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Announcement of available position		Selection code: 380_CRI_AEB
Type of position and number of positions vacant	<b>Fourth level Technologist (T4) in the field of Animal Ecology - recruiting for the formation of a ranking for temporary employee contract.</b>	
Organisational structure and manager for the position	Animal Ecology Unit, Research and Innovation Centre. Head of Unit: Dr. Francesca Cagnacci. Position contact person: Dr. Federico Ossi.	
Specific requirements	<ul style="list-style-type: none"> <li>- Master of Science degree (MSc international, Laurea Magistrale) in biology, ecology, or equivalent subjects;</li> <li>- Knowledge of English (minimum level B2), evaluated during the interview.</li> </ul>	
General requirements	<ul style="list-style-type: none"> <li>- Italian citizenship with the benefit of full civil and political rights within the State of Italy, whether belonging to the Republic, or not;</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>- Citizens of European Union Member States or other States, provided they meet the following requirements:               <ul style="list-style-type: none"> <li>- benefit of full civil and political rights in the country of origin or nationality (or explanation of the reasons for non-benefit);</li> <li>- possession of all the same requirements as for citizens of the Republic, with the sole exception of Italian citizenship, as detailed below.</li> </ul> </li> <li>- 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;</li> <li>- 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");</li> <li>- 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;</li> <li>- 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;</li> <li>- 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;</li> <li>- Being in compliance with any obligations for military service;</li> <li>- In the event of recruitment, being available to take service at Edmund Mach Foundation premises.</li> </ul>	
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.	

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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 36 months.
Job description	The job profile regards technological, professional and experimental activities in the field of Animal Ecology in coordination with the personnel of the Animal Ecology Unit at Research and Innovation Centre. The principal activities will involve: field work activities (both in winter and summer) for the collection of data from (i) remote sensors (e.g. camera trapping), (ii) animal attached bio-logging devices (involving live capture of large alpine mammals) (iii) and field samples (e.g. pellets); management of material needed for field activities; curation and management of the collected data; data retrieval from other available resources (eg. remote sensing, data repositories); interaction with national and international partners of the Unit; data analysis and elaboration of related texts, under the supervision of the permanent personnel of the Unit.
Duties	<p>Under the supervision of the Head of Unit and the Contact Person (from here below: Responsibles), and in collaboration with other researchers, technologists of the Unit, the identified resource will be in charge of the following activities:</p> <ul style="list-style-type: none"> <li>- Sampling campaigns in natural and semi-anthropic environments to obtain biological samples of the species of interest (e.g. pellets, hair) and record abiotic and biotic covariates (e.g. vegetation structure, temperature or snow layer), according to the sampling scheme and protocol indicated by the Responsibles</li> <li>- Capture and tagging of wild large mammals according to state-of-the-art protocols, even under complex environmental conditions (alpine mountain environment, working hours adapted to the life cycles of the study species)</li> <li>- Arrangement and field placement of technological instrumentation for the study of the ecology of mammals (camera-trapping, acoustic sensors)</li> <li>- Data retrieval from instrumentation and digital input</li> <li>- Handling and storage of biological samples and preparation for bio-molecular analysis, according to procedures and protocols indicated by the managers</li> <li>- Collection of data and metadata as part of national and/or international collaborative projects, according to specific indications from the Responsibles.</li> <li>- Data management of data and metadata, under the supervision of the Responsibles.</li> <li>- Data analysis and elaboration of base texts related to results, under the supervision of the Responsibles.</li> <li>- Participation into scientific dissemination, according to the scientific practice and under the supervision of the Responsibles.</li> </ul>
Keywords	Wildlife trapping, Bio-Logging, Animal remote sensing, Camera trapping, Electronic setting of biotelemetric instrumentation, Sampling Empirical and Experimental Field Sampling, Alpine Ecosystem, Large Mammals, Wildlife Management, Data management, Data analysis.
Selection process	Qualifications ( <b>maximum 20 points</b> ) and interview ( <b>maximum 80 points</b> ). The formulation of the results of the selection is based on the sum of the scores obtained in the qualifications and interview.
Subjects covered in the interview	<p>The interview will be held in English (<b>maximum 80 points</b>) and will begin with a short (7-10-minute) presentation by each candidate on their education, work experience and aspirations (<b>maximum 10 points: 0-3 points: vague and not very articulated; 4-6 points: informative, well-articulated and effective; 7-10 points: extremely effective presentation</b>).</p> <p>Then, the following knowledge will be verified:</p> <ul style="list-style-type: none"> <li>- Spatial ecology of terrestrial mammals, with particular reference to Alpine mammals, including responses to variation in ecosystems and global challenges (<b>maximum 20 points</b>);</li> </ul>



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	<ul style="list-style-type: none"> <li>- Techniques for monitoring and surveying wildlife, including Biologging and Animal Remote sensing. Basic principles of handling and storage of biological samples and preparation for bio-molecular analysis (<b>maximum 15 points</b>);</li> <li>- Data acquisition, control and management, and relative tools (eg. databases), also within the framework of national or international scientific collaboration projects, with particular reference to data deriving from Biologging and Animal Remote Sensing (<b>maximum 15 points</b>);</li> <li>- Basic principles of ecological data exploration and statistical analysis and relative tools (eg. basics of R Language for Statistical Computing) (<b>maximum 15 points</b>);</li> <li>- Employee rights and duties at FEM and FEM organization (<b>maximum 5 points</b>).</li> </ul> <p>The candidate must achieve a <b>minimum evaluation at the interview of 50 points and will be assigned a maximum of 80 points.</b></p>
Assessment of qualifications	<p>On the basis of the information provided exclusively in the application (Annex A), FEM will select and admit to the interview the <b>candidates with at least 5 points</b> based on the following criteria (<b>maximum 20 points</b>):</p> <ul style="list-style-type: none"> <li>- Experimental master's degree thesis in the field of Animal Ecology and Bio-Logging/Remote Sensing of Animals (<b>5 points</b>);</li> <li>- PhD thesis (defended) in the field of Animal Ecology and Bio-Logging/Remote Sensing of Animals (<b>3 points</b>);</li> <li>- Work experience in the field of Animal Ecology and Bio-Logging/Remote Sensing of Animals (job appointments, demonstrated freelance collaborations, research work, teaching in tertiary education) (<b>0,25 points per month of experience, up to a maximum of 5 points</b>);</li> <li>- Technical or scientific articles (publications) in the field of Animal Ecology (<b>0,5 points for each publication, up to 5 points</b>);</li> <li>- Communication/Dissemination at technical or scientific conferences, organisation of technical or dissemination events in the field of Animal Ecology (<b>0,25 points for each communication or organised event; up to a maximum of 3 points</b>);</li> <li>- Masters of I level or courses with at least 16 hours with certificate in the field of Animal Ecology (<b>0,25 points for each master or course with at least 16 hours duration up to a maximum of 3 points</b>);</li> <li>- Training courses in the field of safety and health at work (<b>0,25 points for each course with at least 4 hours duration up to a maximum of 1 points</b>).</li> </ul>
Knowledge level of languages, relative to the Common European Framework (CEFR), and method of verification	<p>The candidate must have a minimum level corresponding to B2, which will be ascertained during the interview. <i>To understand the levels of knowledge required, consult the dedicated page on the EUROPASS website:</i>  <a href="https://www.coe.int/en/web/common-european-framework-reference-languages">https://www.coe.int/en/web/common-european-framework-reference-languages</a>  <b>Failure to possess a level of English corresponding to B2 will result in exclusion from the selection process.</b></p>
Possession of requirements and recourse to clarification	<p>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.</p> <p>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 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.</p>



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	<p><b>The assessment of the possession of requirements and evaluation of qualifications is based exclusively on the information declared in the application form (Annex A).</b></p>
<p>Modality and deadlines for communication to candidates of the dates and locations of the interview</p>	<p>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.</p> <p>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.</p> <p>The interviews will be held at the Edmund Mach Foundation in San Michele all'Adige (Province of Trento, Italy) or in videoconference.</p> <p>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. Failure to present candidates at the recruiting site or to connect via remote video conference or late arrival not accepted by the Commission will result in their exclusion from the selection.</p>
<p>Gross annual remuneration</p>	<p>Provincial Collective Contract for Personnel of Research Foundations (<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>), Fourth level Technologist (T4), current gross remuneration of Euro 38.539,67, including 13th and 14th month's pay.</p>
<p>Deadline for presentation of applications and recruitment process end date.</p>	<p>Applications must <b>arrive by and no later than 23:59 CET</b> (the date and time of receipt shown in the electronic mail account of the Foundation shall be valid) <b>on March 6, 2025</b>. The recruitment procedure will terminate at the latest by September 6, 2025.</p>
<p>How to present applications</p>	<p>Applications to participate in the selection must be sent in electronic format to the email address (<b>not certified email address, a.k.a. PEC</b>) <a href="mailto:curricula@fmach.it">curricula@fmach.it</a>, indicating the recruitment code (<b>380_CRI_AEB – temporary T4 animal ecology</b>) in the subject of the message and <b>must consist of:</b></p> <ul style="list-style-type: none"> <li>- <b>the application form (Annex A)</b>, as per the model available on the webpage announcement, which must be saved with the file name and extension: <b>Surname First Name_Application.pdf</b>. The application must be fully completed, without any reference to other attached documentation and/or information;</li> <li>- the candidate's <b>curriculum vitae</b>, saved with the file name and extension as follows: <b>Surname First Name_CV.doc or .pdf</b>;</li> <li>- <b>a copy of a valid identity document</b>.</li> </ul> <p>Any person encountering difficulty in submitting the application due to disability is invited to contact +39 0461 615542.</p> <p>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.</p> <p>In the application form (Annex A) the candidate must declare, under their own personal responsibility, <b>the possession of the specific requirements, general requirements and any qualifications as indicated in the relative boxes of this Recruitment Announcement</b>, 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 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.</p>

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	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>
Proof of documentation in the event of hiring and relative deadlines	Before recruitment, if requested, candidates must provide statements and certificates proving the possession of the "Specific Admission Requirements" and the "Qualifications" provided for in the call.
Results of the selection	<p>The results of the selection will be communicated by:</p> <ul style="list-style-type: none"> <li>- <b>publication of the suitable candidate ranking</b> 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 said list;</li> <li>- at the end of the procedure, <b>communication to all candidates</b>, whether included in the ranking of suitable candidates or not, <b>by individual email (not certified email, a.k.a. PEC)</b> to the contact address used to send the curriculum vitae and the application.</li> </ul>
Hiring conditions and categories covered by Law 170/2010 or Law 68/99	<p>The Edmund Mach Foundation operates in compliance with the legislation in force concerning fixed-term contracts.</p> <p>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.</p>
Company welfare and benefits at current date	<ol style="list-style-type: none"> <li>1. <a href="#">Family Audit</a> certified company, with flexible working time and human resources management policy, for the wellbeing of the employees and their families;</li> <li>2. <a href="#">Gender Equality Plan (GEP)</a> that promotes gender equality through a process of structural change;</li> <li>3. In-house dining hall in San Michele all'Adige, as well as a <a href="#">payment card for meals taken in registered non-company facilities</a>, with the value of Euro 7.00 per meal;</li> <li>4. Free car park within the San Michele all'Adige campus and at the peripheral locations;</li> <li>5. Free "<a href="#">Education Roaming (Eduroam)</a>" WiFi on the San Michele all'Adige campus (90% coverage) and in facilities of other entities affiliated with GARR for the Wi-Fi service;</li> <li>6. Employee discount for the purchase of products from the <a href="#">Edmund Mach Winery</a> sales point;</li> <li>7. Staff sports club, with discount for members and promotions of sport-recreational activities (on-campus gym);</li> </ol>



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	8. 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)	<p>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).</p> <p>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.</p>
Regulation FEM Code of Values and Behaviour	<p>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.</p>
Privacy Policy	<p>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 "<a href="#">Privacy Policy</a>".</p> <p>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.</p>
English translation validity	<p>The English translation of this announcement shall be understood to be exclusively an indicative version for explanatory purposes. In any disputes that should arise between the parties in relation to the interpretation, implementation and/or validity of this announcement, the Italian version shall prevail.</p>

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