



CALL FOR SELECTION

“PUBLIC NOTICE FOR THE SELECTION OF 9 EXPERTS IN SUPPORT OF CO-DESIGN PROCESSES

**WITHIN THE FRAMEWORK OF THE PROJECT “EMPOWERING NEW ENERGIES AND
RESOURCES IN GREECE ITALY AREA” (ACRONYM ENERGIE),
FINANCED BY THE INTERREG GREECE-ITALY PROGRAMME 2021/2027”**

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PREAMBLE

The Strategic Agency for Technology, Technology Transfer and Innovation of the Puglia Region (hereinafter also referred to as ARTI) hereby informs interested parties of its intention to select no. 9 (nine) professional resources (hereinafter also referred to as "talents") who will support the activities of the project "Empowering New Energies and Resources in Greece Italy area" (acronym ENERGIE) funded by the Interreg Greece-Italy 2021/2027 Programme.

The ENERGIE project, for which ARTI acts as Lead Partner, involves the implementation of **co-design processes**, structured into phases of active listening, territorial dialogue, collective development of visions, definition of solution prototypes and engagement of local actors.

The proposed processes will contribute to the achievement of Specific Objective SO2.7 of the Programme (*Enhancing protection and preservation of nature, biodiversity, and green infrastructure, including urban areas, and reducing all forms of pollution*), within the scope of Intervention Field 079 (*Nature and biodiversity protection, natural heritage and resources, green and blue infrastructure*). They will be developed in relation to three pilot sites identified within the project area:

- **Matera (Basilicata - Italy):** Integrating the protection and valorisation of the UNESCO Sassi District with sustainable and shared mobility, addressing the conflict between transport needs and heritage preservation, while enhancing the visitor experience and local quality of life.
- **Brindisi (Puglia - Italy):** Regenerating Molo Catene, to transform an underused port area into a symbolic space for innovation, sustainability, and renewable energy through co-design and experimental pilot concepts.



- **Aigialeia (Western Greece - Greece):** Shaping the sustainable and inclusive regeneration of the former Aigio Paper Mill, a strategic industrial heritage site, by promoting its adaptive reuse, accessible public and coastal spaces, and supporting local development, innovation, and integrated governance.

For the purposes of this Public Notice, reference is made to the definition of “talents” pursuant to Article 2, paragraph 1, of Regional Law No. 13 of 6 August 2025, “Measures for the attraction, enhancement, circular mobility and retention of talents in Puglia”: *“Talents shall mean individuals such as students, employed or job-seeking workers, artists, digital nomads, start-uppers and individuals inclined towards self-entrepreneurship, who possess high-level skills and specialisations or intend to acquire them in strategic sectors for economic, social and cultural development, and who intend to establish their study, work or life project in Puglia, temporarily or permanently.”*

A more specific identification of the skills required is provided in the following Articles 1 and 2 of this Public Notice.

Art. 1 - OBJECT OF THE ASSIGNMENT

The selected talents will work closely with local communities, designing a joint and replicable co-design process for creative urban regeneration with a positive impact: *“as we regenerate the city, we regenerate the planet”*, contributing to the definition of innovative practices in the fields of:

- environmental protection and enhancement of natural and cultural heritage;
- renewable energy and clean technologies;
- sustainable tourism and low-impact urban regeneration;
- circular economy and responsible resource management;
- territorial economic development, post-industrial reconversion, reskilling and upskilling, in line with the principles of the New European Bauhaus.

Talents will play an active role in the co-design processes in the pilot sites identified by the project, acting as facilitators of transformation. They will foster collaborative listening and dialogue aimed at developing sustainable solutions that integrate environmental, energy, social, and cultural aspects within the local contexts involved.

Activities, depending on the professional profiles referred to in Article 2, shall include, by way of example and not exhaustively, the following:

1. Analysis and mapping



- collection of territorial, environmental and socio-cultural data;
- participatory mapping of spaces, services, local actors and proximity networks;
- development of contextual profiles, narrative atlases, or thematic maps useful to support workshops.

2. Collaborative design

- design and facilitation of co-design workshops;
- facilitation of technical panels and peer-exchange meetings;
- co-development of territorial visions, design guidelines, and intervention scenarios;
- participatory definition of experimental micro-interventions.

3. Experimentation and prototyping

- definition of operational solutions for the regeneration of urban or natural spaces and environments;
- support to pilot actions implementation;
- integration of renewable energy and sustainable mobility solutions;
- assessment of technical, managerial, and organisational feasibility of the identified actions.

4. Territorial support and activation

- mentoring and operational tutoring;
- support in identifying administrative tools (e.g., collaboration agreements, loans for use, shared management models);
- support for the activation of local cooperation networks.

5. Public dissemination and shared communication

- participation in public events;
- support in the production of information materials;
- drafting of activity and results documentation;
- drafting of local action plans.

Art. 2 – PROFILES

The selection aims to identify candidates with specialised skills corresponding to the following professional profiles:

PROFILE A) n. 3 TALENTS FOR TERRITORIAL PLANNING, HERITAGE AND SUSTAINABLE TOURISM



Talents with design-oriented vision and creative sensitivity, supported by solid technical expertise, and the ability to integrate urban, cultural, environmental, and social aspects in the elaboration of innovative territorial development scenarios: they will contribute to the design of regeneration and reactivation solutions of spaces, developing strategic directions aligned with the green and blue transition and participating in the co-design of integrated visions for use and enhancement of the project's territorial contexts, including post-industrial contexts and tangible and intangible heritage.

The following professional specialists fall under profile A):

- Engineers, urban planners, architects and landscape architects;
- Territorial and environmental planners;
- Heritage and cultural managers;
- Experts in sustainable tourism and slow mobility;
- Professionals with experience in sustainable mobility and accessibility of places.

Main activities may include:

- Territorial, landscape and cultural analysis;
- Co-design of urban and landscape regeneration strategies and interventions;
- Development of creative solutions for sustainable mobility and soft accessibility;
- Enhancement of tangible and intangible heritage;
- Development of itineraries, services and models of sustainable tourism;
- Support to the decision-making processes and the definition of shared territorial visions.

PROFILE B) n. 2 TALENTS FOR RENEWABLE ENERGY, ENERGY EFFICIENCY AND CLIMATE SOLUTIONS

Talents with an innovative approach to energy transition and clean technologies, capable of combining technical tools with a systemic vision to support the adoption of sustainable energy solutions, green infrastructure, and adaptive climate models in the project's local contexts, and of supporting co-design processes by translating technical knowledge into operational and context-specific solutions.

The following professional specialists fall under profile B):

- Energy and/or environmental engineers;
- Energy efficiency consultants;
- Experts in energy communities and cooperative systems;
- Circular economy and green economy experts;
- Experts in local energy systems and energy flow analysis;



- Technicians and designers of urban climate mitigation and adaptation solutions.

Main activities may include:

- Analysis of the energy needs of the pilot sites;
- Design and local adaptation of renewable solutions;
- Development of community-based energy management models;
- Proposals for energy efficiency and climate resilience of urban spaces;
- Contribution to co-design workshops through technical and operational skills.

PROFILE C) n. 2 TALENTS FOR ECONOMIC DEVELOPMENT, BUSINESS MODELS AND FINANCE FOR REGENERATION

Talents with economic, management, and production systems analysis skills, with applied experience in territorial development projects, innovation policies, European or international programmes, start-ups, social enterprises, or post-industrial reconversion processes, capable of contributing to the economic sustainability, scalability, and replicability of the project solutions developed within the ENERGIE co-design processes.

They will work in close coordination with the other profiles, supporting the assessment of economic feasibility, of the socio-employment impact, and local development opportunities, with particular focus on post-industrial reconversion processes, the development of green and blue business models, and the creation of generative territorial hubs.

The following professional specialists fall under profile C):

- Territorial development economists;
- Experts in sustainable business models and corporate innovation;
- Experts in industrial policies and labour transition;
- Experts in finance for urban regeneration, European funds and impact investing.

Main activities may include:

- Socio-economic analysis of territorial contexts
- Support to the definition of sustainable economic models for pilot actions
- Assessment of the economic and employment impact of the proposed solutions
- Contribution to the design of territorial hubs and new local ecosystems
- Support to the identification of financial instruments and funding opportunities.

PROFILE D) n. 2 TALENTS FOR PARTICIPATORY DESIGN, TERRITORIAL GOVERNANCE AND CAPACITY BUILDING



Talents with strong relational skills and aptitude for the creative facilitation of participatory processes and community engagement using innovative methods - preferably gained in complex, multi-stakeholder territorial contexts or national/international funded projects - capable of developing empowerment pathways and building collaborative governance models among administrations, citizens, and local stakeholders in the project's territorial contexts.

They will also contribute to the communication and public sharing of the project's processes and results, fostering the dissemination of tested practices, the strengthening of local capacities, and the enhancement of experiences gained in the pilot sites.

The following professional specialists fall under profile D):

- Facilitators of participatory processes;
- Community managers and local network activators;
- Trainers and experts in non-formal education;
- Experts in social innovation and co-design;
- Stakeholder engagement experts;
- Experts in territorial governance and policy innovation;

Main activities may include:

- Design and management of co-design meetings and workshops;
- Activation and empowerment of local communities and groups;
- Development of capacity building pathways for institutions and stakeholders;
- Facilitation of shared decision-making processes;
- Facilitation of public outreach and supporting the production of information materials.

Art. 3 – ELIGIBILITY REQUIREMENTS

Applicants shall meet, by the deadline for submission of applications, the following general requirements:

- a) be no older than 35 years of age on the closing date of this Public Notice.
- b) to be citizens of a European Union Member State or of a third country (non-EU).
- c) not to have received criminal convictions, including non-final judgments, for offences regulated under Book II, Title II, Chapter I of the Italian Criminal Code, nor to be subject to preventive measures, civil rulings, or administrative sanctions recorded in the criminal record.



- d) not to be subject to any ongoing criminal proceedings.
- e) not to have been dismissed, discharged or otherwise removed from employment in a Public Administration due to persistent insufficient performance, nor declared unfit for public employment due to submission of false or invalid documentation.
- f) not to have been convicted of the crimes referred to in Articles 600-bis, 600-ter, 600-quater, 600-quinquies, 609-undecies of the Italian Criminal Code, nor to have received prohibitory sanctions related to activities involving direct and regular contact with minors.

Applicants must also meet the following specific professional requirements:

- a) possession of a University Degree (Bachelor's Degree) of at least European Qualifications Framework level 6 (EQF 6), relevant to one of the profiles listed in Article 2 of this Notice and for which the application is submitted.
- b) at least two (2) years of professional experience in activities consistent with one of the profiles listed in Article 2 of this notice and for which the application is submitted, including experience gained in European or international projects, territorial innovation contexts and/or co-design processes, urban regeneration, post-industrial reconversion, local development or environmental and energy transition initiatives.

The following additional requirements are also required:

- excellent knowledge of spoken and written English (minimum level B2 of the CEFR).
- familiarity with the use of digital tools and IT applications, including online collaboration platforms and remote communication tools.

The following will be considered in the evaluation of the professional experience declared in the application:

- experience in international or cross-border contexts.
- expertise in reskilling and upskilling processes, particularly in green, blue, and digital skills.
- expertise in biodiversity, nature-based solutions and blue economy.
- ability to work in multidisciplinary and intercultural teams.
- skills in environmental, social and economic impact assessment.

Art. 4 - APPLICATION PROCEDURE AND DEADLINES

The selection will be carried out through a comparative procedure based on CV assessment and interview, in accordance with the provisions of Regulation of the Regional Agency for



Technology, Technology transfer and Innovation, governing the assignment of individual appointments.

The application for participation in the selection, pursuant to Presidential Decree No. 445/2000, shall be drafted in English and prepared exclusively using the template attached to this Notice (Application Form - Annex 1) and in compliance with the operational procedures indicated on the specific web page dedicated to this Notice (<https://www.arti.puglia.it/amm-trasparente/9-experts-energie>), available on the ARTI's website in the "Amministrazione Trasparente (Transparent Administration)" section, under the subsection "Bandi di Concorso (Calls for Applications) - Avvisi (Notices)".

The application for participation in the selection shall be submitted **exclusively through the online application procedure** accessible from the same dedicated web page.

In the Application Form (Annex 1), to be drafted in English, candidates must declare under their own responsibility the following data:

- name and surname;
- date, place of birth and tax code;
- citizenship;
- place of residence and address;
- the possession of the requirements set out in art.3;
- an email address to receive communications relating to the selection procedure.

In the application, candidates must also clearly indicate the profile for which they are applying. Applications may be submitted for only one of the profiles listed in Article 2.

The Application Form (Annex 1), must:

- a) be produced in PDF format, dated and signed, either with a digital signature or with a handwritten signature on the last page, clearly written and legible.
- b) be submitted, under penalty of exclusion, no later than 27/02/2026 at 12:00 (Italian local time), and exclusively through the online application procedure available on the ARTI's website in the "Amministrazione Trasparente (Transparent Administration)" section, under the subsection "Bandi di Concorso (Calls for Applications) - Avvisi (Notices)" <https://www.arti.puglia.it/amm-trasparente/9-experts-energie>.
- c) be accompanied by the following attachments in PDF format:

- i. a **curriculum vitae**, clearly and comprehensively detailing professional experiences and their related durations, as well as all elements relevant for the assessment of the professional requirements set out in this Notice, **organised into three clearly identified sections**:
 1. **In the first section**, candidates must clearly and thoroughly indicate any additional postgraduate qualifications relevant to one of the profiles listed in Article 2 and for which the application is submitted, specifying the exact date of achievement, the official duration, and the awarding University or Higher Education Institution. By examining this section, the Evaluation Committee shall be able to readily identify the candidate's post-graduate qualifications and assign the scores as specified in Article 5 of this Notice.
 2. **In the second section**, candidates must clearly and thoroughly list, in reverse chronological order (from most recent to earliest), the professional experiences with the Profile referred to in Article 2 of this Notice and for which the application is submitted. By examining this section, the Evaluation Committee shall be able to readily verify the professional requirements set out in Article 3 above and assign scores as specified in Article 5 of this Notice. Candidates must therefore clearly indicate the start date (day, month and year) and the end date (day, month and year) of each professional experience, the activities carried out, the name of the organisation (public or private) for which the activities were performed.
 3. **In the third section**, the candidate shall indicate any other additional qualifications or professional experiences not directly related with the with the Profile referred to in Article 2 of this Notice and for which the application is submitted.

The curriculum vitae shall be drafted in English, dated and signed on the last page, either with a handwritten signature, clearly legible and in full, or with a digital signature. The CV must include the declarations pursuant to Presidential Decree no. 445/2000 and the authorizations for the processing of personal data pursuant to EU Regulation 2016/679.

- ii. a copy of a valid **identification document** (e.g., Passport/Identity Card).

Art. 5 – EXAMINATION, EVALUATION AND SELECTION PROCEDURE

The verification of compliance with the eligibility requirements and the assessment of applications shall be carried out by an Evaluation Commission, which will be appointed by a specific administrative act and composed of three members.

For the evaluation of eligible candidates, the Evaluation Commission shall have a total of 30 points available, distributed as follows:

- a. a maximum of 20 points shall be awarded for the assessment of the Curriculum Vitae, structured in accordance with the provisions set out in Article 4, on the basis of the scoring grid outlined below:

| A. ADDITIONAL QUALIFICATIONS | max 6 points |
|---|----------------------|
| 2 points for each additional postgraduate qualification relevant to the profile, with a minimum official duration of 12 months, awarded by an University or Higher Education Institution. | 6 |
| B. PROFESSIONAL EXPERIENCE | max 14 points |
| 1 point for each year, or fraction of a year exceeding six (6) months, of professional (post-graduate) experience gained beyond the minimum number of years required as eligibility criterion of this Notice. The score will be weighted by applying the multiplier corresponding to the assessment assigned by the Evaluation Committee, based on the relevance and consistency of each listed professional experience. | 14 |
| EVALUATION | MULTIPLIER |
| Excellent | 1 |
| Very good | 0.9 |
| Good | 0.8 |
| Fair | 0.7 |
| Sufficient | 0.6 |
| Insufficient | 0.5 |
| Mediocre | 0.4 |
| Poor | 0.3 |
| Inadequate | 0.2 |
| Severely inadequate | 0.1 |
| Not assessable | 0 |



b. a maximum of 10 points shall be awarded for the individual interview. For the purpose of assigning the interview score, the Evaluation Commission shall apply multipliers to the maximum interview score (10 points) corresponding to the following evaluation outcomes:

| Evaluation | Multiplier |
|---------------------|------------|
| Excellent | 1 |
| Very good | 0.9 |
| Good | 0.8 |
| Fair | 0.7 |
| Sufficient | 0.6 |
| Insufficient | 0.5 |
| Mediocre | 0.4 |
| Poor | 0.3 |
| Inadequate | 0.2 |
| Severely inadequate | 0.1 |
| Not assessable | 0 |

A maximum of 10 candidates for each of the profiles referred to in Article 2 shall be admitted to the interview, with separate rankings drawn up for each profile. In the event of a tie in the scores awarded for the last eligible position in the rankings, all candidates with the same score shall be admitted to the interview.

The lists of candidates admitted to the interview shall be published, with notification effect, on ARTI's official website – Transparent Administration section – Subsection: Calls for Applications – Notices, at least 7 calendar days prior to the interview date.

The interviews for each of the profiles referred to in Article 2 will be conducted via an online video-conferencing system.

The interview will aim to assess whether candidates match the required profiles and to explore the qualitative aspects of their professional experiences, highlighting relevant skills and attitudes. Particular attention will be given to soft skills such as communication, interpersonal skills, problem-solving, innovation, and proactivity, as well as to the ability to apply these skills within the territorial contexts of the ENERGIE Project (Brindisi, Matera, and/or Aigialeia) or in addressing co-design challenges oriented towards environmental, social, and economic sustainability, aimed at promoting innovative solutions for the regeneration of neglected areas.



Art. 6 – GROUNDS FOR EXCLUSION

Candidates shall be excluded from participation in this selection procedure if they:

- a) submit their application after the deadline set out in Article 4 above, or submit the application using procedures different from those indicated in this Notice;
- b) do not meet the eligibility requirements set out in Article 3 above.

Art. 7 – APPROVAL OF THE RANKING LIST

At the end of the evaluation procedure, a ranking list shall be drawn up for each of the Profiles referred to in Article 2. The ranking lists may be scrolled in the event of withdrawal and/or incompatibility of selected candidates.

The ranking lists shall be published on the ARTI's institutional website and shall constitute formal notification to all applicants.

Following the selection process, the winning candidates shall be appointed by managerial decision.

ARTI also reserves the right to use the same ranking list in case of additional assignments, beyond the 9 provided for in this Notice, also to meet the additional needs of other projects funded by the Interreg Greece-Italy 2021-2027 Programme, even for a period shorter than that established under the subsequent Article 8.

Art. 8 - ASSIGNMENT, CONTRACTUAL DURATION AND ECONOMIC TREATMENT

Prior to signing the assignment contracts, ARTI shall carry out appropriate checks in accordance with the applicable legislation and any additional internal provisions, including verification of the truthfulness of the self-declarations submitted.

The appointed talents shall sign specific declarations attesting the absence of grounds for ineligibility or incompatibility, as well as the absence of conflicts of interest, in accordance with the applicable legislation.

The assignment is of a temporary and highly specialised nature. It is incompatible with any other existing contractual relationship between the expert and the Regional Agency for Technology, Technology transfer, and Innovation. This is a self-employed professional assignment, without any subordination constraint, for which the possession of a VAT registration is required.



All the assignments will begin on the date of appointment and will remain in effect until the conclusion of the ENERGIE Project, currently scheduled for 26 May 2027, unless extended.

The total remuneration for each of the nine (9) Talents amounts to EUR 25,000.00 (twenty-five thousand/00), excluding VAT. The remuneration shall be paid in arrears on a bimonthly basis, upon submission of a report on the activities carried out and the related invoice, following specific validation by ARTI on the correctness of the performed services.

The assignment must be carried out without any subordination constraint, with full autonomy by the appointed expert with reference to the results to be achieved. The appointees shall ensure their presence at the premises of ARTI and/or the Puglia Region for an estimated total of 30 working days. Travel, subsistence, or mission expenses incurred in reaching the ARTI and/or Puglia Region offices will not be reimbursed.

During the assignment period, the talents will also ensure their presence in the three territorial areas of the project (Brindisi, Matera, and Aigialeia) for the implementation of the envisaged activities, including, among others, study visits, on-site analyses and co-design processes. The planning and duration of these activities will be defined in collaboration with ARTI and the host project partners. The host project partners will also arrange the talents' presence in these territorial areas.

Art. 9 - PUBLICITY

This Notice is published on the institutional website of ARTI at www.arti.puglia.it – under the section “Amministrazione Trasparente” (Transparent Administration) – under the subsection “Bandi di Concorso (Calls for Applications) - Avvisi (Notices)”.

The results of the selection procedure shall be made public, prior to the execution of the contracts, through publication on the institutional website of ARTI under the section “Amministrazione Trasparente” (Transparent Administration) – “Bandi di Concorso” (Calls for Applications) – “Esiti” (Results).

ARTI reserves the right not to award the assignment in the absence of adequate qualitative requirements or should the qualitative requirements of experience and competence be deemed inadequate, at its sole discretion.

Art. 10 - PERSON RESPONSIBLE FOR THE PROCEDURE AND INFORMATION

Pursuant to Regional Law 15/2008 and Article 5 of Law No. 241/1990, the person in charge of the procedure is Dr Marianunzia Lazzizera.



Any request of information and clarification on this Notice, as well as support for any technical issues related to the online application procedure, should be submitted exclusively by email to the following address: energie.project@arti.puglia.it

Art. 11 - PROCESSING OF PERSONAL DATA

The personal data provided shall be processed in accordance with Regulation (EU) 2016/679 (GDPR).

The Data Controller is ARTI – Regional Agency for Technology, Technology Transfer and Innovation, with registered office in Bari (Italy), Via Giulio Petroni No. 15/f.1, email: info@arti.puglia.it – PEC: arti@pec.rupar.puglia.it.

The Data Protection Officer (DPO) may be contacted at the following address: ARTI – Regional Agency for Technology, Technology Transfer and Innovation, Via Giulio Petroni No. 15/f.1, Bari (Italy), email: dpo@arti.puglia.it.

Personal data shall be processed by authorised ARTI's staff, using both manual and electronic means, in compliance with the applicable data protection legislation.