



Statute of the Stazione Zoologica Anton Dohrn

Art. 1

(Name and Registered Office)

1. The Stazione Zoologica Anton Dohrn of Naples, hereinafter referred to as Stazione Zoologica, can trace its origins to the Stazione Zoologica founded by Anton Dohrn in 1872.
2. The Stazione Zoologica, regulated as, and declared to be, a legal person in public law under Law nr. 886 of 20 November 1982, is an independent national research body pursuant to the Decree of the President of the Republic of August 5, 1991.
3. The Stazione Zoologica enjoys statutory autonomy according to Art. 2 of Legislative Decree nr. 213 of 31 December 2009. The Stazione Zoologica adopts its own regulations concerning its aims and objectives and its scientific, economic, financial and accounting practice acting autonomously under Art. 33, last paragraph, of the Italian Constitution. These regulations are issued pursuant to Art. 8, fourth paragraph, and Art. 17, second paragraph, of Law nr. 168 of 9 May 1989, and Legislative Decree nr. 213 of 31 December 2009, consistent with the principles of the European Charter for Researchers, annexed to Recommendation nr.2005/251/CE of the European Commission on 11 March 2005 and, where not provided for by those provisions, in compliance with the Italian Civil Code.
4. In respect of the Stazione Zoologica, the Ministry of Education, Universities and Research exercises all powers deriving from Legislative Decree nr. 213 of 31 December 2009.
5. The Stazione Zoologica has its registered office at Villa Comunale, 1 in Naples, at the facilities assigned in perpetuity to the Institution by the City of Naples. The Stazione Zoologica may set up offices in Italy and abroad, alone or in partnership with public and private entities of acknowledged scientific importance, according to need and to the nature of its activities.

Art. 2

(Purpose)

1. The mission statement of the Stazione Zoologica is to carry out research on the fundamental processes of biology, with specific reference to marine organisms and their biodiversity, in close association with the study of their evolution and the dynamics of marine ecosystems, using an integrated and interdisciplinary approach. The study of the resulting biotechnological applications is part of the mission of the Institute.
2. The Stazione Zoologica conducts research in the field of marine and biomedical science through partnerships with research institutions and enterprises to foster the furtherment of

knowledge and its application to environmental protection and the improvement of the quality of life.

3. These aims are pursued to further and promote the economic, social and cultural development of this country.

Art. 3 (Activities)

1. The Stazione Zoologica, for the purposes set out in Art. 2:
 - a) carries out, promotes and coordinates research activities in the pursuit of excellence at national and international level, with the aim of extending knowledge in the areas named in Art. 2, alone and in collaboration with universities and other public and private bodies
 - b) conducts industrial research and pre-competitive development in collaboration with other enterprises, and carries out activities of support and advice regarding project ideas for industrial research initiatives in the initial stages
 - c) promotes the internationalization of the Italian system of scientific and technological research in order to increase competitiveness and visibility, participating in major research programmes and international organisations, providing advice when so requested by government authorities, and ensuring cooperation with organisations and institutions from abroad in the field of science and technology
 - d) creates and manages infrastructures for international scientific and technological research
 - e) promotes the training, technical, and professional growth of researchers by awarding scholarships and research grants, as well as promoting and offering MSc, and PhD research programmes, through special arrangements with universities in Italy and abroad, as well as with the involvement of the business community
 - f) promotes and disseminates scientific culture in addition to knowledge of the marine environment. The latter is achieved through the use of the aquarium, scientific collections and library
 - g) collaborates with the regional and local authorities to promote the development of local production through joint research initiatives
 - h) provides, upon request, advice and technical or scientific opinions on matters within its area of expertise on behalf of the Ministry of Education, Universities and Research, and other branches of the public administration, private enterprises or other organisations
 - i) in pursuit of its institutional activities may provide services to third parties within the provisions of private law
 - j) carries out any other activities necessary to the achievement of the institutional goals

Art. 4

(Administrative Bodies of the Stazione Zoologica)

1. The Administrative Bodies of the Stazione Zoologica are as follows:
 - a) the President
 - b) the Executive Board
 - c) the Scientific Council
 - d) the Board of Auditors

Art. 5

(Organisational Principles)

1. The organisation of the Stazione Zoologica requires a Managing Director, and consists of the Departments and General Services.
2. The organisational structure of the Stazione Zoologica is laid down in the Rules for Organisation and Operation, taking into account the separation of responsibilities relating to strategic planning, management, and functions relating to assessment and control.
3. The Rules for Organisation and Operation govern the overall organisation of the Institution, including the general architecture of the facilities and offices, as well as the specific duties and responsibilities and the general criteria for decision flow and internal processes.
4. Management tasks can be delegated according to criteria that ensure synergy and coordination between the scientific requirements, the speed and efficiency of administration, transparency, and the balance of management.

Art. 6

(President)

1. The President is the legal representative of the Institute and is responsible for institutional relations. The President:
 - a) convenes and chairs the Executive Board, establishing the agenda; a majority of Board Members may request that the President call a meeting of the Executive Board to address a specific agenda
 - b) monitors, supervises and controls the correct performance of the Institute's activities
 - c) entrusts management to the Managing Director, upon approval by the Executive Board, under Article 7
 - d) provides for the matters and activities delegated by the Executive Board in accordance with current regulations
 - e) draws up the ten-year Strategic Vision Document, the Three-year Plan and its updates in consultation with the Council of Departments and the Managing Director

- f) draws up the report accompanying the budget documents and annual accounts, showing the results obtained and the state of implementation of the programmes and projects relating to the Institute after consulting the Council of Departments and the Managing Director
 - g) in urgent cases, adopts measures within the remit of the Executive Board, subject to ratification at the next Board Meeting
 - h) grants its patronage and permission to use the logo of the Institute according to the criteria adopted by the Executive Board
 - i) performs the other duties set out in the laws and regulations
 - j) acts as employer within the terms of Legislative Decree n. 81 of 9 April 2008 and subsequent modifications and supplements
2. The President is chosen from among highly qualified persons within the scientific community, with extensive knowledge of the research system in Italy and abroad and with many years of experience in the management of institutions or public or private bodies working in this field of research. The President is appointed under the procedures established in Art. 11 of Legislative Decree n. 213 of 31 December 2009, for a period of four years and can be renewed only once.
 3. In case of absence or impediment, the President shall be replaced solely for matters of day-to-day administration and for legal representation by the senior Board Member.

Art. 7
(Executive Board)

1. The Executive Board is entrusted with the general task of directing and planning the general activities of the Institute. The Executive Board:
 - a) decides, upon consulting the Scientific Council and after consultation with the auditors, on any changes to the statute either unanimously, in the presence of two Board Members, or by an absolute majority given the presence of all the Board Members
 - b) approves the personnel structure and any changes thereto
 - c) makes decisions, after consulting the Council of Departments, on the Rules for Organisation and Operation, the Rules of Administration, Accounting and Finance, and Staff regulations
 - d) decides on the Three-Year Plan of the Institute, including the Annual and Three-Year Plan for personnel requirements, and any updates thereto, after consulting the Scientific Council and the Council of Departments
 - e) decides on the participation in, or creation of, consortia, foundations or companies with public and private institutes, Italian or otherwise
 - f) decides on the establishment of, or participation in, investment funds
 - g) approves the annual and long-term budgets, and changes in policy and annual accounts, including the economic and operating results achieved, as well as

communicating them to the Ministry of Education, Universities and Research and the Ministry of the Economy and Finance

- h) appoints the Scientific Council, naming the Chair, the Department Coordinator and the Managing Director upon the proposal of the President.
 - i) expresses a binding opinion on the qualifications of the General Services managers proposed by the Managing Director
 - j) verifies the results of the Institute's activities, calling upon the Scientific Council and the facilities in compliance with Article 15
 - k) allocates financial resources, equipment and human resources to the Departments, taking into account the proposals made by the Council of Departments
 - l) decides on large investments in infrastructure and major projects according to the criteria specified in the administrative, accounting and finance regulations
 - m) decides on safety regulation in the workplace, defining the responsibilities of the employer, the details of the responsibilities of the managers, officers and those appointed to take care of safety in the workplace
 - n) approves agreements and framework agreements with universities and other bodies and public or private national or international organisations
 - o) approves the general provisions of the national collective bargaining agreement
 - p) decides on any other topic of relevance to the Institute not delegated to other bodies by law and the internal regulations
2. The resolutions passed by the Executive Board are immediately enforceable with the exception of those set out in paragraphs a), b), c), d), e) and f) to be submitted for assessment and ministerial approval in accordance with current legislation and Legislative Decree 213/2009.
 3. The Executive Board consists of three members, namely:
 - a) the President of the Stazione Zoologica
 - b) a Member appointed by the Minister of Education, Universities and Research, in accordance with the procedures set out in Art. 11 of Legislative Decree n. 213 of 31 December 2009
 - c) a Member appointed by the referring National Scientific Community, according to the procedures set out in Art. 11.
 4. If a Board Member is replaced, he or she will conclude his/her mandate together with the other Directors already in office.
 5. The Members of the Executive Board are appointed by decree of the Minister of Education, Universities and Research, for a period of four years in office and may be reappointed once.
 6. The office of President or Board Member is incompatible with any employment relationship with the Stazione Zoologica.

7. The meetings of the Executive Board are valid only if a majority of the Board Members in office attend.
8. The Executive Board shall deliberate upon reaching a majority of those present, and in the event of a tied vote, the President has the casting vote.
9. The meetings of the Executive Board may also be held by teleconference or videoconference. In this case, the President or a person acting in his/her behalf, must ascertain that a quorum for the valid constitution of the session has been reached, identifying, personally and with certainty, all the participants present at the teleconference or videoconference, making sure that the audio-visual media enable them, in real time and continuously, to follow the discussion and participate in debate, and ensure the smooth running of the meeting, determining and announcing the results of the vote. The meeting is deemed to have taken place at the location in which both the President or Deputy Chair, and the secretary in charge of recording the minutes are obliged to be present at the same time.

Art. 8
(Scientific Council)

1. The Scientific Council acts in an advisory capacity expressing preliminary scientific and technical opinions regarding research programmes and upon conclusion of the activity carried out by the personnel of the Institute and the personnel associated with it. This assessment is carried out in strict compliance with the methodology and actions envisaged by the National Agency for the Evaluation of Universities and Research Institutes (ANVUR) and, as far as may be applicable, by the independent rating organisation in compliance with Art. 14 and Art. 74, paragraph 4 of Law 150/2009.
2. The Scientific Council is composed of seven members: scientists from Italy and abroad of international renown, with special expertise and experience in the fields of biology and/or ecology.
3. The majority of the members of the Scientific Council are selected from among the persons referred to in the preceding paragraph from public or private foreign research organisations. The Chair convenes the meetings of the Scientific Council and, after consulting the President of the Institute, establishes the order of the day.
4. The Scientific Council is appointed by the Executive Board upon recommendation by the President.
5. The President selects the members of the Scientific Council after consultation with the Council of Departments and seeks the binding opinion of the *Accademia dei Lincei* on the proposal to be submitted to the Executive Board.
6. The members of the Scientific Council remain in office for four years and may be reappointed once.
7. The Scientific Council:

- a) expresses its opinion on the overall scientific or sectoral strategy of the Institute, in particular on the ten-year Strategic Vision Document and the Three-Year Plan
 - b) expresses its opinion on the constitution of the Departments and related research programmes
 - c) expresses opinions on the projected human resources needs
 - d) expresses its opinion on the content of educational activities
 - e) expresses its opinion on the participation of the Institute in companies, consortia, and foundations
 - f) must express its opinion on the evaluation procedures of researchers and technologists at the Stazione Zoologica, taking into account the methodology developed by ANVUR and, as far as is applicable, by the independent rating organisation under Art. 14 and Art. 74, paragraph 4 of Law 150/2009
 - g) regularly assesses the results of the research work of the Institute, including activities undertaken in relation to the objectives set out in the Three-Year Plan
 - h) performs all the consultative activities assigned to it by the regulations of the Institute and the Executive Board
8. The opinions and findings of the Scientific Council are communicated to the Executive Board together with a report by the Chair.
9. The President of the Stazione Zoologica may be invited to attend meetings of the Scientific Council without the right to vote.
10. The Scientific Council may meet using IT systems, as described in Art. 7, paragraph 9.

Art. 9
(Board of Auditors)

1. The Board of Auditors controls the correct administration and accounting of the Institution and carries out the tasks set out in Article 2403 of the Civil Code, where applicable.
2. The Board of Auditors consists of three members, including at least two registered auditors under Decree 88 of 27 January 1992, appointed by the Minister of Education, Universities and Research by decree. Two members are appointed by the Minister of Education, Universities and Research and the third is appointed by the Minister of Economy and Finance. The member appointed by the Minister of Economy and Finance has the functions of the Chair of the Board of Auditors of the Institution. The members of the Board of Auditors remain in office for four years and may be reappointed once.

Art. 10
(Managing Director)

1. The Managing Director is responsible for the management of the Institute, the implementation of the resolutions of the Executive Board and the implementation of the measures of the

President; he or she coordinates and controls the General Services of the Institute and attends meetings of the Executive Board without voting rights. Furthermore the Managing Director:

- a) draws up the budget and the final balance of the Institute
 - b) assists the President in drawing up the Ten-year Strategic Vision Document, the Three Year Plan and its updates
 - c) prepares the Annual Report verifying the operating and economic results of the Institute to be submitted to the President, who submits it to the Executive Board
 - d) draws up the basis for the Regulations to be submitted to the President who submits them to the Executive Board
 - e) identifies the General Services Managers, by means of comparative assessment taking into account position and managerial characteristics
 - f) asks the Executive Board for a binding opinion on the qualifications of the General Services Managers and confers the appointment
 - g) assigns the post of the Department Coordinators previously approved by the Executive Board, under Article 7
 - h) performs all the activities assigned to him/her in accordance with the regulations of the Institute
2. The Managing Director, whose terms of employment are governed by private law contract, is selected from persons of the highest technical and professional qualifications and proven management experience, with extensive knowledge of the regulations and the organisational structure of public research institutions. The position is assigned by the President after a resolution has been passed by the Executive Board.
 3. The term of office of the Managing Director coincides with the expiry of the mandate of the President, with the possibility of an extension not exceeding six months.
 4. The remuneration of the Managing Director is determined by the Executive Board according to the collective agreement for the sector and Legislative Decree n. 165/2001 and subsequent modifications and supplements.
 5. If the Managing Director is a university professor or researcher, he or she is entitled to a period of leave under Article 12 of the Decree of the President of the Republic no. 382 of 11 July 1980; if the researcher, technologist or employee of the public administration is granted leave without pay in accordance with Article 19, paragraph 6, of Legislative Decree n. 165 of 30 March 2001.

Art. 11
(Referring Scientific Community)

1. The referring scientific community nominates a member of the Executive Board, in compliance with section 2 of Art. 7, and may be consulted under the circumstances recognised by the Executive Board, also at the request of the Scientific Council.
2. The referring scientific community comprises the following:
 - a) researchers and technologists of the Institute
 - b) researchers and technologists of public research institutions, professors of categories I and II and university researchers working in areas consistent with those described in Art. 2 and those of equivalent professional level working in private research organisations recognized by the Ministry of Education, Universities and Research where they are needed.
3. Research Institutes and sectors consistent with the content of Art. 2 are defined in the Rules for Organisation and Operation.
4. The referring scientific community is renewed in the six months prior to the revocation of Executive Board membership.
5. The Rules for Organisation and Operation govern the procedures for identifying the active and passive voters.

Art. 12
(Departments)

1. The Departments are the organisational units where all the scientific and technological activities of the Institute are performed. The method for forming the Departments and their organisational structure are defined in the Rules for Organisation and Operation of the Institute.
2. The Departments implement the programmes and activities assigned to them on the basis of the Three-Year Plan or specific research programmes funded by third parties, interacting with the production system, universities and other research institutions, as well as the local authorities. They have financial and managerial autonomy within the limits defined by the Rules of Administration, Accounting and Finance of the Institute.
3. The coordinator of the Department is responsible for the activity and the human and material resources of his or her Department. He or she is nominated by the Executive Board of the Institute, upon recommendation by the President through comparative assessment taking into account scientific standing and managerial characteristics. The coordinators of the Departments hold office for five years.
4. The Department Coordinators ensure, through regular consultations, the active contribution of their staff in the decision-making and operational processes of the Institute.
5. The Department coordinators draw up an annual report on the results of the activity to be referred to the President

Art. 13
(Council of Departments)

1. The Council of Departments is made up of the coordinators of the Departments and a component from each Department, elected by all the personnel within it. If the Departments number is less than three, three components shall be elected for each Department. The Council of Departments is responsible for facilitating the management and common development of the activities of the Institute. The Council of Departments:
 - a) assists the President in the formulation of the scientific component of the Ten-year Strategic Vision Document, the Three-Year Plan and its updates, the Budget Update Report and the Annual Accounts
 - b) expresses its opinion to the Executive Board on the overall Three-Year Plan proposal of the Institute and any updates
 - c) expresses its opinion on amendments to the Rules for Organisation and Operation of the Institute
 - d) ensures the necessary synergy among Departments
2. The Council is chaired by the Senior Department Coordinator, who calls a meeting of the Council at the request of at least two coordinators.
3. The members of the Council of Departments hold office for five years. The Rules for Organisation and Operation describe the procedures for the election of Members of the Council of Departments.

Art. 14
(Action Plan)

1. The Stazione Zoologica operates on the basis of a Ten-Year Strategic Vision Document (SVD) and a Three-Year Action Plan (TAP) updated annually. The Three-Year Plan sets out the objectives, research programmes, and expected socio-economic results, as well as the related resources, in line with the national programme for research according to Art. 1, paragraph 2, of Legislative Decree nr. 204 of June 5, 1998. The Three-Year Plan is drawn up taking into account the freedom of scientific research within the institutional mission of the Institute, and the assessment of the activities referred to in Art. 15. The Plan includes the projected personnel requirements over a three-year period, both on a permanent and fixed-term basis.
2. The TAP is assessed by the supervisory authority, among whose functions it is to identify and develop the overall objectives of the system and the coordination of the TAP of the various research institutions.
3. The procedure for drawing up the Institute's planning documents is established by the Rules for Organisation and Operation.

Art. 15
(Assessment of Activities)

1. Assessment of the activities of the researchers, technologists and research staff relating to the Institute is based on the principles laid down in the European Charter for Researchers, attached to recommendation nr. 2005/251/EC of the European Commission of 11 March 2005 and on the methods and acts of ANVUR and, where applicable, by the Independent Rating Organisation under Art. 14 and Art. 74, paragraph 4 of Law 150/2009.
2. The assessment of researchers and technologists is coordinated by the Scientific Council of the Institute, and may be supplemented by external scientists of its choice.

Art. 16
(Revenue of the Stazione Zoologica)

1. The revenue of the Stazione Zoologica consists of:
 - a) contribution from the ordinary fund for the financing of public research bodies, pursuant to Art. 7, paragraphs 1 and 2, of Legislative Decree nr. 204 of 5 June 1998, based on the activities proposed under the three-year plan and annual updates by the Institute, as and when approved
 - b) contributions for individual projects or work dependent on the funds envisaged by the national research programme, pursuant to Legislative Decree nr. 204 of 5 June 1998
 - c) the allocation of funds and contributions from central and local government and the European Union or other international bodies for participation in programmes and projects or programme agreements
 - d) grants awarded to the Stazione or to individual researchers by foundations or other private facilities after a selection process
 - e) contracts with public and private third parties for the provision of services
 - f) royalties from the transfer of patents or know-how
 - g) activities of a commercial nature
 - h) any other revenue

Art. 17
(Instruments)

1. In order to carry out the activities referred to in Art. 3 and all other related activities, including the pecuniary use of the results of its own as well as commissioned research, according to the criteria and procedures stated in the Rules for Organisation and Operation, the Stazione may:
 - a) make agreements and conventions

- b) join or form consortia, foundations or companies with public and private, Italian and foreign entities, upon authorisation of the Minister of Education, Universities and Research pursuant to Art. 18 of Legislative Decree nr. 127 of June 4, 2003 as amended
 - c) have interests with investment management companies within the meaning of Legislative Decree nr. 58/98 after an assessment of the legality and merits by the Ministry of Education, University and Research
 - d) foster the creation of new businesses by providing its own personnel, also on an on-going basis, in accordance with the regulations in force
 - e) participate in the establishment and the scientific work of international research facilities in collaboration with similar scientific institutions in other countries
 - f) commission research and study in public and private, national and international organisations, in accordance with the provisions of its administrative regulations
 - g) establish research units for individual fixed-term projects in universities or companies, by means of specific agreements.
2. the Stazione reports on the programmes, objectives, activities and results of the entities referred to in paragraph 1 in a special section of the Three-Year Plan of the Institute and its related updates.

Art. 18
(Regulations)

1. The Stazione Zoologica has Rules for Organisation and Operation, Rules of Administration, Accounting and Finance, and Staff Regulations, as well as other internal regulations governing specific matters. The Rules for Organisation and Operation, the Rules of Administration, Accounting and Finance and the Staff Regulations are approved according to the procedures laid down by Legislative Decree n. 213 of 31 December 2009.
2. The Rules for Organisation and Operation defined in paragraph 3 of article 5:
 - a) describe the organisation and functioning of the organs of the Institution and the powers of the Managing Director
 - b) establish the composition of the Departments
 - c) establish the procedures for appointing Department Coordinators
 - d) establish how the Departments shall operate, ensuring the fundamental role of their researchers in the planning and execution of research
 - e) define the other structures, including those pertaining to administration within the Institute
 - f) establish the decision-making and management processes.
3. The Rules of Administration, Accounting and Finance:
 - a) establish a model for drafting the budget and final accounts

- b) establish detailed rules to ensure transparency and effectiveness in the use of financial resources for the various research objectives and the achievement of institutional goals
- c) establish the procedures for the procurement of goods, services and supplies in accordance with EU legislation
- d) establish detailed rules for asset, economic, financial and internal audit management, notwithstanding the provisions on the general accounts laid down by the State
- e) provide the option to grant advance payment amounting to up to 20 per cent of the contract value for the supply of particularly complex scientific instruments and technology, notwithstanding the provisions of law in force.

4. Staff Regulations:

- a) establish detailed rules for the management and administration of human resources
- b) establish personnel assessment procedures
- c) establish the procedures for the recruitment of temporary and permanent staff

Art. 19 (Human Resources)

1. The terms of employment of the employees of the Stazione Zoologica are regulated in accordance with the provisions of Legislative Decree n. 165 of 30 March 2001, Articles 14 and 15 of Law nr. 196 of 24 June 1997, Legislative Decree nr. 297 of 27 July 1999, and Article 51, paragraph 6, of Law 449 of 27 December 1997. Also foreign nationals may apply for public recruitment selection if they satisfy the requirements.
2. The Stazione Zoologica, upon prior clearance from the Ministry of Education, Universities and Research, based on the opinion of the Committee of Experts on Research Policy (CERP), may directly employ Italian or foreign researchers or technologists with exceptionally high scientific qualifications in their specific disciplinary fields, and who have distinguished themselves for exceptional merit or who have been honoured with high scientific awards in the international arena, on permanent contracts totalling no more than 3 per cent of the researchers and technologists within the limits of the available budget, to the maximum level for research staff as defined by the Executive Board.
3. The Stazione Zoologica ensures full compliance with the procedures, methods, cases and relations with trades unions, pursuant to legislative decree no. 165/2001 and subsequent amendments and the current national collective bargaining agreements for the work at hand.

Art. 20

(Financial statements, reports and controls)

1. The annual and long-term budgets, and changes to projected policy and the annual accounts, including the Report on Business and Operating results achieved, are communicated to the Ministry of Education, Universities and Research and the Ministry of the Economy and Finance.
2. The Stazione Zoologica is subject to supervision under Art. 3 paragraph 7 of Law nr. 20 of 14 January 1994 by the Italian Corte dei Conti.

Art. 21

(Specific Provisions)

1. Incompatibility with the office of President, Member of the Executive Board and of , the Scientific Council, Chair or Member of the Board of Auditors or Managing Director is regulated by the Rules for Organisation and Operation of the Institute. The President, the Managing Director, the Members of the Executive Board, the Board of Auditors and the Scientific Council may not be Directors of, or employed by, companies participating in research programmes in which the Stazione Zoologica has an interest.
2. The emoluments of the President, the Members of the Executive Board and the Members of the Board of Auditors and the attendance fees of the Members of the Scientific Council shall be determined by the Minister of Education, Universities and Research, in consultation with the Minister of the Economy and Finance.
3. The provisions of the statute do not produce any new or additional burdens on public finances, and the Stazione Zoologica works in, and is committed to ensuring, full compliance, present and future, with regulatory provisions on the containment of public spending, as well as the containment and reduction of human resources, subject to the exemptions or exceptions expressly provided for by specific laws.

Art. 22

(Legal Representation in Court Matters)

1. For disputes on matters for which the President acts in the capacity of a decentralized Institute of the public administration, representation and defence are undertaken by the *Avvocatura dello Stato* wholly and exclusively, except in cases of conflict of interest with the State or organisations whose defence is also entrusted to the State.
2. Except in cases of conflict, if the Stazione Zoologica in the event of disputes on matters referred to in the preceding paragraph does not wish, in exceptional circumstances to avail itself of the *Avvocatura dello Stato*, it shall adopt a reasoned ad hoc resolution.

3. For disputes on matters not included among those referred to in paragraph 1, the legal representation and defence of the Stazione Zoologica shall be entrusted at its own discretion, to State attorneys or independent counsel.

Art. 23
(Transitional Provisions)

1. For the initial implementation of this statute, the drafting and adoption of the Regulations of the Organisation and Operation, Administration, Accounting and Finance and Human Resources is assigned to the Executive Board in office, supplemented by five experts in accordance with Article 3, paragraph 3 and article 18, paragraph 2 of Legislative Decree 213/2009.
2. The regulations and the measures taken under the previous regulation are in force if they are compatible and have not been repealed until those set out above have been approved.
3. From the date of entry into force of this statute, the President and the Members of the Executive Board of the Institute remain in office until completion of the procedures for appointment pursuant to Art. 18, paragraph 2 of Legislative Decree 213/2009. The Board of Auditors appointed under the previous statute shall perform its functions until the new Board of Auditors of the Stazione Zoologica takes over, having been appointed in accordance with Art. 9. The Managing Director in office at the time of the entry into force of this statute shall conclude his/her tenure upon the natural expiration of the current contract.
4. Within ten days of entry into force of this statute, the Stazione Zoologica shall issue a call for nominations among the referring scientific community, ensuring ample dissemination. Twenty calendar days after expiry, the list of applicants to define the active and passive voters of the representative within the Executive Board is approved by the President of the Institution. Upon putting this statute into effect for the first time, the research organisations and the subject areas set out in Article 11, paragraph 3, are defined in the table attached to this statute. Upon putting this statute into effect for the first time, the passive voters are the researchers and technologists belonging to the 1st and 2nd level of public research institutions and professors of the 1st and 2nd categories associated with research organisations and the subject areas defined in the above-mentioned table. Within sixty days of the entry into force of the statute, the active voters are consulted, in person or by means of teleconferencing, in order to select a representative of the scientific community within the Executive Board.

Art. 24
(Entry into Force)

This statute shall enter into force on the first day of the month following that of its publication in the Gazzetta Ufficiale.