress and the quality of results. They may assume organizational and managerial responsibilities within the Research Center, including the supervision and coordination of assigned personnel, as well as responsibility for activities and processes under their responsibility.

Art. 4 – Duration

4.1 The contracts of Technologists shall have a minimum duration of 18 months and may be extended once for a maximum additional period of three years. In any case, the total duration of the contract within the University may not exceed five years.

CHAPTER II SELECTION PROCESS

Article 5 – Activation of the Selection Process

5.1 Having assessed their needs and by virtue of the development planning, the respective Department Heads and Research Center Directors may request the Rector to issue specific calls for applications to fill positions as Technologists on a fixed-term basis for the performance of technical and administrative support to research activities. This must be done within the limits of the positions available and the funds allocated to the Departments, as well as the financial resources of the Research Centers.

5.2 The call for applications must indicate:

- a) the number of positions, their level, the expected commitment regime (whether full-time or part-time and, in the latter case, the relevant percentage);
- b) a brief description of the work program under which the Technologist will provide technical and administrative support;
- c) the Department or Research Center involved;
- d) the duration of the contract;
- e) the methods and deadline for submitting applications for participation in the selection process;
- f) the procedures for conducting the selection process;
- g) the remuneration and social security benefits, in compliance with the provisions of Article 24-bis, paragraph 4 of Law no. 240 of 2010.

5.3 The notice of the announcement of the selection procedure shall be published in the Gazzetta Ufficiale, on the University website and on the Ministry and the European Union websites. The full call for applications in Italian and English is available on the University website.



Article 6 – Requirements for the Submission of Applications

6.1 Candidates who meet the following requirements may apply to participate in the selection process:

1) for First-Level Technologists:

a) Holders of: a degree under the previous university system; or a Specialist Degree (LS) awarded pursuant to Ministerial Decree No. 509/1999; or a Master Degree (LM) awarded pursuant to Ministerial Decree No. 270/2004; or a single-cycle Master Degree awarded under the aforementioned ministerial provisions; or an equivalent qualification obtained abroad. They must also have specific professional qualifications demonstrated by at least two years of relevant work experience consistent with the activities to be performed and/or postgraduate qualifications specified in the call for applications;

2) for Second-Level Technologists:

a) Holders of: a degree under the previous university system; or a Specialist Degree (LS) awarded pursuant to Ministerial Decree No. 509/1999; or a Master Degree (LM) awarded pursuant to Ministerial Decree No. 270/2004; or a single-cycle Master Degree awarded under the aforementioned ministerial provisions; or an equivalent qualification obtained abroad. They must also have specific professional qualifications demonstrated by at least one year of relevant work experience consistent with the activities to be performed and/or postgraduate qualifications specified in the call for applications.

6.2 For degrees obtained abroad, the Selection Committee shall assess the equivalence of the qualification being acquired for the purposes of the Selection.

Article 7 – Terms and Procedures for Submitting Applications

7.1 Applications for the Selection referred to in these Regulations must be submitted exclusively through the online form available on the University's website at <https://www.unibocconi.it/en/faculty-and-research/faculty>, as specified in the call for applications, no later than the established deadline. The period for submitting applications cannot be less than 20 days and starts from the day of publication of the call in the Gazzetta Ufficiale, as reported on the University website and the MUR and EU websites.

7.2 The following must always be attached electronically to applications:



- a) a professional résumé;
- b) qualifications obtained;
- c) any documentation attesting to professional experience, gained in the context of employment relationships at universities, research centers or study centers, public or private entities, or in the performance of freelance activities, collaborations or entrepreneurial activities carried out independently, provided that they are relevant to the position in the call for applications;
- d) any scientific publications, articles in scientific journals, contributions to conference proceedings, books or book chapters, as well as any patents;
- e) any certificates of participation as a speaker in conferences, courses or seminars;
- f) any other specific documentation that may be required by the call.

Article 8 – Selection Committee

- 8.1 To carry out the selection, the competent structure makes use of a Selection Committee appointed by the Rector, in agreement with the Dean of the Faculty, on the proposal of the Head or Director of the competent structure. The Selection Committee shall be composed of three members, including the Research Center Director or Head of Department or their delegate, the Dean for Research or their delegate, and the Director of People & Culture or their delegate.
- 8.2 Tenured professors of the University or another national or international university, as well as fixed-term Tenure Track Researchers (Assistant Professors) can also be part of the Selection Committee.
- 8.3 Those who are not eligible to be members of the Selection Committee include the following:
- anyone with a relationship of marriage, kinship or affinity up to and including the fourth degree, or a civil union relationship between persons of the same sex as regulated by Article 1, paragraph 4, of Law no. 76 of 20 May 2016, or who are in a state of de facto cohabitation as regulated by Article 1, paragraphs 37 et seq., of Law no. 76 of 20 May 2016 with candidates or with the other members of the Committee;
 - anyone in a situation of conflict of interest or in a situation for which the causes of abstention referred to in Article 51 of the Italian Code of Civil Procedure with candidates or with the other members of the Committee;
 - Professors and Researchers who, in the academic year prior to the date of issuance of the Rectorial Decree appointing the Committee, have received a negative evaluation pursuant to Article 6, paragraph 7, second sentence, of Law no. 240 of 30 December 2010.
- 8.4 There is no remuneration for the members of the Selection Committee.
- 8.5 The Selection Committee may make use of online tools for Committee work and may hold its meetings remotely. The procedures adopted must be recorded in the minutes.

Article 9 – Candidate Selection Procedures and General Evaluation Criteria

- 9.1 The Selection Committee will evaluate the applications received and will select a short list of applications deemed suitable. The Committee will carry out interviews, which may also be held via conference call, aimed at assessing the candidates' knowledge of the subjects under evaluation, as well as the cultural and professional qualifications required for the research support activities to be performed. Professional experience related to the profile in the call for applications – gained in Italy or abroad, within the framework of employment relationships at universities or public or private institutions, as well as through freelance activities, collaborations or entrepreneurial activities carried out independently – shall be positively evaluated.
- 9.2 Upon completion of its work, the Selection Committee shall issue an overall evaluation for each candidate, and draw up a list of suitable candidates, which will be published on the University website.

CHAPTER III FIXED-TERM TECHNOLOGIST CONTRACT

Article 10 – Conclusion of the Contract

- 10.1 The University reserves the right to extend a contractual offer to candidates deemed suitable. The offer will specify the start and end dates of the employment relationship, the scope of activities, the annual gross remuneration in accordance with the applicable National Collective Labor Agreement (CCNL) for the relevant administrative and technical staff sector, the organizational unit of assignment and the grounds for early termination of the relationship.
- 10.2 In the event the offer is accepted, the University will finalize the employment relationship by entering into a fixed-term private employment contract of the duration specified in the call for applications.

Article 11 – Evaluation of the Activity Carried Out

- 1.1. A performance evaluation shall be carried out for the purpose of a possible extension of the fixed-term Technologist contract, to be conducted within three months prior to its expiry, in accordance with the procedures set out below. The Head or Director of the competent structure, on the proposal of the head of the research activity, assesses the support activities performed. The outcome of this evaluation is



formalized and communicated to the Technologist and the Dean of the Faculty. Based on this evaluation, the competent Head or Director may propose an extension of the contract, in any case within a maximum overall duration of five years, in compliance with the applicable legal provisions.

Art. 12 – Termination of the Employment Relationship

- 12.1 The termination of the employment relationship is determined by the expiry of the term established in the contract, or by any other cause provided for by current legislation.
- 12.2 The Technologist has the right to withdraw before the expiry of the term established in the contract, even without just cause pursuant to Article 2119 of the Italian Civil Code, provided that written notice is given of at least 60 days or equal to the period between the date of withdrawal and the date of expiry of the contract, if less than 60 days. In the event of failure to give notice, the Contractor is required to pay the University an indemnity equivalent to an amount of remuneration that would have been due for the period of notice.

CHAPTER IV TRANSITIONAL AND FINAL PROVISIONS

Article 13 – Transitional and Final Provisions

- 13.1 The University shall apply the regulations referred to in Article 24-bis of Law no. 240 of 2010 for all positions in calls for applications with the qualification of Fixed-Term Technologist.

Article 14 – Validity

- 14.1 These Regulations, provided for by Article 24-bis of Law no. 240 of 2010, amended by Law no. 35 of 4 April 2012, and adopted in accordance with the procedures set out in Law 168/1989, shall enter into force on the day following that of the Rectorial Decree of issuance with an appropriate form of dissemination on the University website.

