Decree of the Rector n. 591 of 04/08/2023
Competition for awarding 1 research grant at the University of Udine

DISCLAIMER:
The official and legally binding call for applications is in Italian only. This document cannot be used for legal purposes and is only meant to provide information in English on the call for applications (Decree of the Rector n. 591 of 04/08/2023). Please refer to the official call published on: https://www.uniud.it/it/ufficiale/albo-ufficiale

Any change and integration will be made available on the above mentioned web page. Therefore, no personal written communication regarding the examination date and/or competition results shall be provided to applicants.

Annex 1

Competition announcement for the assignment of 1 one-year research grant at the University of Udine, in the humanities and social sciences sectors (art. 5, c. 29-33 of the Regional Law 34/2015), entitled “Green finance and SME: opportunities and barriers, with an application to water supply and sanitation” SSD: SECS-P/03 (principal investigator, Antonio Massarutto).

Art. 1
A selection procedure is hereby launched for the award of 1 one-year research grant at the University of Udine, as identified in Attachment A which constitutes an integral part of the present announcement. The research grant is linked to the research project and is subject and conditioned upon the relative funding. The fellowship may be renewed, in compliance with Art. 22, Law No. 240 of 30 December 2010 (as in the text in force before the implementation of the Conversion Law of the D.L. 36/2022, L. 79/2022), Law No. 11 of 27 February 2015, and the current regulations of the University of Udine for awarding research grants, issued with the Rector’s Decree No. 182 of 31 March 2021. The renewal is subject to the scientific coordinator’s positive assessment of the researcher’s activities, an adequate scientific rationale, and a corresponding financial covering.

The research fellowship does not give rise to any right with regards to accessing University posts.

The winner of the selection procedure must be resident or domiciled in the territory of the Autonomous Region of Friuli Venezia Giulia on the starting date of the research grant.

Any personal communication to candidates related to this selection will be sent exclusively to the email address indicated when registering for the selection, as mentioned in Art. 5.

Art. 2
The research grant described in this competition announcement and the required qualifications to apply for the position are identified in Attachment A. The lack of the admission requirements leads to the automatic exclusion from the competition procedure.
Possession of a PhD or equivalent degree obtained abroad or, only for the interested areas, of a medical specialization accompanied by an adequate scientific production, constitutes a preferential qualification for awarding the research fellowship of this selection, if it has not been provided as a mandatory requirement.

For the only purpose of the admission to the competition, the Examining Board (Art. 7) shall assess the equivalence of the qualification obtained abroad, except for the evaluation of the medical specialization qualification to which Article 38 of the Legislative Decree 165/2001 and subsequent modifications and additions, and EU regulations on the matter, shall be applied.

The Examining Board will proceed to the evaluation of the qualification obtained abroad according to the documentation attached to the application form. The Examining Board may exclude the candidate if the submitted documentation does not provide sufficient information for the assessment. Therefore, applicants must enclose all the documentation in their possession relating to their qualification in order to provide the Examining Board with sufficient information for assessment.

Candidates holding a qualification issued by a European Research Area country, if successful, must submit, if not already attached to the application form one of the following options:
- Supplement Diploma in English issued by the competent University.
- CIMEA Certificate of comparability of the foreign qualification, issued by CIMEA (Information Centre on Academic Mobility and Equivalence) via the “diplome” service at https://cimea.dipломе.eu/udine/#/auth/login

Candidates holding a qualification issued by a non-European Research Area country, if successful, must submit, if not already attached to the application form one of the following options:
- Declaration of the on-site value of the qualification and the certificate relating to the degree with examinations and grades. A certificate in a language other than Italian or English must be accompanied by an official translation into one of these languages (certified by the competent diplomatic-consular authority or certified by a court in Italy).
- CIMEA Certificate of comparability of the foreign qualification, issued by CIMEA (Information Centre on Academic Mobility and Equivalence) via the “diplome” service at https://cimea.dipломе.eu/udine/#/auth/login

If the Supplement Diploma or the statement/attestation of comparability are not available when signing the contract, the applicant must demonstrate that he/she has requested the documentation and submit it as soon as possible.

Any exclusion from the selection procedure due to lack of eligibility requirements, absence of required documents, failure to sign the selection application or submission of the selection application in a manner different from what is provided for in this call for applications will be communicated to applicants exclusively at the email address indicated in the application form.

**Art. 3**

**The research grant referred to in this call for applications cannot be awarded:**

a. to employees of Universities and the entities referred to in Article 22, section 1, of Italian Law no. 240 of 30 December 2010 (in the text prior to the reform introduced by Law no. 79 of 29 June 2022);
b. to those who have already been awarded research grants pursuant to Italian Law no. 240 of 30 December 2010 (prior to the reform introduced by Law no. 79 of 29 June 2022) for the maximum period provided by law, even if not continuously, excluding the period in which the grant was used in conjunction with the doctorate, up to the legal term of the relative course;

c. to those who have already benefited from research grants and fixed-term researcher contracts provided for, respectively, in Articles 22 and 24 of Italian Law no. 240 of 30 December 2010 (in the text prior to the reform introduced by Law no. 79 of 29 June 2022), for a total of 12 years, even if not consecutive;

d. to anyone who has a degree of kinship or affinity, up to and including the fourth degree, with:
- the Rector, the Director General or a member of the Board of Directors of the University of Udine;
- the scientific supervisor or a professor/researcher belonging to the department or organisation hosting the research grant in question.

The research grant provided for in this call for applications cannot be combined:

a) with scholarships of any kind, except for those granted by Italian or foreign institutions to supplement, by means of stays abroad, the fellow's training or research activities;

b) with other research grants;

c) with an employment relationship, even if part-time, without prejudice to the relevant provisions for employees of public administrations.

The grant awarded under this call for applications is also incompatible with simultaneous attendance at university degree courses, either Bachelor's degree or Master's degree courses, research Doctorates with scholarships and medical specializations, in Italy or abroad.

**Art. 4**

Applicants must enclose with their application, under penalty of exclusion, the following documents:

a) their professional scientific CV, highlighting the candidate’s aptitude for carrying out and implementing the research project (Attachment A);

b) their identity card, their passport or any other identification document¹;

c) (for candidates with a foreign qualification only) certification or self-certification of both the academic qualification required for the admission to the selection, and of the exams (with evaluation) took during the period of study abroad, and of any other document that can be useful to the evaluation of the degree by the Examining Board.

Applicants can attach to the application, publications and any other certification considered useful to demonstrate the qualification based on the research program (Attachment A) and to certify any research activity accomplished at public or private institutes (indicating the starting and ending date and the duration).

The documents and qualifications mentioned above must be submitted in Italian or English. Those that are not as requested will not be evaluated. Documents originally written in a language other than Italian or English must come with a translation in Italian or English, that the candidate will do on its own responsibility. The translation can be an abstract concerning the thesis.

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¹ Please be aware that the residence permit is not an identification document.
Italian and Community candidates wishing to submit qualifications referring to conditions and facts attested by Public Administrations must proceed exclusively with self-certification. Non-EU citizens legally residing in Italy may self-certify only data that can be verified or certified by Italian public bodies. They may also use declarations in lieu when provided for by an international convention between Italy and the declarant's country of origin. Non-EU citizens not residing in Italy cannot self-certify.

Only the qualifications possessed by the candidate on the date the application form is submitted and submitted in accordance with the procedures set out in Article 5 will be assessed.

Failure to submit mandatory documents provided for in this article will constitute grounds for exclusion from the selection.

Art. 5

The submission of the applications for the present call starts on August 25, 2023 at 2:00 pm (Italian time) and ends on September 12, 2023 at 2:00 pm (Italian time).

The application to take part in the selection must be completed, under penalty of exclusion, using the appropriate online procedure, available at the link https://pica.cineca.it/

The procedure involves an applicant registration step, for those who do not already have an account, and then an application completion step.

Once completed, the online application must be signed in the manner described in the online procedure (manual signature with attached identity document or digital signature), under penalty of exclusion from selection. The application does not have to be signed if you access the above-mentioned online procedure using your SPID ID.

The qualifications referred to in Article 4 must be attached to the application in .pdf format. Individual .pdf files may not exceed 30MB.

The application for participation in the selection is automatically sent to the University of Udine with the definitive closing of the online procedure.

The University Administration:
- is not responsible if it is impossible to read the submitted documentation in electronic format due to damaged files;
- shall not accept or take into consideration qualifications or documents received in paper form or by any means other than what is specified in this article.

Reference to documents or publications already submitted in connection with other competitions is not allowed.

The Administration is not responsible for any missing document or communication because of inaccurate indication of residence and/or address submitted by the candidate during the application. Also, the Administration is not responsible if the candidate has not communicated changes in this information, or has communicated them too late. The Administration is also not responsible for any postal or telegraphic problems not attributable to the Administration itself.
Applicants are advised not to wait until the last few days before the closing date to submit their application. The University accepts no responsibility for any malfunctions due to technical problems and/or overloading of the communication line and/or application systems.

Art. 6
The selection procedure is held in accordance with the modality indicated in Attachment A.

The test will aim to assess the general preparation, experience and aptitude for research of the candidate. It will consist in the evaluation of the professional scientific curriculum, of the publications and qualifications presented, and of the interview, where foreseen.

Art. 7
The Examining board for the competition is identified in Attachment A of the present competition announcement, of which it is an integral part.

At its first meeting, the Examining board shall appoint its President and Secretary, and establish the criteria and methods for evaluating the qualifications and the interview, where foreseen.

The results of the qualifications assessment must be disclosed to applicants during the interview, where foreseen.

The Examining board can award a maximum of 100 points (one hundred out of one hundred) to the selection.

At the end of the evaluation procedure, the Examining board shall formulate the general merit list based on the overall score of each candidate, and draw up the minutes of the whole competition procedure.

Based on the ranking list, the assignment is awarded to candidates who have obtained a minimum overall score of 70/100 (seventy out of one hundred).

The Examining board's judgement is final.

The ranking list will be made public exclusively through publication on the University's official website.

Applicants will not be notified of the outcome of the evaluation.

Those who do not declare their acceptance of the research grant and do not present themselves at the research centre within the deadline communicated by the latter, even if not formally, shall lose the right to receive it. Exceptions to this term will only be granted in cases of documented force majeure.

Art. 8
The research activity cannot be started before signing the contract defining the terms and conditions of the collaboration.

The activity covered by the research grant must have the following characteristics:
a) it must be carried out as part of the research programme covered by the grant and not be a merely technical support to it;
b) it must have a close connection with the realization of the research program for which the winner of the grant has been awarded the contract;
c) it must be continuous and, in any case, temporally defined, not merely occasional, and in coordination with the overall activity of the University;
d) it must be carried out autonomously, solely within the limits of the programme prepared by the programme supervisor, without predetermined working hours.

The researcher is required to submit a detailed written report on the work carried out and the results achieved, accompanied by the opinion of the scientific supervisor, to the reference organisation at the intervals set out in the contract. The researcher must also submit interim reports and timesheets, if requested by the reference organisation.

Either the fellow or the reference organisation may withdraw from the contract. The reference organisation may terminate the contract not only in the cases referred to in Article 9, sections 2 and 3, of the "Internal rules for awarding research grants pursuant to law 240 of 30 December 2010" of the University of Udine, but also in the event the research project and therefore the financial coverage on which the research grant is based cease to exist, or in the event that the research fellow has not assumed residence or domicile in the territory of the Autonomous Region of Friuli Venezia Giulia on the starting date of the research fellowship.

Art. 9

The following legal dispositions shall apply to the grant referred to in this call for applications:
- for tax matters, the provisions of Article 4 of Italian Law no. 476 of 13 August 1984, as subsequently amended and supplemented;
- for social security matters, the provisions of Article 2(26) et seq. of Italian Law no. 335 of 8 August 1995, as subsequently amended and supplemented;
- for mandatory maternity leave, the provisions of the Italian Ministerial Decree of 12 July 2007;
- with regard to sick leave, the provisions of Article 1(788) of Italian Law no. 296 of 27 December 2006 and subsequent amendments.

During the period of mandatory maternity leave, the allowance paid by INPS according to Art. 5 of the Italian Ministerial Decree of 12 July 2007 is supplemented by the University up to the full amount of the research grant.

The grant will be paid in monthly instalments.

Art. 10

The data collected as part of the procedure referred to in Art. 5 are necessary to properly manage the selection procedure, for any subsequent management of the research grant and for purposes related to managing services provided by the University. The University of Udine is the Data Controller. At any time, the data subject may request access, rectification and, depending on the University's institutional purposes, cancellation and restriction of processing or oppose the processing of their data. The data subject can always lodge a complaint with the Italian Data Protection Authority. The complete disclosure is available on the University of Udine website in the "Privacy" section, accessible from the home page www.uniud.it Direct Link: https://www.uniud.it/it/pagine-speciali/guida/privacy
Art. 11
For all matters not expressly mentioned in this call for applications, refer to the regulations in force on the subject cited in the introduction, to the "Internal rules for awarding research grants pursuant to Italian Law no. 240 of 30 December 2010" of the University of Udine, issued by Rector's Decree no. 182 of 31 March 2021, and to the Directives for the preparation and implementation of projects and the presentation of funding applications for the activation of research grants (Regional Law 34/2015 art. 5 c. 29-33), approved by the Regional Council with resolution no. 1947 of 17 December 2021.

Art. 12
The procedure supervisor is Dr. Sandra Salvador, Head of the Research Services Area of the University of Udine.

The Responsible office at the University of Udine is “Area Servizi per la Ricerca - Ufficio Formazione per la Ricerca”, via Mantica n. 31 - 33100 Udine, Italia.

To request information about the call for applications, please complete the following form available on the University of Udine website:
https://helpdesk.uniud.it/SubmitSR.jsp?type=req&accountId=universityofudine&populateSR_id=42105
Responsabile scientifico della ricerca / Principal investigator:

Nome e cognome / Name and surname: Antonio Massarutto
Qualifica / Position: Professore Associato / Associate Professor
Dipartimento / Department: Scienze economiche e statistiche / Economics and statistics
Area MIUR / Research field: 13 - Scienze economiche e statistiche
Macrosettore concorsuale e Settore scientifico disciplinare / Scientific sector: 13/A3 (Scienza delle finanze); SECS-P/03 (Scienza delle finanze)

Titolo dell'assegno di ricerca / Topic of research fellowship “assegno di ricerca”:

Testo in italiano:
Finanza verde e PMI: opportunità e barriere, con un’applicazione al settore dei servizi idrici.

Text in English:
Green finance and SME: opportunities and barriers, with an application to water supply and sanitation.

Obiettivi previsti e risultati attesi del programma di ricerca in cui si colloca l’attività dell’assegnista di ricerca / Foreseen objectives and results of the research programme performed by the research fellow “assegnista di ricerca”:

Testo in italiano:
Il mercato finanziario mostra una propensione sempre più forte verso una caratterizzazione “green” degli investimenti, sia nel senso di privilegiare investimenti meno esposti ai rischi di natura ambientale e climatica, sia per l’attesa delle opportunità offerte dalla transizione ecologica ed energetica. Sia gli investitori istituzionali pubblici sia molti fondi privati si vincolano a privilegiare destinazioni dei capitali coerenti con la necessità di contrastare i cambiamenti climatici e ridurre l’impatto ambientale. Se le grandi imprese hanno da tempo percepito la necessità di accedere a questi canali orientando le proprie strategie verso una maggiore sostenibilità ecologica e sociale, non altrettanto avviene per le piccole e medie imprese (PMI). La ricerca intende investigare, con specifico focus sul FVG, le ragioni di una diffusione ancora limitata presso le PMI. Ciò può dipendere da una ridotta capacità da parte delle PMI di monetizzare i vantaggi (minori costi o maggiori benefici), dalla complessità dei sistemi di misurazione e dalla difficoltà nel rendere percepibile rendicontazione della sostenibilità della performance, dalla specializzazione settoriale, o da altri fattori.

In una prima fase, si sottoporrà a un campione rappresentativo di imprese un questionario volto ad identificare le opinioni e le aspettative delle imprese nei confronti di questi canali di finanziamento innovativi, indagar il livello di conoscenza da parte degli imprenditori, valutare la percezione dell’utilità e dell’applicabilità alla propria realtà aziendale.

In una seconda fase, attraverso una serie di interviste con imprese selezionate si cercherà dapprima di identificare casi di successo e di insuccesso nell’adozione di strategie green. Verrà pertanto costruito un questionario mirato, da sottoporre in seguito ad alcune imprese che si sono già distinte per l’adozione di iniziative nel campo della finanza verde. Questa seconda parte della ricerca adotterà un approccio semi-strutturato.

L’attenzione si sposterà poi verso il ruolo degli intermediari finanziari, che potrebbero fungere da canale di trasmissione, attraverso la proposta di linee di credito focalizzate sugli investimenti green e su criteri innovativi di selezione delle imprese e degli investimenti da finanziare, anche attraverso la...

Nella parte finale della ricerca si esamineranno in particolare i motivi di interesse che questi strumenti rivestono per le utilities, e in particolare quelle del settore idrico, “candidate naturali”, secondo molti, ad intercettare questi finanziamenti. In FVG è in fase avanzata di elaborazione il progetto di “Master Plan” delle risorse idriche, che prevede notevoli investimenti da realizzare per mettere in sicurezza gli approvvigionamenti idrici di fronte agli eventi estremi legati ai cambiamenti climatici. Si intende utilizzare il Master Plan come “case study” per analizzare diverse possibili combinazioni di strumenti finanziari, evidenziando i possibili vantaggi del ricorso a canali di finanza “green”. In questa parte della ricerca ci si avvarrà della collaborazione e del supporto di CAFC S.p.A., uno dei principali gestori idrici del FVG.

Text in English:

The financial market shows an increasingly strong propensity towards a "green" characterization of investments, both in the sense of favoring investments less exposed to environmental and climatic risks, and in anticipation of the opportunities offered by the ecological and energy transition. Both public institutional investors and many private funds are committed to favoring capital destinations consistent with the need to combat climate change and reduce the environmental impact. If large companies have long perceived the need to access these channels by directing their strategies towards greater ecological and social sustainability, the same is not the case for small and medium-sized enterprises (SMEs). The research intends to investigate, with a specific focus on FVG, the reasons for a still limited diffusion among SMEs. This may depend on a reduced ability by SMEs to monetize the advantages (lower costs or greater benefits), the complexity of the measurement systems and the difficulty in making performance sustainability reporting perceptible, sector specialization, or other factors.

In the first phase, a questionnaire will be submitted to a representative sample of companies aimed at identifying the opinions and expectations of companies regarding these innovative financing channels, investigating the level of knowledge on the part of entrepreneurs, assessing the perception of the usefulness and the applicability to your company reality.

In a second phase, through a series of interviews with selected companies, we will first try to identify cases of success and failure in the adoption of green strategies. A targeted questionnaire will therefore be created, to be submitted later to some companies that have already distinguished themselves for the adoption of initiatives in the field of green finance. This second part of the research will adopt a semi-structured approach.

Attention will then move towards the role of financial intermediaries, which could act as a transmission channel, through the proposal of credit lines focused on green investments and on innovative criteria for selecting companies and investments to be financed, also through the supply of specialized services. In this phase, the policies adopted by the main banks operating in the area will be analyzed with the aim of discussing their effectiveness. Semi-structured interviews will be carried out with the aim of assessing the degree of use of these tools, the logics applied in the screening phase, the advantages - both from the point of view of the Bank and of the financed entity - associated with the use of these solutions.

In the final part of the research, we will examine in particular the reasons of interest that these tools hold for utilities, and in particular those in the water sector, "natural candidates", according to many, to intercept these loans. In FVG, the "Master Plan" project for water resources is in an advanced stage of development, which envisages considerable investments to be made to secure water supplies in the face of extreme events linked to climate change. The intention is to use the Master Plan as a "case
study" to analyze different possible combinations of financial instruments, highlighting the possible advantages of using "green" finance channels. In this part of the research, we will make use of the collaboration and support of CAFC S.p.A., one of the main water managers in the FVG.

Ricadute delle attività progettuale sul territorio della Regione Friuli Venezia Giulia / Impact of the project activities on the territory of Friuli Venezia Giulia:

Testo in italiano:
Il progetto ha l’obiettivo di facilitare l’accesso delle PMI del FVG agli strumenti finanziari “verdi” al fine di ampliarne le possibilità di impiego ed orientare azioni di politica pubblica finalizzate a questo obiettivo. Si tratta di un tassello fondamentale per una politica industriale regionale focalizzata sulla transizione ecologica ed energetica. L’applicazione al caso del Master Plan Acquedotti può contribuire alla costruzione di un modello di finanziamento strutturato applicabile anche ad altre infrastrutture, e risulta di particolare importanza per la Regione, dato il consistente volume di risorse finanziarie necessario alla sua realizzazione. Ciò in particolare tenendo conto delle ridotte dimensioni delle utilities idriche e ambientali operanti nel territorio regionale.

Text in English:
The project aims to facilitate the access of FVG SMEs to "green" financial instruments in order to expand the possibilities of use and guide public policy actions aimed at this objective. This is a fundamental element for a regional industrial policy focused on the ecological and energy transition. The application to the case of the Aqueducts Master Plan can contribute to the construction of a structured financing model applicable also to other infrastructures, and is of particular importance for the Region, given the large volume of financial resources required for its implementation. This in particular taking into account the small size of the water and environmental utilities operating in the regional territory.

Struttura dell’Università di Udine e soggetto/i ospitante/i presso la quale verrà sviluppata l’attività di ricerca / Department or other structure of the University of Udine and host organizations where research activities will be carried out:

- Università degli Studi di Udine, Dipartimento di Scienze Economiche e Statistiche (DIES) / University of Udine, Department of economics and statistics;

Durata dell’assegno di ricerca / Duration of the research fellowship “assegno di ricerca”:
12 mesi / months

Importo lordo assegnista / Total grant net of deductions paid by financer:
€ 19,367,00

Finanziamento / Financed by:
Progetto di Ateneo ex L.R. 34 art. 5 c. 29-33, Regione Autonoma Friuli Venezia Giulia (Finanziamento anno 2023).
Requisiti richiesti per l’ammissione alla selezione / Minimum qualifications necessary:

- Possesso di un diploma di laurea vecchio ordinamento (ante decreto 3 novembre 1999 n. 509) o di laurea specialistica/magistrale (ex decreto 3 novembre 1999 n. 509 e decreto 22 ottobre 2004 n. 270) o titolo equivalente conseguito all’estero;
- possesso di un curriculum scientifico professionale idoneo allo svolgimento dell’attività di ricerca contemplata;
- età fino a quarant’anni alla data di presentazione della candidatura.

- University degree obtained before Decree n. 509 of 3 November 1999 or specialistic/Master’s degree (post decree n. 509 of 3 November 1999 and decree n. 270 of 22 October 2004) or equivalent degree obtained abroad;
- professional scientific curriculum suitable for the research activity above mentioned;
- age up to forty years at the date of application.

Procedura selettiva / Competition procedure:

Valutazione per titoli e colloquio / Evaluation of titles and oral exam.

I risultati della valutazione dei titoli saranno resi noti agli interessati nel corso del colloquio / The evaluation of the qualifications will be disclosed to candidates during the interview.

<table>
<thead>
<tr>
<th>Calendario del colloquio / Calendar of the oral exam</th>
<th>Modalità / Modality</th>
<th>Videoconferenza (piattaforma Microsoft Teams) / Videoconference (Microsoft Teams platform)</th>
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<tr>
<td>Data / Date</td>
<td>19 settembre / September 2023</td>
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<tr>
<td>Ora / Time</td>
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<td>Luogo / Place</td>
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Note / Notes:

1) La Commissione giudicatrice valuterà le candidature considerando l’attinenza/coerenza delle stesse alle tematiche e ai risultati previsti e alle ricadute attese / The Examining Board will evaluate the candidacies considering their relevance/coherence to the research and to the foreseen results and to the expected effects

2) Per sostenere il colloquio i candidati devono esibire un valido documento di riconoscimento. / Candidates must come to the interview with a valid identity document.

Eventuali variazioni saranno rese note esclusivamente mediante pubblicazione all’albo ufficiale on line dell’Ateneo / Any change will be made public solely through publication on the University website http://web.uniud.it/ateneo/normativa/albo_ufficiale

Le indicazioni sulle modalità di svolgimento della prova in videoconferenza saranno inviate ai candidati con successiva email da parte del Presidente della Commissione. Ai fini
dell’identificazione e a pena di esclusione dalla procedura selettiva, ciascun candidato è tenuto ad identificarsi prima che il colloquio abbia inizio, esibendo il medesimo documento di identità allegato alla domanda di ammissione al concorso. Il candidato deve risultare reperibile nella giornata e all’orario indicato sul bando. Il mancato collegamento, l’irreperibilità del candidato nel giorno o nell’orario stabilito o la mancata esibizione del documento identificativo, sono motivo di esclusione dalla procedura selettiva. La registrazione delle prove orali è vietata. L’Ateneo adotterà pertanto tutti i provvedimenti in suo potere per tutelare i soggetti coinvolti qualora venissero diffuse tramite internet – o altri mezzi di diffusione pubblica – video, audio o immagini della procedura selettiva.

Instructions on how the video interviewing will be conducted will be provided to candidates by the Chairman of the Examining Board via email. For identification purposes, each candidate is required to identify him/herself before the interview by exhibiting the same identification document attached to the application. Candidates must be available on the day and time established by the call for applications. Failure of the candidate to establish a video connection, the unavailability of the candidate on the day and/or time established or failure of the candidate to provide the required identification document are all grounds for exclusion from the selection procedure. Recording of the video interviews is prohibited. The University will adopt all the measures within its power to protect all personnel involved as a result of dissemination via the internet or via other forms of public dissemination, of videos, audios or other pictures of the selection procedures.

**Commissione giudicatrice / Examining Board:**

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<thead>
<tr>
<th>Nome e Cognome</th>
<th>Qualifica</th>
<th>SSD</th>
<th>Università</th>
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<tr>
<td><strong>Membri Effettivi /</strong></td>
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<td><strong>Permanent members</strong></td>
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<tr>
<td>Antonio Massarutto</td>
<td>PA</td>
<td>SECS-P/03</td>
<td>Università degli Studi di Udine</td>
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<td>Francesco Maragon</td>
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<td><strong>Membro Supplente /</strong></td>
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<td><strong>Temporary member</strong></td>
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<td>Stefania Troiano</td>
<td>PA</td>
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