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Policy on the Compatibility Between Employment and PhD Studies

Adopted by the Academic Senate on July 15, 2025

Article 12, paragraph 1 of Ministerial Decree 226/2021 states:

*“The PhD program requires **full-time and exclusive commitment**, without prejudice to the provisions of paragraph 4 and of Article 10, paragraph 2, letter b),”* which refer to PhD positions for employees of companies or institutions with agreements under accredited “industrial” doctoral programs.

The same article also states:

*“**The Academic Board**, according to the procedures defined by university regulations, **may authorize** the PhD candidate to undertake paid activities that allow them to **acquire skills relevant to the educational scope of the PhD program**, subject to an assessment of compatibility with the effective conduct of the training, teaching, and research activities. University regulations may set an **upper income limit** for the PhD candidate, compatible with the scholarship, and in any case, **not exceeding the amount of the scholarship itself**.”*

In implementation of this national regulation, Article 26, paragraphs 10 and 11 of our University's PhD Regulation provides the following:

*“**The Academic Board**, upon request from the PhD candidate, **may authorize** the performance of limited **paid work activities** not included in the training plan, provided they are consistent with it, do not create a conflict of interest with the University, and are carried out in a manner and timeframe that allows the PhD candidate to continue their research project and regularly attend teaching activities.”*

*“If a PhD candidate becomes a public or private employee during their PhD studies, the Academic Board will proceed with their exclusion from the program, except in the following cases:

- The candidate formally waives the scholarship provided by the University, and the Academic Board issues a favorable opinion regarding the compatibility of the employment with the PhD program;
- The candidate is on leave or sabbatical from their employer for the duration of the PhD program.”*

To support PhD candidates in their transition to the job market and assist Academic Boards in assessing the compatibility between external employment and the PhD program, the following procedure has been established:



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If a PhD candidate receives a job offer with a start date **before** the scheduled (or extended) end date of their PhD program:

1. **The candidate submits a formal request** to the Director of the PhD School *before* accepting the job offer from the company or institution.
2. The **Director of the PhD School**, with the support of the PhD Office and in coordination with the **Supervisor**, verifies with the company whether it is possible to convert the candidate's status (with or without a scholarship) to that of an **“executive PhD.”**
 - If this is feasible, the PhD Office supports the parties in establishing a specific agreement.
 - The candidate's research project is then carried out as part of a formal collaboration between the University and the company/institution.
3. If the company/institution **does not opt for the “executive PhD” route**, the Director of the School informs the **PhD Program Coordinator**, who submits the case to the **Academic Board**.
 - The Board then evaluates the compatibility of the employment based on the candidate's progress (training and research requirements, international experiences, etc.) and the nature of the research (e.g., need for lab access or University equipment).
4. If the Board **approves the compatibility**, the external organization must **formally confirm in writing** its willingness to allow the candidate to complete the required training and research activities for the PhD degree.
5. At the conclusion of this process, the PhD candidate, **if authorized by the Academic Board**, may proceed to **sign the employment contract**.
 - If the candidate receives a **scholarship**, they must **formally renounce it** before starting employment.