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Announcement of available position		Selection code: 372_CRI_AMD
Type of position and number of positions vacant	N. 1 (one) temporary position for 30 months as Fourth level Researcher (R4) in the field of aquatic ecology, microalgal biodiversity and data analysis.	
Funding reference	Project DiMARK (Transnational Network for Linking Digital Earth Observation to Freshwater Markers for Better Understanding of Water-connected Climate Change Adaptation and Risk Prevention in Alpine Region), funded by INTERREG Alpine Space program (P2411023I).	
Organisational structure and manager for the position	Hydrobiology Unit, Research and Innovation Centre. Head of the position: Dr. Nico Salmaso.	
Specific requirements	- Master of Science (MSc degree) in the field of biology, natural sciences, ecology, environmental sciences, agricultural sciences or equivalent; - European Driving License, car category (B); - Knowledge of written and spoken English (minimum level B2), evaluated during the interview.	
General requirements	- Italian citizenship with the benefit of full civil and political rights within the State of Italy, whether belonging to the Republic, or not; - OR - Citizens of European Union Member States or other States, provided they meet the following requirements: - benefit of full civil and political rights in the country of origin or nationality (or explanation of the reasons for non-benefit); - possession of all the same requirements as for citizens of the Republic, with the sole exception of Italian citizenship, as detailed below. - Having or not having been the subject of criminal convictions or applications of penalties at their own request (plea bargaining), which have been confirmed as enforceable convictions; - Having or not having been the subject of a conviction or any application of penalty at their own request (plea bargaining), which has not yet been confirmed as enforceable, for the offences referred to in Book 2, Title II, Chapter I of the Italian Criminal Code ("Offences committed by public officials against the public administration"); - Having or not having been dismissed or declared disqualified from employment for having obtained employment through the production of false documents or documents that are invalid and with no possibility of remedy, or for having carried out activities incompatible with employment relationships with the Public Administration, or with entities governed by private law but under public control; - Having or not having exercised authoritative or negotiating powers over the Edmund Mach Foundation (Article 53 paragraph 16 ter of Legislative decree 165/2001) during the previous three years; - Not having been dismissed for justified subjective reason nor just cause, nor having had their employment relationship terminated in application of Article 32 <i>quinques</i> of the Italian Criminal Code, because of failure to pass the probationary period for an employment relationship of indefinite duration and requiring the same qualifications as for this current recruitment; - Being in compliance with any obligations for military service; - In the event of recruitment, being available to take service at Edmund Mach Foundation premises.	

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Physical suitability for the specific work	Edmund Mach Foundation will assess the specific risks connected to the work, and if necessary request a preventive medical examination, pursuant to art. 41 of Legislative Decree 81/2008, in order to ascertain the physical suitability of the employee and absence of contraindications to the work for which they are to be employed. In case of physical unsuitability or suitability with limitations, the Foundation reserves the right not to proceed with recruitment or to withdraw from the contract if it has already been entered into.
Exclusion from the recruitment process <i>(only for temporary position)</i>	The following may not participate in the recruitment process: temporary staff who have been employed for the Foundation in an equivalent role for 6 months.
Job description	The position is within the project DiMark (Transnational Network for Linking Digital Earth Observation to Freshwater Markers for Better Understanding of Water-connected Climate Change Adaptation and Risk Prevention in Alpine Region), an INTERREG Alpine Space project. The researcher will be employed under the supervision of Dr. Nico Salmaso (Hydrobiology) and will collaborate with the FEM researchers and technicians involved in the collection of limnological samples and field data as well as in the statistical analysis of long-term phytoplankton and environmental data collected in Alpine water bodies. Moreover, the candidate will support the FEM PI of DiMark (N. Salmaso) in all the activities connected with the management of the project and in the coordination of scientific and management activities between FEM and the other 9 European project partners.
Duties	– Collection of water samples in perialpine and alpine lakes and measurement of environmental data in the field; – Management of data collected within the project and sharing with partners; – Statistical analysis of limnological data, with particular reference to long-term time series of phytoplankton and cyanobacteria/cyanotoxins (using the R statistical environment); – Critical analysis of phytoplankton data collected by traditional methods and environmental DNA analysis (metabarcoding); – Collaboration with project researchers experienced in remote sensing to compare environmental and biological data measured in the laboratory and with remote sensing techniques; – Contribution to the preparation of project reports and scientific papers; – Contribution to the organisation of technical and scientific seminars/meetings; – Support to the FEM PI of the DiMark project in all activities related to the scientific management of the project, including project meetings, dissemination of results (seminars, workshops, participation to national/international conferences/congresses).
Keywords	Ecology, limnology, Alpine lakes, phytoplankton, environmental data, environmental DNA, Water Framework Directive, remote sensing, water quality, data analysis, R statistical program, project management.
Selection process	By qualifications (maximum 25 points) and interview (maximum 75 points). The results of the recruitment process will be based on the sum of points obtained from qualifications and interview.
Subjects covered in the interview	Candidates will present their education, work experience and aspirations with a 10-minute slide presentation in English (Powerpoint, Slide, Impress or PDF). During the interview, that will be held in English, the following knowledge will be verified (maximum 75 points):



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	– General information on the monitoring, taxonomy and ecology of microbial communities, with special focus on phytoplankton and cyanobacteria (maximum 25 points); – Identification and application of statistical techniques in the analysis of ecological and biological data matrices and long-term ecological data (maximum 25 points); – Knowledge of R statistical environment and main associated packages used for the analyses of ecological data; basics of Python 3.x (maximum 20 points); – Knowledge of the activities and organization of Fondazione Edmund Mach (maximum 5 points). The candidate must obtain a minimum mark at the interview of 50/75 points.
Assessment of qualifications	On the basis of the information provided exclusively in the application (Annex A), FEM will select and admit to the interview the best 10 candidates evaluated based on the following criteria (maximum 25 points): – MSc thesis on topics related to the field of freshwater biology (maximum 5 points: 0 points=no relation, 1=minimal relation, 3=medium relation, 5=perfect relation); – PhD thesis in the field of freshwater biology awarded within the last 4 years (reference date is the deadline for applications of this announcement) (maximum 4 points: 0 points=no relation, 1=minimal relation, 2=medium relation; 4=perfect relation); – Work experience (including PhD periods) in biology, natural sciences, ecology, environmental sciences, agricultural sciences or equivalent as employee in qualified laboratories/research organizations/universities (1 point per year of experience with a maximum of 6 points); – Scientific publications with Impact Factor and/or CiteScore in the topics included in the box "Keywords" (1 point for first/last name publications or corresponding author, 0,5 points for others, up to a maximum of 5 points); – Presentations at national and international conferences in oral or poster form, conference proceedings, book chapters, technical-scientific publications without Impact Factor made in the last 5 years (reference date is the deadline for applications of this announcement) in the topics included in the box "Keywords" (0,2 points per publication/proceeding/act up to a maximum of 2 points); – Training courses in the field of safety and health at work (0,5 points for each course with at least 4 hours duration up to a maximum of 3 points). If none of the 10 shortlisted applicants proves to be suitable following interview, the Commission reserves the right to interview additional candidates.
Knowledge level of languages, relative to the Common European Framework (CEFR), and method of verification	The interview will be in English. Knowledge of English will be verified (to be checked by an interview on a technical or scientific nature) at a minimum level corresponding to B2. <i>To understand the levels of knowledge required, consult the dedicated page on the EUROPASS website:</i> https://www.coe.int/en/web/common-european-framework-reference-languages Failure to possess a level of English corresponding to B2 will result in exclusion from the selection process.
Possession of requirements and recourse to clarification	The candidate must meet all the requirements and qualifications laid out, on the closing date for submitting applications as stated in the public announcement, as well as on the date of recruitment and placement. Candidates are in any case required to promptly inform the Foundation of any change in the data declared in the application for participation in the public notice. Failure to meet the specific and general requirements will result in exclusion from the selection process. The Foundation reserves the right to verify the above requirements

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	and may at any time terminate the selection process for a candidate who does not meet them. Should the verification reveal inconsistencies, doubts or uncertainties, the Foundation also reserves the right to request further clarifications and/or documents to be produced, within the peremptory deadline indicated by the Foundation. The assessment of the possession of requirements and evaluation of qualifications is based exclusively on the information declared in the application form (Annex A).
Modality and deadlines for communication to candidates of the dates and locations of the interview	All communications to candidates will take place via email to the contact used to send the CV and application (Annex A) and indicated in the appropriate space of the application. Candidates admitted to the interview phase will be informed of the date and location via e-mail (<u>not by certified email, a.k.a. PEC</u>), sent to the contact address used to send the curriculum and the application (Annex A), at least 10 days before the interview date. The interviews will be held at the Edmund Mach Foundation in San Michele all'Adige (Province of Trento, Italy) or in videoconference. Each admitted candidate must attend the interview, where they must present a valid photographic identification document, or if held in remote videoconferencing, the document must be presented in advance. Late arrival or failure to appear at the interview will result in exclusion from the selection process.
Gross annual remuneration	Provincial Collective Contract for Personnel of Research Foundations (https://trasparenza.fmach.it/Amministrazione-Trasparente/Personale/Contrattazione-collettiva/CCPL-Personale-Fondazioni-di-Ricerca), Fourth level Researcher, current gross remuneration of Euro 36.256,13, including 13th and 14th month's pay.
Deadline for presentation of applications and recruitment process end date.	Applications must arrive by and no later than 23:59 CET (the date and time of receipt shown in the electronic mail account of the Foundation shall be valid) on November 30, 2024. The recruitment procedure will terminate at the latest by May 30, 2025.
How to present applications	Applications to participate in the selection must be sent in electronic format to the email address (not certified email address, a.k.a. PEC) curricula@fmach.it, indicating the recruitment code (372 CRI_AMD -Temporary R4 Aquatic Ecology) in the subject of the message and must consist of: - the application form (Annex A), as per the model available on the webpage announcement, which must be saved with the file name and extension: Surname First Name_Application.pdf. The application must be fully completed, without any reference to other attached documentation and/or information; - the candidate's curriculum vitae, saved with the file name and extension as follows: Surname First Name_CV.doc or .pdf; - a copy of a valid identity document. Any person encountering difficulty in submitting the application due to disability is invited to contact +39 0461 615542. In the application form (Annex A) the candidate must declare any marriage, cohabitation or family relationship up to the fourth degree with employees, ongoing consultants, directors, members of the supervisory bodies of the Foundation. This requirement ensures maximum transparency in the recruitment process and avoids situations of potential conflict, such as, for example, direct or indirect reporting in the same organisational structure between persons who have such relationships. In the application form (Annex A) the candidate must declare, under their own personal responsibility, the possession of the specific requirements, general requirements and any qualifications as indicated in the relative boxes of this Recruitment Announcement, pursuant to Articles 46 and 47 of Presidential decree no. 445 of 28 December 2000, indicating awareness of the forfeiture of any benefits obtained and the

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	criminal sanctions provided for respectively in Articles 75 and 76 of the aforementioned decree, in the case of untrue declarations, creation or use of false documents. By submitting an application for selection, the candidate assumes responsibility for the truthfulness of all the information provided in the application and in any attached documents, as well as for the conformity to the original of the copies of any documents produced, all this in accordance with Presidential decree 445/2000. The Edmund Mach Foundation reserves the right to carry out checks and if these reveal that the candidate's declarations contain any untrue content, the declarant will forfeit any benefits deriving from any provision issued on the basis of the untruthful declaration; moreover, such a declaration, as a "mendacious statement", will be punished in accordance with the Italian Criminal Code and the special laws on the subject. Candidates who make untruthful declarations concerning the possession of the fundamental requirements for participation in the selection process will be removed from the ranking list and the employment relationship, if already established, will be terminated. The Foundation shall not accept any responsibility for the loss of communications due to the incorrect indication of the address by the candidate or to a missed or late communication of the change of the address indicated in their application, or due to any postal or telecommunications defects or in any case due to third parties, unforeseeable circumstances or force majeure.
Proof of documentation in the event of hiring and relative deadlines	Within 10 days prior to hiring, the candidate must provide, under penalty of forfeiture from hiring, the attestations or certifications demonstrating possession of the requisites of admission and qualifications declared in the application form.
Results of the selection	The results of the selection will be communicated by: - publication of the suitable candidate ranking on the webpage dedicated to the present recruiting announcement, with the details of ranking order, surname and name; the publication of the candidate's name in the list of suitable candidates shall not be subject to the right of confidentiality, therefore the candidate may not request that their name be removed from the list; - at the end of the procedure, communication to all candidates, whether included in the ranking of suitable candidates or not, by individual email (<u>not certified email, a.k.a. PEC</u>) to the contact address used to send the curriculum vitae and the application.
Hiring conditions and categories covered by Law 170/2010 or Law 68/99	The Edmund Mach Foundation operates in compliance with the legislation in force concerning fixed-term contracts. Candidates are invited to state whether they belong to the categories referred to in Law No. 170 of 8 October 2010 (people with specific learning disorders (SLD)) or in Law No. 68/99 (persons with disabilities or categories referred to in Article 18), and to indicate this in the application form.
Company welfare and benefits at current date	1. Family Audit certified company, with flexible working time and human resources management policy, for the wellbeing of the employees and their families; 2. Gender Equality Plan (GEP) that promotes gender equality through a process of structural change; 3. In-house dining hall in San Michele all'Adige, as well as a payment card for meals taken in registered non-company facilities, with the value of Euro 7.00 per meal; 4. Free "Education Roaming (Eduroam)" WiFi on the San Michele all'Adige campus (90% coverage) and in facilities of other entities affiliated with GARR for the Wi-Fi service; 5. Employee discount for the purchase of products from the Edmund Mach Winery sales point; 6. Staff sports club, with discount for members and promotions of sport-recreational activities (on-campus gym);

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	7. Internal market of agri-food products prepared by the Foundation students.
Model of Organization, Management and Control (MOG) and Plan for Prevention of Corruption and Transparency (PPCT)	With resolution of the Board of Directors of FEM n. 1 dated 26/05/2015, the Model of Organization, Management and Control (MOG) was adopted on the basis of d.lgs. 231/2001 (regulation of the administrative liability of legal persons, companies and associations even without legal personality, according to Article 11 of the law 29 September 2000, n. 300) integrated with the relevance of the offences considered by Law 190/2012 (provisions for the prevention and prosecution of corruption and illegality in public administration). The Organization and Management Model (MOG) is a set of behavioural rules calibrated on the criminal risk that characterizes the entity or functions it consists of and must provide the measures to ensure the conduct of business in compliance with the law, Identifying and removing risk situations in a timely manner. The system also provides for the establishment of an internal control body at the institution with the task of monitoring the operation and compliance with the model and ensuring its updating. The Corruption Prevention and Transparency Plan (PPCT) complements the Model ex d.lgs. 231/2001 with measures aimed at preventing also the phenomena of corruption and illegality in coherence with the aims of the L. 190/2012.
Regulation FEM Code of Values and Behaviour	The Code of Values and Behaviour sets out the Foundation's reference values and defines the resulting behaviour to be followed by the recipients, directors, auditors, members of other statutory bodies of the Foundation, Employees, project staff and employees of other private entities made available to the Foundation. It also calls for a system of sanctions for behaviour in breach of the rules of the Code.
Privacy Policy	In accordance with Article 13 of the EU General Data Protection Regulation 2016/679 ("GDPR" or "Regulation"), and in general with the principle of transparency set out in the Regulation, the Edmund Mach Foundation provides information on the processing of personal data at the webpage "Privacy Policy". The candidate takes full responsibility for all the information included in their application form and curriculum vitae. The Foundation reserves the right to require that the candidate considered suitable for the post shall offer documentary proof of the qualifications they have listed.

This Recruiting Announcement is issued in compliance with equal opportunities between men and women for access to employment, pursuant to Legislative decree no. 198 of 11 April 2006 "Code of equal opportunities between men and women, pursuant to Article 6 of Law no. 246 of 28 November 2005".

The candidate identifies their gender prior to the tests and/or interview.

For any matters not covered by this Recruitment Announcement, reference should be made to "[Procedure for the recruitment of human resources at the Fondazione Edmund Mach](#)".

Original signed by
Eng. Mario Del Grosso Destrieri
Director General
Edmund Mach Foundation