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REGULATION GOVERNING PERMANENT ACCESS TO THE MANAGERIAL STAFF ESTABLISHMENT AND THE PROCEDURES FOR THE CONFERMENT OF FIXED-TERM MANAGERIAL APPOINTMENTS AT THE UNIVERSITY OF PARMA

TITLE I

SUBJECT MATTER AND DEFINITIONS

Article 1 – Subject Matter

1. This Regulation governs the procedures concerning:
 - a) access to the rank of Director (Dirigente), pursuant to Article 28 of Legislative Decree No. 165 of 30 March 2001 and within the scope of the National Collective Labour Agreement (CCNL) for the Education and Research Sector of 8 July 2019, as amended;
 - b) the conferment of fixed-term managerial appointments pursuant to Article 19 of Legislative Decree No. 165 of 30 March 2001, within the same contractual framework.
2. The procedures governed by this Regulation, activated by the Board of Directors upon proposal of the Director General in response to duly justified organisational needs, shall be conducted in compliance with the principles of equal opportunities, impartiality, transparency, effectiveness and efficiency, as well as Article 35 of Legislative Decree No. 165/2001, within budgetary constraints and applicable legal and contractual provisions.

Article 2 – Definitions

University degree refers to degrees awarded under the legal framework in force prior to Ministerial Decree No. 509 of 3 November 1999. The terms Bachelor's degree (L), Specialist degree (LS), and Master's degree (LM) are to be interpreted in accordance with the relevant ministerial regulations.

TITLE II

RECRUITMENT OF PERMANENT MANAGERIAL STAFF

Article 3 – Scope

1. This Title governs the selection procedures for permanent recruitment to managerial positions at the University of Parma ("the University"), in accordance with relevant legislation and national collective agreements.
 2. The provisions herein are laid down in implementation of the specific requirements set out in Article 28 of Legislative Decree No. 165 of 30 March 2001, the relevant regulation issued by Presidential Decree No. 272 of 24 September 2004, as subsequently amended by Presidential Decree No. 70 of 16 April 2013, and the National Collective Labour Agreement for the Education and Research Sector of 8 July 2019, as amended and supplemented.
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Article 4 – Methods of Access

1. Access to the rank of Director (Dirigente) shall take place by means of a public competition based on qualifications and examinations, announced by a measure of the Director General of the University and published in the Official Gazette of the Italian Republic – 4th Special Series “*Competitions and Examinations*” – as well as on the University’s online noticeboard and website.

2. The notice of competition must specify:

- a) the number of posts put out to competition, indicating any percentage reserved for internal staff;
- b) the remuneration payable, determined on the basis of the principles laid down in the national collective agreement for managerial staff and the supplementary collective agreement in force at the University from time to time;
- c) the general and specific personal requirements, including educational qualifications, required for admission;
- d) the categories of qualifications subject to assessment and the maximum score assignable thereto, including, where appropriate, by reference to the applicable legislation;
- e) the nature of the examination tests, any preliminary screening test, the subjects thereof, the competences required for the position to be filled, the level of knowledge of the English language and, where applicable, of other foreign languages, as well as proficiency in the use of IT tools;
- f) the minimum mark required to pass the examinations;
- g) the method of communication, having the effect of legal notification for all purposes, of the timetable and venue(s) of the examinations;
- h) the time limit and procedures for submitting applications for participation;
- i) the criteria for the formation of the final merit list and the procedures for its approval, as well as the qualifications giving rise to priority or preference in the event of equal scores, pursuant to Article 5 of Presidential Decree No. 487 of 9 May 1994;
- j) the procedures for the establishment of the employment relationship;
- k) the grounds for exclusion from the competition, which may be ordered at any stage of the procedure by reasoned measure of the Director General, notified to the person concerned in accordance with the provisions of the notice;
- l) information concerning compliance with the applicable legislation on equal opportunities between men and women and on reserved categories, as well as the necessary information on the processing of personal data;
- m) the person responsible for the administrative procedure pursuant to Article 5 of Law No. 241 of 7 August 1990;
- n) any other provision or information deemed useful.

Article 5 – Admission Requirements

1. Candidates who fall, alternatively, within one of the following categories shall be eligible to participate in the competition:

a) permanent employees of public administrations holding a university degree awarded under the system prior to Ministerial Decree No. 509/1999 (V.O.), or a Specialist degree (L.S. pursuant to Ministerial Decree No. 509/1999), or a Master's degree (L.M. pursuant to Ministerial Decree No. 270/2004), who have completed at least five years of service or, where they hold a doctoral degree or a diploma of specialisation obtained from schools identified by Prime Ministerial Decree in agreement with the Ministry of Education, Universities and Research, at least three years of service in positions for which such qualifications are required. For employees of State administrations recruited through a competitive training programme, the required period of service shall be reduced to four years;

b) persons holding the rank of Director (Dirigente) in bodies and entities not falling within the scope of Article 1(2) of Legislative Decree No. 165 of 30 March 2001, possessing one of the aforementioned academic qualifications and having performed managerial functions for at least two years;

c) persons who have held managerial or equivalent positions within public administrations for a period of not less than five years, provided they hold one of the aforementioned academic qualifications;

d) Italian citizens holding an appropriate university qualification who have acquired, through continuous service for at least four years with international organisations or bodies, professional experience in senior positions for which the above-mentioned academic qualifications are required.

2. All managerial or equivalent appointments must have been conferred by formal act of the competent authority in accordance with the rules governing the administration or body to which the candidate belongs.

Appointments shall be deemed equivalent where they involve the exercise of managerial functions, including the direction of complex organisational units, planning, coordination and supervision of subordinate offices, autonomous management of personnel and financial and material resources, and the definition of objectives, performance standards and quality benchmarks for subordinate structures, within the framework of general objectives established by senior management or governing bodies.

3. Candidates must, on pain of exclusion, declare in their application that they possess the following additional requirements:

a) Italian citizenship or citizenship of a Member State of the European Union; Italian nationals not belonging to the Republic shall be treated as equivalent;

b) physical fitness for employment, to be verified by the Administration at the time of any appointment;

c) compliance with military service obligations (for candidates born up to and including 1985);

d) full enjoyment of civil and political rights;

e) no dismissal, removal or disqualification from employment in a public administration for persistent insufficient performance, nor declaration of forfeiture of employment pursuant to Article 127(1)(d) of Presidential Decree No. 3 of 10 January 1957, nor termination for just cause or justified subjective grounds;

f) no criminal convictions by final judgment for offences constituting an impediment to employment in a public administration.

Citizens of European Union Member States must additionally satisfy the following requirements, on pain of exclusion:

- g) enjoyment of civil and political rights also in their State of origin or provenance;
- h) fulfilment of all requirements laid down for Italian citizens, with the exception of citizenship;
- i) adequate knowledge of the Italian language.

4. The prescribed requirements must be met by the deadline established in the notice of competition for the submission of applications.

5. Candidates shall be admitted to the competition subject to verification of compliance with the requirements. Exclusion of a candidate for failure to meet the prescribed requirements may be ordered at any stage of the procedure by reasoned measure of the Director General, notified to the person concerned in accordance with the provisions of the notice.

Article 6 – Selection Board

1. The Selection Board shall be appointed by a measure of the Director General, who shall determine the time limit within which it is required to complete its work. It shall be composed of three members, one of whom shall act as Chair.

2. Having regard to Law No. 190 of 6 November 2012, as well as the provisions of the National Anti-Corruption Plan and the University's Three-Year Anti-Corruption Prevention Plan, the following criteria shall be taken into account in appointing the Chair and members, including any additional members:

- a) among Directors General of other universities and managerial staff of public or legally recognised universities, administrative, ordinary and accounting magistrates, and State Attorneys;
- b) among full and associate professors belonging to a scientific-disciplinary sector consistent with the profile to be recruited;
- c) among experts in the subjects of the examination tests, identified through written requests to public bodies, associations and/or relevant professional bodies.

3. The functions of Secretary shall be performed by staff classified at no lower than Category C.

4. The Chair and members of the Selection Board may also be chosen from among retired personnel who, during their active service, held the qualification required for the competitions governed by this Regulation.

The use of retired personnel shall not be permitted where the employment relationship was terminated for disciplinary reasons, for health-related reasons, or due to forfeiture of employment on any grounds, and in any event where more than three years have elapsed since retirement at the date of publication of the notice of competition.

Members of the Selection Board whose employment relationship ceases during the course of the proceedings shall cease to hold office, unless confirmed by the Administration.

5. The Selection Board may be supplemented by one or more members who are experts in the foreign languages subject to the competition and by one or more members who are experts in information technology.

6. In compliance with the principle of equal opportunities, each Selection Board shall include at least one third female members, save where duly justified otherwise.

7. When establishing the Selection Board, alternate members shall also be appointed. Such alternate members shall attend meetings of the Board in cases of serious and duly documented impediment affecting permanent members.

8. The following persons shall not be eligible to serve on the Selection Board:

- a) members of the political governing bodies of the University of Parma;
- b) persons holding political office;
- c) trade union representatives or persons designated by trade union confederations or organisations or by professional associations;
- d) persons who have been convicted, even by a judgment not yet final, of offences falling under Chapter I of Title II of Book II of the Italian Criminal Code, including in relation to secretarial duties.

9. All members of the Selection Board must not fall within any of the incompatibility situations provided for under Article 51 of the Code of Civil Procedure, applicable legislation, or Presidential Decree No. 62 of 16 April 2013.

Where a member is in a situation of conflict of interest, he or she shall be under an obligation to abstain and must promptly notify the Director General in writing.

Upon examination of the circumstances, and where a conflict of interest is deemed to exist and to be capable of affecting the impartiality of administrative action, a replacement member shall be appointed.

Article 7 – Assessment of Qualifications

1. The score allocated to qualifications shall not exceed 40 per cent of the total score provided for the selection procedure.

2. The assessment of qualifications shall be carried out by the Selection Board in accordance with the provisions of the Prime Ministerial Decree of 16 April 2018, No. 78, issued pursuant to Article 3(2-bis) of Presidential Decree No. 272 of 24 September 2004.

3. Within the framework of the competition procedure, the overall value of the qualifications declared at the time of application and held as at the closing date of the notice shall be determined up to a maximum of 120 points.

The categories of assessable qualifications shall be as follows:

- a) university degrees and other academic qualifications;
- b) professional certifications or licences;
- c) career history and service record;
- d) scientific publications.

4. The outcome of the assessment of qualifications shall be made public prior to the oral examination by posting at the examination venue and publication on the University's website.

Article 8 – Pre-selection Test

1. Where the number of candidates admitted to the selection is such as to hinder the prompt and proper conduct of the selection procedures, a preliminary test for admission to the written examinations may be introduced, consisting of a series of multiple-choice questions on the subjects covered by the competition.

Such test may also be designed to assess candidates' aptitude, with particular reference to their analytical, synthetic and logical reasoning skills, as well as their problem-solving ability.

2. For the conduct of the preliminary procedures, or for the preparation of the relevant tests, the Administration may engage qualified companies or bodies specialising in personnel selection, without prejudice to the responsibilities of the Selection Board.

3. The score obtained in the preliminary test shall not contribute to the final overall mark.

4. Candidates who have already held fixed-term managerial appointments for a period of at least 24 months at the University of Parma shall be exempt from the preliminary test.

Article 9 – Examinations

1. The public competition based on qualifications and examinations shall consist of two written tests and one oral examination. In particular:

a) the first written test, of a theoretical nature, shall cover the subjects specified in the notice of competition;

b) the second written test, of a practical nature, shall be aimed at assessing the candidates' aptitude to provide appropriate solutions, from the perspective of legality, expediency, efficiency and organisational economy, to issues connected with the activities of administrative or technical units consistent with the profile advertised;

c) the oral examination shall consist of an interview on the subjects specified in the notice of competition and shall be intended to assess the candidate's knowledge and professional competence, as well as their aptitude to perform managerial functions within the university context. During the interview, knowledge of the English language shall also be assessed, as well as, where appropriate in relation to the professional profile required, knowledge of other foreign languages and of the most commonly used IT tools.

2. In order to ensure administrative transparency within the competition procedure, the Selection Board shall, in advance, establish the criteria and methods for assessing the examination tests, to be recorded in the relevant minutes, for the purpose of assigning the scores to be awarded to each test.

Prior to the commencement of each session of the oral examination, the Selection Board shall determine a number of questions, exceeding those to be put to each individual candidate, for each subject under examination. Such questions shall be submitted to each candidate by drawing lots.

3. Each written and oral test shall be marked out of 100 and shall be deemed to have been passed with a score of not less than 70.

The overall score shall be determined by adding the marks obtained in each written test, the mark awarded in the oral examination, and the score obtained following the assessment of qualifications.

Article 10 – Final Ranking

1. Upon completion of the examination tests, the Selection Board shall draw up the final merit list in descending order of the overall score, composed of the marks obtained in the examinations and the score attributed by the Board to any qualifications held by each candidate.
2. The University shall ensure the application of the reserved quotas provided for under the applicable legislation, with reference to the categories and percentages established therein.
3. The final merit list, approved by a measure of the Director General, shall be published on the online noticeboard and in the dedicated section of the University's website.

Notice of such publication shall be given in the Official Gazette, section "*Competitions and Examinations*".

From the date of such publication, the time limits for any legal challenges shall commence.

Article 11 – Training

1. Prior to the conferment of the first managerial appointment, the University may require successful candidates in the competitions referred to in this Title to undertake training activities and professional development experiences also aimed at enhancing their specific professional and managerial competences.
2. Such training may be carried out through participation in internships or training programmes undertaken at Italian or foreign administrations, international organisations or bodies, or public or private entities of national or international standing, in accordance with arrangements determined by the Director General, designed to ensure the acquisition of professional experience related to the conferment of the aforementioned managerial appointment.

TITLE III

PROCEDURES FOR FIXED-TERM MANAGERIAL APPOINTMENTS

Article 12 – Scope

1. These provisions govern the procedures for the conferment of fixed-term managerial appointments at the University of Parma, hereinafter referred to as "the University".
2. The procedures set out in this Title apply, in particular, to the conferment of managerial appointments to:
 - a) managerial staff within the University of Parma, pursuant to Article 19(1-bis) of Legislative Decree No. 165 of 30 March 2001;
 - b) managerial staff external to the University of Parma, within the limits and subject to the conditions laid down in Article 19(5-bis) of Legislative Decree No. 165 of 30 March 2001;
 - c) individuals external to the managerial staff establishment of the University of Parma who meet specific requirements, pursuant to Article 19(6) of Legislative Decree No. 165 of 30 March 2001.
3. In compliance with the principles of efficiency, effectiveness and economic soundness, the conferment of appointments on individuals external to the managerial staff establishment of the University of Parma,

pursuant to paragraphs 5-bis and 6 of Legislative Decree No. 165 of 30 March 2001, shall be of a subsidiary nature; that is, such appointments may be made only where no individual within the University's managerial staff can be identified as possessing the specific competence, capability and professional qualifications required to perform the appointment to be filled.

Article 13 – Selection Board

1. The Selection Board, composed of three members, shall be appointed by a measure of the Director General, who shall designate one of them as Chair.

The members shall be selected, in compliance with the principles of equal opportunities, transparency and impartiality, from among managers of public administrations, academic staff, and experts internal or external to the Administration with proven qualifications.

The functions of Secretary shall be performed by staff classified at no lower than Category C.

2. The following persons shall not be eligible to serve on the Selection Board:

- a) members of the political governing bodies of the University of Parma;
- b) persons holding political office;
- c) trade union representatives or persons designated by trade union confederations or organisations, or by professional associations;
- d) persons who have been convicted, even by a judgment not yet final, of offences falling under Chapter I of Title II of Book II of the Italian Criminal Code, including in respect of secretarial duties.

3. All members of the Selection Board must not fall within any of the incompatibility situations provided for under Article 51 of the Code of Civil Procedure, applicable legislation, or Presidential Decree No. 62 of 16 April 2013.

Where a member is in a situation of conflict of interest, he or she shall be under an obligation to abstain and must promptly notify the Director General in writing.

Upon examination of the circumstances, and where such conflict is deemed capable of prejudicing the impartiality of administrative action, a replacement member shall be appointed.

4. In accordance with Article 57 of Legislative Decree No. 165 of 30 March 2001, at least one third of the members of the Selection Board shall be women, save where duly justified otherwise.

Article 14 – Procedure for the Conferment of Appointments to Internal Managerial Staff of the University

1. Pursuant to Article 19(1-bis) of Legislative Decree No. 165 of 30 March 2001, the University shall make known, by means of publication of a specific notice on its institutional website, the number and type of managerial positions that have become available and the selection criteria deemed appropriate and functional in relation to the specific post to be filled, for the purpose of identifying internal managerial staff available for assignment thereto.

2. Interested managers employed by the University may submit an expression of interest and availability, in accordance with the time limits and procedures set out in the notice referred to in paragraph 1, enclosing the following documentation:

- a) a curriculum vitae;
- b) a report outlining the professional experience acquired, considered most relevant in relation to the duties to be performed;
- c) a declaration confirming the absence of grounds for ineligibility or incompatibility.

3. The assessment of the applications submitted by the managers, carried out through a comparative review of the curricula and, where appropriate, a motivational interview, shall be conducted by a Selection Board appointed and composed in accordance with Article 13 of this Regulation, on the basis of the criteria set out in the notice and taking into particular account professional aptitude and capabilities, previously achieved results and related evaluations, specific organisational competences, and any managerial experience gained abroad, in the private sector, or within other public administrations, provided that such experience is relevant to the appointment.

4. The outcome of the assessment shall be communicated by the Selection Board to the Director General for the adoption of the measure conferring the appointment.

5. Where, in relation to the procedure described above, no applications are received or where, also in consideration of the overriding institutional interest in identifying the most suitable professional profiles in relation to the nature and characteristics of the appointment to be conferred, the Selection Board considers the applications unsuitable, the University may proceed in accordance with Article 19(5-bis) or (6) of Legislative Decree No. 165 of 30 March 2001.

Article 15 – Procedure for the Conferment of Appointments to Managerial Staff of Other Public Administrations

1. Pursuant to Article 19(5-bis) of Legislative Decree No. 165 of 30 March 2001, managerial appointments may, in compliance with the limits and conditions laid down by the applicable legislation, also be conferred on managers not belonging to the University's staff establishment, provided that they are employed by the public administrations referred to in Article 1(2) of the same Decree or by constitutional bodies, subject to secondment, unpaid leave, assignment or similar arrangement, in accordance with the applicable rules governing their employment.

2. In such cases, the same procedures for publication and selection as described in Article 14 of this Regulation shall apply.

Article 16 – Procedure for the Conferment of Fixed-Term Managerial Appointments to External Candidates

1. The conferment of fixed-term managerial appointments pursuant to Article 19(6) of Legislative Decree No. 165 of 30 March 2001 shall take place within the percentage limits established by the applicable legislation, following a public selection procedure based on the assessment of curricula and an interview, initiated by a measure of the Director General and published on the online noticeboard and in the relevant section of the institutional website.

2. The public selection shall be open to candidates possessing particular competence, ability and professional qualifications not available within the University of Parma's managerial staff establishment, demonstrated, alternatively, by:

- a) the performance of activities in public or private bodies or organisations, or in public or private undertakings, with at least five years' experience in managerial functions;
- b) the attainment of specific professional, cultural or scientific specialisation, evidenced by university and postgraduate education, scientific publications and at least five years' relevant professional experience, including within State administrations, the University of Parma included, in positions granting access to managerial roles;
- c) experience in the fields of research, university teaching, the judiciary, or among members of the State legal profession.

For the purposes of subparagraph (a), the performance of managerial functions must be demonstrated by responsibility for complex organisational structures, planning, coordination and supervision of subordinate offices, autonomous management of staff and financial and material resources, and the definition of objectives and performance and quality standards within the framework of general objectives set by senior management or governing bodies.

3. In addition to meeting one of the alternative conditions set out in paragraph 2, candidates must hold a university degree awarded under the system prior to Ministerial Decree No. 509/1999 (V.O.), or a Specialist degree (L.S.) or a Master's degree (L.M.), relevant to the professional profile required, as specified in the notice.

4. The public selection notice shall include the following elements:

- a) the number and profile of the positions offered, the subject matter of the appointment/University senior position, and the objectives to be achieved;
- b) the duration of the appointment;
- c) the remuneration payable, determined in accordance with the principles laid down in the applicable national and supplementary collective agreements for managerial staff;
- d) the general and specific requirements for admission, including educational qualifications;
- e) the minimum score required in the assessment of the curriculum in order to be admitted to the interview;
- f) the subjects of the interview, the manner in which it is to be conducted, and the minimum passing score;
- g) the method of communication, having the value of legal notification for all purposes;
- h) the time limits and procedures for submitting applications;
- i) the arrangements for establishing the employment relationship;
- j) the grounds for exclusion, which may be ordered at any stage of the procedure by reasoned decision of the Director General, duly notified to the candidate;
- k) information regarding compliance with equal opportunities legislation and reserved categories, as well as data protection provisions;
- l) the person responsible for the administrative procedure pursuant to Law No. 241 of 7 August 1990;
- m) any other provision or information deemed useful.

5. Candidates must, on pain of exclusion, declare in their application that, at the closing date for submission, they possess the requirements already specified in Article 5(3) of this Regulation.

6. Candidates shall be admitted subject to verification of requirements. Exclusion for failure to meet such requirements may be ordered at any stage of the procedure by reasoned decision of the Director General, notified to the person concerned.

Article 17 – Evaluation of Candidates within the Procedure Referred to in the Preceding Article

1. Within the procedure for the conferment of managerial appointments pursuant to Article 19(6) of Legislative Decree No. 165 of 30 March 2001, the Selection Board, appointed in accordance with Article 13 of this Regulation, after verifying compliance with the general and specific admission requirements, shall proceed to assess the candidates' curricula followed by an interview.

2. Within a scoring range of 0 to 100 for each curriculum, the Selection Board shall, at its first sitting, establish more detailed evaluation criteria based on the following parameters:

a) professional standing (up to a maximum of 40 points), assessed on the basis of education relevant to the post, postgraduate specialisations, additional professional qualifications, professional registrations, teaching or speaking activities, and publications;

b) professional experience (up to a maximum of 60 points) gained in activities relevant to the managerial position, including consultancy engagements with public and/or private bodies; the score may take into account, inter alia, the size of the organisation, the duration of the appointment, and the complexity of the activities performed.

3. Candidates who obtain at least 70 points in the assessment of their curriculum shall be admitted to the interview. The results shall be published at the examination venue and on the University's website.

4. The interview shall be aimed at assessing the candidate's knowledge, professional competence and aptitude for performing managerial functions, with particular regard to issues related to the institutional activities of the University administration, and may also include the resolution of a practical case.

During the interview, knowledge of the English language shall also be assessed, as well as, where appropriate, knowledge of other foreign languages and of common IT tools. The Selection Board shall have a further 100 points available for the assessment of the interview, which shall be deemed to have been passed with a score of at least 70.

5. Following the interview, the Selection Board shall assign a final evaluation score, taking into account both the curriculum assessment and the interview, with a view to identifying the candidate best suited to the managerial position. The name of the selected candidate shall be communicated to the Director General for the adoption of the measure conferring the appointment pursuant to Article 18 of this Regulation.

6. The overall assessment in this comparative procedure shall not give rise to any entitlement to appointment nor to the formation of any final merit list.

The Administration may, in the event of termination of the initial employment relationship for any reason and within the validity period of the contract, enter into a new contract with another candidate from among those deemed suitable by the Selection Board.

TITLE IV

COMMON PROVISIONS

Article 18 – Measure Conferring the Appointment and Establishment of the Employment Relationship

1. Managerial appointments shall be conferred by a measure of the Director General, which shall specify, inter alia, the subject matter of the appointment, the objectives to be achieved and its duration.

2. The measure conferring the appointment shall be followed by an individual contract of employment, which shall be permanent in the case of access to the managerial staff establishment, or fixed-term in the case of appointments conferred pursuant to Article 19 of Legislative Decree No. 165 of 30 March 2001.

Such contract shall define the remuneration, determined in accordance with the principles laid down in the national collective agreement for managerial staff of the relevant sector and the supplementary collective agreement in force at the University of Parma from time to time.

3. Any successful candidate who, without justified reason, fails to take up duty within the prescribed time limit shall forfeit the right to enter into the employment contract.

4. All appointments shall be conferred for a fixed term and may be renewed. Their duration shall be determined in accordance with the minimum and maximum limits established by the applicable legislation.

5. The probationary period provided for by the applicable National Collective Labour Agreement for the Education and Research Sector shall commence upon the conferment of the first specific managerial appointment.

6. For the duration of the appointment, employees of public administrations shall be placed on unpaid leave of absence, with recognition of length of service.

TITLE V

FINAL PROVISIONS

Article 19 – Reference

1. For matters not expressly governed by this Regulation or by the individual employment contract, the general provisions on access to public employment, the relevant collective agreements, and the rules governing the employment relationship of managerial staff in the Education and Research Sector shall apply.

Article 20 – Repeal of Previous Provisions

1. This Regulation shall replace in all respects the previous “*Regulation governing access to the rank of Director (Dirigente) on a permanent basis*”, approved by Resolution of the Board of Directors No. 428/26960 of 9 May 2005 and issued by Rector’s Decree No. 763 of 16 May 2005.

Article 21 – Entry into Force

1. This Regulation shall enter into force on the date of the Rector’s Decree enacting it.