




 <p>FONDAZIONE EDMUND MACH dal 1874</p>	<h1 style="text-align: center;">RECRUITING ANNOUNCEMENT</h1>	 <p>Page 1 of 6</p>
	Organization and Human Resources Division Human Resources Development Office	

Announcement of available position		Selection code: 394_CRI_PEP
Type of position and number of positions vacant	N. 1 (one) permanent position as Third level Researcher (R3) in the field of Plant ecophysiology.	
Organisational structure and manager for the position	Research and Innovation Centre (CRI).	
Specific requirements	<ul style="list-style-type: none"> - Master of Science in Ecology, Botany, Plant Physiology, Forestry, Environmental, Agronomic studies, Biology or equivalent; <i>and</i> - Phd in Ecology or Environmental/Natural Sciences or Agriculture/Forest Sciences or Biology; <i>and</i> - Knowledge of English (minimum level B2), evaluated during the interview. 	
General requirements	<ul style="list-style-type: none"> - 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: <ul style="list-style-type: none"> - 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. 	

 <p>FONDAZIONE EDMUND MACH dal 1874</p>	<h2 style="text-align: center;">RECRUITING ANNOUNCEMENT</h2>	 <p style="text-align: right;">Page 2 of 6</p>
	Organization and Human Resources Division Human Resources Development Office	


Physical suitability for the specific work	<p>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.</p>
Job description	<p>We are seeking a highly qualified and motivated ecophysiologicalist with a proven track record in applying advanced sensor technologies to address key questions in plant physiology and environmental interactions. The ideal candidate will possess extensive practical experience in the deployment, calibration, and operation of a range of cutting-edge sensing systems, including, but not limited to, spectral and fluorescence imaging platforms for assessing plant health, photosynthetic efficiency, and stress indicators, as well as various gas exchange systems (e.g., portable photosynthesis systems, soil respiration chambers) for quantifying crucial physiological traits.</p> <p>Beyond empirical data acquisition, a robust understanding of theoretical concepts in plant ecophysiology and proficiency in relevant modeling approaches are essential. This includes familiarity with process-based models, statistical modeling techniques, and potentially remote sensing or spatial modeling, used to interpret complex biological responses to environmental variables and scale findings from leaf to ecosystem levels.</p> <p>The position demands a strong commitment to hands-on research, involving both intensive field campaigns and controlled laboratory experiments. Fieldwork will be conducted in diverse settings, encompassing both managed agronomic systems (e.g., crops, orchards) and natural or semi-natural forest ecosystems, requiring adaptability to varying environmental conditions and logistical challenges.</p> <p>A core responsibility will be the rigorous processing, analysis, and interpretation of large and complex datasets generated from sensor deployments and experiments. This includes data cleaning, statistical analysis, data visualization, and the synthesis of findings into meaningful ecological and physiological insights. The successful candidate will be instrumental in identifying patterns, drawing conclusions, and contributing to the advancement of our understanding of plant responses to environmental change.</p>
Duties	<p>The successful candidate will undertake a comprehensive range of duties central to advancing research in plant ecophysiology. These responsibilities encompass the entire research lifecycle, from experimental design and execution to the dissemination of findings and contributions to the broader scientific community and institutional goals.</p> <p>Specifically, the Ecophysiologicalist will be responsible for:</p> <ul style="list-style-type: none"> - Designing and Executing Ecophysiology Experiments; - Implementing and Managing Plant Phenotyping; - Operating and Maintaining Advanced Sensor Technologies; - Conducting Field and Laboratory Measurements; - Data Management, Analysis, and Interpretation; - Scientific Dissemination and Communication. <p>Contribution to the Research Environment including participating in lab meetings, seminars, and institutional events and contributing to the maintenance and organization of laboratory and field equipment and supplies.</p>
Keywords	Plant physiology, fluorescence, gas exchange systems statistical analyses.
Selection process	<p>By qualifications (maximum 30 points) and interview (maximum 70 points). The results of the recruitment process will be based on the sum of points obtained from qualifications and interview.</p>

 <p>FONDAZIONE EDMUND MACH dal 1874</p>	<h2 style="text-align: center;">RECRUITING ANNOUNCEMENT</h2>	 <p style="text-align: right;">Page 3 of 6</p>
	Organization and Human Resources Division Human Resources Development Office	



Subjects covered in the interview	<p>Candidates will present their education, work experience and aspirations with a 5-minute slide presentation in English (Powerpoint, Slide, Impress or PDF). During the interview, which will be conducted in English, the following knowledge will be verified (maximum 70 points):</p> <ul style="list-style-type: none"> - Use of spectral data for plant biophysical parameters estimation (maximum 10 points); - Fluorescence measurements, limits and opportunities (maximum 15 points); - Gas exchange measurements in laboratory and in the field (maximum 25 points); - Statistical modelling using in particular the R software (maximum 15 points); - Knowledge of the activities and organization of Fondazione Edmund Mach (maximum 5 points). <p>The candidate must obtain a minimum mark at the interview of 50/70 points.</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 best 20 candidates evaluated based on the following criteria (maximum 30 points):</p> <ul style="list-style-type: none"> - PhD thesis in the field of Ecology, Plant physiology, Environmental or Agronomic/Forest studies awarded within the last 4 years (reference date is the deadline for applications of this announcement) (maximum 5 points: 0=no relation, 1=minimal relation, 3=medium relation, 5=perfect relation); - Post doc experience in Ecology, Plant physiology, Environmental or Agronomic/Forest studies as employee in qualified laboratories/research organizations/universities (2 points per year of experience up to maximum of 8 points); - Scientific publications with Impact Factor and/or CiteScore in the topics of Plant ecology and ecophysiology (1 point for first/last name publications or corresponding author, 0,5 points for others, up to a maximum of 10 points); - Presentations at national and international conferences in oral or poster form, conference proceedings, book chapters, technical-scientific publications without Impact Factor in the topics of Ecology, Plant physiology, Environmental or Agronomic/Forest studies (0,2 points per publication/proceeding/act up to a maximum of 2 points); - Ability to manage national, European or international Funding as Workpackage Leader or Task leader of high-level funded research projects (maximum of 5 points: no project (0 point), hired within the project (1 point), co-investigator (3 points), principal investigator (5 points)). <p>If none of the 20 shortlisted applicants proves to be suitable following interview, the Commission reserves the right to interview additional candidates.</p>
Knowledge level of languages, relative to the Common European Framework (CEFR), and method of verification	<p>The interview will be in English. Knowledge of English will be verified (to be checked by an interview of a technical or scientific nature) at a minimum level corresponding to B2.</p> <p><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.</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</p>

 <p>FONDAZIONE EDMUND MACH dal 1874</p>	<h2 style="text-align: center;">RECRUITING ANNOUNCEMENT</h2>	 <p style="text-align: right;">Page 4 of 6</p>
	Organization and Human Resources Division Human Resources Development Office	

	<p>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> <p>The assessment of the possession of requirements and evaluation of qualifications is based exclusively on the information declared in the application form (Annex A).</p>
Modality and deadlines for communication to candidates of the dates and locations of the interview	<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>
Gross annual remuneration	<p>Provincial Collective Contract for Personnel of Research Foundations (https://trasparenza.fmach.it/Amministrazione-Trasparente/Personale/Contrattazione-collettiva/CCPL-Personale-Fondazioni-di-Ricerca), Third level Researcher, current gross remuneration of Euro 44.087,26, including 13th and 14th month's pay.</p>
Deadline for presentation of applications and recruitment process end date.	<p>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 June 11, 2025. The recruitment procedure will terminate at the latest by December 11, 2025.</p>
How to present applications	<p>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 (394_CRI_PEP – R3 permanent Plant ecophysiology) in the subject of the message and must consist of:</p> <ul style="list-style-type: none"> - 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. <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, 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</p>

 <p>FONDAZIONE EDMUND MACH dal 1874</p>	<h2 style="text-align: center;">RECRUITING ANNOUNCEMENT</h2>	 <p style="text-align: right;">Page 5 of 6</p>
	Organization and Human Resources Division Human Resources Development Office	

	<p>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> <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"> - 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 said list; - at the end of the procedure, communication to all candidates, whether included in the ranking of suitable candidates or not, by individual email (not certified email, a.k.a. PEC) 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	<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"> 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 car park within the San Michele all'Adige campus and at the peripheral locations; 5. 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; 6. Employee discount for the purchase of products from the Edmund Mach Winery sales point;

 FONDAZIONE EDMUND MACH dal 1874	<h1 style="text-align: center;">RECRUITING ANNOUNCEMENT</h1>	 Page 6 of 6
	Organization and Human Resources Division Human Resources Development Office	

	7. Staff sports club, with discount for members and promotions of sport-recreational activities (on-campus gym); 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	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	<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 "Privacy Policy".</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>

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