



POLITECNICO
MILANO 1863

ARUO -SGPD

Index 11558

Registered on 13/09/2024

Ref. no. 216329 Pos. VII/1

Procedure code: **2024_MOB_II_DIG_2**

UOR: Academic Staff Career Unit

HAVING SEEN Italian Law no. 168 of 09.05.1989 and subsequent amendments, and in particular Article 6, according to which universities have regulatory autonomy;

HAVING SEEN Italian Legislative Decree no. 198 of 11.04.2006 "Code of equal opportunities between men and women, pursuant to Article 6 of Law no. 246 of 28 November 2005", and subsequent amendments;

HAVING SEEN Italian Law No. 241 of 07.08.1990, "New rules on administrative procedure and the right of access to administrative documents", and subsequent amendments;

HAVING SEEN Regional Decree no. 41/AG of 17.05.2005, with which the Regulations relating to the contribution for participation in both internal reserved competitions and public competitions organized by the Politecnico di Milano were issued;

HAVING SEEN Italian Presidential Decree no. 445 of 28.12.2000, "Consolidated law on legislative and regulatory provisions on administrative documentation", and subsequent amendments;

HAVING SEEN Italian Legislative Decree no. 196 of 30.06.2003, relating to the protection of persons and other subjects regarding the processing of personal data, and subsequent amendments;

HAVING SEEN Regulation (EU) no. 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data;

HAVING SEEN Italian Law no. 240 of 30.12.2010 and in particular Article 7, paragraph 5-bis;

HAVING SEEN Ministerial Decree 02/05/2024, no. 639 "Determination of Groups of Academic Disciplines and their respective declarations, as well as the rationalization and updating of Academic Disciplines and their alignment with Groups of Academic Disciplines" as amended;

HAVING SEEN the Statute of the Politecnico di Milano adopted by Rector's Decree no. 623/AG on 23/2/2012, published in Official Gazette no. 52 of 2/3/2012;

HAVING SEEN Rectoral Decree no. 701/AG of 02/03/2012 - Regulation for calls for full and associate professors under art. 18 of Law 31/12/2010 no. 240 and subsequent amendments, as amended by Rectoral Decrees no. 3134/AG of 03/12/2012, 2934/AG of 04/11/2013, 1336/SAGNI of 05/05/2014, 3452/SAGNI of 13/10/2014, 2012/SAGNI of 30/04/2015, 3397 of 29.07.2016, 3324 of 15/06/2017, 9389 of 21/12/2018, 3984 of 29/05/2019, 2666 of 01/04/2020, 5368 of 24/06/2021 and 7834 of 29/07/2022 and further amended by Rectoral Decree no. 6571 of 09.06.2023;

HAVING SEEN the Ministry of education, university, and research (MIUR) note no. 16659 of 28/12/2022 "Departments of Excellence - outcome of the evaluation and publication of the funding-awarded Departments under Law 232/2016, art.1, paragraphs 314-337" and

MIUR note no. 922 of 24/01/2023 "Departments of Excellence - communication of assignments and operational indications for project implementation";

HAVING SEEN the resolution of the Department of Department dated 12/09/2024 approving the proposal to initiate a selective mobility procedure, to cover n° 1 Associate professor position, for the Group of Academic Disciplines 09/IIND-05 - INDUSTRIAL MECHANICAL PLANTS,

DECREES

Article 1 - Type of competition

The selective mobility procedure is hereby launched, to cover n° 1 Associate professor position by means of a call pursuant to Article 7, paragraph 5-bis, of Italian Law 240/2010:

Department: Management, Economics and Industrial Engineering

Group of Academic Disciplines: 09/IIND-05 - INDUSTRIAL MECHANICAL PLANTS

Maximum number of publications: 12

Specific teaching, research or third mission requirements:

The evolution of digital technologies and the development of cyber-physical systems are radically transforming both the industrial and service sectors. In the new work systems, humans and machines/applications interact and work together in a more collaborative and integrated way, both in performing operational tasks and in decision-making. In this context, it is essential to understand the impact of human factors and the contribution of cognitive ergonomics on the design and implementation of sustainable, human-centred work systems in production and service contexts.

In this context, the Department of Management, Economics and Industrial Engineering intends to strengthen its research, teaching, and third mission capabilities by recruiting a new highly qualified candidate with strong scientific profile and experience, who will develop the topics of human factors and ergonomics in the development of cyber-physical systems in a wide range of application domains and industrial sectors. The research activity will be part of the departmental project HumanTech - Humans & Technology, winner of funding for Departments of Excellence.

The teaching activity will primarily be part of the Bachelor's and Master's degree programs in Management Engineering, as well as in doctoral and postgraduate training.

Article 2 - Admission requirements

The following are eligible to participate to the selection process:

- a) Associate Professors in service for at least five years at other Italian universities;
- b) scholars permanently employed abroad in research or teaching activities, who have held for at least five years, at foreign universities, an academic position equivalent to that of Associate Professor on the basis of the table of correspondence between Italian and foreign academic positions defined by Italian Ministerial Decree no. 456 of 10.05.2023;

- c) research executives and lead researchers at public research bodies or individuals in permanent positions, or with fixed-term contracts pursuant to Article 1, paragraphs 422 et seqq. of Italian Law no. 205 of 27 December 2017, from scientific hospitals and treatment institutes (IRCCS [Italian abbreviation]), who carry out translational, preclinical and clinical research activities, in service for at least five years at the institution to which they belong and in possession of the the National Scientific Qualification for the functions of Associate Professor for the Academic Recruitment Field **09/B2 - INDUSTRIAL MECHANICAL PLANTS**.

Those who have a relationship of kinship or affinity, up to the 4th degree inclusive, with a professor of the Department of Management, Economics and Industrial Engineering, the Rector, the Director General or a member of the Board of Governors may not participate in the selection procedures.

The requirements to be admitted to the selection must be met by the deadline for submitting the application.

Article 3 - Application and submission deadline

To participate in the selective mobility procedure, candidates must send the application form and the related attachments, drawn up on the basis of the forms available on the on the procedure page of University website, **within the deadline of 15 (days) days, under penalty of exclusion, starting from the day following the publication of this notice in the Official University Register.**

Candidates whose applications are submitted after the specified deadline will be automatically excluded from the selection procedure.

If the expiry date falls on a public holiday, the term is extended to the following non-public holiday day.

The application form can be sent in the following ways:

- by italian Certified E-Mail to the PEC address pecateneo@cert.polimi.it using the applicant's italian certified e-mail address (PEC).
Applications must be sent from a italian certified e-mail address (PEC); applications sent from a non-certified e-mail address will not be considered valid.
The sending of the application and related documentation from the **candidate's personal** Italian certified e-mail address (PEC) is sufficient to be considered duly signed on the date of dispatch.
The application and attachments thereto must be sent in non-modifiable static portable format (e.g. pdf) that cannot contain macro-instructions or executable codes, and must not exceed 35 MB in size (if the size of the individual certified email exceeds this limit, multiple emails may be sent).
The subject of the certified e-mail(s) must contain the following wording "Selective mobility procedure for n° 1 Associate professor position at the Department of Management, Economics and Industrial Engineering - procedure code 2024_MOB_II_DIG_2";
- by hand delivery to the Mail, Protocol and Archive Service - Piazza Leonardo da Vinci, 32 - 20133 Milan from Monday to Friday, from 9.30 to 12.30 and from 13.30 to 16.00. The envelope containing the application for admission to the selection, duly dated and signed and with all the required attachments, as well as those deemed useful for the purposes of selection, must bear the following wording: "Selective mobility procedure for n° 1 Associate professor position at the

Department of Management, Economics and Industrial Engineering - procedure code 2024_MOB_II_DIG_2”;

- by registered letter with acknowledgment of receipt, express mail, courier or any other means capable of certifying dispatch by the specified deadline; to this end, the accepting postmark will be considered valid. The envelope containing the application for admission to the selection, duly dated and signed and with all the required attachments, as well as those deemed useful for the purposes of the selection, must bear the following wording: “Selective mobility procedure for n° 1 Associate professor position at the Department of Management, Economics and Industrial Engineering - procedure code 2024_MOB_II_DIG_2”.

Candidates are admitted to the selection subject to approval. The procedure Manager may, at any time, exclude candidates from the selection for the following reasons:

- if the application for admission is sent after the deadline of 15 days starting from the day following the publication of this public notice in the Official University Register;
- if the application for admission is not drawn up on the basis of the template provided in the forms available on the on the procedure page of the University website, or if the application for admission is not signed;
- if the project proposal does not relate to the specific needs for which the procedure was activated;
- the absence of a professional scientific curriculum;
- if the requirements indicated in Article 2 of this notice are not met;
- any other circumstances in which the provisions of this notice are violated.

If the reasons for the exclusion are ascertained after the selection has been completed, the procedure Manager may order the forfeiture of any right resulting from participation in the relative selection; the forfeiture of candidates will also be ordered if any of the declarations provided in the application for admission to the selection, or the declarations made pursuant to Italian Presidential Decree 445/2000 is found to be untruthful.

Exclusion is ordered by means of a justified decree issued by the Rector.

Under penalty of exclusion from the competition itself, and without the right to reimbursement in the event of non-participation for any reason, candidates are required to pay a contribution of **25.82 euros** by the deadline for submitting the application, making a bank transfer to the current account held by the Politecnico di Milano - piazza Leonardo da Vinci, 32 - 20133 Milan, with the following bank details:

IBAN: IT34T0569601620000001600X69 SWIFT: POSOIT22

reference: "**Selective mobility procedure for n° 1 Associate professor, procedure code 2024_MOB_II_DIG_2**".

In the application, the candidate must indicate an e-mail address, or certified e-mail address, to be used as the exclusive address for the purposes of the procedure.

Any changes must be promptly communicated to this University.

The Administration accepts no liability arising from inaccurate information provided by the candidate or from any postal errors.

Applicants must include the following with the application:

- professional scientific CV;

- in addition to the CV, any additional documentation deemed useful for the purposes of assessing qualifications together with the relative list;
- the project proposal relating to the specific needs for which the procedure was activated, drawn up on the basis of the template provided in the forms available on the University website on the procedure page;
- copies of a maximum of n° **12** publications (any additional publications will not be evaluated) selected for the purpose of evaluating the extent to which the scientific profile is consistent and congruous with the project proposal, with the relative list containing, for each publication, the title, the names of the authors, the name of the collection / volume / journal, the relevant year and the bibliographic codes such as DOI, ISBN or ISSN;
- copy of a valid identification document: identity card, passport or driving license.

Citizens of states not belonging to the European Union, legally residing in Italy must include with the application for admission a copy of their residence permit or EU residence permit for long-term residents (residence card for foreign citizens), regularly issued by the competent Administration and currently valid, or the receipt for the application for such permits. In the event that the candidate is called, the original copy of the residence permit or EU residence permit for long-term residents (residence card for foreign citizens) or the receipt for the application for such permits, must be presented to the Visiting Professor Welcome Office no later than the date set for the appointment to the role. Failure to present the document will entail the automatic forfeiture of the right to be appointed.

If they are called, citizens of non-EU countries residing in their country of origin at the time of participation in the selection must necessarily present the entry visa obtained following the issuance of authorization from the prefecture, to the Visiting Professor Welcome Office by the date of their presumed commencement of service. Failure to present the document will preclude the start the activity.

In the event that the admission application and its attachments have been delivered by hand or sent by registered letter with return receipt, the package must necessarily contain a digital copy (preferably in pdf format) of all the documentation transmitted, including publications, on CD or DVD.

Documentation sent using methods other than those provided for in this public notice cannot be evaluated.

The Administration reserves the right to carry out random checks on attachments to the application form, and on the veracity of the declarations issued.

It is not permitted to refer to documents already presented / deposited for other selections at this Politecnico.

Documentation presented as attachments to the application form will remain on file at this Administration.

Only what is actually attached to the application form will be evaluated.

Article 4 - Project proposal

Candidates must submit their own project proposal relating to the specific needs for which the procedure has been activated.

The proposal must be drawn up on the basis of the template provided in the forms available on the procedure page of the University website, referred to in this notice.

The following information is provided, and may be of use for the presentation of the project proposal:

The candidate will need to present a research project proposal, over a reference period of 3-5 years, on participatory and human-centric approaches for the integration of human and organizational factors in the development and adoption of digital technologies and the design of new work systems in a wide range of production and service contexts. Special attention should be given to the themes of the HumanTech project, which focuses on the relationship between humans and technology, and the exploitation of the related research laboratories, namely: the Laboratory of Cognitive Ergonomics in Cyber Physical Systems (CORE LAB) and the Laboratory of Behavioural Research in Immersive Environment (BRIEL LAB). The project should aim to provide an original and significant contribution to scientific research, with a clear managerial and/or public policy impact. The project should also specify the methods for transferring the results into university and postgraduate education, as well as for public dissemination and social impact.

Article 5 - Interview

A public interview is required for the purposes of the selection, as this is useful for acquiring more in-depth knowledge of the contents of the candidates' project proposal, qualifications and scientific production, including in relation to specific teaching, research or third mission needs, also taking account of the necessary language skills.

Candidates are called to the interview as follows:

The date and time of the public interview will be published on the University website and notified to each candidate, with a notice of at least 20 days, to the e-mail address, or certified e-mail address, chosen as the exclusive address for the purposes of the procedure.

Failure to attend the interview, on the established date and time and in the manner indicated above, even if due to force majeure, will be considered as withdrawal from the selection.

During the interview, candidates must show the Committee a valid identity document, preferably the same document sent with the application.

Candidates with disabilities must apply request the necessary aid to be able to take the interview in accordance with Law no. 104/92.

Members of the relevant scientific community at the University are invited to the public interview as spectators.

Article 6 - Publications

A maximum of n° 12 scientific publications that candidates intend to have evaluated for the purposes of selection must be sent, together with the application, by the deadline referred to in Article 3 of this notice.

Publications that are not sent within the deadline provided for in the previous paragraph will not be taken into consideration by the Selection Committee.

Only publications or texts accepted for publication in accordance with current regulations, as well as essays included in collective works and articles published in journals in paper or

digital format, with the exclusion of internal notes or departmental reports, can be evaluated.

The publications must be produced in the language of origin and translated into one of the following languages: Italian, French, English, German and Spanish, if written in a language other than those previously indicated.

Regarding texts accepted for publication, candidates must adequately document the actual acceptance status (for example, through acceptance communications from the publisher).

The Administration reserves the right to carry out checks on the declarations issued in relation to the publications presented.

Article 7 - Composition of the Selection Committee

The composition of the Selection Committee, appointed by Rector's decree, on the proposal of the Department Council which requested the filling of the position, shall, as a rule, guarantee adequate gender representation, and comprise three Full or Associate Professors belonging to the Group of Academic Disciplines 09/IIND-05 - INDUSTRIAL MECHANICAL PLANTS, or professors holding equivalent positions if foreign, in accordance with the provisions of Ministerial Decree no. 456 of 10.05.2023.

The appointment is made public on the official register and on the University website; candidates must submit any appeals or complaints against the committee members to the Rector within 30 days from the date of publication in the Official University Register.

Article 8 - Duties of the Committees - Evaluation of candidates - Criteria

The Committees shall compare the candidates using the following criteria:

- a) quality, originality and innovativeness of the project proposal;
- a) the extent to which the project proposal corresponds to the teaching, research or third mission requirements indicated by the Department;
- b) the extent to which the candidate's scientific profile is consistent and congruous with the project proposal, assessed on the basis of the professional scientific curriculum, the publications presented and the public interview.

On the basis of the evaluation criteria, the Committee shall, for each post, select, from among the candidates deemed suitable, the candidate most qualified to meet the specific teaching, research or third mission needs for which the procedure has been activated; the Committee also prepares a merit ranking of candidates deemed suitable but not selected.

The Committee will have to conclude its evaluation within three months from the date of publication of the Rector's decree of appointment to the University's Official Register and, at the end of the process, deliver the relative minutes to the Administration.

The Rector may extend the deadline for the conclusion of the procedure once and for no more than one month for proven reasons indicated by the Chair of the Committee. After the deadline for the conclusion of the process, the Rector will, with a justified decision, dissolve the Committee and appoint a new one to replace the previous one.

In the event that the Rector finds irregularities in the manner in which the procedure is carried out, he shall send the documents to the Committee, with a justified decision,

assigning it a deadline to make any changes.

The Committee may use telematic tools for formal meetings and carry out all its sessions remotely, according to methods which must be adequately recorded in the minutes.

Sessions involving interviews with candidates must be held face-to-face.

For each of the Committee's sessions, a special report must be drawn up and signed by all the members, with the relative attachments.

The minutes and relative attachments may be drawn up in either Italian or English. If drawn up exclusively in English, before issuing the decree approving the deeds, the procedure manager must arrange for a specific sworn translation of all the minutes and their attachments into Italian.

Article 9 - Verification of the regularity of the documentation and call.

Within sixty days of the delivery of the documents drawn up by the Committee, the Rector will ascertain their formal regularity by decree. In the event that formal defects are found, the Rector will, within the aforementioned term and with a justified decision, send the documents back to the commission for regularization, establishing the date by which this process must be concluded.

The decree approving the documentation and the minutes of the Selection Committee will be published on the University website.

Publication on the website serves as effective notice to candidates in accordance with the law.

The terms for proposing any appeals will start from the date on which the decree is published.

The proposed call of the candidate or candidates selected by the Committee, accompanied by an indication of the relevant Academic Discipline, will be approved by the Department Council, in a session restricted to Full or Associate Professors, with the favourable vote of the absolute majority of those entitled to vote, and will be submitted to the approval of the Board of Directors which will decide, subject to the opinion of the Academic Senate, within a term of thirty days.

If one or more candidates selected by the Commission decline the offer, the Department Council, in a session restricted to Full or Associate Professors, with a favorable vote of the absolute majority of those entitled to vote, has the authority to propose the appointment of the candidate or candidates listed in the merit ranking referred to in Article 8. This proposal is submitted for the approval of the Board of Directors, which, after considering the opinion of the Academic Senate, makes a decision within thirty days.

The selective mobility procedure entitles the successful candidate or candidates to be called to the Politecnico, while the service will commence in accordance with ministerial constraints.

If called, candidates who participate in the selection as scholars permanently engaged in research or teaching activities abroad, who have held an academic position equivalent to that of Associate professor at foreign universities for at least five years, must produce a certificate issued by the foreign university at which they are employed, certifying the position they hold there. This certificate must be drawn up on the basis of the template provided in the forms available on the procedure page of the University website.

Failure to present the above certificate will entail the automatic forfeiture of the right to be appointed.

The appointment will be ordered by the Director General, through a decree of their own, after checking for any of the incompatibilities referred to in Article 18, paragraph 1, subparagraph b), of Law 240/2010 that may have arisen, and after the commencement of service letter, signed by the Department Director, has been sent.

Article 10 - Processing of personal data

Pursuant to Regulation (EU) no. 2016/679, candidates are informed that personal data provided by them will be processed, in paper or electronic form, for the sole purposes of this procedure and the possible establishment of the employment relationship, and for purposes related to the management thereof.

The processing will be carried out by the persons in charge of the procedure, and by the selection committee, by means of computerised procedures, according to the methods and within the limits necessary to pursue the aforementioned purposes, including in the event of disclosure to third parties.

The provision of such data is necessary for the evaluation, and for verifying that the participation requirements are met and that the declared qualifications are actually possessed. Failure to provide them may preclude such requirements and, in the cases provided for in this public notice, may result in exclusion from the selection procedure.

Further data may be requested from candidates for the aforementioned purpose only.

The data collected may be disclosed to any subjects entitled under Law no. 241/1990, pr Legislative Decree 33/2013 and subsequent amendments and additions.

In accordance with the provisions of current legislation on the subject, the data will be stored for no longer than necessary to achieve the purposes for which they are processed.

Candidates are granted the rights referred to in the third chapter of Regulation (EU) no. 2016/679, and specifically the right to access their personal data, to request their correction, updating and erasure, if incomplete, erroneous or collected in violation of law, as well as the right to object to the processing of their data for legitimate reasons. Further information is available on the university website www.polimi.it/privacy.

Complaints can be submitted by sending a specific request to the Personal Data Protection Officer, who can be contacted at: privacy@polimi.it.

The Politecnico di Milano's Data Controller is the Director General delegated by the pro-tempore Rector – contact: dirgen@polimi.it.

Data processor: the Human Resources and Organisation Area Manager.

Article 11 – Procedure Manager

Pursuant to the provisions of Article 5 of Law no. 241 of 7 August 1990, the manager of the procedure referred to in this notice is Enrico Eftimiadi - Human Resources and Organisation Area - Teaching Staff Management Service - Tel. 02.2399.2156 - 02.2399.2582 - E-Mail: concorsi@polimi.it - certified e-mail (PEC) pecateneo@cert.polimi.it.

Article 12 - Publication

This notice is published in the official University Register and on the Politecnico di Milano website.

Article 13 – Final rules

Although not expressly provided for in this notice, the provisions of the legislation cited in the recitals of this decree, as well as the laws in force on the matter, are valid as applicable.

THE RECTOR
(Professor Donatella SCIUTO)

Digitally signed pursuant to CAD - Legislative Decree 82/2005 and subsequent amendments and additions