INAF
ISTITUTO NAZIONALE
DI ASTROFISICA

Osservatorio Astronomico di Roma

INAF - Osservatorio Astronomico di Roma

Subject: Public selection procedure, based on qualifications and interview, for the awarding of n. 1 post-doc fellowship (band 2), pursuant to art. 22-bis of Law 30 December 2010, n. 240, lasting 24 months, possibly extendable, for the needs of the Project entitled "RECAP synergy grant - GRANT AGREEMENT Project 101166930" research programme title: "ISM conditions in high redshift galaxies and AGN in the epoch of reionization", CUP: C83C25000120006.

The Director

HAVING REGARD TO Law 7 August 1990, number 241, and subsequent amendments and additions, concerning "**New rules on administrative procedure and right of access to administrative documents**";

HAVING REGARD TO Law 10 April 1991, number 125, and subsequent amendments and additions, concerning "**Positive actions for the achievement of equal opportunities between men and women at work**";

HAVING SEEN Presidential Decree 9 May 1994, number 487, and subsequent amendments and additions, containing **the "Regulation governing access to employment in public administrations and the procedures for competitions, single competitions and other forms of recruitment in public employment"**;

HAVING SEEN Legislative Decree 23 July 1999, number 296, establishing and regulating the **"National Institute for Astrophysics" ("INAF")** and containing **"Rules relating to the Vesuvian Observatory"**;

CONSIDERING that, in particular, article 1, paragraph 1, of Legislative Decree 23 July 1999, number 296, defines the **"National Institute for Astrophysics"** as "…a non-instrumental research body with special regulations, headquartered in Rome and with operational structures distributed throughout the territory, into which the astronomical and astrophysical observatories converge…";

HAVING SEEN Legislative Decree 30 July 1999, n. 300, and subsequent amendments, concerning the establishment of the Ministry of Education, University and Research, which pursuant to article 1, paragraph 2, of Law n. 168/1989 "…implements the policy and coordination towards Universities and Research Bodies in compliance with the principles of

autonomy established by article 33 of the Constitution and specified by law and by the provisions of Law 23 August 1988, n. 400…";

HAVING SEEN Presidential Decree 28 December 2000, number 445, and subsequent amendments and integrations, with which the "***Consolidated Text of legislative and regulatory provisions concerning administrative documentation***" was issued;

HAVING SEEN Legislative Decree 30 March 2001, number 165, and subsequent amendments and integrations, containing ***"General rules on the organization of employment in public administrations"***;

HAVING REGARD TO Law 11 July 2002, number 148, which "***Ratifies and implements the Convention on the Recognition of Qualifications concerning Higher Education in the European Region, signed in Lisbon on 11 April 1997***", and contains "***Rules for the adaptation of the internal system***", and in particular, article 5;

HAVING SEEN Presidential Decree 27 February 2003, number 97, with which the "***Regulation for the administration and accounting of public bodies referred to in Law 20 March 1975, number 70***" was issued;

HAVING SEEN Legislative Decree 4 June 2003, number 138, which regulates the "***Reorganisation of the National Institute for Astrophysics***", as amended and supplemented by "***Annex 2"*** of Legislative Decree 21 January 2004, number 38, which provides for and regulates the "***Establishment of the National Institute for Metrological Research ("INRIM")***, pursuant to article 1 of Law 6 July 2002, number 137";

HAVING SEEN Legislative Decree 30 June 2003, number 196, with which the "***Personal Data Protection Code***" was issued, and subsequent amendments and integrations;

HAVING SEEN Presidential Decree 11 February 2005, number 68**,** with which, pursuant to article 27 **of** Law 26 January 2003, number 3**, t**he "***Regulation governing the use of Certified Electronic Mail***" was issued;

HAVING SEEN Legislative Decree 7 March 2005, number 82**,** with which the "***Digital Administration Code***" was issued, and subsequent amendments and integrations;

HAVING SEEN Presidential Decree 12 April 2006, number 198**,** and subsequent amendments and integrations, with which, pursuant to article 6 **of** Law 28 November 2005, number 246**,** the "***Code of Equal Opportunities between Men and Women***" was adopted;

HAVING REGARD TO Law 27 September 2007, number 165, which defines the principles and guiding criteria of the "***Delegation to the Government on the reorganisation of Research Bodies***";

HAVING SEEN Legislative Decree 9 April 2008, number 81, and subsequent amendments and integrations, issued in "***Implementation of article 1 of Law 3 August 2007, number 123, concerning the protection of health and safety in the workplace***";

HAVING SEEN Presidential Decree of 30 July 2009, number 189, with which the "***Regulation concerning the recognition of academic qualifications, pursuant to article 5 of Law 11 July 2002, number 148***" was issued and, in particular, article 4, which in comma 1 provides that

- for the purposes of ***"****…the recognition of qualifications for the purposes referred to in paragraphs 2, 3 and 4, the interested administrations transmit the documentation referred to in article 3, paragraph 2, letters a) or b), to the Ministry…****"***;
- within "***…****sixty days from receipt of the applications, the Ministry transmits its reasoned opinion to the competent administrations, which adopt the recognition measure…";*
- the *"…measure is communicated to the interested party and to the Ministry…";*

and in paragraph 2, that

- ***"****…the evaluation of academic qualifications, for the purposes of participation in selections for the awarding of scholarships and other benefits consequent to the possession of such qualifications, granted or recognized by public administrations, is the responsibility of the interested administration, having obtained the opinion of the Ministry…****";***

HAVING SEEN Legislative Decree 27 October 2009, number 150, and subsequent amendments and integrations, issued in "***Implementation of Law 4 March 2009, number 15, concerning the optimization of productivity in public employment and efficiency and transparency of public administrations****"*;

HAVING REGARD TO Law 31 December 2009, number 196, "***Public Accounting and Finance Law for the Year 2010***", and, in particular, article 2, which *"…delegates the Government to adopt, within one year from the date of entry into force of this law, one or more legislative decrees for the harmonization of accounting systems and budget schemes of public administrations, excluding regions and local authorities, and the related terms of presentation and approval, in order to meet the needs of programming, management and reporting of public finance…"*;

HAVING SEEN Legislative Decree 31 December 2009, number 213, which regulates the "***Reorganisation of Research Bodies pursuant to article 1 of Law 27 September 2007, number 165***";

HAVING REGARD TO the Circular of the Presidency of the Council of Ministers, Department of Public Administration, of 3 September 2010, number 12, which contains some clarifications and operational guidelines regarding *"**Competitive procedures and their computerization**", "**Methods of submitting applications for admission to competitions called by public administrations**" and "**Interpretative criteria on the use of Certified Electronic Mail**"*;

HAVING REGARD TO Law 30 December 2010, number 240, "***Rules on university organization, academic staff and recruitment, as well as delegation to the Government to promote quality and efficiency of the university system***" and subsequent amendments and integrations, and, in particular, article 22, as amended by Decree-Law 30 April 2022, number 36, converted with amendments by law 29 June 2022 number 79, published in the Official Gazette, General Series, of 29 June 2022, number 150;

HAVING SEEN Legislative Decree 31 May 2011, number 91, and subsequent amendments and integrations, which contains some ***"Provisions concerning the adjustment and harmonization of accounting systems, in implementation of article 2 of Law 31 December 2009, number 196"*** and which regulates, in particular, the *"…harmonization of accounting systems and budget schemes of public administrations, in order to ensure coordination of public finance through uniform regulation of programming, management, reporting and control procedures…"*;

HAVING REGARD TO the Directive of the Minister of Public Administration and Simplification of 22 December 2011, number 14, which identifies and regulates the *"**Urgent obligations for the application of the new provisions on certificates and substitute declarations referred to in article 15 of Law 12 November 2011, number 183**"*;

HAVING SEEN Decree-Law 9 February 2012, number 5, containing some *"**Urgent provisions on simplification and development**"*, converted, with amendments, by Law 4 April 2012, number 35;

HAVING SEEN Decree-Law 6 July 2012, number 95, containing *"**Urgent provisions for the revision of public expenditure with invariance of services to citizens**"*, converted, with amendments, by Law 7 August 2012, number 135;

HAVING REGARD TO Law 6 November 2012, number 190, containing *"**Provisions for the prevention and repression of corruption and illegality in Public Administration**";*

CONSIDERING that, in compliance with the "***principles***" and "***guiding criteria***" defined by article 1, paragraph 35, of Law 6 November 2012, number 190, with Legislative Decree 14 March 2013, number 33, the "***Provisions***" have been issued which "***reorganised***" into a single "***normative body***" the "***Discipline concerning the obligations of publicity, transparency and dissemination of information by public administrations***";

HAVING SEEN Legislative Decree 14 March 2013, number 33, which reorganises the "***Discipline concerning the right of civic access and the obligations of publicity, transparency and dissemination of information by public administrations***";

HAVING SEEN Decree-Law 24 June 2014, number 90, containing "***Urgent measures for administrative simplification and transparency and for the efficiency of judicial offices***", converted, with amendments, by Law 11 August 2014, number 114;

HAVING REGARD TO Law 7 August 2015, number 124, with which some "***Delegations to the Government on the reorganisation of public administrations***" were conferred, and in particular:

- article 7, which regulates the "***Review and simplification of provisions on corruption prevention, publicity and transparency***";
- article 13, which contains some provisions on "***Simplification of the activities of public research bodies***";

HAVING REGARD TO Law 7 August 2015, number 124, with which "***Delegations to the Government on the reorganisation of public administrations***" were conferred, and in particular article 13;

HAVING REGARD TO Law 28 December 2015, number 208, "***Provisions for the formation of the annual and multi-year State budget (2016 stability law)***";

HAVING SEEN Legislative Decree 25 May 2016, number 97, which amended and supplemented, in implementation of what is provided for by article 7 of Law 7 August 2015, number 124, the provisions contained in Law 6 November 2012, number 190, and in Legislative Decree 14 March 2013, number 33, for the purposes of "***Review and simplification of provisions on corruption prevention, publicity and transparency***";

HAVING SEEN Legislative Decree 26 August 2016, number 179, containing "***Amendments and additions to the Digital Administration Code referred to in***

Legislative Decree 7 March 2005, number 82, pursuant to article 1 of Law 7 August 2015, number 124, concerning the reorganisation of public administrations";

HAVING SEEN Legislative Decree 25 November 2016, number 218, which regulates the "***Simplification of the activities of Public Research Bodies pursuant to article 13 of Law 7 August 2015, number 124***";

HAVING SEEN Legislative Decree 25 May 2017, number 74, with which some "***Amendments to Legislative Decree 27 October 2009, number 150, in implementation of article 17, paragraph 1, letter r), of Law 7 August 2015, number 124***" were made;

HAVING SEEN Legislative Decree 25 May 2017, number 75, containing some "***Amendments and additions to Legislative Decree 30 March 2001, number 165, pursuant to articles 16, paragraphs 1, letter a), and 2, letters b), c), d) and e), and 17, paragraph 1, letters a), c), e), f), g), h), l) m), n), o), q), r), s) and z), of Law 7 August 2015, number 124, concerning the reorganisation of public administrations***";

HAVING SEEN the "***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***", also called "***General Data Protection Regulation***" ("***RGDP***"), in force from 24 May 2016 and applicable from 25 May 2018;

HAVING SEEN Legislative Decree 10 August 2018, number 101, containing some "***Provisions for the adaptation of national legislation to the provisions of 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****",* also called *"**General Data Protection Regulation**" ("**RGDP**")*;

HAVING SEEN Decree-Law 30 April 2022, number 36, converted with amendments by Law 29 June 2022, number 79, containing "***further urgent measures for the implementation of the National Recovery and Resilience Plan (PNRR)***";

HAVING SEEN Decree-Law 29 December 2022, number 198, containing "***Urgent provisions on legislative deadlines***", and in particular paragraph 1 of article 6 entitled "***Extension of deadlines in university and research matters***";

HAVING SEEN Presidential Decree of 16 June 2023, number 82, with which the "***Regulation amending Presidential Decree 9 May 1994, number 487, governing access***

to employment in public administrations and the procedures for competitions, single competitions and other forms of recruitment in public employment" was issued;

HAVING SEEN Decree-Law 30 December 2023, number 215, containing "***Urgent provisions on regulatory deadlines***", and in particular paragraph 4 of article 6 entitled "***Extension of deadlines in university and research matters***";

HAVING SEEN Decree-Law 31 May 2024, number 71, containing "***Urgent provisions on sport, support for teaching to students with disabilities, for the regular start of the 2024/2025 school year and on university and research matters***", and in particular article 15 entitled "***Urgent provisions for the performance of research activities***";

HAVING REGARD to the provisions contained in the current National Collective Labour Agreements for the staff of the Research and Experimental Institutions and Bodies Sector, as well as those contained in the current National Supplementary Collective Labour Agreements;

HAVING SEEN the provisions contained in the current National Collective Bargaining Agreements for employees in the sector of research and experimental institutions and bodies, as well as those contained in the current Supplementary National Collective Bargaining Agreements;

HAVING REGARD to the combined provisions of articles 123, paragraph 10, letter a), and 5, paragraph 6, of the "***National Collective Labour Agreement for the staff of the Education and Research Sector for the period 2019-2021***", which provides that: "*Are subject only to information pursuant to article 5, paragraph 6, in addition to the outcomes of the comparison and supplementary bargaining already provided for by the aforementioned paragraph: a) the statutes and regulations of the body or institution, limited to the parts thereof that have effects on the employment relationship*";

HAVING REGARD to the *"**National Collective Labour Agreement for the Staff of the Education and Research Sector for the Normative and Economic Three-Year Period 2019-2021***", signed on 18 January 2024, and in particular article 178, paragraph 1, letter g), which provides for "*the implementation of the provisions referred to in article 22 of Law 30 December 2010, no. 240 as replaced by article 14, paragraph 6-septies of Decree-Law 30 April 2022, no. 36, converted into law by article 1, paragraph 1, Law 29 June 2022, no. 79*";

HAVING SEEN Resolution No. 42 of 25 May 2018, whereby, following the positive conclusion of the control procedure both on legitimacy and on merit provided for and regulated by article 4 of Legislative Decree 25 November 2016, no. 218, the Board of

Directors definitively approved the new "***Statute***" of the "***National Institute for Astrophysics***";

HAVING REGARD to the new "***Statute***" of the "***National Institute for Astrophysics***", definitively approved by the Board of Directors with Resolution No. 42 of 25 May 2018, published on the "***Institutional Website***" on 7 September 2018 and entered into force on **24 September 2018**;

HAVING SEEN Resolution No. 16 of 13 September 2024, whereby the Board of Directors approved both the amendment to article 14, paragraph 1, second sentence, and the amendment to article 16, paragraph 2, first sentence, of the currently applicable "***Statute***" of the "***National Institute for Astrophysics***";

HAVING SEEN the note of 23 October 2024, protocol no. 19624, registered in the Entity's general protocol on the same date with progressive number 11537, whereby the Directorate General for Coordination, Promotion and Valorisation of Research, Office V, of the Ministry of University and Research communicated that it had definitively approved the amendments to the "***Statute***" of the "***National Institute for Astrophysics***", as proposed by the Board of Directors of the same "***Institute***" with Resolution No. 16 of 13 September 2024;

CONSIDERING that the "***Statute***" of the "***National Institute for Astrophysics***", with the aforementioned amendments, was simultaneously published both on the "***Institutional Website***" and on the "***Website***" of the "***Ministry of University and Research***" on 29 October 2024 and entered into force on **30 October 2024**;

CONSIDERING that article 2, paragraph 1, of the aforementioned "**Statute**" provides, inter alia, that the "***National Institute for Astrophysics***", in compliance with *"…the strategic objectives set at national and international level and the policy guidelines defined by the Ministry of Education, University and Research*":

> *a) promotes, carries out and coordinates, also within the framework of programmes of the European Union and international organisations, research activities in the fields of astronomy and astrophysics, both through the network of its own research structures and instrumental and managerial infrastructures, and in collaboration with Universities and other public and private entities, national, international and foreign;*
> *b) designs, finances and coordinates national and international research programmes aimed at the construction, use and management of large Infrastructures located on national territory, abroad or in space;*

c) promotes, supports and coordinates Italian participation in and/or membership of European or international bodies, initiatives and projects, ensuring a qualified presence in the fields of its competence, using, upon request from government authorities, scientific knowledge and expertise and guaranteeing collaboration with entities and institutions of other Countries…";

HAVING REGARD to the "***Regulation on Organisation and Functioning of the National Institute for Astrophysics***", approved by the Board of Directors with Resolution No. 46 of 5 June 2020, and subsequently amended by the same Governing Body with Resolutions No. 21 of 29 April 2021, and No. 16 of 13 September 2024;

HAVING SEEN the note of 23 October 2024, protocol number 19624, registered in the Entity's general protocol on the same date with progressive number 11537, whereby the Directorate General for Coordination, Promotion and Valorisation of Research, Office V, of the Ministry of University and Research communicated that it had definitively approved the latest amendments to the "***Regulation on Organisation and Functioning***" of the "***National Institute for Astrophysics***", as proposed by the Board of Directors of the same "***Institute***" with Resolution No. 16 of 13 September 2024;

CONSIDERING that the "***Regulation on Organisation and Functioning*** *" of the "****National Institute for Astrophysics***", with the aforementioned amendments, was simultaneously published both on the "***Institutional Website***" and on the "***Website***" of the "***Ministry of University and Research*** *"* on 29 October 2024 and entered into force on **30 October 2024**;

HAVING REGARD to the "***Personnel Regulation of the National Institute for Astrophysics***", approved by Resolution of the Board of Directors of 11 May 2015, No. 23, published in the Official Gazette of the Italian Republic, General Series, of 30 October 2015, No. 253, and entered into force on **1 November 2015**;

HAVING SEEN Resolution No. 8 of 25 February 2021, whereby the Board of Directors amended article 21 of the aforementioned "***Regulation***";

CONSIDERING that the "***Personnel Regulation of the National Institute for Astrophysics***", with the above-specified amendment, was published on 24 June 2021 and entered into force on 9 July 2021;

HAVING REGARD to the "***Regulation on Administration, Accounting and Contractual Activities of the National Institute for Astrophysics***", prepared pursuant to article 18, paragraphs 1 and 3, of Legislative Decree 4 June 2003, No. 138, approved by the Board of Directors with Resolution No. 3 of 2 December 2004, and published in the Ordinary

Supplement to the Official Gazette of the Italian Republic, General Series, of 23 December 2004, No. 300;

HAVING SEEN Resolution No. 46 of 2 July 2009, whereby the Board of Directors amended article 14 of the aforementioned "***Regulation***";

HAVING REGARD to the "***Regulation for the Management, Protection and Valorisation of Intellectual Property and the Incentive for Innovation of the National Institute for Astrophysics***", approved by Resolution of the Board of Directors of 1 September 2015, No. 55, amended by the same Body with Resolution of 19 July 2016, No. 81, published in the Official Gazette of the Italian Republic, General Series, of 9 December 2016, No. 287;

HAVING REGARD to the Decree of the Minister of University and Research of 4 April 2024, protocol No. 593, registered in the general protocol on 5 April 2024 with progressive number 3931, whereby Professor **Roberto RAGAZZONI** was appointed President of the "***National Institute for Astrophysics***" effective from **4 April 2024** and for a term of four years, i.e. until **3 April 2028**;

HAVING REGARD to the Decree of the Minister of University and Research of 30 April 2024, No. 636, registered in the general protocol on 3 May 2024 with progressive number 4983, whereby Doctor Massimo **DELLA VALLE** was appointed member of the Board of Directors of the "**National Institute for Astrophysics**" effective from **30 April 2024** and for a term of four years, i.e. until 29 April 2028;

HAVING REGARD to the Decree of the Minister of University and Research of 13 June 2024, No. 849, transmitted with the ministerial note of 18 June 2024, protocol No. 11951, registered in the Entity's general protocol on the same date with progressive number 6769, whereby Doctor **Lucio Angelo ANTONELLI** was appointed member of the Board of Directors of the "**National Institute for Astrophysics**" effective from **13 June 2024** and for a term of four years, i.e. until **12 June 2028**;

HAVING REGARD to the Decree of the Minister of University and Research of 5 July 2024, No. 933, transmitted with the ministerial note of 8 July 2024, protocol No. 13577, registered in the Entity's general protocol on the same date with progressive number 7686, whereby Doctor **Andrea COMASTRI** was appointed member of the Board of Directors of the "**National Institute for Astrophysics**" effective from **5 July 2024** and for a term of four years, i.e. until **4 July 2028**;

HAVING REGARD to the Decree of the President of 13 september No 42, whereby Doctor **Ilaria Ermolli** was appointed Director of the "***Astronomical Observatory of Rome***", which has its headquarters in Monte Porzio Catone, effective from 1° october 2024 and for a term of three years;

HAVING SEEN the Director's Determination of 18 september, No 83, whereby, pursuant to article 14, paragraph 3, of the Statute of the "***National Institute for Astrophysics***", Doctor Ilaria Ermolli was assigned, effective from 1° october 2024 and for a term of three years, the position of Director of the "***Astronomical Observatory of Rome***", which has its headquarters in Monte Porzio Catone;

HAVING SEEN Resolution No. 30 of 25 October 2024, whereby Doctor **Isabella PAGANO** was appointed, pursuant to article 15, paragraph 4 of the current "***Statute***", Scientific Director of the "***National Institute for Astrophysics***", effective from **1 November 2024** and for a term coinciding with that of the President, i.e. until **3 April 2028**;

HAVING SEEN Resolution No. 37 of 31 October 2024, whereby the Board of Directors authorised the renewal of the position of Director General of the "**National Institute for Astrophysics**" assigned to Doctor **Gaetano TELESIO** by Resolution of the Board of Directors of 3 February 2020, No. 6, effective from **31 October 2024** and until **23 January 2027**, without prejudice to any subsequent changes in the legislation in force concerning the placement in retirement of employees of public administrations and entities that might allow the continuation of the aforementioned assignment until its maximum duration, equal to four years and, in any case, coinciding with that of the President, it being understood that the same must in any case be approved by the Board of Directors with a specific Resolution;

HAVING REGARD to the Decree of the Minister of University and Research of 4 March 2025, No. 168, transmitted with the ministerial note of 4 March 2025, protocol No. 3830, which was registered in the Entity's general protocol on the same date with progressive number 2709, whereby Doctor **Grazia Maria Gloria UMANA** was appointed member of the Board of Directors of the "***National Institute for Astrophysics***" effective from **5 March 2025** and for a term of four years, i.e. until **4 March 2029**;

WHEREAS article 22-bis of Law 30 December 2010, No. 240, entitled "***Provisions concerning 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***", introduced by article 1-bis, paragraph 1, of Decree-Law 7 April 2025, No. 45, converted with amendments by Law 5 June 2025, No. 79, provides that: "*Without prejudice to the provisions of Article 22, the institutions referred to in paragraph 1 of that article may enter into fixed-term contracts, known as "postdoctoral positions," for the purpose*

of conducting research and collaborating on teaching and third-mission activities. These contracts may be funded in whole or in part by internal funds, or by third parties—whether public or private—on the basis of specific agreements or conventions";

CONSIDERING that Law 30 December 2010, No. 240, entitled "***Provisions concerning 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***" and subsequent amendments and additions and, specifically, articles 22-bis and 22-ter as introduced by article 1-bis, paragraph 1, of Decree-Law 7 April 2025, No. 45, converted with amendments by Law 5 June 2025, No. 79, therefore grants, among others, to public research bodies the possibility of awarding fixed-term employment contracts for the performance of research activities, as well as collaboration in teaching and third mission activities, called "***post-doc assignments***" and also "***research assignments***" aimed at introduction to research and innovation under the supervision of a tutor;

HAVING REGARD to article 22-bis, paragraph 4, of Law 30 December 2010, No. 240, which provides that, among other institutions, research bodies shall regulate the procedures for awarding "***post-doc assignments***" by means of selection procedures covering one or more scientific fields within the same scientific-disciplinary group, aimed at assessing whether candidates possess a scientific and professional background suitable for carrying out the activities covered by the "postdoctoral position," as well as the manner in which such activities are to be carried out, ensuring that the selection procedure includes an oral interview, which may also be conducted in a language other than Italian;

HAVING REGARD to article 22-bis, paragraph 5, of Law 30 December 2010, No. 240, according to which for "***post-doc assignments***" an economic treatment is paid determined by the awarding body, in an amount not less than the starting salary payable to a tenured researcher on a fixed-term contract;

HAVING REGARD to the Decree of the Minister of University and Research of 6 August 2025, No. 592, laying down the definition of the minimum economic treatment for "***post-doc assignments***" and "***research assignments***" referred to in articles 22-bis and 22-ter of Law 30 December 2010, No. 240;

HAVING SEEN the INPS Circular of September 11, 2025, No. 125, **"Contribution obligations arising from the conclusion of research contracts and contracts designated as 'postdoctoral positions' referred to, respectively, in Articles 22 and 22-bis of Law No. 240 of December 30, 2010";**

HAVING SEEN the Joint Memorandum of the Director General and the Scientific Director dated March 26, 2026, titled "Postdoctoral Positions pursuant to Article 22-bis of Law 240/2010—Nature of the Employment Relationship, Applicable Regulations, and Initial Operational Guidelines";

HAVING REGARD to the Regulation "***Research Assignments and Post-Doc Assignments of the National Institute for Astrophysics***", approved by Resolution of the Board of Directors of 13 January 2026, No. 2;

HAVING SEEN the note, registered in the general protocol with number 2101 of 2 July 2026, Doctor Laura Pentericci, within the framework of the Project " **"RECAP synergy grant - GRANT AGREEMENT Project 101166930"** has represented to Doctor Ilaria Ermolli in her capacity as Director of the "***Astronomical Observatory of Rome***", the need to proceed with the recruitment of one post-doc assignment it to carry out activities of **"RECAP synergy grant - GRANT AGREEMENT Project 101166930";**

HAVING ASSESSED the reasons put forward by Doctor Laura Pentericci;

CONSIDERING therefore the need to proceed with the issuance of a call for public selection, based on qualifications and interview, for the awarding of a post doc assignment (band 2 and the national scientific grouping 1), lasting 24 months renewable, entitled "**ISM conditions in high redshift galaxies and AGN in the epoch of reionization";**

HAVING SEEN the note of 9 July 2026 protocol number 2168, whereby the Director of the "***Astronomical Observatory of Rome***", has communicated to the "***General Directorate***" and the "***Scientific Directorate***" of the "***National Institute for Astrophysics***" the activation of a selection procedure for the awarding of a post-doc assignment (band 2 and the national scientific grouping 1) , lasting 24 months renewable, entitled **"RECAP synergy grant - GRANT AGREEMENT Project 101166930";**

CONSIDERING that the post-doc assignment does not give rise to any rights regarding access to the roles of the "***National Institute for Astrophysics***", nor can it be counted for the purposes referred to in article 20 of Legislative Decree 25 May 2017, No. 75;

HAVING REGARD to Law 30 December 2025, No. 199, whereby the "**Annual State Budget Forecast for the Financial Year 2026**" and the "***Multi-year State Budget for the Three-year Period 2026-2028***" were approved;

HAVING REGARD to the Annual Budget Forecast of the "***National Institute for Astrophysics***" for the Financial Year 2026, approved by the Board of Directors with Resolution of 19 December 2025, No. 101;

HAVING SEEN Resolution No. 3 of 28 January 2026, whereby the Board of Directors approved the Update of the "**Integrated Activity and Organisation Plan of the National Institute for Astrophysics for the Three-year Period 2026-2028**";

CONSIDERING that, as at 31 December 2025, no staff units holding post-doc assignments pursuant to article 22-bis of Law 30 December 2010, No. 240, as amended by Law 5 June 2025, No. 79, are in service;

HAVING ASCERTAINED that:

- the selection procedure governed by this Determination therefore does not apply the preference title referred to in article 5, paragraph 4, letter o), of the Presidential Decree of 16 June 2023, No. 82;

CONSIDERING that the annual cost of the post-doc assignment (band 2), as defined above, amounts to Euro **54.500,00**, of which Euro **Euro 38.531,97** to be paid to the winner of the assignment, and Euro **15.968,03** as charges borne by the Institute;

HAVING ASCERTAINED the total expenditure **of Euro 109.000,00**, which will be charged to 1.01.01.01.09 ***"Assegni di Ricerca"*** of the Functional Objective 1.05.02.12.21 **"RECAP synergy grant - GRANT AGREEMENT Project 101166930 ", CUP C83C25000120006**, of the Administrative Responsibility Centre 1.06 "***Astronomical Observatory of Rome;***"

DETERMINES

Art. 1 Object of the selection - Research Project

1. The INAF **-"Astronomical Observatory of Rome"** hereby announces, pursuant to article 22-ter of Law 30 December 2010, No. 240, a public selection procedure, based on qualifications and possible interview, for the awarding of n. **1 post-doc assignment** (band 2, national scientific grouping 1) for the performance of research activities, for a duration of two years, possibly extendable, entitled **"RECAP synergy grant - GRANT AGREEMENT Project 101166930"**, research programme title: "**ISM conditions in high redshift galaxies and AGN in the epoch of reionization"**, CUP: C83C25000120006.

2. The activities of the winner, hereinafter referred to as the **"post-doc assignee"**, are aimed at conducting research activities, as well as contributing to teaching and outreach activities, under the supervision of the project/activity's Scientific Director, without fixed working hours. The research activities may be supplemented by training activities proposed by the Director, which are designed to support professional development.
3. The purpose of the project is aimed at carrying out the following research activities:
    1. The activities will be carried out as part of the RECAP Synergy grant project, which is dedicated to the study of the reionisation era.
4. The research activities provided for the post-doc assignment will be carried out at the INAF -"Astronomical Observatory of Rome, under the scientific responsibility and tutorship of Doctor **Laura Pentericci.**

Art. 2 Admission requirements

1. For admission to the selection, the following general requirements are required:
    a. enjoyment of civil and political rights (for foreign citizens, those relating to their country of citizenship);
    b. being in compliance with the regulations concerning military obligations (only for Italian citizens subject to such obligation);
    c. registration in the electoral rolls of the municipality of residence (requirement requested exclusively for Italian citizens);
    d. hold a Ph.D. in Physics or Astronomy or Astrophysics or an equivalent degree obtained abroad;
    e. as an alternative to point d., possession of a master's degree or a single-cycle degree in Physics, Astrophysics or Astronomy. and a scientific-professional background suitable for conducting research.;
    f. for the sole and limited purpose of participating in the selection process, the Examination Committee will issue a declaration of equivalence for academic qualifications obtained abroad. If the required academic qualification was obtained abroad, detailed documentation of the educational background must be submitted by the application deadline to enable the Examination Committee to issue a declaration of equivalence, for the sole and limited purpose of participating in the aforementioned selection process. Failure to provide this documentation will result in exclusion from the selection process by the Committee. The documentation must be written in English;
    g. for postdoctoral positions awarded as part of research projects funded by the European Union or other foreign, international, or national institutions, any additional eligibility requirements specified by the funding bodies will apply, where applicable;

2. The qualifications referred to in paragraph 1(d) shall be given preference for the purpose of establishing the relevant rankings.
3. Those who have benefited from contracts pursuant to Article 24 of Law 30 December 2010, No. 240 in the version in force after the date of entry into force of Decree-Law 30 April 2022, No. 36, converted, with amendments, by Law 29 June 2022, No. 79, as well as permanent staff, hired on an indefinite-term basis, of the institutions referred to in article 22, paragraph 1, of Law No. 240/2010, are excluded from the selection procedures for the awarding of post-doc assignments.
4. The following skills are also required in the following subjects:
    a) Experience in the analysis of spectroscopic and photometric data from **JWST** and/or **VLT**, **HST**, and/or **ALMA**.
    b) Experience in studying the properties of the interstellar medium (ISM) in high-redshift galaxies and active galactic nuclei (AGN).
    c) Strong ability to work effectively in a team. Proven ability to work independently.
5. Pursuant to Article 3 of the Decree of the President of the Council of Ministers No. 174 of February 7, 1994, citizens of European Union Member States, as well as citizens of non-EU countries, must:
    a. meet all the requirements set forth in this Call for Applications, with the exception of Italian citizenship;
    b. enjoy civil and political rights in their country of nationality and/or origin;
    c. have an adequate knowledge of the Italian language.
6. All the requirements requested by this Call must be possessed on the date of expiry of the deadline set for the submission of applications for admission to the selection procedure.
7. Candidates will be admitted to the selection procedure subject to subsequent verification of possession of the requirements requested by this Call and declared in their respective applications.
8. Failure to possess even one of the requirements requested by this Call will result in exclusion from the selection procedure.
9. Exclusions from the selection procedure, whatever the reason, may be ordered at any time by a reasoned measure of the Director of the INAF - Astronomical Observatory of Rome, on the proposal of the Secretary of the Examining Committee, in his/her capacity as Head of the Procedure.

Art. 3 Application for admission: submission deadlines

1. This “Call for Applications,” along with its attachments, will be published on the “Website” of the “Recruitment Portal” of the “Department of Public Administration” at the following address: “https://www.inpa.gov.it/”; on the “National Institute of Astrophysics” website, at the following address: “http://www.inaf.it/it”, under the “Work with Us”

section, “Research Positions” subsection; on the “Rome Astronomical Observatory” website, at the following address: http://www.inaf.it/it/lavora-con-noi/incarichi-post-doc.

2. The application for admission to the selection process, accompanied by all necessary documentation, must be submitted exclusively online, under penalty of exclusion, using the online application system provided for in Article 35-ter of Legislative Decree No. 165 of March 30, 2001, No. 165, as amended and supplemented, available on the “Recruitment Portal” of the “Department of Public Administration” at the following address: https://www.inpa.gov.it, no later than 11:59 p.m. on 20 August 2026, which coincides with the thirtieth day following the date of publication of the relevant “Notice” on the aforementioned “Portal.”
3. In the event of a partial or total malfunction of the computer application required for submitting applications to participate in the selection process governed by this “Call for Applications,” the Director of the “Rome Astronomical Observatory,” following a specific investigation confirming the malfunction:
    - shall, by her own order, extend the deadline initially set for the submission of the aforementioned applications by a period equal to the duration of the malfunction;
    - publish, both on the “Recruitment Portal” of the “Department of Public Administration” and on the “Website” of the aforementioned “Research Institution,” a “Notice” announcing the confirmed malfunction and the new deadline set for the submission of applications to participate in the selection process.
4. In order to submit applications to participate in the selection process governed by this “Competition Announcement,” applicants must first “self-register” with the system. This can be done by accessing the “Recruitment Portal” of the “Department of Public Administration” at the following address: https://www.inpa.gov.it or directly via the following address: https://pica.cineca.it/login and can be completed according to the instructions provided at the following address: https://pica.cineca.it/login.
5. Candidates may complete the “self-registration” described in the preceding paragraph only if they have an email address.
6. To access the computer application called “PICA,” following the procedures outlined in paragraph 4 above, candidates are also required to enter the following “competition code”: **“2026INAFINCPOS-AOR-RECAP-034”**.
7. Once the steps described in the preceding paragraphs have been completed, the candidate must enter all the information required to submit the application and attach the necessary documents to it, using the electronic format “PDF or, where permitted, ZIP.”
8. The application to participate in the selection process must be duly completed by the candidate in its entirety, under penalty of exclusion, in accordance with the instructions contained in the online application system made available by the Administration pursuant to paragraph 4 above.

9. The candidate must also attach, under penalty of exclusion, a copy of a legally valid identification document to the application for participation in the selection process governed by this “Call for Applications.”
10. No other forms or methods of submitting applications for participation in the selection process, other than those provided for and governed by this article, are permitted, again under penalty of exclusion.
11. By the deadline set forth in paragraph 2 above, the “PICA” online platform allows candidates to save their applications for participation in the selection process in “draft” mode.
12. The date of submission of the application to participate in the selection process is certified by the online application through the issuance of a specific receipt, which will be automatically sent to the email address of the candidate who submitted the application.
13. Upon expiration of the deadline set for the submission of applications to participate in the selection process covered by this “Call for Applications,” the “PICA” online platform will no longer allow candidates to make changes to the submitted application or to attach additional documents to the application or in place of those already submitted.
14. Each application for participation in the selection process will be assigned an identification number which, together with the “competition code,” must be specifically indicated by the candidate in any subsequent communication regarding the same process.
15. The application to participate in the selection process must be signed and submitted by the candidate in accordance with the following procedures:
    - The candidate must affix a “digital signature” to the application—issued by qualified certification authorities authorized for this purpose by the “Agenzia per l’Italia Digitale”—and submit it in accordance with the instructions contained in the preceding paragraphs of this article;
    - as an alternative to the method indicated in subparagraph (a) above, the candidate shall save the “file” in “PDF” format generated by the system—which contains the aforementioned application—to their “personal computer,” affix their “handwritten signature” to it in full and legible form, and upload the document to the online application, attaching a valid legal identification document.
16. In accordance with the provisions of the “Digital Administration Code” currently in force, if the candidate has accessed the online application called “PICA” via “SPID,” signing the application to participate in the selection process in the manner established in the preceding paragraph is not required.
17. All communications to candidates regarding the selection process governed by this “Call for Applications,” including those pertaining to the exam schedule and results, are published on the “Recruitment Portal” of the “Department of Public Administration” and on the “Website” of the “National Institute of Astrophysics” at the following address:

http://www.inaf.it, "Work with Us" section, "Research Positions" subsection, as well as on the "Website" of the "Observatory Astronomical of Rome".

Art. 4 Methods for drawing up the application for admission to the selection procedure

1. In the application for admission to the selection procedure, the candidate must declare, pursuant to articles 46, 47, 75 and 76 of Presidential Decree 28 December 2000, No. 445, and subsequent amendments and additions, under his/her own responsibility:
    a. surname, first name, place and date of birth, residence and tax code;
    b. possession of citizenship;
    c. enjoyment of civil and political rights, indicating the Municipality in whose electoral rolls he/she is registered or the reasons for non-registration or cancellation from the aforementioned rolls;
    d. possession of one of the qualifications required by article 2, paragraph 1), of this Call, specifying:
        -the year in which it was obtained, the University, Institute, Body, Research Centre or other qualified public or private entity, including foreign, that issued it and the final grade;in the case of documented experience in research activities falling within those that are the subject of the project pursuant to article 1, paragraph 3, of this Call, the relevant time periods and the Universities, Institutes, Bodies or Research Centres or other qualified public and private entities, including foreign, where the experience was gained.
    e. any criminal convictions, even if amnesty, pardon or judicial pardon has been granted or the penalty has been applied at the request of the parties, pursuant to articles 444 et seq. of the Code of Criminal Procedure (**the declaration must be made even if negative);**
    f. any pending criminal proceedings (**the declaration must be made even if negative)**;
    g. the commitment not to benefit, during the duration of the research grant, from other scholarships awarded for any reason, except those provided for in article 6, paragraph 1, of this Call;
    h. to have an excellent knowledge of the English language, both spoken and written.
2. Citizens of European Union Member States must declare that they meet the requirements set forth in Article 3 of the Decree of the President of the Council of Ministers of February 7, 1994, No. 174, namely that they are citizens of a Member State, enjoy civil and political rights (including in their country of origin), meet the

requirements applicable to Italian citizens (except for citizenship), and have an adequate knowledge of the Italian language.

3. Subjects who, although not holding citizenship of a European Union Member State, are nevertheless holders of the right of residence or permanent right of residence, pursuant to article 38 of Legislative Decree 30 March 2001, No. 165, and subsequent amendments and additions, must also declare possession of the requirements requested by article 2, paragraph 4, of this Call.
4. Candidates holding non-Italian citizenship are in any case required to draw up the application for admission to the selection procedure in Italian or in English and in compliance with the methods and deadlines established by this Call.
5. All candidates are also required:
   a. to indicate the contact details to which they wish any communications relating to the selection procedure to be sent, including telephone numbers and e-mail addresses;
   b. to promptly report any subsequent changes to the aforementioned contact details using the same methods by which the application for admission to the selection procedure was submitted.
6. The application for admission to the selection procedure must be accompanied by:
   a. the candidate's "**curriculum vitae et studiorum**", drawn up in Italian or English, dated and signed, which must also contain an indication of any previous or ongoing scholarships and research grants received and a complete list of publications, drawn up in accordance with the "**Europass**" format or, in any case, a format with similar structure and content, and in accordance with the procedures indicated in articles 46 and 47 of Presidential Decree 28 December 2000, No. 445, and subsequent amendments and additions, in order to attest to the truthfulness of its content, being aware of the criminal liability in the event of false or untruthful declarations, pursuant to articles 75 and 76 of the same Decree and the special provisions in force on the matter;
   b. a copy of the certificate or, alternatively, a substitute declaration of certification and/or affidavit, made pursuant to the combined provisions of articles 46, 47, 75 and 76 of Presidential Decree 28 December 2000, No. 445, and subsequent amendments and additions, attesting, pursuant to paragraph 1, letter d), point 2), of this article, to the qualification held;
   c. a brief summary of the research activities carried out and the candidate's scientific interests;
   d. two letters of reference;
   e. a copy of a valid identification document.
7. The absence of a signature on the application for admission, on the declarations relating to the admission requirements or on the curriculum, or the absence of an admission requirement, will result in exclusion from the selection.

8. The Administration assumes no responsibility:
    a. in cases of loss or non-delivery of communications addressed to candidates or delays or misdirections attributable to computer or telegraph services;
    b. in cases of loss or non-delivery of communications attributable to failure or late notification by candidates of changes to the domicile and/or address indicated in the application, including ordinary or certified e-mail addresses;
    c. in cases of any misdirections or delays attributable in any case to third parties, fortuitous events or force majeure.
9. The Administration will use, for communications relating to the selection procedure covered by this Call, only the certified electronic mail addresses or electronic mail addresses indicated in the application for admission.
10. In the event that a non-certified electronic mail address is used for communications, the candidate must necessarily provide confirmation of receipt of the communication.
11. The qualifications submitted by the candidate for the purposes of the evaluation referred to in the subsequent article 10 must be proven:
    a. with regard to qualifications issued by Public Administrations and Managers of Public Services, by means of a substitute declaration of certification and/or affidavit, made pursuant to articles 46 and 47 of Presidential Decree 28 December 2000, No. 445, and subsequent amendments and additions.
    b. with regard to qualifications issued by other entities other than Public Administrations and Managers of Public Services, by one of the following methods:
        I. substitute declaration of certification and/or affidavit, made pursuant to articles 46 and 47 of Presidential Decree 28 December 2000, No. 445, and subsequent amendments and additions
        II. authenticated copy of the document;
        III. photocopy of the document, together with a substitute declaration of affidavit, made pursuant to articles 19 and 47 of Presidential Decree 28 December 2000, No. 445, and subsequent amendments and additions, attesting to its conformity to the original.
12. In the case of production of electronic documents, static and non-directly modifiable formats must be used, preferably **PDF**, under penalty of exclusion.
13. With regard to checks on the truthfulness of the substitute declarations and/or affidavits made by candidates for participation in the selection procedure covered by this Call, the regulatory provisions contained in articles 75 and 76 of Presidential Decree 28 December 2000, No. 445, and subsequent amendments and additions, and in Law 12 November 2011, No. 183, apply.

Art. 5 Provisions in favour of certain categories of candidates protected by law

1. Candidates with disabilities who, pursuant to article 20 of Law 5 February 1992, No. 104, and subsequent amendments and additions, request in the application to participate in the selection procedure governed by this "Call" the use of aids and/or additional time for the possible interview, are required to document their state of disability with a specific declaration issued by the "Medical-Legal Commission" of the competent "Local Health Authority" or an equivalent public structure.
2. The declaration referred to in the preceding paragraph must specify, in particular, the limitations that the disability entails in relation to the interview.
3. Candidates with "specific learning disorders" ("DSA") who request in the application to participate in the selection procedure governed by this "Call" the adoption of the measures provided for by article 3, paragraph 2, letter f), of Presidential Decree 9 May 1994, No. 487, and subsequent amendments and additions, are instead required to produce the certification issued by the competent "Medical-Health Structure", attesting to the aforementioned "disorders".
4. The documentation referred to in the preceding paragraphs 1, 2 and 3 must be transmitted by the interested candidates to the Certified Electronic Mail address of the INAF - Astrophysical Observatory of Rome and to the Head of the Procedure appointed pursuant to the subsequent article 15 by no later than twenty days following the expiry date set for the submission of the application to participate in the selection procedure, together with the specific authorisation for the processing of sensitive data.
5. For the purposes of the preceding paragraphs of this article, the interested candidates must expressly request in the application to participate in the selection procedure the adoption of the measures provided for by article 20 of Law 5 February 1992, No. 104, and subsequent amendments and additions, or by article 3, paragraph 2, letter f), of Presidential Decree 9 May 1994, No. 487, and subsequent amendments and additions.
6. The possible granting of aids and/or additional time to candidates who have requested them pursuant to the preceding paragraph 1 is subject to the discretionary assessment of the "Examining Committee" appointed pursuant to the subsequent article 8.
7. In any case, any additional time granted to candidates entitled to it may not exceed 50% of the time assigned to other candidates for the conduct of the interview.
8. Any serious physical limitations arising after the expiry date set for the submission of the application to participate in the selection procedure, which could justify the granting of aids and/or additional time pursuant to the preceding paragraph 1, must be promptly communicated using the same methods specified in the preceding paragraph 4 and documented with a medical certificate issued by the competent public structure.
9. Even in the case contemplated in the preceding paragraph 8, the possible granting of aids and/or additional time is subject, in compliance with the provisions of paragraphs 5

and 6 of this article, to the discretionary assessment of the "Examining Committee" appointed pursuant to the subsequent article 8.

10. Female candidates who are unable to comply with the schedule set for the interview due to pregnancy or breastfeeding may request, by means of an application transmitted to the Certified Electronic Mail address of the INAF - "***Astronomical Observatory of Rome*** and to the Head of the Procedure appointed pursuant to the subsequent article 15 at least fifteen days before the date set for the conduct of the test, the adoption of appropriate organisational measures to ensure, without any prejudice, their participation in the selection procedure.
11. In the case contemplated by the preceding paragraph, the Director of the INAF – Astronomical Observatory of Rome, in agreement with the "Head of the Procedure" appointed pursuant to the subsequent article 15, will adopt the measures requested by the candidates, possibly providing for the conduct of asynchronous tests and, in any case, identifying appropriate spaces to enable breastfeeding.

Art. 6 Cumulation and incompatibility

1. The post-doc assignment is not cumulative with scholarships or research grants awarded for any reason by national or foreign institutions, except those exclusively aimed at international mobility for research purposes.
2. The post-doc assignment is not compatible with attendance at bachelor's, specialist or master's degree courses, PhD programmes, in Italy or abroad, without prejudice to the possibility of implementing specific European Union research funding programmes within the framework of actions linked to the Marie Sklodowska-Curie (MSCA) programme.
3. The post-doc assignment as well as the research contracts referred to in article 22 and the contracts referred to in article 24 of Law 240/2010 are not compatible with each other and cannot be held simultaneously by the same holder.
4. The post-doc assignment is incompatible with any other employment relationship with public or private entities, as well as with the receipt of research grants, and results in the employee's placement on unpaid leave if they are currently employed by a public administration.
5. The post-doc assignment may not be combined with remuneration received for the continuous performance of work activities, even on a part-time basis.
6. Limited occasional self-employed work activity is instead compatible with the post-doc assignment, provided that it is not in conflict with the research activity carried out on behalf of and in the interest of the National Institute for Astrophysics or does not delay its performance.

7. The activity referred to in the preceding paragraph must, in any case, be previously authorised by the Director of the INAF – Astronomical Observatory of Rome, after consulting the Tutor.
8. Post-doc assignments cannot be awarded to INAF staff, staff of other Research Bodies or Universities who are in a state of retirement.

Art. 7 Location and duration of the post-doc assignment

1. The location of the study and research activity will be the INAF – Astronomical Observatory of Rome and will have a duration of 24 months, possibly extendable.
2. Each post-doc assignment awarded by INAF has a maximum duration of three years, even non-continuous, including any renewals or extensions, provided that the assignee does not exceed eleven years, even non-continuous, of contracts pursuant to articles 22, 22-bis, 22-ter and 24 of Law 30 December 2010 No. 240.
3. The total duration of post-doc assignments held by the same holder, even if awarded by different institutions, may in any case not exceed three years, including any renewals or extensions, even non-continuous.
4. The maximum term referred to in paragraphs 2 and 3 may be derogated from solely for the purpose of implementing specific European Union research funding programmes within the framework of actions linked to the Marie Skłodowska-Curie (MSCA) programme.
5. Pursuant to Article 22-bis, paragraph 2, of Law No. 240/2010, periods spent on maternity or paternity leave, parental leave or leave for health reasons in accordance with current legislation are not taken into account within the maximum three-year overall duration.
6. Post-doc assignments do not confer any right of access to INAF roles, nor may they be counted for the purposes referred to in article 20 of Legislative Decree 25 May 2017, No. 75.

Art. 8 Examining Committee

1. The Examining Committee is appointed by measure of the Director of the Astronomical Observatory of Rome, or by the Scientific Director for matters within his/her competence, ensuring, where possible, an adequate gender representation, and is composed of the President and two members, in compliance with the provisions of the current Regulation on Research Assignments and Post-Doc Assignments referred to in Board of Directors Resolution No. 2 of 13.01.2026.
2. With the same measure, the Secretary of the Examining Committee will be appointed, who will also perform the functions of Head of the Procedure, with the

specific task of ascertaining and ensuring the formal regularity of the selection procedure.

3. In the first meeting, which at the discretion of the Committee may also be held by telematic means, the Examining Committee establishes:
    a. the criteria and methods for evaluating qualifications and the interview, which must be expressly indicated in the minutes of the meeting, for the purpose of assigning the respective scores;
    b. the interview schedule.
4. For the purposes of defining the criteria for the evaluation of both qualifications and the interview, the Examining Committee must be guided by the general principles set out in the European Charter for Researchers.
5. For the needs of the same research programme, it is possible to award further post-doc assignments to candidates usefully placed in the ranking, within the limits of the provisions contained in the Regulation on Research Assignments and Post-Doc Assignments referred to in Board of Directors Resolution No. 2 of 13.01.2026.
6. The Committee must conclude its work, with the preparation of the merit ranking including a possible maximum number of positions indicated in the call for selection, within 3 months from the expiry date of the call for selection. Upon a reasoned proposal from the President of the Committee, an extension of up to a further 2 months may be granted by the Director of the interested structure or, for matters within his/her competence, by the Scientific Director.
7. Should the Committee fail to conclude its work within the above deadlines, except in the case of a reasoned and exceptional impediment, the Director of the interested structure or, for matters within his/her competence, the Scientific Director of INAF will proceed to revoke the appointment of the Examining Committee by his/her own measure.
8. In the event that the Committee's work does not conclude within the term of office of the Committee itself, the Committee Members will remain in office, exclusively for the selection in question, until the conclusion of the work.

Art. 9 Selection methods and ranking

1. The selection, carried out by means of a comparative evaluation of candidates, is based on qualifications, supplemented by an interview (which may, at the discretion of the Examining Committee, also be conducted remotely), and is aimed at ascertaining and evaluating possession of a scientific-professional curriculum and publications/technical reports/products suitable for carrying out the research activity covered by this call.
2. The evaluation of candidates and the assignment of the relevant scores are carried out on the basis of the following criteria, previously detailed by the examining

committee with specific reference to the characteristics of the research programme covered by the selection:

a. relevance and significance of the research activities previously carried out, as well as any work experience, in relation to the contents of the research project covered by the selection as deducible from the curriculum;
b. relevance and significance of the scientific publications/technical reports and other products submitted in relation to the contents of the research programme covered by the selection;
c. interview, aimed at establishing suitability for carrying out the research activity covered by the contract, as well as evaluating knowledge of the English language and/or other languages relevant to the research.

3. The Examining Committee may assign each candidate a total score not exceeding 100, structured as follows:
   a. 40 points for the evaluation of the curriculum, publications and qualifications assessable pursuant to article 10 of this Call.
   b. 60 points for the interview.
4. The evaluation of the Curriculum Vitae and qualifications precedes the possible interview and will be carried out on the basis of the documents and qualifications attached to the application by the candidates, according to the criterion of relevance to the scientific and technological theme referred to in paragraph 2 of this article.
5. Once the evaluation of qualifications has been concluded, the Committee collectively expresses, for each candidate, a reasoned overall judgement.
6. The Committee draws up a merit ranking taking into account the scores obtained by the candidates in the evaluation of qualifications and any public interview.
7. The selection is deemed passed with a minimum score of:
   a. 28/40 points for the evaluation of the curriculum, publications and qualifications;
   b. 42/60 for the interview.
8. In the event of a tie in score, preference is given to the candidate:
   a. With the highest grade in the master's or single-cycle degree;
   b. With the highest interview score;
   c. Who, in case of equal merit and equal qualifications, is the winner based on the preference titles referred to in art. 5, paragraph 4 of Presidential Decree No. 487 of 1994 and subsequent amendments;
   d. In the event of further tie, the youngest candidate.
9. The winners are the candidates who are included within the number of assignments provided for by this call, according to the order of the ranking drawn up.
10. In order to promote mobility, winners of the post-doc assignment who have obtained the qualification required by the Call for Selection in a Province or Metropolitan City

different from that of the location where the post-doc assignment is carried out, may benefit from a one-off additional economic incentive within the maximum gross amount indicated, respectively, in **Appendix 1** and in **Appendix 2** of Resolution No. 2 of 13.01.2026 approved by the Board of Directors and relating to the regulation on research assignments and post-doc assignments, provided that they are not resident or have not elected their domicile in the three years preceding the signing of the contract in the Province or Metropolitan City of the assignment location. Such incentive will not be paid if similar or analogous facilitations are already provided for in the funding agreements for the assignment.

Art. 10 Evaluation of qualifications and conduct of the interview

1. The qualifications that can be evaluated, within the maximum limit of **40 points**, are the following:
   a. curriculum vitae et studiorum, with particular regard to the sector for which one is competing, including awards: up to a maximum of 20/40;

   Aamong the qualifications held by candidates, the following are eligible for evaluation

   i. a Ph.D. or equivalent degree (provided that this is not the sole requirement for admission to the selection process);
   ii. specialization diplomas;
   iii. documented attendance of doctoral courses (provided that a doctoral degree is not the sole requirement for admission to the selection process) or postgraduate advanced training courses;
   iv. documented research activity conducted at public and/or private institutions through contracts, scholarships, or assignments, as well as publications, projects, or other research outputs.

   (b) **Scientific and technical publications** relevant to the sector for which one is competing or related sectors: up to a maximum of 10/40;
   (c) **Reference letters**: up to up to a maximum of 5/40;
   (d) **Other titles**: up to up to a maximum of 5/40;

Preferred qualifications include:

- Experience in the reduction and analysis of data from **JWST**, and/or **HST**, **VLT**, **ALMA**, or other relevant facilities.
- Experience in studying the interstellar medium (ISM) of high-redshift galaxies and active galactic nuclei (AGN), with particular emphasis on Lyman-alpha-emitting galaxies.
- Knowledge of the physics of high-redshift galaxies and the Epoch of Reionization.

- Demonstrated ability to work independently and with originality.
- Ability to work effectively as part of a team, including in remote collaborative environments

2. Candidates who have obtained, in the qualification evaluation phase, a score not lower than 28/40 will be admitted to the possible interview.
3. The interview, which may also be held by videoconference at the discretion of the Examining Commission, will focus on knowledge of the following topics:
   -Physical properties and ISM conditions in high redshift galaxies and AGN in the epoch of reionization
   - Spectroscopic and photometric observations of high redshift galaxies
   - During the interview, the Commission will ascertain knowledge of the **English language**.
4. Candidates admitted to the interview will be summoned by specific notice, sent by certified electronic mail or ordinary electronic mail, with confirmation of receipt of the communication, at least **fifteen days** before the date set for the interview.
5. In the aforementioned notice, which will be published on the **INAF website**, on the website of the **INAF - Astronomical Observatory of Rome** communication will be given of:
   a. the score obtained by the candidate in the qualification evaluation phase;
   b. the day, time and place of the possible interview.
6. Candidates who have not received an exclusion measure from the selection procedure must therefore appear, without any further notice, on the day, time and place indicated in the communication referred to in the preceding paragraph 4 to take the interview.
7. Any postponements of the interview will be communicated to candidates in the same manner established by paragraphs 4 and 5 of this article.
8. To be admitted to take the interview, candidates must be in possession of a valid identification document.
9. Any absence of the candidate from the interview will be considered as automatic waiver to participate in the selection procedure, whatever the reason.
10. If the interview is held by videoconference, appropriate measures must be adopted to ensure compliance with the principles of **publicity**, **transparency** and **impartiality** through the adoption of technical solutions that ensure the identification of participants, the regularity and integrity of the test, the security of communications and their traceability, in compliance with the legislation on the processing of personal data and, in any case, the publicity of the test through digital means. In any case of ascertained malfunction of the digital platform that prevents the participation of one or more candidates in telematic mode and whose technical cause is not attributable to the candidate, the Examining Commission will provide, upon request of the interested party/parties, specific recovery tests in compliance with the guarantees relating to the processing of personal data;

11. If, instead, the interview is held in person, the following measures must be adopted:
    a. for the conduct of the interview, a **publicly accessible room** must be used, with capacity suitable to ensure maximum participation;
    b. at the end of each session reserved for the interview, the Examining Commission will prepare the list of examined candidates with the indication of the score attributed to each of them;
    c. at the end of each session the Examining Commission will draw up a specific report, in which the scores obtained in the interview by the individual candidates will be reported, which will be posted at the entrance of the room chosen for the oral test if in person, and in any case published on the **Recruitment Portal** of the **Department of Public Administration**, on the **Website of the National Institute for Astrophysics**, at the following address "www.inaf.it" and on the **Website of the INAF - Astronomical Observatory of Rome.**
12. The interview is considered passed if the candidate has achieved a score at least equal to 42/60.
13. The overall score attributed to each candidate is determined by adding the score of the qualifications to that of the interview.
14. At the conclusion of the selection procedure, the Secretary of the Examining Commission, also Responsible for the Procedure, will take care of transmitting to the Director the relevant documents, as well as the final merit ranking.
15. The final merit ranking of the selection procedure is approved by measure of the Director of the **Astronomical Observatory of Rome** and is published on the **Website of the INAF - Astronomical Observatory of Rome**, at the following address section www.oa-roma.inaf.it "**Concorsi**".

Art. 11 Awarding of the post-doc fellowship and signing of the related contract

1. The winner of the selection procedure will be formally summoned for the signing of the contract with which the awarding of the post-doc fellowship for the performance of research activities will be finalized.
2. The holder of the post-doc fellowship is not subject to a probationary period.
3. The winner of the selection procedure forfeits the right to the post-doc fellowship in the event that he/she does not sign the contract within the deadline set in the summons referred to in paragraph 1 of this article, except in cases of objective and proven impediment and/or cases of force majeure.
4. The signing of the aforementioned post-doc fellowship contract will not grant any right with regard to access to the roles of INAF, nor may it be counted for the purposes referred to in article 20 of legislative decree 25 May 2017, n. 75.

5. Within ten days from the communication of the outcome of the selection, the winner of the relevant procedure must issue a formal declaration of acceptance of the post-doc fellowship, attesting, at the same time, that he/she is not in any of the situations of incompatibility provided for by article 6 of this Call.
6. In the event that the winner of the selection procedure holds a qualification obtained abroad which has not already been declared, pursuant to the legislation in force on the matter, equivalent or similar to one of the qualifications required by article 2, paragraph 1 of this Call, the Administration will transmit the documentation referred to in article 3, paragraph 1, letter a) or b), of Presidential Decree of 30 July 2009, number 189, accompanied by the candidate's application, to the Ministry of University and Research, for the purpose of obtaining the opinion provided for by article 4, paragraph 2, of the same Decree.
7. In the event of a positive opinion from the Ministry of University and Research or in the event of the useless expiry of the term within which the opinion must be issued, the Administration, with the same measure, communicated both to the interested party and to the Ministry, orders the recognition of the qualification and authorizes the awarding of the post-doc fellowship.
8. In the event of a negative opinion from the Ministry of University and Research, the Administration, with the same measure, communicated both to the interested party and to the Ministry, orders that the qualification is not valid for the purposes of admission to the selection procedure, with the consequent exclusion of the candidate, and authorizes both the scrolling of the merit ranking of the procedure and the awarding of the fellowship to the first of the suitable candidates.
9. The holder of the post-doc fellowship for the performance of research activities must undertake, under his/her own responsibility, the commitment not to benefit, during the entire duration of the aforementioned post-doc fellowships, from scholarships, except those granted by Italian or foreign institutions, except those exclusively aimed at international mobility for research purposes.
10. Within the same deadline referred to in paragraph 3 of this article, the winner of the selection procedure who intends to renounce the post-doc fellowship must send appropriate communication to the Director of INAF - Astronomical Observatory Observatory of Rome
11. Should the winner of the selection procedure expressly declare, in the manner defined in the preceding paragraph 10, that he/she renounces the awarding of the post-doc fellowship or in cases where, for any other reason, it is not possible to stipulate the related contract with the aforementioned winner, the holder of the post-doc fellowship decides to withdraw from the contract or forfeits the right or the contract is terminated, INAF - Astronomical Observatory of Rome reserves the right to award the same rpost-doc fellowship to candidates who have been found suitable,

according to the order provided by the final merit ranking, approved and published in the manner provided for by article 9 of this Call.
The holder of the post-doc fellowship may withdraw from the contract signed for this purpose by giving written notice of at least 30 days.

12. The notice period for withdrawing from the contract runs from the 1st or the 16th day of each month.
13. In the event of failure to give notice, INAF has the right to withhold from the emoluments still to be paid to the holder of the post-doc fellowship the amount corresponding to the period for which notice was not given.
14. In any case, the annulment of the selection procedure which is the subject of this Call, which constitutes the indispensable prerequisite for the awarding of the post-doc fellowship, is grounds for termination of the related contract, without obligation of notice and without prejudice to the payment of the consideration provided for any services already rendered.

Art. 12 Economic treatment

1. The post-doc fellowship does not provide for the appointment of the post-doc fellow to a contractual public-sector position as defined in Legislative Decree No. 165/2001. The post-doc position holder performs their duties without predetermined working hours, consistent with the nature of the research activity, which is defined by scientific objectives under the supervision of the Scientific Director. Consequently, a system for tracking attendance for the purposes of working hours does not apply to the post-doc position holder, but they will be required to complete timesheets exclusively for the purpose of reporting on funded projects. The post-doc researcher is, however, entitled to 30 days of annual leave, which must be communicated to the Scientific Director. The post-doc researcher, when sent on a mission for reasons related to the activities specified in the appointment, is entitled to mission allowances in accordance with INAF mission regulations.
2. For the entire duration of the appointment, the post-doc assignment is entitled to the gross annual all-inclusive salary set forth in the second Band of Appendix 1 of the INAF Regulations on Postdoctoral and Research Appointments, in accordance with the provisions of Article 22-bis, paragraph 5, of Law No. 240 of December 30, 2010, No. 240, and the restrictions set forth in Article 9, paragraph 2, of Legislative Decree No. 49 of March 29, 2012, namely € 38.531,97, corresponding to a total cost, including charges borne by the Institute, of € 54.500,00 in compliance with the limits set forth in MUR Decree No. 592 of August 6, 2025, within the scope of the Institute's budgetary availability, taking into account the restrictions imposed by Article 9, paragraph 2, of Legislative Decree No. 218 of November 25, 2016.

3. The employment relationship established between INAF and the postdoctoral researcher is governed by the applicable regulations regarding taxation, social assistance, social security, and insurance coverage against workplace accidents and occupational diseases. The rights provided for by current legislation are guaranteed, as well as compliance with the social security obligations set forth in INPS Circular No. 125 of September 11, 2025, including the general contribution obligations applicable to employees hired on a fixed-term basis. The institution also provides insurance coverage against workplace accidents and occupational diseases, as well as civil liability coverage.
4. The overall expenditure, equal to Euro 109.000,00, will be covered by the funds allocated in the 2026 Budget under Objective Function 1.05.02.12.21 “RECAP synergy grant - GRANT AGREEMENT Project 101166930” CUP:C83C25000120006,
5. The period of mandatory maternity leave is not taken into account when determining the duration of the postdoctoral position.

Art. 13 Commencement and obligations

1. The commencement date of the post-doc fellowship is established by the Director of INAF - Astronomical Observatory of Rome, at the time of the summons for the signing of the contract.
2. The activation date of the contract shall presumably occur on 1° october 2026, but an earlier or later date will be negotiable. The exact initial date may reasonably be delayed if requested due to the completion of administrative procedures and/or for the cases referred to in art. 11 of this Call.
3. The holder of the post-doc fellowship has the obligation:
    a. to preliminarily sign the contract governing collaboration in the planned research activity and anything else contemplated therein;
    b. to commence punctually, except in the case of justified temporary impediment to be communicated promptly to INAF - Astronomical Observatory of Rome, on the date contractually indicated, the planned research activity at the headquarters of INAF - Astronomical Observatory of Rome;
    c. to continue regularly and without interruption the research activity for the entire duration of the fellowship;
    d. to observe all internal rules of INAF and to comply with health and safety regulations and to follow the instructions of the Scientific Responsible of the project/activity;
    e. to align their conduct, in accordance with the provisions of art. 26, paragraph 2 of the INAF Personnel Regulation, in a manner analogous to INAF staff, with the Code of Ethics for public employees, the Code of Conduct and

the Code of Ethics for the prevention of sexual and moral harassment and for the protection of the dignity of persons working and operating within INAF; and to observe, among others, the internal rules of the Institute issued in implementation of the obligations of publicity, transparency and dissemination of information by public administrations, as provided for by Legislative Decree n. 33 of 14 March 2013 and subsequent amendments and integrations. The holder of a post-doc fellowship or research fellowship is subject to the health checks provided for by Legislative Decree 81/2008 at the expense of the Institute and to the legislation on workplace safety.

4. The holder of the post-doc fellowship who, after having begun to carry out the planned research activity, does not continue it regularly and without interruption without justified reason, for the entire duration of the post-doc fellowship, or who is responsible for serious and repeated shortcomings, or who, finally, in the opinion of the Scientific Responsible, demonstrates clear insufficient aptitude for the planned research, may incur the termination of the contract with consequent prohibition from further enjoyment of the post-doc fellowship by reasoned act of the Director.
5. Of the possible initiation of the internal procedure aimed at deciding on the termination of the contract, communication will be given to the interested party, who will have the right to submit any counter-arguments in writing addressed to the Director of INAF - Astronomical Observatory of Rome.
6. Of the conclusion of the same procedure, whether in the case of simple filing without further consequences, or in the case of an actual decision to terminate the contract, a reasoned communication will likewise be given to the interested party.
7. Temporary suspensions in the enjoyment of the post-doc fellowship may be justified only in the case that the holder needs to be absent due to pregnancy and puerperium, illness lasting more than one month, or other serious reason.
8. The conditions for suspension of the post-doc fellowship must be duly proven and documented, and communicated promptly to the Observatory.

Art. 14 Evaluation of the research activity

1. The holder of the post-doc fellowship is subject to evaluation, according to the schedule indicated in the relevant contract, and is required to prepare, for this purpose, detailed written reports on the research activities carried out, to be submitted for examination to the Scientific Responsible, who will approve them, expressing a reasoned judgment on them.
2. In the event that the Scientific Responsible does not approve the report on the research activities carried out by the holder of the post-doc fellowship, adequately motivating his/her decision, the Management of INAF - Astronomical Observatory of Rome will proceed with the automatic termination of the relevant contract.

3. Any invention susceptible to patenting, realized by the holder of the post-doc contract in the performance of his/her duties, is regulated in accordance with the provisions of the applicable legislation on the subject, the specific INAF Regulation and the clauses of the individual employment contract.

Art. 15 Responsible for the procedure

1. The Responsible for the Procedure, with the task of ascertaining and guaranteeing the formal regularity of the selection procedure which is the subject of this Call and compliance with the deadlines provided, for each of its phases, by the legislative and regulatory provisions in force on the matter, will be appointed by Director's Determination concurrently with the appointment of the Examining Commission.

Art. 16 Processing of personal data

1. Pursuant to article 13 of the Regulation of the European Parliament and of the Council of 27 April 2016, number (EU) 2016/679, concerning 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, also called General Data Protection Regulation, the National Institute for Astrophysics, in its capacity as data controller, informs that the processing of personal data made available by candidates submitting an application for participation in the selection procedure which is the subject of this Call, or otherwise acquired for this purpose by the aforementioned Institute, is aimed solely at carrying out the activities and adopting the acts and measures provided for by the aforementioned procedure and will be carried out by the persons in charge of its execution, including the members of the Examining Commission.
2. The processing of data will be carried out through the use of appropriate procedures, including computerized ones, in the manner and within the limits necessary to pursue the purposes specified in the preceding paragraph, also in the event of any communication to third parties.
3. The provision of personal data is necessary to verify possession of the requirements for participation in the selection procedure and failure to provide them may preclude such verification.
4. Data subjects are granted the rights referred to in articles 15 et seq. of the General Data Protection Regulation and, in particular, the right to access their personal data, to request their rectification, erasure, restriction of processing, as well as to object to processing, which may be exercised by submitting an appropriate request to the National Institute for Astrophysics, headquartered in Rome, Viale del Parco Mellini number 84, Postal Code 00136, in the manner defined in the following paragraph.

5. The rights indicated in the preceding paragraph may be exercised, without any formality, by sending a request to the Data Protection Officer of the National Institute for Astrophysics:
    a. by registered letter with return receipt to the address specified in paragraph 4 of this article;
    b. by electronic mail message sent to the following address: rpd@inaf.it;
    c. by certified electronic mail message sent to the following address: rpd-inaf@legalmail.it.
6. Data subjects who believe that the processing of their personal data has been carried out in violation of the provisions contained in the General Data Protection Regulation and those provided for in this article have the right to lodge a complaint with the Garante per la Protezione dei Dati Personali, in accordance with the provisions of article 77 of the aforementioned Regulation, or to bring proceedings before the competent judicial authority, in accordance with the provisions of article 79 of the same Regulation.

Art. 17 Publicity

1. This selection notice as well as the acts consequent to the aforementi12d notice will be made public by publication on the national recruitment portal https://www.inpa.gov.it, on the Website of the National Institute for Astrophysics, at the following address "www.inaf.it", Section "Lavora con noi"; as well as on the Institutional Website of the Ministry of University and Research and on the Institutional Website of the European Union, according to the procedures indicated by the aforementioned Ministry.

Art. 18 Reference rules

1. Any information relating to this Call may be requested by sending an electronic mail message to the following addresses: settoreI.oaroma@inaf.it
2. For everything not provided for and regulated by this Call, express reference is made to the legislative and regulatory provisions concerning post-doc fellowships for the performance of research activities.

The Director
Doctor Ilaria Ermolli

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17.07.2026
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GMT+02:00