



FONDAZIONE  
EDMUND MACH  
dal 1874

## RECRUITMENT NOTICE



Organization and Human Resources Department,  
Human Resources Development Office

Pagina 1 di 8

Selection Announcement		Job reference: 409_CRI_SLX
Position type	<b>Fixed-term positions for Researchers and Technologists (Level III or IV) in the research areas: "Agrosystems and Bioeconomy", "Biodiversity, Ecology and Environment", and "Food and Nutrition" at the Research and Innovation Centre (CRI).</b>	
Procedure	A list of qualified candidates will be established via a pre-selection online test. Hiring for funded fixed-term positions will occur following an interview with candidates drawn from this list.	
Maximum number of shortlisted candidates and annual number of positions	Maximum number of candidates on the list: 200. The Research and Innovation Centre offers approximately 30 fixed-term positions per year depending on funding, project requirements and organizational needs.	
Assignment structure and position manager	Research and Innovation Centre - Director: Dr. Damiano Gianelle.	
Distinction between Researchers and Technologists, and between levels	<p><b>Researchers:</b> are expected to advance knowledge in their scientific discipline by carrying out basic and/or applied research, publishing scientific results, and applying for competitive funding.</p> <p><b>Technologists:</b> are generally responsible for designing, developing and managing complex laboratory protocols, data analyses, technological infrastructures/facilities, workflows or databases necessary for research activities, thereby providing strategic and advanced support.</p> <p><b>Level IV:</b> The fourth level Researcher/Technologist position is for staff with a Master Degree or equivalent, at the start of their scientific career, classified at the European level as a "First Stage Researcher".</p> <p><b>Level III:</b> The third level Researcher/Technologist position is for staff with considerable research experience and scientific autonomy holding a PhD, classified at the European level as a "Recognized Researcher".</p>	
Specific requirements	<ol style="list-style-type: none"> <li>1. English Language: minimum B2 level, assessed during the pre-selection online test, and, for shortlisted candidates, during an interview that will be conducted entirely in English.</li> <li>2. Fourth level access: <ul style="list-style-type: none"> <li>- At least a four-year degree (Master's degree or equivalent) in fields relevant to the Research and Innovation Centre.</li> </ul> </li> <li>3. Third level access: <ul style="list-style-type: none"> <li>- a PhD in fields relevant to the Research and Innovation Centre.</li> </ul> </li> </ol>	
Declarations under Art. 14, paragraph 6 of the Procedure for the recruitment of human resources at the Fondazione Edmund Mach	<p>Candidates must declare that:</p> <ul style="list-style-type: none"> <li>● they meet the requirements specified in the notice;</li> <li>● they do not have grounds for incompatibility as defined by Italian law, and do not have any conflict of interests regarding employment by the Fondazione E. Mach;</li> <li>● they have not been convicted of any criminal offences and are not subject to any measures arising from the application of preventive measures, civil judgments or administrative orders; that is, that they do not have a criminal record;</li> <li>● the declarations made in the application/curriculum vitae are accurate and that they undertake to notify Fondazione E. Mach of any subsequent changes.</li> </ul>	



FONDAZIONE  
EDMUND MACH  
dal 1874

## RECRUITMENT NOTICE



Organization and Human Resources Department,  
Human Resources Development Office

Pagina 2 di 8

Physical suitability for the specific work	<p>In the event of recruitment, the Fondazione E. Mach reserves the right to require, where motivated by the specific risks associated with the role, a pre-employment medical examination pursuant to Article 41 of Legislative Decree 81/2008, in order to ascertain the employee's fitness for work and the absence of any contraindications with regards to the role for which they will be hired. Depending on the outcome of the examination, in the event that the candidate is judged to be 'unsuitable' or 'suitable with restrictions', the Foundation reserves the right not to proceed with the recruitment or to terminate the contract if it has already been signed.</p>
Exclusion from participation in the selection process	<p>The following individuals are excluded from participating in the selection process:</p> <ul style="list-style-type: none"> <li>● those who have already held fixed-term contracts with the Foundation as a third-level Researcher/Technologist for a duration of 36 months;</li> <li>● those who have already held fixed-term contracts with the Foundation as a fourth-level Researcher/Technologist for a duration of 36 months and do not hold a PhD.</li> </ul> <p>The application form includes a specific section where you must declare your length of service with the Fondazione E. Mach.</p>
Duties	<p>Staff members employed at the Research and Innovation Centre may be involved in some or all of the following:</p> <ul style="list-style-type: none"> <li>● Designing, conducting, and coordinating (only for third-level Researcher and Technologist positions) scientific research projects and activities.</li> <li>● Supporting the training of students and early-career researchers (only for third-level Researcher and Technologist positions).</li> <li>● Managing experiments and data collection in the laboratory and in the field.</li> <li>● Analyzing experimental data and modeling.</li> <li>● Publishing scientific results in international scientific journals, drafting technical reports, and preparing conference presentations.</li> <li>● Collaborating with national and international partners and participating in competitive research projects.</li> <li>● Supporting the drafting of project proposals and the scientific reporting of projects.</li> </ul>
Areas of work	<p>Roles by area:</p> <p><b>Agrosystems and Bioeconomy</b></p> <ul style="list-style-type: none"> <li>● Designing and conducting research on sustainable agricultural systems, crop production and plant breeding.</li> <li>● Contributing to the development of technologies and protocols for crop genomics, digital agriculture, automation, and precision farming.</li> <li>● Analyzing and optimising agricultural supply chains with a focus on sustainability.</li> <li>● Coordinating field trials and supporting research at the experimental farm.</li> </ul> <p><b>Biodiversity, Ecology, and the Environment</b></p> <ul style="list-style-type: none"> <li>● Designing and conducting research on forest, alpine, aquatic, and agro-environmental species and ecosystems.</li> <li>● Contributing to the development of technologies and protocols for remote-sensing, genetics and genomics, and movement ecology.</li> <li>● Analysing the impact of climate and anthropogenic changes on plant, animal and microorganism biodiversity (including species and genetic diversity), behaviour, physiology, and ecosystem function.</li> </ul> <p><b>Food and Nutrition</b></p> <ul style="list-style-type: none"> <li>● Designing and conducting research on food quality, traceability, and safety.</li> </ul>



FONDAZIONE  
EDMUND MACH  
dal 1874

## RECRUITMENT NOTICE



Organization and Human Resources Department,  
Human Resources Development Office

Pagina 3 di 8

	<ul style="list-style-type: none"> <li>• Contributing to the development of technologies and protocols for metabolomic and physico-chemical analyses of food matrices;</li> <li>• Assessment of the sensory and nutritional properties of food products.</li> </ul>
<p>Keywords (applicant's fields of interest or experience)</p>	<p>Digital agriculture/smart agriculture Circular bioeconomy Plant genetics, genomics and breeding Viticulture and enology Fruit crops Crop protection Biotremology Forest and alpine ecology Biodiversity conservation Animal ecology Applied Ecology Environmental Botany Hydrobiology Animal conservation genetics and genomics Plant conservation genetics and genomics One Health Nutrition Metabolomics Metataxonomics, metagenomics, metatranscriptomics Sensory quality of food Traceability and authenticity of agri-food products Biotechnology of natural products Bioinformatics 1 free keyword</p>
<p>Selection procedure</p>	<p><b>Online test to draw up a list of successful candidates:</b> A remote digital test will be administered by our external partner SELEXI, a leading provider in the field of personnel selection. Candidates who pass this test, achieving at least the required minimum scores for each Section, will be included in a list of successful candidates, ranked in descending order of combined final score, up to a maximum of 200 people or, in any case, until the number of candidates meeting the specified criteria is exhausted if fewer than 200. Candidates tied for 200th place will all be included in the list of qualified candidates. The list of qualified candidates will be made available to the Research and Innovation Centre, and does not constitute a right or guarantee of employment.</p> <p><b>Assessment interview, in person or via videoconference, to rank suitable candidates for a specific position:</b> The recruitment of a member of staff from the list of qualified candidates for a newly funded position, will take place via an interview with a dedicated committee. To identify the candidates to be invited for interview, the Committee will select the most appropriate candidates from the list, based on the test scores of the profiles most relevant to the available position. Following the interview a ranking will be drawn up for the specific position, and hiring will follow.</p>
<p>Criteria for conducting the online test and inviting candidates to interview</p>	<p>The online test consists of multiple-choice questions in English and is divided into two sections:</p> <ol style="list-style-type: none"> <li>1. Section 1: Verbal, numerical, and abstract reasoning, basic knowledge of statistics and digital skills (maximum 70 points);</li> <li>2. Section 2: Test of specialist knowledge in the fields of either Agrosystems and Bioeconomy, or Biodiversity, Ecology and the Environment, or Food and Nutrition (maximum 30 points). Candidates may choose only one field of interest.</li> </ol>



FONDAZIONE  
EDMUND MACH  
dal 1874

# RECRUITMENT NOTICE



Organization and Human Resources Department,  
Human Resources Development Office

Pagina 4 di 8

The candidates will receive a 'pass' if they achieve a score of at least 35 points in Section 1, and a score of at least 10 points in Section 2; therefore an overall score of at least 45 points. Candidates who pass the test will be included on the list of qualified candidates, which will remain valid for two years.  
In addition, only candidates holding a PhD who have achieved an overall score of at least 65/100 in the admission test may be selected for third-level Researcher/Technologist positions, subject to an interview.

Test structure

	Test	Language	No of questions	Duration	Scoring	Pass Score
Section 1	Verbal reasoning	English	10	45 minutes	0 to 10	35
	Numerical reasoning		10		0 to 10	
	Abstract reasoning		10		0 to 10	
	Statistics		20	30 minutes	0 to 20	
	Digital skills		20	30 minutes	0 to 20	
Section 2	Specialist skills	English	30	45 minutes	0 to 30	10

Test date and time  
(Italian time: CEST or  
GMT+2)

**July 30, 2026.** Time of the test is going to be notified after the deadline for applications.

Criteria for conducting  
the interview and  
drawing up the ranking  
list

The interview procedure and the topics to be covered will be communicated to the shortlisted candidates as indicated in the section 'Selection Procedure', and will vary in relation to the position available within the Foundation. Candidates will be given at least 10 days' notice.  
The interview, which will be conducted in English, is designed to assess the candidate's knowledge, as well as their skills and aptitudes, in relation to the duties they will be required to perform.  
After interviewing the candidates, the Selection Committee will draw up summary assessments and produce a final merit-based ranking.

Language skills  
according to the levels  
of the Common  
European Framework  
of Reference for  
Languages (CEFR):  
Level of proficiency and  
methods of assessment

**Knowledge of English (minimum level B2) will be assessed in the online test and also during any subsequent interview, which will be conducted in English.**  
To understand the required proficiency levels, please consult the dedicated page on the EUROPASS website:  
<https://www.coe.int/en/web/common-european-framework-reference-languages>  
Failure to demonstrate English language proficiency at a level corresponding to B2, either during the online test phase or during the interview, will result in exclusion from the selection process.

Eligibility criteria and  
administrative cure

All the specified requirements and qualifications must be met by the deadline for submitting applications, as well as by the date of recruitment or appointment. Candidates are required, in all cases, to promptly notify FEM of any changes to the information provided in their application.  
Failure to meet the specific and general requirements will result in exclusion from the selection process. The Foundation reserves the right to verify the aforementioned requirements and may, at any time, exclude from the selection process any candidates who do not meet the prescribed requirements.  
Should any inconsistencies, doubts or uncertainties arise from the declarations, the Foundation reserves the right to request clarifications and documents to be submitted by the deadline set by the Foundation itself.  
The assessment of whether the specific and general requirements for admission to the test are met is based exclusively on the information provided in the online application form.



FONDAZIONE  
EDMUND MACH  
dal 1874

## RECRUITMENT NOTICE



Organization and Human Resources Department,  
Human Resources Development Office

Pagina 5 di 8

<p>Procedures and deadlines for notifying candidates who have been shortlisted for the test and interview of the schedule and venue</p>	<p>All communications to candidates will be sent by email to the address provided on the online application. Candidates must present a valid photo ID, or have sent a copy in advance if the tests are conducted remotely via videoconference. Failure to attend the test venue or the remote videoconference link, or late arrival not accepted by the Selection Committee, will result in exclusion from the selection process.</p> <ul style="list-style-type: none"> <li>● <b>Invitation to the test:</b> A few days before the online test, SELEXI will send an email with detailed instructions regarding the steps for attending the online test.</li> <li>● <b>Invitation to the interview - for shortlisted candidates only:</b> The Fondazione E. Mach will send an invitation by email with at least 10 days' notice.</li> </ul>
<p>Gross salary</p>	<p>Alphanumeric code of the National Collective Labor Agreement (CNEL code): "CDIV". Depending on the candidate's profile, qualifications, test results and interview performance, contracts will be offered in accordance with the CCPL Collective Labour Agreement for Research Foundation Staff (<a href="https://trasparenza.fmach.it/Amministrazione-Trasparente/Personale/Contrattazione-collettiva/CCPL-Personale-Fondazioni-di-Ricerca">https://trasparenza.fmach.it/Amministrazione-Trasparente/Personale/Contrattazione-collettiva/CCPL-Personale-Fondazioni-di-Ricerca</a>) at the level of Fourth-Level Researcher/Technologist, with a current gross annual salary of €41,245.00; or as a third-level Researcher/Technologist, with a current gross annual salary of €47,182.01.</p>
<p>Deadline for submitting online applications and for the completion of the selection process</p>	<p>Applications must be received by <b>11:59 CET (just before midday) on July 21, 2026.</b>  The selection process will be completed by January 21, 2027.</p>
<p>How to apply</p>	<p>Under penalty of exclusion, <b>candidates must submit their application for this selection procedure exclusively by electronic means through the Portal <a href="https://fondazionemach.ilmiotest.it/">https://fondazionemach.ilmiotest.it/</a></b>, by completing the relevant application form, following registration on the same Portal using their credentials. No other method of completing or submitting the application for participation in the selection procedure will be accepted. The application submission deadline is mandatory and final. The date of submission of the application for participation in this selection procedure will be certified by a specific receipt, downloadable at the end of the submission process from the Portal. Once the final deadline for submission has expired, it will no longer be possible to submit the application. Until the application deadline, the online system will allow candidates to modify the information entered in the application. For the purposes of participation in the selection procedure, in the event of multiple submissions, only the application submitted most recently in chronological order will be considered valid, with all previous submissions deemed revoked and without effect. For technical assistance regarding the online application procedure, candidates may contact the secretariat and technical support service at <a href="mailto:convocazioni@ilmiotest.it">convocazioni@ilmiotest.it</a>. Requests submitted through methods other than those indicated above will not be taken into consideration. Candidates are advised not to submit their application close to the deadline, in order to avoid system overloads, for which the Foundation does not take responsibility. Please note that technical assistance provided by operators will only be guaranteed until 11:00 a.m. on the closing day for application submissions. Together with the application form, candidates are required to attach:</p> <ul style="list-style-type: none"> <li>● a professional <i>curriculum vitae</i>;</li> <li>● the payment receipt;</li> <li>● copy of a valid ID document/passport.</li> </ul>
<p>Application fee and payment method</p>	<p>To participate in this selection procedure, candidates are required to pay a non-refundable administrative and secretarial fee of € 30:</p> <ul style="list-style-type: none"> <li>● The fee must be paid in full prior to submitting the application;</li> </ul>



FONDAZIONE  
EDMUND MACH  
dal 1874

## RECRUITMENT NOTICE



Organization and Human Resources Department,  
Human Resources Development Office

Pagina 6 di 8

	<ul style="list-style-type: none"> <li>• Payments must be made through the designated online payment portal: <a href="https://www.eventbrite.it/e/recruitment-notice-tickets-1990372251985?aff=oddtcreator">https://www.eventbrite.it/e/recruitment-notice-tickets-1990372251985?aff=oddtcreator</a>;</li> <li>• Candidates must attach the payment receipt issued by the portal to their online application form. Applications submitted without the attached payment receipt will be considered incomplete and will not be processed.</li> </ul>
<p>Technical requirements</p>	<p>For the correct administration of the online test, the following minimum requirements are necessary:</p> <ol style="list-style-type: none"> <li>1. A PC (Windows 8 or later, or LINUX) or a MAC (MAC-OS 10.14 or later) equipped with a webcam and microphone, with <ul style="list-style-type: none"> <li>• the latest version of Google Chrome as the browser. Company devices may not guarantee full compliance with this requirement and, therefore, are not recommended;</li> <li>• an Internet connection with a minimum upload and download speed of 1.5 Mbps will be needed.</li> </ul> </li> <li>2. A smartphone or tablet (Android min. v.8 – iOS min. v.15.8) capable of accessing the Google Play Store (for Android) or the Apple Store (for iOS), equipped with a webcam, and suitable for installing a support application (ProctorExam, 34 MB) connected to the electronic exam environment. Please note that many Xiaomi and Huawei devices do not support the ProctorExam application required to take the exam.</li> </ol> <p>Access to the online test is subject to the successful completion of a system check, which will be scheduled by SELEXI in the days prior to the exam. At that time, candidates will be required to carry out a verification session of the equipment and Internet connectivity available in the exam environment;</p> <p>N.B. Tablets may be used ONLY as a replacement for the smartphone, not for the PC (or Mac). For further specifications regarding the remote examination procedure, please refer to attachment “<a href="#">Supplementary regulations for the administration of the Computer-Based Test at Home</a>” available also in the webpage of the call.</p>
<p>Documentation to be provided in the event of recruitment and relevant deadlines</p>	<p>Prior to recruitment, where required and requested, candidates must provide declarations and original certificates confirming that they meet the “Specific requirements” for admission.</p>



FONDAZIONE  
EDMUND MACH  
dal 1874

## RECRUITMENT NOTICE



Organization and Human Resources Department,  
Human Resources Development Office

Pagina 7 di 8

Test results and  
interview results

The results of the test will be communicated as follows:

- **Publication of a list of only those candidates admitted to the next stage, in anonymous form and identified by a code**, on the webpage dedicated to this recruitment notice;
- **Notification to all candidates**, whether admitted or not, at the end of the test procedure, **sent individually by email** (NOT certified email), to the contact details used for submitting the application;

The outcome of the interview and the final merit ranking for each position will be communicated via:

- **Publication of only those candidates deemed suitable** on the webpage dedicated to this recruitment notice, in order of merit and indicating their surname and first name;
- **Candidates**, whether successful or unsuccessful, will be informed at the end of the selection process **individually via email** (NOT certified email), using the contact details provided when submitting their application.

The publication of a candidate's name on the list of eligible candidates following the interview does not fall within the candidate's right to privacy; therefore, the candidate may not request to be removed from the aforementioned list.

Conditions for  
recruitment and  
employment under Law  
170/2010 or Law  
68/1999

Please note that the Fondazione E. Mach applies the current regulations governing fixed-term employment contracts.

Finally, candidates who are recognised under Law 170/2010 (specific learning difficulties (SLD)) or Law 68/99 (people with disabilities or belonging to the categories referred to in Article 18 of the law) are invited to indicate this in their application form.

Current employee  
welfare and benefits

1. A [Family Audit](#)-certified company, offering flexible working hours and staff management policies designed to promote the well-being of its employees and their families;
2. Adoption of a [Gender Equality Plan](#) (PUG) with the primary aim of ensuring that the organisation is a place of well-being for all, respecting equality and diversity, free from discrimination, and guaranteeing unhindered professional and scientific progress;
3. Staff canteen at the San Michele all'Adige site, as well as a [meal voucher](#) for alternative dining options at affiliated establishments, worth €7.00 per meal;
4. Supplementary pension: voluntary participation in the Pension Fund provided for by collective bargaining, [Laborfondi](#), a fund established in Trentino-Alto Adige. Membership allows you to build additional capital for your future pension with the advantage that employers make an additional monthly contribution (according to the current contractual provisions 2% of the remuneration useful for the purposes of the Severance Pay (TFR) and the tax benefits on payments (the contribution is tax deductible up to the annual limit governed by tax legislation) and when disbursing the Laborfondi pension benefit (tax applied from a maximum of 15% to a minimum of 9% depending on the accrued seniority of participation);
5. Supplementary health protection: automatic membership in [Sanifonds](#), unless the employee specifically requests not to join. The registration fee is entirely paid by the employer, and employees have the option to register family members at a discounted rate. Sanifonds is the Regional Integrative Health Fund that complements the care offered by the National Health Service, guaranteeing a wide range of additional health benefits, from reimbursement for specialist and dental visits to coverage for non-self-sufficiency and serious illnesses;
6. Free parking on the campus in San Michele all'Adige and at satellite sites;



FONDAZIONE  
EDMUND MACH  
dal 1874

## RECRUITMENT NOTICE



Organization and Human Resources Department,  
Human Resources Development Office

Pagina 8 di 8

	<ol style="list-style-type: none"> <li>7. Access to eduroam Wi-Fi (<a href="#">Education Roaming</a>) in the campus buildings in San Michele all'Adige (90% coverage) and at other institutions affiliated with GARR for Wi-Fi services;</li> <li>8. Staff discount on purchases at the Foundation <a href="#">winery</a>;</li> <li>9. Sports and leisure club, with discount for members, and the promotion of sports and leisure activities (in-house gym);</li> <li>10. Regular in-house market selling agri-food products prepared by students from the Education and Training Centre.</li> </ol>
<p>Organisational, Management and Control Model (MOG) and Corruption Prevention and Transparency Plan (PPCT)</p>	<p>By resolution of the FEM Board of Directors No. 1 dated 26 May 2015, the Organisation, Management and Control Model (OMC) was adopted in accordance with Legislative Decree No. 231/2001 (regulating the administrative liability of legal persons, companies and associations, including those without legal personality, pursuant to Article 11 of Law No. 300 of 29 September 2000), supplemented to include the offences covered by Law No. 190 of 2012 (provisions for the prevention and suppression of corruption and illegality in the public administration).</p> <p>The Organisation and Management Model (OMM) constitutes a set of behavioural rules tailored to the risk of offences specific to the organisation or the functions of which it is composed, and must provide for appropriate measures to ensure that activities are carried out in compliance with the law, promptly identifying and eliminating situations of risk. The system also provides for the establishment of an internal control body within the organisation tasked with monitoring the functioning and compliance with the Model, as well as ensuring its updating. The Corruption Prevention and Transparency Plan (PPCT) supplements the Model pursuant to Legislative Decree 231/2001 with measures aimed at preventing corruption and illegal conduct, in line with the objectives of Law 190/2012.</p>
<p>FEM Code of Values and Conduct</p>	<p>The Code of Values and Conduct sets out the Foundation's core values and defines the corresponding standards of conduct to be observed by the recipients, directors, auditors, members of the Foundation's other statutory bodies, employees, project-based staff and employees of other private entities seconded to the Foundation. It also refers to a system of sanctions for conduct that breaches the provisions of the Code.</p>
<p>Information on the processing of personal data</p>	<p>In accordance with Article 13 of EU Regulation 2016/679 ("GDPR" or "Regulation"), and in general in compliance with the principle of transparency set out in the Regulation itself, the privacy notice regarding the processing of personal data is available on the dedicated web page "<a href="#">Privacy Notice regarding the processing of personal data</a>".</p> <p>The candidate assumes responsibility for all data provided in the application form and in their curriculum vitae. Should a candidate be deemed suitable for the position offered, the Foundation reserves the right to request documentary evidence of the qualifications listed.</p>

This notice is issued in accordance with the principle of equal opportunities between men and women in access to employment, pursuant to Legislative Decree No. 198 of 11 April 2006, "Code on equal opportunities between men and women, in accordance with Article 6 of Law No. 246 of 28 November 2005".

For any matters not covered by this recruitment notice, please refer to the "Procedure for the selection of human resources at the Edmund Mach Foundation".

Signed  
The Director General  
Dr. Riccardo Velasco