



HOSPITALITY AND LIVING

# Full and associate professors



# About Polimi

## Introduction

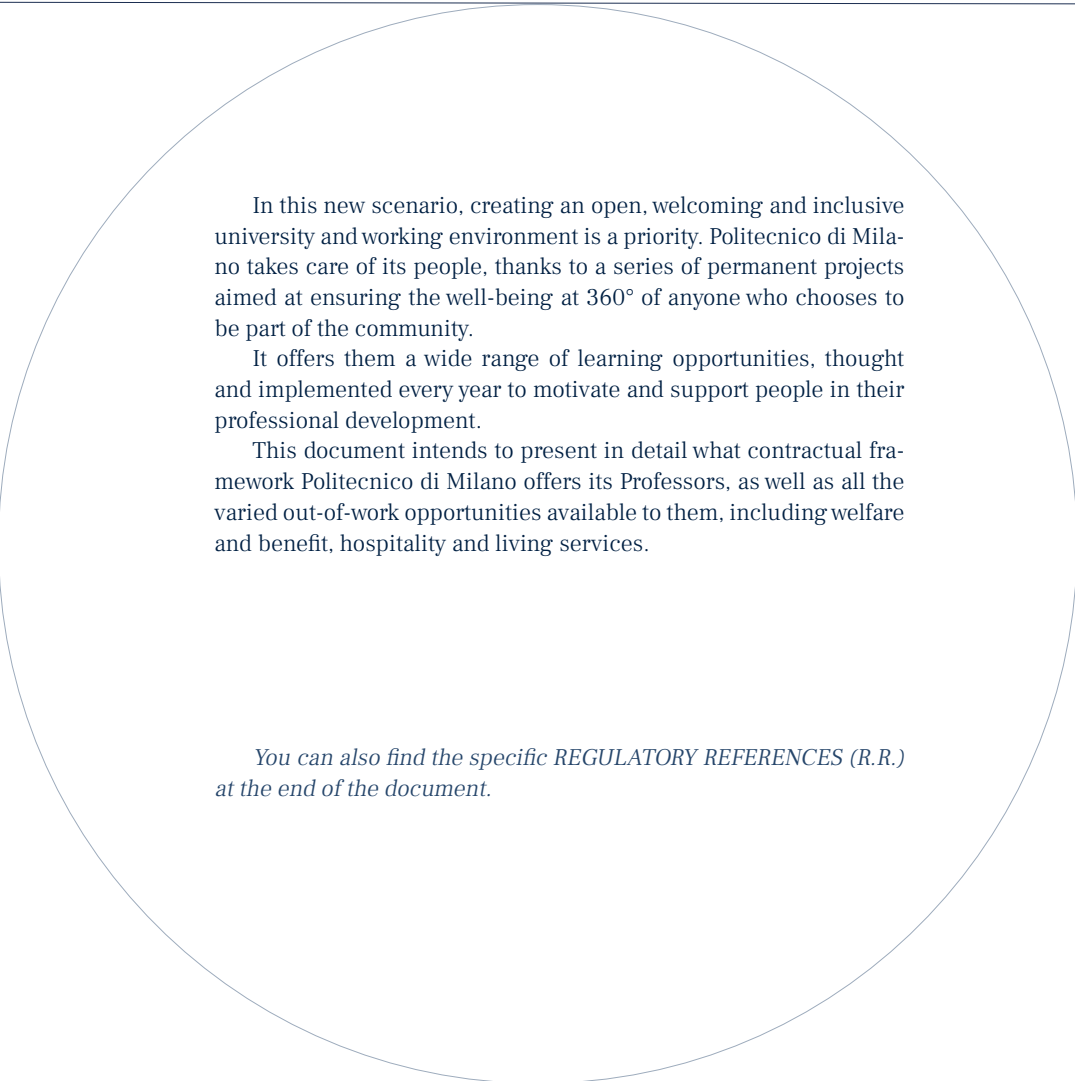
Since 1863, Politecnico di Milano is a world-leading scientific-technological university delivering cutting-edge research and education in engineering, architecture, and design. Between scientific rigor and creativity, talents' passion and experience are at the service of sustainable development, to contribute in the best possible way to the challenges that the world has to face.

Being part of Politecnico means being at the forefront in sharing science and building an educational proposal of excellence. It means being "Technology for Humanity".

The University has always and consistently focused on the quality and innovation of its teaching and research activities. The research infrastructures are its beating heart: provided with a state-of-the-art equipment and supported by teams of highly qualified professors and researchers, they make Politecnico di Milano a point of reference in Italy and abroad.

The University strongly believes in creating a synergic and continuous collaboration with enterprises and territory. These partnerships, in many cases favored by Fondazione Politecnico and by consortia to which Politecnico belongs, are further enhanced by means of experimental research and technology transfer, with the aim of driving innovation and continuous improvement to shape the future.

The shared goal of creating a better world through research, education and innovation can only be achieved by adopting a multidisciplinary and international approach. Since many years, Politecnico di Milano has strengthened its commitment to internationalization, becoming part of the European and world network of the most qualified technical universities, and engaging in several research and training projects.



In this new scenario, creating an open, welcoming and inclusive university and working environment is a priority. Politecnico di Milano takes care of its people, thanks to a series of permanent projects aimed at ensuring the well-being at 360° of anyone who chooses to be part of the community.

It offers them a wide range of learning opportunities, thought and implemented every year to motivate and support people in their professional development.

This document intends to present in detail what contractual framework Politecnico di Milano offers its Professors, as well as all the varied out-of-work opportunities available to them, including welfare and benefit, hospitality and living services.

*You can also find the specific REGULATORY REFERENCES (R.R.) at the end of the document.*





# Who's the Professor at Politecnico di Milano?

The university Professor is a teacher who carries out research and teaching activities in the field of academic education. Teaching, research and collaboration with companies and institutions are the main objectives of the Politecnico di Milano Professors.

The annual teaching commitment envisages the performance of one or more tasks described in the following paragraphs together with the equivalent hours.

Supervising thesis of Phd and Msc students is an additional duty of a Polimi professor, even if there is no minimum level required.

Participation in funding Calls is appreciated and scientific disseminations of results supported.

The university professor is an active member of the academic community: he/she participates in department councils, school meetings, committees and working groups in the university.

The Statute of the Politecnico di Milano

[Microsoft Word - Statuto del Politecnico di Milano EN \(polimi.it\)](#)

The Code of Ethics and Conduct of the Politecnico di Milano

[2021\\_08\\_02\\_Codice\\_etico\\_eng.pdf \(polimi.it\)](#)

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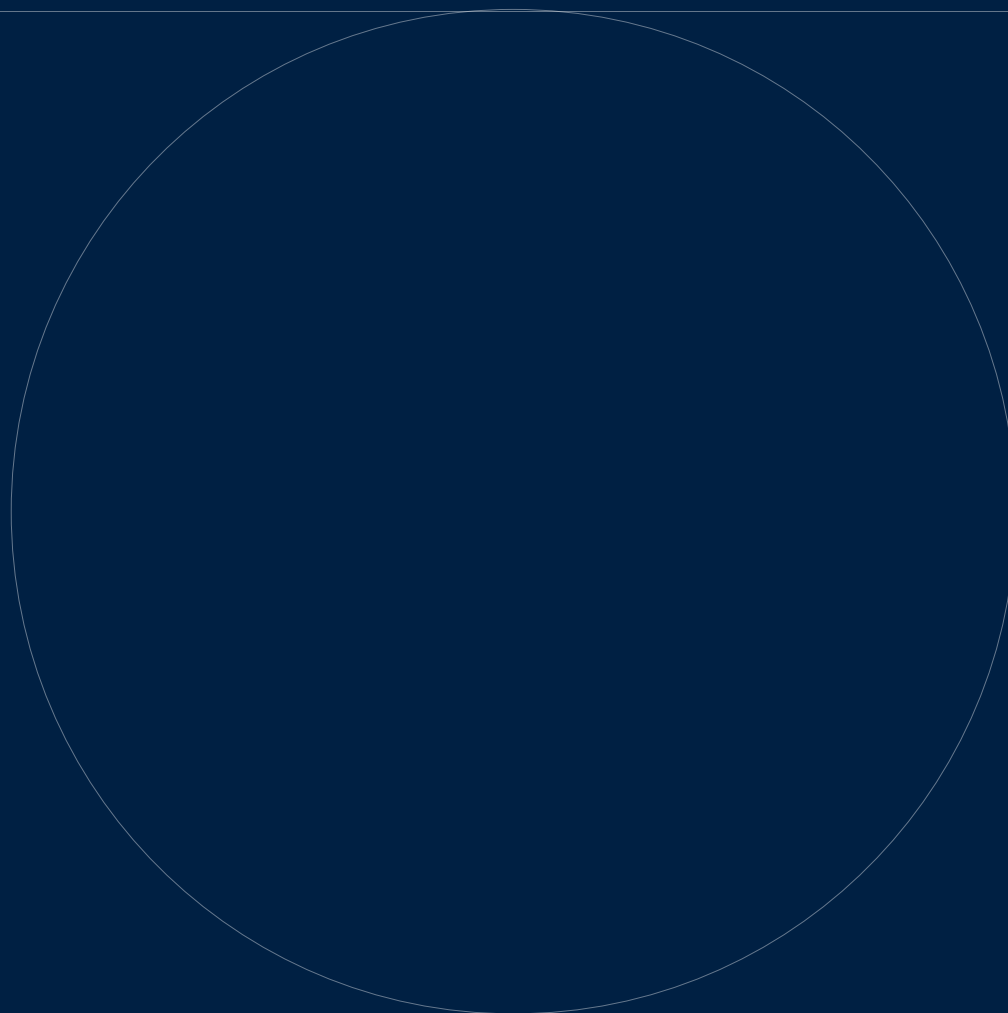
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# Full and associate professors

POINTS OF INTERESTS

## 01. Type of employment and teaching duties

**Associate and Full Professors** have an open-ended employment contract with the Ministry of University and Research. They have the option of devoting themselves full-time to teaching and research at the university, or of working as a freelancer if they opt for the part-time option; both tenures are open-ended. The option of full or part time binds the professor for one academic year. By 30 April each year, the professor may submit a different option, which comes into force on 1 November of the same year.

The annual teaching commitment envisages the performance of one or more of the following tasks:

- deliver institutional Assisted Teaching in Bachelor of Science, Master of Science and single-cycle programmes (IDA);
- planning and organizing institutional teaching activities, interviews with students and assessment of learning within the scope of institutional teaching (ISTUD);
- preparing/updating teaching materials and teaching experiences and/or additional activities required for delivering institutional teaching and/or other forms of institutional teaching (e.g., MOOC/POK, Passion in Action);
- deliver institutional teaching in PhD programmes;
- supervising thesis students and participating in degree examination boards in Bachelor of Science and Master of Science programmes;
- supervising PhD students and participating in PhD boards;
- other assistance to students, internships, mentoring and guidance.

The commitment of the activities listed above must correspond at least to **350 hours/year for Full Professors**. The Departments must allocate Full Time Professors at least the minimum number

of standard conventional hours (IMIN) equal to 120 of Institutional Commitment-Assignment (IIST).

For **Part -Time Professors**, the commitment of the activities listed above must correspond at least to **250 hours/year**. The Departments must allocate Part-Time Professors at least the minimum number of standard conventional hours (IMIN) equal to 80 of Institutional Commitment-Assignment (IIST).

Every year, all Professors are required to complete the Teaching Commitment Declaration, which is validated for consistency by the Director of the Department.

At the same time all Professors are required to complete the Teaching register for each course taught, which is validated by the Dean of the School.

All Professors are also subject to evaluation by the enrolled students to the courses they teach.

More details: [REGULATION ON THE TEACHING COMMITMENT OF PROFESSORS AND RESEARCHERS AT POLITECNICO DI MILANO](#)

## 02. External assignments – dual affiliation

Full time professor, every time he receives the proposal to carry out an extra-institutional activity, must evaluate whether to include in the application “external assignments” in online services, a request for authorization or a communication, as required by articles 6 and 7 of the Regulation on External Assignments.

Even part-time Professor who can carry out freelance professional activities, must consult the aforementioned Regulation, in particular article 8 and possibly use the same application “external assignments” to enter authorization requests.

The same article 8 provides for the possibility of establishing a further employment relationship (even subordinate) with another foreign university or research body (R.R. 1).

Following the insertion of an authorization request, the applicant will receive a Rectoral Authorization by Letter, via the Vidimo - Archivio Provvedimenti application.

More details:  
[REGULATIONS ON EXTERNAL APPOINTMENTS OF PROFESSORS AND RESEARCHERS :](#)  
[GUIDELINES FOR OBTAINING DUAL AFFILIATION](#)



# 03. Economic classification

## Salary

Professors who are successful in selective procedures for Full and Associate Professors positions, may be classified in class 0 of the following table;

The calculation of the salary class to be attributed to Full and Associate Professors appointed following a direct call is made by the Teaching Staff Management Office on the basis of a declaration issued by the university which the professor belongs to, specifying the position held, the date of entry into that position and whether the position is open-ended. A higher pay grade will be awarded for every two years of tenure.

The table in the next page shows, by way of example, for Full and Associate Professors the gross annual salary of salary classes 0 to V (corresponding to 0-2-4-6-8-10 years of service in the position), both full time and part time. Subsequent salary classes continue in a similar way with biennial increments until class XI (Prime Ministerial Decree of 8/1/2024). New recruits may be granted these increases in classes every two years, following the submission of an application and an assessment of their overall teaching, research and management activities by a University committee in accordance with the Regulations for the granting of two-yearly increments.



### FULL PROFESSORS

BASIS	CLASS	GROSS ANNUAL SALARY 2023
FULL-TIME	0	77.210,02
FULL-TIME	I	84.996,07
FULL-TIME	II	90.291,58
FULL-TIME	III	97.896,25
FULL-TIME	IV	101.698,57
FULL-TIME	V	109.303,18
FULL-TIME	XI	134.778,71
PART-TIME	0	50.519,27
PART-TIME	I	55.479,02
PART-TIME	II	57.958,94
PART-TIME	III	60.252,84
PART-TIME	IV	61.399,78
PART-TIME	V	63.693,66
PART-TIME	XI	74.016,12

ASSOCIATE PROFESSORS		
BASIS	CLASS	GROSS ANNUAL SALARY 2023
FULL-TIME	0	54.185,59
FULL-TIME	I	57.599,97
FULL-TIME	II	63.119,74
FULL-TIME	III	66.861,35
FULL-TIME	IV	72.261,77
FULL-TIME	V	74.961,96
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FULL-TIME	XII	98.453,67
PART-TIME	0	37.145,76
PART-TIME	I	38.916,43
PART-TIME	II	42.457,79
PART-TIME	III	44.228,47
PART-TIME	IV	45.866,35
PART-TIME	V	46.685,31
<hr/>		
PART-TIME	XII	55.693,62

The column “annual gross salary” defines the gross yearly compensation. To calculate the net salary, the gross salary should be reduced by:

- Personal contribution for pension treatment and severance fund (12%).
- Income taxation according to the following progressive scheme:
  - 1st bracket: income below 28,000 euros, rate of 23%;
  - 2nd bracket: income between 28,001 and 50,000 euros, rate of 35%;
  - 3th bracket: income exceeding 50,001 euros, tax rate 43%.

In addition to the annual gross salary provided directly to the Professor, Politecnico di Milano will pay to the Government an additional 38% of additional taxes, pension treatment and severance fund on behalf of the Professor. All these fiscal details might change according to the specific personal position and country of residence, therefore they will be checked by the Human Resource Department during the recruiting process.

Please note: the salary, tax and social security amounts are subject to annual changes.

The Professor is entitled to the provisions of the Law on the protection and support of maternity and paternity rights, on welfare, social integration and the rights of disabled persons, and on extraordinary leave and sick leave.

More details: [REGULATION GOVERNING THE PROCEDURES FOR THE AWARDING OF THE TWO-YEARLY SALARY INCREMENTS](#)



## Fiscal incentive (R.R.2)

Since 2010 it is possible to pay the taxation only for the 10% of the income earned. The tax relief lasts for 6 years from the year of acquiring tax residence in Italy, i.e. when, for most of the tax period and for more than 183 days per year, the individual fulfils the following requirements:

- He/she is registered in the population register;
- He/she has established his/her domicile in Italy (the main centre of his/her business, moral, family or social interests);
- He/she has established his/her residence in Italy (a stable dwelling in a place, with the intention of remaining there).

If specific conditions are met (number of minor children and purchase of a residential property in Italy), the favourable tax regime of 10% can be extended up to 13 years.

It is necessary for the professor to:

- have been resident abroad not on an occasional basis (\*);
- hold a university degree or equivalent (\*);
- have been teaching or conducting research abroad for two years in public or private research centres or universities (\*) – the research carried out during the Phd Studies, is not considered useful to benefit from the fiscal subsidy since it is considered as a period of training.
- transfer their tax residence to Italy;
- carry out, in Italy, teaching and research activities.

(\*) The professor must obtain the following documents for inspection by the tax authorities:

- certificate issued by the foreign institution where they have worked in recent years (for at least two consecutive years) showing that they worked in research or teaching;
- certificate of tax residence in the foreign country where they had their tax residence for the last year, before transferring their residence to Italy;
- university degree or higher with declaration of value (the Declaration of value is a document certifying the value of a certain academic qualification awarded to a specific person by an institution belonging to an education system other than the Italian one, it can be done by the Italian embassy in the foreign Country where the title has been issued).



## Incentive system

In order to develop entrepreneurship of the Departments and the Faculty, Politecnico di Milano has set up an incentive system aimed at promoting research, consultancy and teaching activities as well as the development of relations with the institutional and corporate community, through the implementation of projects with public and private bodies.

This system allows the professor to sign research, consultancy and teaching contracts based at Politecnico di Milano, and manage the received sum of money to increase his/her salary, to pay additional teaching, research and technical-administrative staff, pay business travels, or purchase equipment for teaching, research and working activities.

The contract proposals and the economic framework for the allocation of incentive payments are submitted to the relevant bodies for approval, as established (also in terms of payment methods) by the specific “General Regulations for services on behalf of third parties”.

Third party activities may be formalized as follows:

- long-term agreements with public or private entities;
- contracts stipulated with public or private entities and whose purpose is to carry out research, consultancy or teaching activities, with the exception of teaching in the field of continuing education already provided by Politecnico di Milano and its consortia.

The sum of money that may be paid to the Professor on these types of contracts must not exceed 200% of the annual gross salary for a full time professor in the maximum class (maximum class equal to € 133,470.71), and in any case, it cannot exceed the expenditure ceiling under the Regulation in force (art. 3, paragraph 44 of the Law 244/2007 and subsequent amendments).

Finally, every year the University makes available to its professors certain university research funds to support various operating expenses (e.g. purchase of PCs, consumable materials, registration for conferences, missions, etc.). These funds may be allocated to professors on the basis of their annual teaching and research performance, or may be awarded on the basis of project proposals. The method is defined independently by each Department.

More details: [Regolamento prestazioni conto terzi ING.pdf \(polimi.it\)](#)



## 04. Working hours and holidays, sabbatical/study leave, retirement

### Working hours and holidays

Teaching and research staff are not obliged to sign in every day and are not formally entitled to a fixed number of days off. Clearly, the attendance in the University is closely linked to teaching, research projects, and other activities carried out within the University.

Currently, the University has some days of closure: one/two weeks during August and two weeks in winter for Christmas holidays.

### Sabbatical/study leave

Full and Associate Professors may take periods of sabbatical/study leave with unchanged remuneration in the measure of 2 years in the decade.

The sabbatical year (R.R. 3) is requested in order to devote oneself exclusively to scientific research activities in Italian, foreign or international institutions. It must be requested for the entire acade-

mic year and may be renewed in the following academic year. Study leave (R.R. 4) is granted for exceptional and justified reasons of study or scientific research requiring a stay abroad and can be used even for short periods (less than a year), but cannot be renewed in the following year. Furthermore, periods of alternation or leave may be granted no later than the 35th year of seniority in service (R.R. 5); in addition, the Rector, in decreeing these placements, shall take into account the University's operating requirements including the containment of expenses for substitute teaching.

### Retirement

Full Professors are officially retired on November 1st following their 70th birthday, without prejudice to the possibility of resigning early after verifying that they meet the social security requirements to be entitled to the payment of pension benefits.

# 05. Support to entrepreneurship

## Research and business relations

Politecnico di Milano is known for its many laboratories and a business unit dedicated to Research, Innovation and Business Relations, whose purpose is to support research by promoting strategic partnerships with companies, institutions and alumni.

The unit develops collaboration programmes integrating University departments with the needs of companies, particularly in the areas of Research, Innovation, Technology Transfer, Post-graduate Training, Recruiting & Employer Branding, and provides support for the University reputation and financial support through engagement and fundraising campaigns on the international Alumni network.

The research support services that the unit provides to its professors are:

- Systematization, strengthening and consolidation of possible synergies in the areas of: European funding, major research infrastructures, enhancement of intellectual property, development of new ideas and entrepreneurship;
- support to boost and extend strategic relationships with industry, with high impact on research and third mission;
- interaction with the job market: placement, employer reputation and employment data centre;
- development of the University identity and sense of belonging: Alumnus, Ambassador, Give Back, Donor as an instrument of dialogue with industry and economic support;
- systematization and enhancement of the range of Master's degrees, advanced courses, funded training projects and lifelong learning, also in collaboration with the business world.

## Technology transfer and PoliHub

Politecnico di Milano has a dedicated technology transfer office within the Research, Innovation and Business Relations unit: the TTO (Technology Transfer Office).

The Politecnico di Milano TTO is one of the first institutes in Italy, among the founders of Netval (Network of TTOs of Italian universities). In recent years it has achieved proven results both in terms of intellectual property management, with a portfolio of over 1200 protected inventions (1123 patent families – 27 utility models - 25 design - 13 software- 68 knowhow), more than half of which are already in industrial and commercial use, and also in terms of spin-off companies creation.

The mission of the Technology Transfer Office is to support researchers, students and staff in transferring scientific knowledge from the laboratory to the market, thus contributing to the social, cultural and economic development of society. The TTO offers technical and legal expertise to maximize the opportunities for commercial exploitation of all kinds of innovative results in the fields of engineering, architecture and design.

The TTO staff, thanks to their technical-scientific, economic-managerial and legal skills, on the one hand offers the necessary professional support to the University researchers at every stage of the technology transfer process, and on the other is a contact point for companies wishing to interface with Politecnico in order to acquire innovations or to set up collaborations.

Its activities include:

- evaluation of the protectability of research results;
- management of the preliminary and preparatory phase for the filing of patents and other forms of industrial property rights;
- intellectual property exploitation through licensing;
- support for intellectual property negotiations in different forms of collaboration with industry;
- management of the preliminary and preparatory phase of spin-off company creation;
- management of services aimed at the growth of spin-off companies;
- training and information on intellectual property and technology transfer.



Alongside the TTO, PoliHub, the Politecnico incubator, supports professors in expressing their entrepreneurial potential. PoliHub mission is to support highly innovative startups with scalable business models, and to drive cross-fertilization processes between the Academy, the different startups and established innovation-oriented companies. To do this, PoliHub operates through the exchange of experiences, sharing of knowledge, mutual interaction and discussion between entrepreneurs, bringing together the enormous wealth of knowledge of the Politecnico di Milano and its centers of excellence, MIP, PoliDesign and Cefriel, aimed at collaborating with corporates.

In particular, PoliHub deals with:

- SCOUTING - Selection of innovative business ideas and projects
- TUTORSHIP - Team consolidation and prototyping
- MENTORSHIP - Business model refinement and market validation
- ADVISORY - Support the search for funding and scale-ups

## Open innovation - helping businesses

PoliHub supports companies in “open” innovation processes by identifying and selecting the best startups and backing the development of new innovative technology companies. The main services supporting “open” innovation offered by PoliHub are:

- Startup Intelligence
- Hackathons
- Startup Scouting & Innovation Consultancy
- Call for Ideas
- Tailored Startups
- Corporate VC
- Corporate Spin-offs



## 06. Tools for Innovative teaching

In the last years the University has invested a great deal of resources in introducing elements of innovative teaching in all courses of study, allowing professors to experiment with both content and delivery methods. We have introduced cross-curricular and soft-skills courses, courses taught in cooperation with the corporate sector, with a view to involving the business world more directly in the university. Additionally, we have experimented with MOOCs and with blended online and face-to-face teaching, introducing active and social learning and the use of software tools (Woolap, FeedbackFruits Peer-review, FeedbackFruits Interactive study material, ...) to increase student engagement. The whole faculty has had training opportunities to fully understand the potential of educational innovation and internal exchange and comparison of experiences, also benefiting from collaboration among professors.

All University classrooms are equipped with the Cisco Webex videoconferencing system, with dedicated cameras capable of recognizing and tracking professor's face, thus also enabling experiments in collaborative classrooms with other universities around the world.

Alongside these curricular experiences, professors are encouraged to propose initiatives that can support or instill a passion for science and the subjects of Engineering, Architecture and Design through extracurricular activities that we have called PASSION IN ACTION. Here too, the University support is constant, and professors who wish to implement a new activity will find all the tools he or she needs and the necessary support in terms of both technology and methodology.

The University is therefore an open environment for educational experimentation, always striving to support its professors and students in active and engaging teaching.

## 07. Benefits and welfare

### Polimi people care

In addition to the National Health Services already included in the income taxation described below, the University offers the opportunity to subscribe new Integrated Health Care and Social Assistance Plan of Insieme Salute with the "Insieme Salute" Fund for Professors and their families at an agreed cost of € 285 per capita per year, which in brief includes:

- 100% reimbursement of NHS co-payments;
- Unlimited private examinations and laboratory tests at more than 2.000 affiliated facilities;
- Hospital stays, allowance of €50 per day of hospitalization;
- Night and day assistance for hospitalization;
- Home nursing care following hospitalization and post injury: up to 50 hours per year per person;
- Access to the network for dental and orthodontic services at reduced rates, and first visit: one dental visit per year fully paid and access to the network to take advantage of the reduced rate reserved for "Insieme Salute" patients.
- Call center services 24 hours a day every day of the year.

### Company nurseries

The university offers the opportunity to enroll professors' children in corporate nurseries at a reduced cost, based on family income. The nurseries are located in Milan, via Valvassori Peroni, n. 17 (Leonardo Campus) and in via Candiani 72 (Micronido – Bovisa Campus). They are a day-time service with a capacity of 25 and 10 children respectively aged 3-36 months. Access to the university/affiliated nurseries is subject to participation in a public call for appli-



cations issued in February/March each year but it's also possible to ask for available places at the nurseries in other periods.

Additional day-care services maybe offered upon availability. Moreover, Politecnico has other agreements with other structures in Milan.

More details: [Parental support: polimi](#) or writing to the email [equalopportunities@polimi.it](mailto:equalopportunities@polimi.it)

## Easter and summer camps

During Easter and summer school holidays, Politecnico di Milano organizes daily camps for employees' children aged 5 to 13, both in Bovisa and Leonardo Campuses, at a favourable rate.

Access to the university/affiliated nurseries is subject to participation in a public call for applications issued in March each year.

More details: [Parental support: polimi](#) or writing to the email [equalopportunities@polimi.it](mailto:equalopportunities@polimi.it)

## Purchase of products and services at preferential rates

Discounts are available through the Edenred 4YOU online services platform, a promotions portal with more than 150 agreements on the main brands, both physical and online, and discounts of up to 40% in various areas, from shopping to leisure, from electronics to car insurance, from travel to baby items, as well as gyms, restaurants and hotels.

In addition, thanks to agreements between Politecnico and seve-

ral organizations, it is possible to enjoy a lot of services at discounted prices in many areas: delivery services and markets, travel, insurance and technology. You can find all the information on your online services.

## Public transport subscription

Option to buy at special rates annual subscriptions for the use of public transport within the Lombardy region. Management service of requests and delivery of travel tickets by the University structures and charging of the amount in instalments in the pay packet.

## Sharing mobility agreements

Opportunity to take advantage of subsidized rates of sharing mobility services such as: car, bike, motorbike and electric scooter sharing, airport transfer sharing, bike and car rental.



## 08. Campus life

### Libraries

The Politecnico Libraries' primary purpose is to support teaching, research, and scholarly activities. New professors can ask the librarian to acquire the collection materials necessary for research and teaching.

Individual workstations can be prebooked through the **Affluences** app or by contacting the circulation desk in the Leonardo Campus Library, in the Bovisa La Masa Library and the Bovisa Candiani Library.

The Politecnico libraries subscribe to several publishers to allow access to different types of online resources. Access online resources including databases, e-journals, and e-books through the library website and Catalogue. The library staff support teaching with a remote or in person assistance about bibliographic research and using electronic resources.

The remote assistance takes place on the TEAMS platform by reservation at <https://www.biblio.polimi.it/en/contacts/virtual-desk-by-appointment>

More details: [www.biblio.polimi.it](http://www.biblio.polimi.it)

### Sport

Inside the Leonardo campus there is the **C.S. Giuriati**, a sports centre of 36,000 square meters with **12 practicable disciplines**, a gym, a climbing wall, an indoor multipurpose field, two Padel courts, a Calisthenics area and much more. The Center has recently been completely renewed. A sports area in Bovisa La Masa and a Fit Center in Lecco campus further enrich the sporting offer.

Regarding the **sporting activities**, there are numerous courses of different disciplines in each campus.

Every year Politecnico organizes major events involving the com-

munity and citizens in different locations (Milan, Lecco, Cremona, etc). The most important one is the **PolimiRun** Spring, a competitive and non-competitive 10km race with a route that winds through the city connecting the two Milanese campuses of Politecnico.

More details: [www.sport.polimi.it/en/](http://www.sport.polimi.it/en/)

### Culture and leisure time

Discounted tickets for cinemas, theatres and exhibitions in Milan are available thanks to agreements between the University and these organizations.

## Regulatory references

- R.R. n. 1 - art. 6, paragraph 12, of Law no. 240/2010 (Legal Status of tenured Professors and Researchers)
- R.R. n. 2 - Article 44 Legislative Decree 78/2010 and subsequent amendments (Fiscal Incentive)
- R.R. n. 3- Art. 17, Presidential Decree 11/7/1980 No. 382 (sabbatical year)
- R.R. n. 4 - art. 11 L. 18/3/1958 No. 311 (Study leave)
- R.R. n. 5 - paragraph 78 of Art. 4, of Law 183/2011 (Sabbatical year and Study leave)

# Procedures for access to positions

## Recruitment of full and associate professors (R.R.1)

Politecnico di Milano initiates and manages competition procedures for positions of Full and Associate Professors.

In the selection notice all relevant information is provided, and in particular the following is indicated:

- type of teaching and scientific commitment that the selected professors will undertake;
- the group of Academic Disciplines for which the procedure is being requested and any indication of one or more Academic Discipline;
- Department calling the position and the Campus
- maximum number of publications to be attached to the application;
- economic classification.

Applicants interested in participating in the selection process must satisfy at least one of the following requirements:

- A. scholars with a national scientific qualification (R.R. 2) for the Academic Discipline, for the position and for the functions covered by the procedure (the national scientific qualification certifies the scientific qualification that is a necessary requirement to access to Full and Associate Professor positions but does not constitute eligibility nor give any right with regard to recruitment or promotion to a university);
- B. applicants who have been awarded the qualification pursuant to Law 210/1998 “Rules for the recruitment of researchers and tenured university professors” for the position corresponding to the one for which the call is issued, limited to the period of

- duration of the same;
- C. professors already working at other universities in the category included in the call;
- D. scholars permanently engaged abroad in university research and education activities at the same level as those covered by the call, based on the equivalent tables (R.R. 3).

Applications are submitted online through a dedicated system; the application must be accompanied by a curriculum vitae in English, an identity document, publications (within the limit specified in the notice) and anything else deemed useful by the applicant, together with any residency permit and any certification issued by the home university attesting the position being equivalent to that covered by the call.

The Selection Committee evaluates applicants on the basis of:

1. the curriculum vitae;
2. scientific publications;
3. teaching activity.

Based on the call profile and its themes, the Committee will use the following criteria:

- A. quality of scientific or project production, evaluated based on criteria and parameters recognized by the relevant international scientific community;
- B. teaching carried out at national and foreign universities or bodies;
- C. scientific responsibility for funded research projects;
- D. (where applicable) results obtained during the technology transfer and participation in new companies (spin-offs), development, use and marketing of patents.

The selection process is completed within six months from the appointment of the Selection Committee.

## Appointment as Full Professors and Associate Professors following a Mobility Selection Procedure (R.R. 4)

The following individuals are eligible to participate in the selective procedures:

1. Full Professors and Associate Professors who have been in service for at least **five years** at other universities in a position corresponding to the one for which the selection is announced;
2. Scholars permanently engaged abroad in research or teaching activities, who have held an equivalent academic position for **at least five years** at foreign universities, based on tables of correspondence defined and updated every three years by the relevant Ministry, following consultation with the National University Council;
3. Research directors and senior researchers at public research institutions or individuals placed in permanent or fixed-term positions in Scientific Institutes for Research, Hospitalization, and Healthcare (IRCCS), who engage in translational, preclinical, and clinical research, have been in service for at least five years at the institution of affiliation, and hold the national scientific qualification for the relevant Academic Recruitment Field and the qualification level to which the procedure pertains.



- The application form can be sent in the following ways:
- by italian Certified E-Mail to the PEC address pecateneo@cert.polimi.it using the applicant's italian certified e-mail address (PEC).;
- by hand delivery to the Mail, Protocol and Archive Service - Piazza Leonardo da Vinci, 32 - 20133 Milan during days and time indicated in the Call;
- by registered letter with acknowledgment of receipt, express mail, courier or any other means capable of certifying dispatch by the specified deadline;

Applicants must include the following with the application:

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

The Committees shall compare the candidates using the following criteria:

- quality, originality and innovativeness of the project proposal;
- the extent to which the project proposal corresponds to the teaching, research or third mission requirements indicated by the Department;
- the extent to which the candidate's scientific profile is consistent and congruous with the project proposal, assessed on the

basis of the professional scientific curriculum, the publications presented and the public interview.

The Committees must conclude their evaluations within three months from the date of the Rector's appointment decree published in the University's Official Register.

## Direct call of full and associate professors (R.R.5)

Applicants interested in participating in a direct call procedure for Full and Associate Professors must meet at least one of the following requirements:

- scholars who have been permanently engaged abroad at foreign university or research institutes, even if located on Italian territory, in research or teaching at university level, for at least three years, and who hold an equivalent academic position in foreign university or research institutions
- scholars who have won specific high-level research programs, identified by the appropriate ministerial decrees

The call proposal is adopted by the Department Council, after consultation with the School in which the institutional duty is to be performed, and approved by the Board of Governors of the University.

The resolution of the Department Council is attached to the opinion of the School, the applicant's curriculum vitae, a certificate issued by the University of origin stating the position held (in the original language and in English), the date of entry into the position and whether it is a permanent or fixed-term position and any other documentation deemed useful. In case of scholars type c) it is necessary to enclose specific documentation relative to the research programme won by the professor (R.R. 6).

Board of Governors resolution, alongside with previous documentation, are then submitted to the Ministry of University and Research.

After receiving the ministerial authorization, the Rector formalizes the appointment as Full or Associate Professor establishing the relative salary class, on the basis of the scholar's professional, academic and scientific path and any length of service.

More details:

[Regulation for the discipline of appointments of full professors and associate professors](#)



PROCEDURES FOR ACCESS TO POSITIONS

FULL AND ASSOCIATE PROFESSORS

# Procedures for entry of professors from non-Eu Countries

Once the procedure for the recruitment of university has been completed, or the Ministerial authorization for direct calls has been received, the necessary procedures for the admission of non-Eu Professors will be immediately initiated. They are listed and analyzed in detail below.

It should be noted that professors and researchers from Switzerland, Norway, Iceland and Liechtenstein, do not need a visa and residence permit but can enter Italy with a valid document.

As of January 1, 2021, citizens coming from the United Kingdom are considered non-Eu citizens and are therefore subject to the procedures mentioned below.

1. Request for Nulla Osta to carry out teaching activities at the relevant local Prefecture (R.R.7)
2. Request for Nulla Osta to the relevant local Prefecture for any accompanying family members;
3. Request and obtain an Entry Visa for Subordinate Work at the Italian Embassy/Consulat in the Country of origin or residency;
4. Entry into Italy and first appointment at the Prefecture to request residency permits and to sign the Integration Agreement;
5. Posting of Residency Permit Application Kit at a Post Office;
6. Appointment at the Police Headquarters for photo identification;
7. Issue and collection of residency permit.

## 1 - REQUEST FOR NULLA OSTA TO THE PREFECTURE TO CARRY OUT TEACHING ACTIVITIES

The Nulla Osta is an authorization to carry out teaching activities by Professors from non-Eu Countries.

It is issued by the Sportello Unico (SUI) [Single Desk for Immigration] of the relevant local Prefecture.

The request for the Nulla Osta is submitted on-line through the Ministry of the Interior's website by the Visiting Professor Welcome Office of the Politecnico di Milano, following the approval of the professor's appointment; the timing for its issue varies depending on the Prefecture's situation (from 2 to 4 months) and, once issued, it will be sent electronically to the Italian Consulate Representation in the professor's country of origin or residence, who will then be able to apply for an entry visa for Subordinate Work.

Documents required by the professor:

- Original qualification, translated and legalised (if issued abroad).
- Curriculum Vitae in Italian or English.

Information on the legalization of documents: [Translation and legalisation of documents – Ministero degli Affari Esteri e della Cooperazione Internazionale](#)





## 2 - REQUEST FOR NULLA OSTA TO THE PREFECTURE FOR ANY ACCOMPANYING FAMILY MEMBERS

If the professor has a family accompanying him/her, at the same time as the request for a Nulla Osta to carry out teaching activities, a Procurator of Politecnico di Milano must forward the request to the Prefecture for the professor's family members as well.

Allowed Family members are:

- the spouse (or Partner with Civil union) who must not be legally separated and who must be 18 years old;
- children who are minors, including those of the spouse or born out of wedlock;
- dependent adult children, if they cannot permanently provide for their own living needs due to total disability;
- dependent parents, if they have no other children in the Country of origin or provenance, or parents aged 65 or over, if their other children are unable to support them for documented serious health reasons.

To proceed, the professor must send to the legal representative of the Visiting Professor Welcome Office, a **Notarial Proxy translated and legalized** following rules and criteria of the country where it will be produced.

Required documents:

- Notarized Power of Attorney (delegation) translated and legalized for a Visiting Professor Welcome Office Attorney.

Information on the legalization of documents: [Translation and legalisation of documents – Ministero degli Affari Esteri e della Cooperazione Internazionale](#)

## 3 - REQUEST AND OBTAIN AN ENTRY VISA AT THE ITALIAN EMBASSY/CONSULATE IN THE COUNTRY OF ORIGIN OR RESIDENCY

Once the Nulla Osta has been obtained, the professor and his/her family members may apply for a visa for Subordinate Work and for Accompanying Family Members at the Consulate/Embassy in the Country of origin or residency.

Required documents:

- entry Visa application form (available on the website of each Embassy)
- recent passport-size photograph
- valid travel document with an expiry date at least six months longer than the visa being applied for
- Nulla Osta for Work (and/or accompanying family member) granted by the Single Desk for Immigration (requested and provided by Politecnico)

The timeframe for issuing visas varies according to the consulate/Italian Embassy of reference.



## 4 - ENTRY INTO ITALY AND FIRST APPOINTMENT AT THE PREFECTURE TO REQUEST RESIDENCY PERMITS AND TO SIGN THE INTEGRATION AGREEMENT

Once they have arrived in Italy, the Visiting Professor Welcome Office must announce the arrival of the professor and his/her family members within 8 working days and request an appointment to Relevant Local Prefecture to sign the Integration Agreement and to issue the KIT containing documents required to apply for a residency permit.

The following documents must be submitted to produce the KIT:

- a copy of the visa with entry stamp;
- documentation proving suitable accommodation;
- an Italian mobile phone number;

With regard to the documentation proving suitable accommodation, this is divided into the following options:

- Temporary accommodation in one of the residences offered by the University: Housing declaration issued by the Housing Service of the Politecnico is required;
- Temporary accommodation in another University residence or in a hotel: Reservation on letterhead of the residence/hotel for at least 1 month and a copy of the valid identity document of the person who signed the reservation are required
- Private accommodation (house or apartment for rent or purchase): Required documents:
  - a copy of the rental contract and its registration with the Inland Revenue;
  - a copy of the host's identity document; sale of a building, original plus photocopy (R.R. 8) -Communication from the owner of the accommodation to the local Police, stating the extra-Ue foreigner has settled into the flat during the last 48 hours;
  - original certificate of housing eligibility issued by the municipality, plus a valid photocopy Document that certifies how many people can live in the accommodation, accor-

ding to the flat surface. It is issued by the local City office (Comune);

- a declaration signed by the tenant indicating the number of persons occupying the property (with a valid identity document attached).

The Integration Agreement stipulates specific integration objectives, to be achieved during the period of validity of the residency permit, and is broken down into credits.

The Professor undertakes to:

- acquire a level of knowledge of spoken Italian equivalent to at least level A2 of the Council of Europe's Common European Framework of Reference for Languages. Professors who got a Phd in Italy or hold a position in an Italian University can skip this requirement.
- gain sufficient knowledge of the fundamental principles of the Constitution of the Republic and of the organization and functioning of public institutions in Italy;
- acquire sufficient knowledge of civic life in Italy, with particular reference to the areas of health, education, social services, employment and tax obligations;
- ensure the fulfilment of their children's educational obligations;
- meet all tax and social security obligations;
- adhere to the Charter of Values of Citizenship and Integration and respect its principles.

The State undertakes to:

- ensure the fulfilment of fundamental rights and equal social dignity of persons without distinction as to sex, race, language, religion, political opinion and personal and Social conditions, preventing all forms of racism and discrimination;
- facilitate access to information that helps foreign citizens understand the main contents of the Italian Constitution and the general order of the State;
- ensure, in liaison with the regions and local authorities, the monitoring of compliance with employment protection regulations, as well as full access to health and compulsory education

- services;
- encourage the integration process of the person concerned by taking all the appropriate initiatives, in collaboration with the regions, local authorities and non-profit associations;
- provide the person concerned, within 3 months of the signing of the agreement, with free participation in a civic education and information course on life in Italy.

The Professor shall acquire, in summary form, knowledge of the fundamental principles of the Constitution of the Republic and of the organization and functioning of public institutions in Italy and knowledge of civil life in Italy. The course lasts no less than five hours and no more than ten hours and includes the use of materials and aids translated into the language indicated by the professor. The agreement has a duration of two years, and can be extended for an additional year.

One month prior to the expiry of the two-year period of the agreement, the Single Desk for Immigration starts its verification by inviting the professor to present the documentation necessary to obtain recognition of the credits and the certification concerning the fulfilment of the obligation to educate his/her minor children or, in the absence of this, the proof that he/she has taken steps to ensure their fulfilment. In the absence of suitable documentation to ascertain their level of knowledge of the Italian language, civic culture and civil life in Italy, the Professor may take a free test carried out by the Single Desk for Immigration at adult education center and associated offices.

## 5- KIT DISPATCH TO POST OFFICE

Once the KIT has been obtained from the Single Desk at the Prefecture, the professor must proceed to a Post Office and send the application for a residency permit.

The KIT must include the following documents:

- a copy of the main Passport and Visa page;
- a document confirming their appointment as professor or researcher;

- copy of the Nulla Osta issued by the Prefecture's Single Desk for Immigration;
- original form issued by the Prefecture's Single Desk for Immigration;
- 1 revenue stamp of Euro 16.00

Currently, the cost of applying for a residency permit, which will have an initial duration of 2 years, is €110.46.

With the receipt for the application for a Residency Permit issued by the Post Office, the Visiting Professor Welcome Office will subsequently be able to make an appointment with the relevant central Police Headquarters for the photo identification and the resulting issue of the Residency Permit card.

## 6 - APPOINTMENT AT THE POLICE HEADQUARTERS FOR PHOTO IDENTIFICATION

The Visiting Professor Welcome Office will request an appointment for the professor and his/her family members at the Immigration Office of the city's central Police Headquarters. During this appointment, the originals of the documents sent in the KIT through the Post Office will be examined, and photo identification, i.e. fingerprints, will be taken.

Required documents:

- original passport;
- receipt of the original residency permit application;
- 4 passport-size photos.

## 7 - ISSUE AND DELIVERY OF THE RESIDENCY PERMIT

The residency permit (card) will then be available for collection within one month or sooner, from the date of the appointment referred to above, from the central Police Headquarters, subject to verification of the fingerprints of the professor and his/her family members.

# Procedures for residency of professors from Eu and non-Eu Countries

Professors whose citizenship does not require an entry visa, i.e. EU citizens and those from Switzerland, Norway, Iceland and Liechtenstein, may enter Italy with a valid document.

Immediately after entry, whatever the origin, 2 formalities must be completed:

- A - Registration with the Municipality of Residence
- B - Registration with the National Health Service

## A - REGISTRATION WITH THE MUNICIPALITY OF RESIDENCE

For non-Eu professors, enrolment in the Registry Office can only be completed once they have obtained their residency permit (see previous section). For all other professors this can be done immediately after entering Italian territory, provided they have the necessary documentation.

The documents required for registration are listed below:

- a copy of a valid identity document/passport for foreign travel, issued by the relevant authorities of the country of citizenship;
- Italian tax code (provided by Politecnico di Milano);
- documentation proving the status of employee (decree of appointment);
- copies of the original documents, translated and legalized, proving marital status and family members.

- house/rental contract

The method to submit the request varies according to the municipality; professors who live in the Metropolitan City of Milan can find all the details on the website of the Municipality of Milan at [Richiesta di residenza - Comune di Milano](#).

Once you have registered, you will be able to apply for an Italian Identity Card as a personal identification document. This document is valid only on national territory and cannot be used for foreign travel. It is valid for 10 years from the date of issue and may be renewed 180 days before its expiry.

## B - REGISTRATION WITH THE NATIONAL HEALTH SERVICE

Professors must register with the National Health Service for themselves and their accompanying family members visiting the closest ATS (Health Protection Agency) office to their address in Milan. Registration is free of charge. They will then be entitled to the same health cover as Italian citizens: doctor, hospital treatment, prescriptions and medical services at reduced rates.

Non-Eu nationals will be able to register with the National Health Service once they have the receipt for their residency permit. In the period between their arrival and obtaining the above-mentioned receipt, they may wish to take out personal travel insurance for a short period.

EU citizens, on the other hand, can only enroll in the NHS once they have been registered with their municipality of residence.

For both, it will also be necessary to wait for the first pay slip to be issued.

Required documents:

- valid passport;
- receipt of request for residency permit (only for non-Eu professors);
- Italian tax code (provided by Politecnico di Milano);
- a document confirming their appointment as professor or researcher;
- last pay slip;



- registration /Identity card.

For family members, in addition to the above documentation, they will also need translated and legalized documentation proving their family status (marriage certificate and birth certificate for children).

The application procedure varies according to the municipality of residence. Professors who reside in the city of Milan can refer to the following link with the list of ATS offices where they can apply:

[Cerca sede | Servizi Territoriali ASST Milano \(serviziterritoriali-asstmilano.it\)](https://www.serviziterritoriali-asstmilano.it)

# Regulatory references

## RECRUITMENT OF UNIVERSITY PROFESSORS

### Selection Procedures

- R.R. 1 - article 18, paragraph 1, of Law 240 of 2010 (Call for Professors)
- R.R. 2 - art. 16 of Law 240/2010 – (National Scientific Qualification)
- R.R. 3 - Ministerial Decree of 01/09/2016, no. 662 and subsequent updates (Definition of the table of correspondence between Italian and foreign academic positions referred to in article 18, paragraph 1, letter b), of Law 30 December 2010, n. 240). R.R. 4 – article 7, paragraph 5-bis of Law 240 of 2010 (MOBILITY)

### Direct calls

- R.R. 5 - art. 1 - paragraph 9 of Law 230/2005 (Direct call)
- R.R. 6 - Ministerial Decree 919 of 22/7/2022 (identification of highly qualified research programs)

### Law on Immigration

- R.R. 7 - Art. 27, point c) of the Legislative decree 286/98 (Law on Immigration for University Professors)
- R.R. 8 - Art. 7 of Legislative Decree No. 25/7/1998 n° 286 (Communication for sale of a building)



# Contacts

## ACADEMIC STAFF CAREER UNIT

### VISITING PROFESSOR WELCOME OFFICE

dott.ssa Miriam Colombo  
e-mail: [hosts@polimi.it](mailto:hosts@polimi.it)  
Phone: +39 02 2399 2135

### PROCEDURES FOR THE RECRUITMENT OF FULL AND ASSOCIATE PROFESSORS

dott. Enrico Eftimiadi  
e-mail: [enrico.eftimiadi@polimi.it](mailto:enrico.eftimiadi@polimi.it)  
phone: +39 02 2399 2156

### DIRECT CALL OF FULL AND ASSOCIATE PROFESSORS

dott.ssa Monica Montoro  
e-mail: [monica.montoro@polimi.it](mailto:monica.montoro@polimi.it)  
phone: +39 02 2399 3313

