



Subject: Public call for the selection of 1 mid-level technician/technologist (*tecnologo di II livello*) for a project on the implementation of a regional fibre-based quantum infrastructures within the ICT Division at the University of Trieste. Selection is based on the evaluation of the applicants' academic qualifications and professional experience, and on an interview. This is a fixed-term (36 months with a possible further extension), full-time position. Academic disciplines: FIS/02 (theoretical physics, mathematical models and methods) and FIS/03 (physics of matter) - CUP J93C23001490008.

THE DIRECTOR GENERAL

- Whereas the Investment for Growth and Jobs programme of the Friuli Venezia Giulia Region financed by the European Social Fund Plus for the period 2021-2027 was approved by the European Commission with Decision C (2022)5945 of 11 August 2022 and was adopted by the Friuli Venezia Giulia Region by Resolution No 1231 of 26 August 2022;
- Whereas by Decree No 17895/GRFVG of 19 April 2023 the Friuli Venezia Giulia Region issued a call for operations under Specific Programme No 22/23 – Support for the higher education of the regional university system;
- Whereas Decree No 59846/GRFVG of 10 December 2023 amended the aforementioned Call providing for the recruitment of fixed-term technicians/technologists, as referred to in Article 24-bis of Italian Law No 240/2010, under 'Financing Line D)' of the Call, which was renamed 'Line D) – Recruitment of fixed-term type-A researchers (RTD-A) and technicians';
- Whereas it has been agreed that the University of Trieste is in charge of managing 'Lightnet' (fibre optic network interconnecting research institutions located in the Friuli Venezia Giulia Region) with the aim of managing and enhancing 'LightNet' (broadband telecommunications network) to ensure connectivity between its partners and the national research network managed by the GARR Consortium and to develop joint research projects on ICT infrastructures, technologies and services;
- Whereas the University has joined the research project 'Quantum FVG', aimed at creating the first regional optical fibre quantum infrastructure, which will connect the University of Trieste, SISSA (Miramare campus), the University of Udine, the CNR section in Basovizza and, potentially, other nodes of the regional territory;
- Whereas the recruitment of 1 mid-level technician would significantly aid the integration of the LightNet infrastructure with the quantum infrastructure of the Quantum FVG project;
- Whereas on 1 February 2024 a regional call for operations which runs on a first-in, first-financed basis was opened under 'Financing Line D) – Recruitment of fixed-term type-A researchers and technicians' of the call issued by Decree No 17895/GRFVG of 19 April 2023 and subsequent amendments and additions; by letter ref. 19903 of 5 February 2024, the Friuli Venezia Giulia Region authorised the University to publish a call for the recruitment of a mid-level technician pending the results of said call for operations;
- Whereas on 29 March 2024 the University applied an application for funding for the recruitment of a mid level technician/technologist (*tecnologo di II livello*) under the Sportello 2024 of Financing Line D) – Recruitment of fixed-term type-A researchers (RTD-A) and

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technicians of the Call issued with Decree No 17895/GRFVG of 19 April 2023 and subsequent amendments and additions;

Whereas by Rectoral Decree No 760 of 17 June 2024 the financing was accepted by Friuli Venezia Giulia Region under the European Social Fund Plus for the period 2021-2027, Specific Programme No 22/23 – Support for the higher education of the regional university system - Line D) – Recruitment of fixed-term type-A researchers (RTD-A) and technicians – Sportello 2024 for a total sum of EUR 346,896.00;

Whereas with letter protocol No 3052 of 13 January 2025 the Friuli Venezia Giulia Region communicated the authorization to issue a new public call for the same profile, in case of withdrawal of the suitable candidate;

Having regard to Italian Law No 168 of 9 May 1989 (creation of the Ministry of Universities and Research) and subsequent amendments and additions;

Having regard to Italian Law No 241 of 7 August 1990 (new rules on administrative procedures and right of access to administrative documents) and subsequent amendments and additions;

Having regard to Italian Prime Minister's Decree No 174 of 7 February 1994 (recruitment of EU citizens in Italian public bodies) and subsequent amendments and additions;

Having regard to Italian Presidential Decree No 487 of 9 May 1994 (recruitment of civil servants and selection procedures) and subsequent amendments and additions;

Having regard to Italian Law No 127 of 15 May 1997 (urgent measures to simplify administrative activities, decision-making processes and monitoring procedures of Italian public bodies) and subsequent amendments and additions;

Having regard to Italian Presidential Decree No 445 of 28 December 2000 (consolidated law on administrative documents) and subsequent amendments and additions;

Having regard to Italian Legislative Decree No 165 of 30 March 2001 (consolidated law on civil service) and subsequent amendments and additions;

Having regard to Italian Law No 266 of 23 December 2005 (Financial Law 2006) and subsequent amendments and additions, and in particular to Article 1(188) thereof which establishes that a university may stipulate fixed-term collaboration contracts for projects aimed at research and technological innovation or at improving educational services for students, provided that the costs of such contracts are not borne by the university's operating budget;

Having regard to Italian Decree-Law No 78 of 31 May 2010, converted with amendments into Italian Law No 122 of 30 July 2010 (measures on financial stabilisation and economic competitiveness) and subsequent amendments and additions;

Having regard to Article 24-bis of Italian Law No 240 of 30 December 2010 (rules on the organisation of universities, academic staff and recruitment, and the Government's responsibility to encourage the quality and efficiency of the university system) and subsequent amendments and additions;

Having regard to Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation-GDPR);

Having regard to Italian Legislative Decree No 75 of 25 May 2017 (amendments and additions to Italian Legislative Decree No 165 of 30 March 2001, pursuant to Articles 16(1)(a), 16(1)(a), 2(b), (c), (d) and (e) and 17(1)(a), (c), (e), (f), (g), (h), (l) (n), (o), (r), (r), (s) and (z) of Italian Law No 124 of 7 August 2015 on the reorganisation of public administration);

Having regard to Italian Legislative Decree No 81 of 15 June 2015 (regulation of employment contracts and revision of the rules on assignments, pursuant to Article 1(7) of Italian Law No 833/2014 of 10 December 2014);

Having regard to Italian Decree-Law No 80 of 9 June 2021, converted with amendments, into Law No 113 of 6 August 2021 (urgent measures to strengthen the administrative capacity of public administration in order to implement the National Recovery and Resilience Plan (NRRP) and in order to improve the efficiency of justice);

Having regard to Italian Decree-Law No 36 of 30 April 2022 and Conversion Law No 79 of 29 June 2022 (additional urgent measures for the implementation of the National Recovery and Resilience Plan – NRRP);

Having regard to the elements still in force of the National Collective Labour Agreement for the university sector for the period 2006-2009, which was signed on 16 October 2008;

Having regard to the National Collective Labour Agreement for the university sector for the period 2016-2018, which was signed on 19 April 2018; that still apply;

Having regard to the National Collective Labour Agreement for the research and education sector for the period 2019-2021, which was signed on 18 January 2024, that still apply;

Having regard to the elements of the University Regulation on the recruitment of technical and administrative staff that still apply;

Having regard to the University Regulation on the recruitment and management of fixed-term technicians referred to in Article 24-bis of Italian Law No 240 of 30 December 2010;

Having regard to the Director General's Decree No 60/2025 of 5 February 2025, which authorised the publication of a public call for the selection of 1 mid-level technician for a project on the implementation of a regional fibre-based quantum infrastructure within the ICT Division at the University of Trieste. Selection is based on the evaluation of the applicants' academic qualifications and professional experience, and on an interview. This is a fixed-term (36 months with a possible further extension), full-time position. Academic disciplines: FIS/02 (theoretical physics, mathematical models and methods) and FIS/03 (physics of matter);

Whereas the fixed-term recruitment necessities of the ICT Division meet the requirements of Article 36(2) of Italian Legislative Decree No. 165/2001, Article 24-bis of Italian Law No 240/2010 and the other relevant regulations above;

Whereas the gross wage of a mid-level technician (Italian regional tax on productive activities included) will be financed through the funds on UGOV project UGOV STIPTADET-FSE-PROGSPEC-22-23_24 as registration No 477 of 19 February 2025 of EUR 134,000.00;

DECREES

Article 1 – Public call and job description

The University of Trieste shall select a mid-level technician (*tecnologo di II livello*) for a project on the implementation of a regional fibre-based quantum infrastructure within the ICT Division at the University of Trieste. Selection shall be based on the evaluation of the applicants' academic qualifications and professional experience, and on an interview. This is a fixed-term (36 months with a possible further extension), full-time position. The academic disciplines are FIS/02 (theoretical physics, mathematical models and methods) and FIS/03 (physics of matter). The technician shall support all activities related to the project.

The University of Trieste ensures equal opportunities in recruitment and employment, pursuant to Article 7(1) of Italian Legislative Decree 165/2001. Pursuant to Article 6 of Italian Presidential Decree No 487 of 9 May 1994, as amended by Italian Presidential Decree No 82 of 16 June 2023, the University of Trieste declares that, on 31 December 2024, the ratio between men and women employed in the same job category and division as the advertised position was: 50% of women to 50% of men.

Pursuant to Article 2 of the University Regulation on the recruitment and management of fixed-term technicians referred to in Article 24-bis of Italian Law No 240 of 30 December 2010, the selected candidate shall monitor and maintain equipment, analyse data and provide technical support for the above-mentioned project. They will be responsible for the technical accuracy of the solutions adopted. The candidate shall support the scientific management and research activities of the project. In particular, they shall support the following activities:

- design, implementation, and management of fibre optic networks, with local or regional scope, dedicated to educational and research institutions;
- design, implementation, and testing of Quantum Key Distribution (QKD) fibre optic networks, both dedicated to and shared with production transmission networks, in coordination and cooperation with QKD research laboratories and production network operators;
- management of relationships with: operators of similar networks (public or private), telecommunications operators, technology providers and their respective users.

To this end, the candidate shall be able to manage all activities with flexibility, draft documents, as well as identify and apply the best solutions to their tasks.

For the purposes of this selection, candidates are required to have the following knowledge and skills:

- network architectures and protocols: ISO/OSI model, TCP/IP stack; IPv6, IGP and EGP routing (OSPF, IS-IS, BGP); MPLS-TP (L2 VPN), QoS, Ethernet protocols (VLAN tagging, Link Aggregation, xSTP);
- optical fibre transmission technologies: transmission parameters and related standards (e.g., ITU-T G.652, G.655) of optical fibres and connectors, methodologies and tools for installing fibre optic links (inspection microscopes, cleaning kits), methodologies and tools for measuring the transmission parameters of optical fibres (power meter, OSA, OTDR), xWDM technologies, optical switching, OTN framing, management systems and control plans for transmission equipment;

- operating systems for network devices (e.g., JunOS and Cisco IOS or similar) and configuration of network services at levels 2 and 3 on a geographic scale;
- cybersecurity and guidelines for secure configuration of network devices and servers;
- basic concepts of network link encryption at various levels and Quantum Key Distribution;
- troubleshooting network faults at OSI levels 0, 1, 2, and 3;
- familiarity with Linux and Solaris OS families.

Article 2 – Requirements for admission

To be eligible for the role, candidates must meet all of the following requirements:

a.1) education:

- Bachelor's degree, Master's degree, specialist degree or old system in Physics, Mathematics, Computer Science, Telecommunications engineering, Computer engineering, Cybersecurity Techniques and methods for the information society, Data Science or equivalent to them;

a.2) professional background:

- previous experience of at least two years relevant to the role; or, alternatively, a first- or second-level master of at least one year, research doctorate or specialisation course relevant to the job profile;

a.3) permanent or temporary address:

- permanent or temporary address within the Friuli Venezia Giulia Region or, alternatively,
- declaration stating the intention to transfer the candidate's permanent or temporary address within the Friuli Venezia Giulia Region before the beginning of the contract. Failure to do so will entail the end the contract.

Applicants who have obtained their qualification abroad are required to:

- I) indicate within their application form the reference number and details of the document issued by a competent Italian institution declaring the permanent equivalence (*equipollenza*) of their degree to a suitable Italian degree;

or

- II) pursuant to Article 38 of Legislative Decree 165/2001, provide the details of their request to the Civil Service Department (Dipartimento della Funzione Pubblica) for the temporary recognition of their degree for the sole purpose of being admitted to this selection procedure (*equivalenza*). The request can be sent via the following link: <http://www.funzionepubblica.gov.it/strumenti-e-controlli/modulistica>;

or

- III) declare that they will request the temporary recognition of their degree as indicated in point a.II within the date of the interview. To be admitted to interview, the candidate must provide the details of their request by e-mail to persgiur@amm.units.it.

The eligibility of candidates who have requested the temporary recognition of the required degree is subject to confirmation. The Civil Service Department (Presidency of the Council of Ministers) will only proceed with the recognition of the selected candidates' degrees. Within fifteen days of the end of the selection, the selected candidates will have to submit the official results of the selection to the Italian Ministry

of University and Research or to the Italian Ministry of Education. Failure to do so, shall lead to the forfeit of their entitlement to be recruited for the position they applied for.

The submission of documents other than those mentioned above (such as legal translations, declarations of value, etc.) shall be not taken into consideration and the candidate shall be excluded from the selection.

The University reserves the right to apply the provisions of Article 6(1)(b) of Italian Law No 241 of 7 August 1990;

- b) be an adult;
- c) be an Italian citizen (Italians not belonging to the Republic of Italy are considered as Italian citizens). This requirement does not apply to: citizens of a Member State of the European Union; third-country nationals who are family members of EU citizens and also have right of residence (fixed-term or permanent); third-country nationals who have an EU long-term residence permit, refugee status or subsidiary protection status;
- d) enjoy civil and political rights;
- e) be medically fit to carry out the intended activity;
- f) comply with the law on military service (only for Italian citizens born before 1985).

Candidates are not eligible if they have been: excluded from the active political electorate; dismissed for persistent inadequate performance within their job category; dismissed from civil service for inadequate performance or for disciplinary reasons under Italian law or under contract law; dismissed from their position as civil servants as a result of false or invalid documents submitted during the application procedure; convicted of offences constituting an impediment to employment as civil servants.

Citizens of Member States of the European Union other than Italy; third-country nationals who are family members of EU citizens and also have right of residence (fixed-term or permanent); and third-country nationals who have an EU long-term residence permit, refugee status or subsidiary protection status must declare in their application form that they meet the following requirements:

- a) possession of a University degree which is equivalent to one of those required from Italian citizens (see point a) above);
- b) enjoyment of civil and political rights in their home country;
- c) compliance with all the requirements indicated for Italian citizens, with the sole exception of citizenship;
- d) an adequate knowledge of the Italian language.

All requirements must be met by the deadline for the submission of applications for this selection.

The admission of all candidates is subject to confirmation. Candidates who do not meet with all the requirements may be excluded from the selection procedure at any time.

Article 3 – How and when to apply

Applications must be submitted not later than twenty days after the publication of this call on the public administrations' recruitment portal (inPA – www.inpa.gov.it), on the official University Notice Board (www.units.it/ateneo/albo) and on the University's online recruitment page

(<https://web.units.it/concorsi/tecnici-amministrativi/pubblci/pubbl>). Applications must be submitted through the dedicated web platform on <https://pica.cineca.it/units/>.

Applications and further documents considered useful for the selection procedure cannot be submitted in any other form.

Access to the web platform is only possible through the Italian Public Digital Identity System (*Sistema Pubblico di Identità Digitale – SPID*). No signature is required when submitting the application. The candidate must fill out all parts of the application form and upload any necessary documents in pdf format.

Instructions for completing the application form are provided online. Candidates must also upload a copy of a valid identity document or their application will be excluded from the selection procedure.

Candidates can save their applications in draft mode before the final submission deadline. This means candidates may edit their application before choosing to send it. If necessary, before the submission deadline, candidates can also withdraw an application that has already been sent and recorded and then submit a new one.

The date of submission of the application is certified by the web platform. A submission confirmation email will be automatically sent to the address indicated in the application form. Each application will have a unique identification number which candidates must use in any subsequent communication along with the identification code for the selection procedure. This will also be indicated on the platform.

The online application must be completed and submitted by 23:59 on the day of the deadline. After the deadline, the platform will no longer allow candidates to edit or send their applications.

The service may undergo temporary interruptions due to technical difficulties. To report problems related to the platform, please contact Cineca, the consortium in charge of the Integrated Platform for Academic Selections (*Piattaforma Integrata Concorsi Atenei – PICA*), using the link at the bottom of the page (<https://pica.cineca.it/units>). The University of Trieste cannot be deemed responsible for and is not liable for any problems that should occur due to the actions of third parties, unforeseeable circumstances or *force majeure*.

In the event of a partial or total malfunctioning of the PICA platform, confirmed by Cineca and the University, which prevents the submission of an application or its attachments, the deadline will be extended by the duration of the malfunction.

In the application candidates must declare:

1. their surname, first name and Italian tax code;
2. their date and place of birth;
3. that they are citizens of Italy or of another EU Member State; that they are third-country nationals who are family members of an EU citizen and also have right of residence (fixed-term or permanent); or that they are third-country nationals who are long-term residents, have an EC residence permit, refugee status or subsidiary protection status;
4. where they are registered to vote (municipality in Italy) or, alternatively, why they are not entitled to vote or why they have been removed from the electoral register;
5. any criminal convictions (even if an amnesty, pardon, or remission has been granted) and any pending criminal proceedings. They must also indicate the date of the court order and

- the issuing judicial authority, or, in the case of pending criminal proceedings, the executing judicial authority;
6. that they are in possession of a university degree in line with the eligibility requirements (Article 2). They must also indicate the year and institution in which it was obtained;
 7. their compliance with the law on military service (only for Italian citizens born before 1985);
 8. any positions held in Italian public administration and the reasons for the termination of previous employment;
 9. their current residence and address (complete with post code) where all communications related to this selection procedure will be sent. Candidates are responsible for updating this information if it changes;
 10. any personal circumstances which entitle the candidate to priority in the event that two or more candidates are awarded equal marks;
 11. any other assessable qualifications.

The assessable qualifications referred to in point 11 must be relevant and pertinent to the position the candidates are applying for and must be submitted as self-certifications by completing the relevant section on the web platform. Candidates must provide the information requested or risk exclusion from the selection procedure. Any documents sent after the final deadline will be not taken into consideration.

Italian Presidential Decree No 445 of 28 December 2000 applies to all information provided by candidates in their applications. This concerns especially the verification of self-certifications and criminal penalties in the event of untruthful declarations or counterfeit documents.

Applicants are required to pay a non-refundable contribution of EUR 10.00 through the PagoPA system.

On the online application platform (PICA) there is a 'payment' button which re-directs the candidate to the PagoPA system. Candidates can access PagoPA by using their digital identity (SPID). The required contribution can only be paid on PagoPA when re-directed through PICA.

Candidates shall only be admitted to the selection procedure if they have paid the above contribution.

After the payment has been made, the candidate's application is automatically saved as a draft and must subsequently be submitted. Candidates can be sure that their application has been correctly submitted when they receive the automatically-generated confirmation e-mail. Submissions after the final deadline are not possible, even if the contribution has been paid.

Candidates with disabilities must specify in their application if they require any reasonable adjustments and/or additional time for the completion of any written tests. Under Articles 4 and 20 of Italian Law No 104/1992, both of the above-mentioned requests must be documented by an appropriate certificate issued by a relevant public health institution.

Candidates with specific learning disabilities have the right to the following measures, set out in Italian Law 170/2010:

- allocation of additional time equal to 30% (thirty per cent) of the time scheduled for any written test;
- use of assistive technology for reading, writing or calculation difficulties;

- use of specific aids related to specific learning disorders.

The request must be documented by an appropriate certificate issued by a relevant public health institution.

On the basis of the documentation submitted by the candidate and the nature of any given test, the Selection Committee shall decide the most suitable means of assistance.

The University shall not be held responsible if a candidate does not receive a communication because the address they indicated in their application is incorrect or because they failed to inform the University of Trieste of a change of address.

Article 4 – Selection Committee

The Selection Committee shall be appointed in accordance with the rules in force.

Pursuant to Article 3(1)(d) of Italian Decree-Law No 36 of 30 April 2022, experts in the assessment of skills and staff selection may join the Selection Committee.

Article 5 – Selection on the basis of academic qualifications and professional experience, and of interview performance.

Candidates will be selected on the basis of their academic qualifications and professional experience, and on performance in interview. The final mark, graded on a 100-point scale, is determined by adding the mark for interview performance to the mark for the evaluation of academic qualifications and professional experience.

Selection is based on the evaluation of academic qualifications and professional experience referred to in Article 6 and on an interview aimed at verifying the knowledge of the subjects listed in Article 7.

100 points are available, divided as follows:

- academic qualifications and experience: 60 points;
- interview: 40 points.

Article 6 – Academic qualifications and experience

Academic qualifications must be submitted in accordance with Article 3 of this call for applications. Only qualifications that are relevant and pertinent for the position the candidates are applying for will be evaluated.

The highest mark for academic qualifications and experience is 60 points, split as follows:

- educational and academic qualifications – up to a maximum of 25 points, calculated as follows:

Bachelor's degree (Italian mark, or equivalent)	Points awarded
78-90	4
91-100	8
101-110	10
110 with honours	12

- Master's degree, specialist degree or old system: 8 points
 - Research doctorate or specialisation course relevant to the job profile: 5 points
- b) Professional experience: activities under contract with universities or other public or private bodies related to the specific areas indicated in this call. Work experience does not need to be continuous to gain points. A maximum of 20 points can be awarded, calculated as follows:
- 1 point for every three months of documented activity carried out at the University of Trieste, at other universities, in other public bodies or in private entities (*assegni di ricerca* included);
 - 0.5 points for every three months of scholarships, research grants or post graduate internship;
- c) Other qualifications (scientific papers, teaching contracts, training courses, etc.): up to a maximum of 15 points.

Candidates must receive a mark of at least 36/60 in the evaluation of their academic qualifications and experience. Candidates who do not meet this threshold shall not be eligible for the interview.

Article 7 - Interview

The selection procedure includes an interview, in Italian or English, to assess the candidate's knowledge and their ability to contextualise it, present a thesis, respond to objections, mediate between different positions, and work in a team. The interview will focus on the following subjects:

- a) optical fibre transmission technologies: transmission parameters and related standards (e.g. ITU-T G.652, G.655) of optical fibres and connectors, methodologies and instruments for measuring the transmissive parameters of optical fibres (power meter, OSA, OTDR), xWDM technologies, optical switching, OTN framing, management systems and control plan of transmissive equipment;
- b) planning and provisioning of communication channels. Network Management System;
- c) programmable networks/network automation and disaggregated Control Plane;
- d) cybersecurity and guidelines for the secure configuration of network devices and servers;
- e) network fault troubleshooting;
- f) WAN technologies and architectures;
- g) network protocols: ISO/OSI model, TCP/IP stack; IPv6, IGP and EGP routing (OSPF, IS-IS, BGP); MPLS-TP (L2 VPN), QoS, Ethernet protocols (VLAN tagging, Link Aggregation, xSTP);
- h) research Academic Networks;
- i) basic knowledge on the following regulations of the University of Trieste: Statute, University Regulation on Administration, Finance and Accounting; University Regulation on the use of the email and internet services provided by the University of Trieste and access to the integrated university network system - SIRA.

Candidates must receive a mark of at least 28/40 in the interview. Candidates who do not meet this threshold shall not be eligible for final selection.

All interviews are open to the public.

The final mark is calculated by adding the mark given for academic qualifications and experience referred to in Article 6 to the mark awarded for the interview.

Article 8 – Schedule for the selection

The results of the evaluation of academic qualifications and experience shall be published on 19 March 2025, on the public administrations' recruitment portal (inPA –www.inpa.gov.it), on the official University Notice Board (www.units.it/ateneo/albo/) and on the University's online recruitment page <https://web.units.it/concorsi/tecnici-amministrativi/pubblci/scadatto>

On 21 March 2025 at 12.00 am at the ASICT meeting room, located on the second floor of building H2 of the University of Trieste, via Valerio no.12 – 34127 Trieste, candidates who have not been notified of their official exclusion from the selection procedure and who have obtained a mark of at least 36/60 for their academic qualifications and professional experience, should attend an interview.

Applicants should take note of the interview details published online and should not expect to be notified or reminded personally of the interview date.

In order to be admitted to interview, candidates must provide the following or risk exclusion from the selection procedure:

1. a valid identity document, in accordance with current legislation,
2. a self-declaration with the details of their request to the Civil Service Department (*Dipartimento della Funzione Pubblica*) – only for candidates who declared in their application that they would request the temporary recognition of their degree before the interview in accordance with Article 2(a.III).

In accordance with rules on personal data processing, candidates shall only be identified by their full name (as it appears on their identity document) when the final results of the selection procedure are published. In the documents publishing the results of each selection round, candidates shall be identified by the identification number of their application, automatically generated by PICA. This number can be found in the candidates' personal page on PICA, under 'My PICA' – 'Applications'. See the 'application ID' associated with the relevant call for applications.

Article 9 – Protection of pregnant or breastfeeding candidates

Candidates who are unable to attend the scheduled interview due to pregnancy or breastfeeding shall be granted the following measures:

- 1) pregnant candidates may request to do their interview remotely or to take any additional tests on a different date as long as this does not affect the selection deadline, in accordance with Article 11 of Italian Presidential Decree No 487/1994 as amended by Italian Presidential Decree No 82/2023. To this end, candidates will have to:
 - 1.a) submit their request to persgiur@amm.units.it within the day of the test/interview along with a copy of their identity document;
 - 1.b) attach a medical certificate attesting to the fact that they are unable to attend the test/interview.
- 2) On the day of the interview, breastfeeding candidates shall be directed to an appropriate area for breastfeeding, and shall be given priority over other candidates to do their interview first. To this end, candidates will have to:

2.a) submit their request to persgiur@amm.units.it within the day of the test/interview along with a copy of their identity document.

The following requests shall not be taken into consideration:

- requests which do not comply with the dispositions above,
- requests submitted after the deadline,
- requests without the required documentation, or with inappropriate or incomplete documentation;
- requests based on different health conditions.

The schedule for alternative test dates or the link for a remote interview shall be published on the public administrations' recruitment portal (inPA – www.inpa.gov.it), on the official University Notice Board (www.units.it/ateneo/albo/) and on the University's online recruitment page (<https://web.units.it/concorsi/tecnici-amministrativi/pubblci/scadatto>).

Applicants should take note of the interview details published online and should not expect to be notified or reminded personally.

Article 10 – Priority in the event of equal marks

In the case that two or more candidates are awarded equal marks, some candidates may be given priority for certain personal circumstances. Candidates must have already indicated in their application their entitlement to priority. In order to enforce this right, however, they must fill in a dedicated form and declare that they already had the right to priority at the deadline for the submission of applications.

This self-declaration must be submitted within 15 days of the interview.

The above documents must be sent to the Director General of the University of Trieste, Office for Recruitment and Career Management of Technical and Administrative Staff, Piazzale Europa, 1, 34127 Trieste. The communication shall be considered as valid also if sent within the deadline above by certified email (PEC) or registered letter with receipt of delivery. To this end, proof of postage (including a dated postal mark) from the accepting post office shall be sufficient evidence.

Candidates entitled to priority are:

- a) recipients of medals for military valour or civil valour, only if the recipient is no longer serving;
- b) persons mutilated or disabled as a result of an incident at work in the public or private sector;
- c) orphans of individuals deceased in work, children of individuals who were mutilated or permanently disabled at work in the public or private sector – including the children of health professionals and social workers who died as a result of infection with SarsCov-2 contracted in the course of their service;
- d) individuals who have received a certificate for any form of praiseworthy service performed at the University of Trieste for no less than one year. This is valid unless they are already entitled to priority for a different circumstance related to their civil service;
- e) individuals with a larger number of dependent children;
- f) mutilated or disabled individuals who do not fall under (b);
- g) armed forces volunteers discharged without demerit upon completion of their service;
- h) athletes employed in sport teams of the Italian armed forces, police and fire departments;
- i) individuals who have successfully completed an advanced internship (*ulteriore periodo di perfezionamento*) at the Office for Court Proceedings (*Ufficio per il Processo*) pursuant to

Article 50(1)-quater of Italian Decree-Law No 90 of 24 June 2014, converted, with amendments, by Italian Law No 114 of 11 August 2014;

- l) individuals who have successfully completed an internship at judicial offices pursuant to Article 37(11) of Italian Decree-Law No 98 of 6 July 2011, converted, with amendments, by Italian Law No 111 of 15 July 2011. This rule applies even if the judicial offices were not part of the Office for Court Proceedings, pursuant to Article 50(1)-quinques of Italian Decree-Law No 90 of 24 June 2014, converted, with amendments, by Italian Law No 114 of 11 August 2014;
- m) individuals who have successfully completed an internship at judicial offices pursuant to Article 73(14) of Italian Decree-Law No 69 of 21 June 2013, converted, with amendments, by Italian Law No 98 of 9 August 2013;
- n) individuals who have signed a collaboration contract with ANPAL Servizi S.p.A., pursuant to Article 12(3) of Italian Decree-Law No 4 of 28 January 2019, converted, with amendments, by Italian Law No 26 of 28 March 2019;
- o) the younger candidate. This will also be ascertained and applied by the selection office automatically.

Article 11 – List of qualified candidates

The Director General of the University of Trieste shall approve the entire selection procedure through the publication of a final decree along with a ranked list of qualified candidates (*graduatoria*). The qualified candidates shall be listed in descending order according to the marks received pursuant to Articles 6 and 7. In case of equal marks, a higher position shall be given to the candidates with one or more circumstances pursuant to Article 9 of this call for applications.

The list of qualified candidates shall be published on the public administrations' recruitment portal (inPA – www.inpa.gov.it), on the official University Notice Board (www.units.it/ateneo/albo/) and on the University's online recruitment page (<https://web.units.it/concorsi/tecnici-amministrativi/pubblici/scadatto>).

After the publication of the final decree, complaints against the procedure as a whole or against individual documents, including the exclusion of candidates may be registered within specific time constraints. Legal complaints must be submitted to the *Tribunale Amministrativo della Regione Friuli Venezia Giulia (TAR Friuli Venezia Giulia)*, in accordance with the procedures laid down in the Code of Administrative Law Proceedings referred to in Italian Legislative Decree No 104 of 2 July 2010. Alternatively, candidates may appeal to the President of the Italian Republic pursuant to Decree No 1199 of the President of the Italian Republic of 24 November 1971. Complaints and appeals must be submitted within the time limits laid down in the respective regulations.

The list of qualified candidates shall be valid for a period of two years from the date of its publication, subject to any extensions provided for by subsequent regulations.

The University of Trieste shall not provide any declarations of eligibility for selection.

Article 12 – Signing the employment contract and terms of employment

As indicated in the recitals, the University shall hire a full-time, mid-level technician (*tecnologo di II livello*) with a fixed-term contract. Remuneration and contract terms shall comply with the dispositions set out in the University Regulation on the recruitment and management of fixed-term technicians referred to in Article 24-bis of Italian Law No 240 of 30 December 2010 and in the

National Collective Labour Agreement in force during the period in which the list of qualified candidates (*graduatoria*) is valid, in accordance with the relevant regulations.

Pursuant to Article 2(3), eligible candidates will only be able to sign a contract subject to verification of a permanent or temporary address within the Friuli Venezia Giulia Region.

Under Article 9 of the Regulation of the University of Trieste on the recruitment and management of fixed-term technicians referred to in Article 24-bis of Italian Law No 240 of 30 December 2010, there shall be a probation period of 30 working days.

For any other aspect regulating the terms of employment, the aforementioned Regulation and the National Collective Labour Agreement for the university sector apply.

The place of employment is the ICT Division of the University of Trieste.

While in service at the University of Trieste, the employee may not have any other public employment relationship or be in any of the situations of incompatibility described by Article 53 of Italian Legislative Decree No 165/2001. The interested party cannot carry out activities in conflict with the institutional activities of the University of Trieste.

Article 13 – Submission of documents necessary for recruitment

Within 30 days of starting work or of a formal request made by the University, employees must prove that they meet all requirements for admission set out in Article 2 of this Regulation in accordance with the legislation in force. If the candidate fails to do so, they shall be unable to continue in the role for which they have been recruited.

The physical fitness required for specific activities carried out within the remit of this role shall be verified by the Medical Officer of the University of Trieste.

Article 14 – Personal and sensitive data

Pursuant to EU Regulation No 679/2016, personal data provided by candidates for this selection or, in any case, acquired by the Office for Recruitment and Career Management of Technical and Administrative Staff of the University of Trieste, shall be processed only for the purposes of this selection procedure by staff members directly involved with the procedure. Data processing may require the use of ICT tools and may involve the communication of some data to third parties. This shall always be limited to what is strictly necessary for the aforementioned purposes.

Candidates' personal information may only be communicated to other public bodies with a direct interest in the future position of the selected candidate.

The provision of personal data is mandatory for assessing that candidates meet all requirements. Failure to submit this information shall entail the candidate's exclusion from the selection procedure.

Candidates are granted the rights referred to in Section 3 of EU Regulation No 679/2016, in particular the right to access their personal data and request that it be rectified, updated and erased if incomplete, inaccurate or collected in violation of the law. They also have the right to object to the processing of their data for legitimate reasons.

Candidates are invited to read the information on personal data processing made available on the web portal used for applications under the section 'Personal data processing'.

Article 15 – Member of staff in charge of this administrative procedure and relevant office

Pursuant to Italian Law 241/1990 and in particular Article 5 thereof, the member of staff in charge of this administrative procedure is Daniela Rizzi – Head of the Office for Recruitment and Career Management of Technical and Administrative Staff.

The Office for Recruitment and Career Management of Technical and Administrative Staff is responsible for the implementation of the selection procedure outlined in this document, which will be recorded in the Director General's register of decrees.

Art. 16 – Final provisions

For any aspect not regulated by this call for applications, the current legislation applies. See, in particular, Italian Presidential Decree No 487/1994 and subsequent amendments and additions, and the provisions of the National Collective Labour Agreement on employment.

the Director General
Dott.ssa Luciana Rozzini