



UNIVERSITÀ DI PADOVA

Dipartimento
di Psicologia generale

File no.

Record no. dated

Subject: Selection announcement for the awarding of no. 1 Research Assignment, pursuant to Art. 22-ter of Law no. 240 of 30 December 2010 – 2026_IR_05_DPG – Funded by the project entitled "H-CORE: HUMAN-CENTRIC COLLABORATIVE ROBOTICS for COLLECTIVE ENGAGEMENT AND WELL BEING" - CUP C93C25006180002- Scientific Supervisor and Tutor Prof. Luciano Gamberini

The Director of the Department of General Psychology

In this announcement, all positions, professions and titles related to functions performed and specified with regard to a gender should be understood as referring to all genders.

HAVING REGARD TO Law no. 168 of 9 May 1989;

HAVING REGARD TO the Statute of the University of Padua, published in the Official Gazette no. 300 of 27 December 2011, as subsequently amended and supplemented;

HAVING REGARD TO Law 240/2010 and subsequent amendments and additions, and in particular Art. 22-ter of the Law as amended by Law no. 79/2022 converting, with amendments, Decree-Law no. 45 of 7 April 2025, which introduced the Research Assignment;

HAVING REGARD TO Ministerial Decree no. 592 of 6 August 2025 defining the minimum economic treatment for post-doc assignments and research assignments - Arts. 22-bis and 22-ter, Law no. 240 of 30 December 2010;

HAVING RECALLED the current Regulations for the awarding of Research Assignments pursuant to Art. 22-ter of Law 240/2010, issued by Rector's Decree No. 4508/2025 of 31 October 2025;

HAVING REGARD TO Legislative Decree no. 17 of 9 January 2008 concerning the admission of third-country nationals for scientific research purposes, as subsequently amended and supplemented;

HAVING REGARD TO the Code of Ethics of the University of Padua;

HAVING REGARD TO Presidential Decree no. 62 of 16 April 2013 "*Regulations containing the code of conduct for public employees, pursuant to Art. 54 of Legislative Decree no. 165 of 30 March 2001*", which extended, where compatible, the behavioural obligations of the code to all collaborators or consultants, regardless of the type of contract or assignment;

HAVING REGARD TO the resolution of the Council of the Department of General Psychology of 23/04/2026 which approved the activation of no. 1 Research Assignment aimed at introducing young scholars to research and innovation, under the supervision of a Tutor to be carried out remotely and/or at the Department of General Psychology – DPG, under the supervision of Prof. Luciano Gamberini acting as Tutor;

HAVING ASCERTAINED the source of funding for the project “H-CORE: HUMAN-CENTRIC COLLABORATIVE ROBOTICS for COLLECTIVE ENGAGEMENT AND WELL BEING” CUP code C93C25006180002, within the framework of the PR FESR 2021–2027 Programme of the Regione Veneto-DGR n. 1382 del 04/11/2025, Azione 1.4.1, Grant Application ID 251382_0081 - Scientific Supervisor prof. Luciano Gamberini;

DEEMING IT APPROPRIATE to issue a selection announcement for the awarding of no. 1 Research Assignment aimed at introducing young scholars to research and innovation, under the supervision of the Tutor prof. Luciano Gamberini;

decrees

Art. 1 – Purpose

A selection is announced for the awarding of no.1 Research Assignment, aimed at introducing young scholars to research and innovation, within the research project entitled “Qualitative Methods and Video Analysis for the Study of Human–Robot Cooperation in Complex Industrial Contexts” to be carried out at the Department of General Psychology – DPG and/or remotely under the supervision of Prof. Luciano Gamberini, acting as Tutor.

The Research Assignment, with a duration of 24 months and an annual gross amount, for the recipient, of Euro 30.400 is announced in accordance with the current Regulations for the awarding of Research Assignments pursuant to Art. 22-ter of Law 240/2010 within the aforementioned research project, Scientific

Disciplinary Group 11/PSIC-03 – SOCIAL, WORK AND ORGANIZATIONAL PSYCHOLOGY, Scientific Disciplinary Sector PSIC-03/B – Work and Organizational Psychology.

The Research Assignment, funded by Regione Veneto, has as its object the carrying out of the research activity specified below.

- Conducting systematic observations in workplace settings to identify spontaneous patterns of cooperation and interaction within teams.
- Installation, calibration, and implementation of multi-camera systems for continuous tracking of group behaviors, including storage and pre-analysis processing of collected data
- Qualitative data analysis through observational coding and thematic analysis (social synchronization, proxemics, trust).
- Development of interpretive models of collaborative dynamics in human–cobot teams.
- Integration of behavioral data with multimodal qualitative–quantitative measures for the validation of coordination and collective well-being metrics.

The skills and experience considered necessary are:

- Documented research experience in qualitative methods applied to the psychology of organizational or work contexts (field observation, observational coding, thematic analysis).
- Proficiency in the use of software platforms for video and behavioral analysis (e.g., NVivo, BORIS, Noldus The Observer).
- Competence in the installation, calibration, and use of video recording systems, including multi-camera setups, as well as video post-production and data storage.
- Expertise in automated systems for tracking human behavior, from the design and calibration of sensor- and video-based solutions to the management of data acquisition and preprocessing pipelines in real-world and experimental settings.
- Competence in methods for integrating qualitative and quantitative data within multimodal frameworks.
- Theoretical and methodological expertise in work and organizational psychology, particularly in human–machine cooperation, cognitive ergonomics, and well-being in complex work environments.
- Good command of the English language.

The project employs advanced qualitative methods for the analysis of collaborative behavior in human-cobot teams, focusing on social synchronization, trust, and cooperation dynamics in Industry 5.0 contexts. The methodology is grounded in systematic field observations in real production environments, supported by the installation and calibration of multi-camera systems for the continuous behavioral tracking of working groups.

The analysis of group interactions enables the identification of emergent patterns of cooperation, proxemics, and coordination, and the development of interpretive models of collaborative dynamics. Behavioral data are integrated with qualitative-quantitative multimodal measures to produce validated metrics of coordination and collective wellbeing.

Art. 2 – Admission requirements

Young scholars who hold of a Master's degree in Psychology, Cognitive Science or similar (LM-51 or equivalent) obtained no more than six years ago and have a curriculum suitable for assisting in the performance of research activities are eligible to participate in the selection process.

The qualifications must be held on the announcement deadline date.

If the degree diploma was obtained abroad, it must be declared equivalent, for selection purposes only, to the master's degree or single-cycle master's degree by the Selection Committee.

Research Assignments, pursuant to Art. 22-ter of Law no. 240 of 30 December 2010, may not be awarded to those who are in one or more of the following situations:

- those who have held contracts referred to in Article 24 of Law 240/2010;
- permanent staff, employed on a permanent basis, of universities, public research bodies and institutions whose scientific specialization diploma has been recognized as equivalent to the PhD pursuant to Article 74, fourth paragraph, of Presidential Decree no. 382 of 11 July 1980;
- those who have a degree of kinship or affinity, up to and including the fourth degree, with a professor or researcher belonging to the Department proposing the selection or with the Rector, the Director General or a member of the University's Board of Directors;
- have already benefited from Research Assignments referred to in Art. 22-ter of Law 240/2010 as amended by Law no. 79/2022 for a period which, added to the duration of the assignment provided for in the announcement, exceeds a total of 3 years, even if not continuous. For the purposes of the duration of the aforementioned relationships, periods spent on maternity or paternity leave or for health reasons according to current legislation are not relevant.

The total duration of relationships established with holders of positions referred to in Articles 22 - (Research Contracts), 22-bis (Post-doc Assignments), 22-ter (Research Assignments) and contracts referred to in Article

24 (RTT) of Law 240/2010, even with different universities, state, non-state or online, with institutions of higher artistic, musical and dance education, with institutions whose scientific specialization diploma has been recognized as equivalent to the PhD pursuant to Article 74, fourth paragraph, of Presidential Decree no. 382 of 11 July 1980, and with public research bodies may not in any case exceed 11 years, even if not continuous. For the purposes of the duration of the aforementioned relationships, periods spent on maternity or paternity leave or for health reasons according to current legislation are not relevant.

Candidates are admitted to the selection with reserve.

The Structure that issued the announcement may order at any time, by reasoned decree of the Director, the exclusion from the selection for lack of the required requisites.

Art. 3 – Submission of application

The application to participate in the selection, as well as the qualifications held, documents, publications and all attachments deemed useful for the selection procedure, must be submitted, under penalty of exclusion, electronically, using the dedicated application, on the Pica platform page: <https://pica.cineca.it/unipd/>.

The application can be completed starting from 1:00 PM (Italian time) on 28/04/2026 and must be submitted by 1:00 PM (Italian time) on 13/05/2026.

For registration, completion, signature and submission of the application, candidates must comply with the provisions of the **Guidelines for completing applications - Research Assignments** (Annex 1 - Guidelines), which form an integral and substantial part of this announcement.

The lack of signature and/or identity document is grounds for exclusion from the selection process.

The candidate may also access the procedure for completing the application for participation through identification via the SPID system (Public Digital Identity System). In this case, it will not be necessary to sign the application form.

The submission of the application to the Department of General Psychology takes place automatically with the final closure of the online procedure. Therefore, no delivery or shipment of paper material should be carried out.

Candidates whose applications have not been submitted within the deadline or have been submitted in a manner other than that indicated above are not admitted to the selection.

The application must be accompanied by:

1. copy of a valid identity document in .pdf format;
2. scientific-professional curriculum vitae in .pdf format;
3. qualifications and publications relevant to the selection;
4. Any additional document deemed useful for the selection.

The application form is to be considered, for all legal purposes, as a self-certification pursuant to Articles 46 and 47 of Presidential Decree 445/2000 and subsequent amendments and additions, with regard to the data contained therein and the attached documents.

Those coming from non-EU countries in possession of a valid residence permit may use substitute declarations according to the procedures provided for EU citizens, if it is a matter of declaring states, facts and personal qualities that can be certified or attested by Italian public entities or if the production of substitute declarations is made in accordance with international agreements between Italy and the declarant's country of origin.

Those coming from non-EU countries not in possession of a regular residence permit may use the online procedure for uploading qualifications in .pdf format and certificates, issued by the competent authorities of the of their Country of citizenship, accompanied by a translation into Italian authenticated by the Italian consular authority which certifies their conformity to the original. The originals of these documents must be exhibited to the Committee during the interview, where applicable, and in any case, produced to the Structure upon any conferral of the assignment.

Candidates with recognized disabilities, pursuant to Law no. 104 of 5 February 1992, must specify in the application the necessary assistance in relation to their status, as well as any need for additional time for the interview, where applicable.

Any information or clarifications regarding the application process may be requested from the Structure (email: ricerca.dpg@unipd.it).

For technical issues only, please contact the support service via the link at the bottom of the page:
<https://pica.cineca.it/unipd>.

The candidate undertakes to notify any changes to the contact details provided in the application.

Art. 4 – Selection procedure

The selection is carried out through the comparative evaluation of qualifications, scientific-professional curriculum, scientific productivity and an interview by a Selection Committee appointed by the Director of the structure. The Selection Committee shall be composed of three effective members, including the Scientific Supervisor and/or the Tutor, and at least one substitute member.

For the comparative evaluation of candidates, the committee has 100 points at its disposal, of which:

- **for qualifications (max 20 points)**: degree, PhD, specialization diploma, certificates of attendance of post-graduate specialisation courses (obtained in Italy or abroad);
- **for the scientific-professional curriculum (max 20 points)**: documented research activity carried out at public and private entities with contracts, scholarships or assignments (both in Italy and abroad) relevant to the research activity subject of the announcement;
- **for scientific productivity (max 20 points)**: quantity and quality of scientific publications, including master's or single-cycle master's or doctoral theses;
- **for the interview (max 40 points)**

The date of the interview is set for the day May 20th 2026 at 11.30 at *iNEST Lab Village*, Galleria Spagna nr. 28, 35129 Padova

Candidates who have not been notified of exclusion from the selection are required to attend, without any prior notice, on the days and at the time indicated.

The absence of the candidate at the tests will be considered as a withdrawal from the selection, regardless of the reason.

In order to attend the interview, candidates must present a valid identity document in accordance with current legislation.

At the end of the selection process, the Committee formulates a provisional overall merit ranking based on the total scores obtained by candidates in the individual tests.

In order to be included in the ranking, candidates must achieve an overall score of not less than 60 points. In case of equal merit, preference is determined by the younger age of the candidate.

Selection documents and the related general merit ranking are approved by Decree of the Director of the Structure and published on the Official University Register.

Art. 5 – Stipulation of the contract

Research Assignments are awarded through specific private law contracts stipulated with the Structure that issued the announcement.

The contract contains the specific functions, rights and duties related to the position, the tasks and main research activities assigned, the economic and social security benefits due.

The Structure will communicate to the winner of the selection the date by which, under penalty of forfeiture, the relative contract must be stipulated.

The research activity cannot be started before the stipulation of the relative contract, which normally takes effect on the first day of the month following the signing of the contract.

The Research Assignment does not constitute a subordinate employment relationship and does not give rise to any rights regarding access to university roles.

Payment of the Research Assignment is made in deferred monthly installments.

Art. 6 – Rights and duties

The holders of the Research Assignment collaborate in carrying out a specific research activity, or a research program or a phase of it, according to the general guidelines provided by their Tutor.

Research Assignments are not compatible with:

- attendance of degree courses, specialist or master's degrees, PhD or medical specialization, in Italy or abroad, except for the possibility of implementing specific European Union research funding programs within the framework of actions linked to the Marie Skłodowska-Curie program (MSCA);

- holding PhD scholarships, or other scholarships, for any reason awarded by national or foreign institutions, except in the case where these are aimed at international mobility for research purposes;
- Research Contracts referred to in Art. 22 of Law 240/2010;
- Post-Doc Assignments referred to in Art. 22 bis of Law 240/2010;
- Contracts referred to in Art. 24 of Law 240/2010 (RTD A), RTD B), RTT);
- other Research Assignments;
- the position of permanent staff, employed on a permanent basis, of universities, public research bodies and institutions whose scientific specialization diploma has been recognized as equivalent to a PhD pursuant to Article 74, fourth paragraph, of Presidential Decree No. 382 of 11 July 1980.

Failure to comply with the provisions of this article constitutes cause for termination of the contract, without obligation of notice by the University.

Art. 7 - Confidentiality and intellectual property

All data and information not already in the public domain that the holder of the Research Assignment will become aware of in carrying out the activity, which are subject to confidentiality agreements signed by the structure in which he operates, must be considered confidential. The holder of the Research Assignment undertakes to maintain the confidentiality of such data and information.

The attribution of the right to obtain a patent for inventions made as a result of scientific research carried out using facilities and financial resources provided by the University, is generally regulated by the University's Patent Regulations.

Art. 8 - Tax, social security and insurance treatment

Research Assignments are subject, in tax matters, to the provisions of Article 4 of Law no. 476 of 13 August 1984, in social security matters, to the provisions of Article 2, paragraphs 26 and following, of Law no. 335 of 8 August 1995, in matters of compulsory maternity leave, to the provisions of the decree of the Minister of Labor and Social Security of 12 July 2007, published in the Official Gazette no. 247 of 23 October 2007, and, in matters of sick leave, to Article 1, paragraph 788, of Law no. 296 of 27 December 2006. During the period of compulsory maternity leave, the allowance paid by the National Institute of Social Security (INPS) pursuant

to Article 5 of the aforementioned decree of 12 July 2007 shall be supplemented by the University up to the full amount of the remuneration for the Research Assignment.

The University provides for the payment of social security, insurance and tax contributions due on the contract in accordance with the provisions of the law in force.

The mission allowance of the holder of Research Assignment shall be paid from the funds of the Research Supervisor or from the funds of the hosting Structure in accordance with the procedures laid down in the University Regulations for missions.

Art. 9 - Verification of the Research Assignment holder's activity

The methods of verification of the activity, established by the Council of the Structure, provide for:

- Annual reports and scientific publications, presentations at national and international conferences and scientific meetings relevant to the field.
- Monitoring of the research objective's achievement by the Scientific Supervisor.

Expected Outcomes

- Implementation, testing, and calibration of multi-camera systems for continuous tracking of group behaviors in work settings.
- Development of a data analysis pipeline and interpretive models of collaborative dynamics in work teams.
- Contribution to the integration of qualitative and quantitative multimodal metrics of coordination and collective wellbeing.
- Conducting experiments and field studies, also within interdisciplinary teams, to investigate collaborative dynamics in work teams.
- Scientific publications on social synchronization and, more broadly, on collaborative dynamics in human-robot teams.

At the conclusion of each year of activity, the holder of the Research Assignment must submit a report to the Director of the affiliated Structure, illustrating the activities carried out within the project and the results achieved. This report, accompanied by the opinion of the Research Supervisor or Tutor, will be evaluated by the Council of the Structure.

Art. 10 – Safeguard rules

For matters not specified in this announcement, reference is made to the provisions contained in Law no. 240/2010 as subsequently amended and implemented, in the current Regulations for the awarding of Research Assignments pursuant to Art. 22-ter of Law 240/2010 of the University of Padua, and to current legislation.

The Structure reserves the right to verify the accuracy of substitute declarations of certifications or notarial deeds made by candidates pursuant to D.P.R. 445/2000, at any stage of the procedure. If the above-mentioned check reveals the untruthfulness of the content of the declarations, the declarant shall forfeit any benefits resulting from the provision issued on the basis of the untruthful declaration, without prejudice to the provisions of Art. 76 of D.P.R. 445/2000, concerning the penalties provided for by the Criminal code and special laws on the matter.

The person responsible for the procedure is the Administrative Secretary of the Department, dr. Elisa Barzon

Art. 11 - Processing of personal data

The processing of personal data provided by candidates takes place in compliance with the provisions EU Regulation No. 679 of 27 April 2016 (General Data Protection Regulation - GDPR)

The complete privacy policy is available at the following link: <http://www.unipd.it/privacy>

This announcement is also translated into English for informational purposes only; for all legal purposes, only the Italian version is valid.

Padua,

The Director of the Department
Prof. Andrea Spoto