



Rectoral Decree

SELECTION FOR THE AWARDING OF A POST-DOCTORAL POSITION CONTRACT

THE RECTOR

Given Law 30/12/2010 no. 240, and in particular Art. 22-bis;

Given the "Regulations for the Awarding of Postdoctoral Positions Contracts", issued by Rectoral Decree no. 8268-2025, Prot. no. 335035 of 31/07/2025;

Given the request of the Director of the Department of Medicine, Prot. no. 12099 of 14/01/2026, based on the emergency provision of the Director himself, Rep. n. 299-2026, Prot. n. 12099 of 14/01/2026;
And **having evaluated** every appropriate element;

D E C R E S

ART. 1 – SELECTION FOR AWARDING 1 (ONE) POSTDOCTORAL POSITION CONTRACT

This document announces the selection process **IpD14/2026** for the formulation of a ranking for the awarding of n. 1 postdoctoral position contract in the scientific-disciplinary group GSD 06/MEDS-02 EXPERIMENTAL MEDICINE, PATHOPHYSIOLOGY AND CLINICAL PATHOLOGY, scientific-disciplinary sector SSD MEDS-02/A – Experimental Medicine and Pathophysiology, to perform the research on the topic **"Reprogrammed Monocytes Promote Cancer Cell Awakening and Metastatic Spread"**.

The research program concerns (*description of the research program within which the postdoctoral position contract holder will work*): *tumor progression profoundly alters haematopoiesis, leading to the expansion of tumor-hijacked monocytes (THMs), an unconventional myeloid population characterized by c-FLIP overexpression and potent immunomodulatory activity. THMs suppress T-cell responses, secrete pro-inflammatory mediators, and establish a tumor-permissive microenvironment that supports cancer growth, immune escape, reactivation of dormant tumor cells, and metastatic dissemination. This project hypothesizes that THMs are key drivers of cancer immunoediting, linking chronic inflammation to tumor aggressiveness through metabolic rewiring, extracellular matrix remodeling, and soluble factor-mediated immune suppression. By integrating innovative mouse models, spatial multi-omics, tumor organoid systems, and patient-based analyses, the project aims to define the functional role of THMs across tumor progression and metastasis. The expected outcomes include identifying THMs as early biomarkers of disease progression and therapeutic resistance, and developing novel monocyte-targeting strategies to enhance the efficacy of cancer immunotherapy.*

The purpose of the assignment that will be entrusted to the postdoctoral position contract holder will be (*description of the activities that the postdoctoral position contract will have to carry out during the duration of the contract*): *the project requires the recruitment of a postdoctoral researcher with highly specialized and essential skills in the use of laboratory animals, cell biology, and advanced flow cytometric analyses. These skills are essential to achieving the project's scientific objectives.*

The postdoctoral position will be independently responsible for:

- 1. directly conducting animal experiments, including managing mouse tumor models, cohort planning, experimental treatments, and tissue collection, in full compliance with current regulations;*
- 2. isolating and manipulating primary cells, including PBMCs from human samples and immune cells from mouse tissues, with consolidated expertise in cell biology and immunology;*

3. designing, executing, and interpreting multiparametric flow cytometric analyses, including optimization of multicolor panels, functional analysis, and cell sorting;
4. integrating *in vivo* and flow cytometric data for the functional characterization of tumor-hijacked monocytes (THMs).

Documented previous experience in animal testing, PBMC collection and analysis, and flow cytometry is an essential and non-substitutable requirement for the project. The selected postdoctoral researcher will play a central and decisive role in achieving the scientific objectives and producing the expected results.

The postdoctoral position contract will have a duration of twelve months, with the possibility of extension in accordance with the law.

Admission to the selection process, and the selection procedure itself, are governed by the following Articles.

ART. 2 – REQUIREMENTS

For admission to the selection process referred to in Art. 1, potential candidates must fulfil the following requirements:

- a) PhD in medical area and/or in biology;
- b) Possession of a scientific-disciplinary curriculum suitable for carrying out the research activity envisaged in this announcement;
- c) Knowledge of the following foreign language: English;
- d) Other requirements: documented research and/or development experience in the disciplinary sector: MEDS-02/A – Experimental Medicine and Pathophysiology.

Both Italian and foreign nationals are admitted to the selection process, as long as the latter have the equivalent qualifications or an ideal academic and professional background for the intended research. If a candidate has not applied for official recognition of equivalency in the Italian system for any qualifications gained abroad, the suitability of their academic and professional background will be evaluated by the Selection Committee.

Foreign citizens must have an appropriate level of knowledge of the Italian language.

The following are not eligible to participate in the selection process:

- permanent staff employed by universities, public research institutions, and institutions whose advanced scientific qualifications have been recognized as equivalent to a doctoral degree pursuant to Article 74, paragraph 4, of Presidential Decree No. 382 of July 11, 1980;
- those who have held fixed-term research contracts pursuant to Article 24 of Law 240 of 2010, as amended by Legislative Decree No. 36/2022, converted into Law No. 79/2022;
- those who have a kinship or affinity relationship up to and including the fourth degree with a professor affiliated with the Department of Medicine, who proposed the post-doctoral position, or with the Rector, the Director General, or a member of the University Board of Directors.

In order to be admitted to the selection process, potential candidates must meet the stated requirements at the time of the application deadline, provided for in art. 3 of this notice.

Exclusion from the selection process due to a lack of the necessary requirements is determined by a reasoned decree from the Rector, which will be notified to the interested party.

ART. 3 – APPLICATIONS AND RULES FOR SUBMISSION

Applications should be printed on plain paper following the outline attached to this call for applications (appendix: Form A) and addressed to *Magnifica Rettrice dell'Università degli Studi di Verona – U.O. Dottorati e Contratti di Ricerca*.

Applications may be submitted in the following way:

- sending the documentation in pdf format, to the e-mail address ufficio.protocollo@pec.univr.it, within the peremptory deadline indicated above. The submission may also be made by an unaudited electronic mail address.

No other forms of application submission are admitted.

All applications must be received by the strict deadline of 1 pm, twenty (20) days after the call for applications is concurrently published in the Official University Register on the web page: <http://www.univr.it/it/albo-ufficiale>. If the deadline falls on a public holiday, it will be postponed to the next working day.

Pursuant to Art. 76, Presidential Decree 445/2000 and aware of the criminal penalties for false statements, candidates must state in their application:

- 1) their name and surname;
- 2) their date and place of birth;
- 3) their permanent address, including street name, street number, city, province, postcode, telephone number, tax identification number and email address;
- 4) the number of the selection process in which they wish to participate;
- 5) their nationality;
- 6) that they have no prior criminal convictions, or otherwise report any criminal convictions (even if they have been granted amnesty, cancellation, pardon or legal pardon) or criminal proceedings against them;
- 7) that they have the required qualification as given in Art. 2 of this call for applications, and state the qualification, the date of achievement, the University where it was obtained and any grade obtained, for which the form attached B can be used.
Foreign nationals must also specify if their qualification, if it was awarded abroad, has received official recognition for equivalency to an Italian qualification and they must provide a copy of the title and its translation into Italian or English;
- 8) that they fulfil the other requirements specified in Art. 2 of this call for applications;
- 9) the domicile elected for the purposes of this selection;
- 10) that all the documentation attached to the application is compliant with the originals.

Administration does not assume any responsibility if the applicant is unable to be contacted or for the loss of documents due to errors in the address provided by the applicant, or for a failure to/delay in notifying a change of the address stated in the application, nor for any postal delivery errors or otherwise which are attributable to third parties, unforeseeable circumstances or force majeure.

In any case, any applications which are not signed or that, for any reason, including force majeure, are received by the University of Verona after the above mentioned deadline, will not be considered.

For the evaluation of qualifications and experience, candidates must attach to their application:

- 1) the candidate's scientific-professional curriculum vitae signed;
- 2) publications, up to a maximum of five;
- 3) copy of a valid identity document;
- 4) a list of the documents and publications attached to their application.

Administration reserves the right to perform checks to verify the truthfulness of substitutive declarations. If such investigations reveal that any declarations are false, the applicant will be excluded from any benefits they may have been awarded from provisions made on the basis of the false declaration, notwithstanding the provisions of Art. 76, Presidential Decree no. 445/2000.

Pursuant to Law no. 104 of 05/02/92, candidates with a disability must make a specific request in their application regarding any aid required, as well as any additional time that may necessary to complete the test.

The signature at the bottom of the application is not subject to authentication, in accordance with Presidential Decree no. 445/2000.

ART. 4 – EXCLUSION FROM THE SELECTION PROCESS

Candidates are admitted to the selection process under the condition that the Rector may with due reason exclude those who do not fulfil the selection requirements from the selection process at any time.

ART. 5 – SELECTION COMMITTEE

The Selection Committee, composed of three members and any substitutes (chosen from among professors and researchers and from subject matter experts) in accordance with the provisions of Article 6, paragraphs 1, 6, 7, and 8 of the Regulations referred to in the introduction, will be appointed after the deadline for applications. Its composition will be promptly announced via Rectoral Decree and will be made public through electronic publication on the website, available at the following link: <http://www.univr.it/it/albo-ufficiale>.

ART. 6 – SELECTION PROCEDURE

The selection will be based on the evaluation of qualifications and an interview, for which the Selection Committee has a maximum total of 100 points available for each candidate, distributed as follows:

• PhD in medical area and/or in biology	Max. points	5
• Academic publications (max n. 5)	Max. points	30
• Work experiences in the research field	Max. points	25
• Other qualifications	Max. points	10
• Interview	Max. points	30
	TOTAL	points
		100

The candidate's academic qualifications and experience must be related to the following fields:

1. Immunology
2. Cancer Immunology
3. Cancer Immunotherapy
4. Immunological assays
5. Ethics, animal welfare, and the Three Rs (Replacement, Reduction, and Refinement).

The interview will focus on the following topics:

1. Cancer Immunology
2. Cancer Immunotherapy
3. Immunological assays
5. Ethics, animal welfare, and the Three Rs (Replacement, Reduction, and Refinement).

During the interview, Italian candidates will be tested for their knowledge of the English language, while foreign candidates will be tested for their knowledge of the Italian language.

Candidates who achieve an overall score of at least 60 points out of 100 will be considered eligible.

Candidates' qualifications and experience will be evaluated before the interview, based on the documents submitted.

The scores obtained in the qualification assessment will be disclosed to candidates before the interviews.

To take part in the interview, candidates must provide a current, valid ID document.

Candidates who do not show an ID document or have only an expired ID document will not be admitted to the interview.

The interviews will take place at 10.30 am (Italian time) on 9th March 2026 at the Immunology Section, Department of Medicine, Building D, 2nd floor, Polyclinic "G.B. Rossi" B.go Roma, P.le L. A. Scuro 10 - Verona.

Upon request of the individual candidate, the interview may be conducted remotely, using the ZOOM platform. Candidates must ensure that the workstation from which they will hold the interview is equipped with a webcam, indispensable for recognition, and equipped with a microphone and headphones or audio speakers. The possibility for each candidate to attend the interview of the other candidates must be guaranteed.

Failure / incorrect communication of personal contact details, failure to connect and / or unavailability of the candidate on the day and time established, or failure to show the identification document will be considered a waiver of participation in the interview, and therefore of selection, whatever the cause.

ART. 7 – RANKING LIST

The steps of the selection procedure, including the ranking list, shall be approved by Rectoral Decree. The ranking list will be concurrently published electronically in the Official University Register on the web page: <http://www.univr.it/it/albo-ufficiale>, in compliance with the principles of transparency and protection of personal data.

The successful candidate for the postdoctoral position will be contacted by the relevant Administration office to accept the assignment and submit the required self-certifications.

In the event of a tie, preference will be given to the candidate belonging to the less represented gender among the candidates participating in the selection process and, secondarily, to the younger candidate.

The merit ranking is valid for 180 days from the date of approval of the ranking list.

ART. 8 – CONTRACT SIGNATURE

The Research Area – Doctoral Programs and Research Contracts Unit will invite the successful candidate to sign the postdoctoral position contract via email. The contract must be signed by the deadline indicated in the email. The interested party may request a justified deferral, provided that the deferral is compatible with the research activity being performed. Failure to sign within the deadline will be considered a renunciation of the position and will result in the candidate being removed from the ranking list.

ART. 9 – NATURE OF THE CONTRACT

The postdoctoral position is a fixed-term employment contract

The total annual amount of the postdoctoral position, net of administrative burden, is € 28.456,48, to be paid to the recipient in deferred monthly instalments. The salary is not subject to indexation or revaluation and it is subject to current tax and social security regulations.

The employment relationship established between the University of Verona and the postdoctoral appointee is governed by the applicable provisions, including tax, welfare, social security, and insurance coverage for employment income.

The University provides insurance coverage against accidents at work and occupational diseases and for third-party liability.

Postdoctoral positions do not confer any right of access to University positions.

Post-doctoral positions are incompatible with:

- a) any other employment relationship, including part-time or fixed-term, at public or private entities;
- b) holding research grants, including at other universities or public research institutions;
- c) holding research contracts pursuant to Article 22 of Law 240/2010, including at other universities or public research institutions;
- d) holding research positions pursuant to Article 22-ter of Law 240/2010, including at other universities or public research institutions;
- e) holding fixed-term researcher contracts pursuant to Article 24 of Law 240/2010, including at other universities or public research institutions;
- f) holding doctoral research scholarships or other scholarships, awarded for any reason by national or foreign institutions, except when these are for international research mobility.

The postdoctoral position is not compatible with attending bachelor's degrees, master's degrees, PhD, or medical specialization programs, in Italy or abroad. The postdoctoral position entails unpaid leave of absence for employees working in public administrations.

Without prejudice to the above, the postdoctoral appointee may not, in any case, carry out activities that could create a conflict of interest with the University's activities or that prevent the proper conduct of the research activity.

ART. 10 – SAFEGUARD PROVISIONS

For any matters not provided for by this announcement, please refer to the University's Regulations for the post-doctoral position contracts, Article 22-bis of Law No. 240/2010, and applicable laws, where applicable.

The University of Verona is the owner of the processing of the personal data of the participants in the selections, pursuant to EU Regulation 2016/679; detailed information on the purposes of the processing, recipients of the data and exercise of the data subject's rights is available on the University's institutional website: <http://www.univr.it/it/privacy>.

This call for applications shall be publically published in the electronical Official University Register on the web page: <http://www.univr.it/it/albo-ufficiale>.

For more information, contact the Research Office – PhD and Research Contracts Unit of the University of Verona, Via San Francesco 22, ph. +39(0)458028204, e-mail address elena.cordioli@univr.it.

THE RECTOR
Prof. Chiara Leardini

This document is digitally signed and recorded in the report system of the University of Verona, under Legislative Decree 82/2005 and subsequent amendments.

APPENDIX: FORM A

ALLA MAGNIFICA RETTRICE
DELL'UNIVERSITÀ DEGLI STUDI DI VERONA
U.O. Dottorati e Contratti di Ricerca

I, the undersigned,
born in (province) on
residing in (province)
street n° postcode
phone tax identification no., request
admission to the selection process **IpD14/2026** for the formulation of a ranking for the awarding of n. 1
postdoctoral position contract in the scientific-disciplinary group GSD 06/MEDS-02 EXPERIMENTAL
MEDICINE, PATHOPHYSIOLOGY AND CLINICAL PATHOLOGY, scientific-disciplinary sector SSD MEDS-
02/A – Experimental Medicine and Pathophysiology, to perform the research on the topic "**Reprogrammed**
Monocytes Promote Cancer Cell Awakening and Metastatic Spread", pursuant to Art. 22-bis, Law 240/10.

I hereby state, under my own personal responsibility:

- a) I have citizenship in the following country:;
- b) I have no reported criminal convictions nor pending criminal proceedings; or: I have the following criminal
convictions or the following pending criminal proceedings;
- c) I have:
 - a PhD in
awarded on the date by;
- for qualifications obtained in Italy, please attach the completed Form B;
- for qualifications obtained in another country, please attach a copy of the qualification and its
translation into Italian or English.
- d) I meet the other requirements specified in Art. 2 of this call for applications.

I request to take the interview via videoconference yes no

I attach my qualifications as specified in Art. 3 of this call for applications, printed on plain paper.

Address for correspondence:

Street City

Prov. Postcode Phone Email

The undersigned declares that all attached documentation is compliant with the originals.

I, the undersigned, state my knowledge that the University may use the information contained in this declaration
exclusively within the context and for the institutional purposes of the Public Administration, in compliance with
the current legislation on the processing of personal data.

Verona,

Signature

APPENDIX: FORM B

**SUBSTITUTIVE DECLARATION OF CERTIFICATION and/or SUBSTITUTIVE DECLARATION IN LIEU
OF AFFIDAVIT**

(Art.s 46 and 47, Presidential Decree no. 445 of 28/12/00)
To be used only for qualifications obtained in Italy

I, the undersigned,

SURNAME _____

NAME _____
(for women: indicate maiden name)

TAX ID NUMBER _____

BORN IN _____ PROVINCE _____ ON _____

PERMANENT ADDRESS: CITY _____ PROVINCE _____

ADDRESS _____ POSTCODE _____

PHONE _____ EMAIL _____

being aware of the criminal sanctions concerning false statements and the creation or use of false documents, as referred to in Art. 76, Presidential Decree 445/2000

I declare:

to have:

a PhD in
awarded on the date by

I, the undersigned, state my knowledge that the University may use the information contained in this declaration exclusively within the context and for the institutional purposes of the Public Administration, in compliance with the current legislation on the processing of personal data.

Place and date _____ Signed _____

Pursuant to Art. 38, Presidential Decree 445/2000, this substitutive declaration of affidavit is signed by the person concerned in the presence of a suitable employee or signed and submitted together with a non-certified photocopy of an ID document of the person concerned.