Announcement of available position	**Selection code: 406_CRI_BGT**
Type of position and number of positions vacant	**Fourth level Technologist (T4) in the area of bioinformatics, genomics and transcriptomics of microorganisms - recruiting for the formation of a ranking for temporary employee contracts.**
Organisational structure and manager for the position	Research and Innovation Centre – Unit of Computational Biology. Head of the Unit: dr. Claudio Donati.
Specific requirements	- **Master's degree (≥4 years) in Biology, Bioinformatics, Computational Biology, Biotechnology, Genetics, or equivalent;** - **Knowledge of 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 *quinques* 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.

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	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 successful candidate will contribute to the assembly, functional annotation, comparative genomics analysis, and expression data analysis of bacteria to identify genes, functions and metabolic pathways associated with resistance to environmental stresses.
Duties	Duties include: - Identification of data sources and assembly of genomic datasets from public and private repositories; - Analysis of genomic and transcriptomic data; - Management of genomic datasets including data retrieval, curation, annotation and documentation; - Dissemination of results through publications, workshops, and training activities. Under the supervision of the PI, the successful candidate will deal with: - Assembly and functional annotation of bacterial genomes; - Comparative analysis of bacterial genomes; - Phylogenomic analysis of bacterial genomes; - Analysis of transcriptomic data; - Analysis of bacterial metabolic pathways; - Identification of genomic determinants (genes, genomic variants, etc) of resistance to environmental stress.
Keywords	Microbiology, Genomics, Transcriptomics, Phylogenomics, Next Generation Sequencing.
Selection process	By qualifications as expressed in Annex A (**maximum 35 points**) and interview (**maximum 65 points**). The results of the selection are based on the sum of the points awarded for the two phases of the selection process.
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 15 candidates** based on the following criteria (**minimum score for admission to the interview 5 points, maximum 35 points**): - Master thesis in the field of **Microbiology, Genomics, Transcriptomics, Bioinformatics (maximum 5 points attributed according to the following criteria: 0 points=no match, 1=minimal match, 3=medium match, 5=perfect match**); - Work experience (PhD experience included) in the field of **Microbiology, Genomics, Transcriptomics, Bioinformatics (0,5 points every three months, up to a maximum of 10 points**); - Scientific publications in journals with impact factor in the field of **Microbiology, Genomics, Transcriptomics, Bioinformatics (0,5 points per item up to maximum of 5 points - the score of the individual publications will be doubled if the candidate appears as first, last or corresponding author**); - Demonstrated contributions to public data and software repositories (**0,5 points per item up to a maximum of 5 points**); - Training courses, seminar or master in the field of **Microbiology, Genomics, Transcriptomics, Bioinformatics** and safety and health at work (**0,25 points for each course/seminar/master with at least 8 hours duration up to a maximum of 5 points**).

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Subjects covered in the interview	During the interview, which will be conducted in English, the following knowledge will be verified (**maximum 65 points**): - Analysis of Next Generation Sequencing data **(maximum 15 points)**; - Assembly and functional annotation of bacterial genomes **(maximum 15 points)**; - Comparative genomics **(maximum 15 points)**; - Analysis of transcriptomics data **(maximum 15 points)**; - General organisation and activity of FEM, rights and duties of employees **(maximum 5 points).** In the interview, the candidate must achieve **a minimum score of 45/65 points.**
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. *To understand the levels of knowledge required, consult the dedicated page on the EUROPASS website*: 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 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 application (Annex A) and *curriculum vitae* and indicated in the appropriate space of the application. Those admitted to the tests (written test and/or practical test and/or interview) will be informed of the date and location via e-mail (not by certified email, a.k.a. **PEC**), sent to the contact address used to send the application (Annex A) and *curriculum vitae* at least 10 days before the chosen date (unless the date and place are not already indicated in the notice). The tests 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. 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.
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), Fourt level technologist (T4), current gross remuneration of Euro 38.925,07, including 13th and 14th month's pay.
Deadline for presentation of applications and	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 February 24, 2026.**

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recruitment process end date.	The recruitment procedure will terminate at the latest by August 24, 2026.
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 **(406_CRI_BGT – T4 temporary computational biology)** 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 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 digital, 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	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	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 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	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. Supplementary pension: voluntary participation in the Pension Fund provided for by collective bargaining, *Laborfonds*, a fund established in Trentino-Alto Adige. Membership allows you to build additional capital for your future pension with the advantage of the employer's additional 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 Laborfonds pension benefit (tax tax applied from a maximum of 15% to a minimum of 9% in relation to the accrued seniority of participation); 5. Supplementary health protection: automatic membership in *Sanifonds*, without prejudice to the worker's expressed intention not to join, with a registration fee in favor of the worker entirely paid by the employer and the worker's option to register family members at a discounted rate according to Sanifonds provisions. 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 car park within the San Michele all'Adige campus and at the peripheral locations; 7. 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; 8. Employee discount for the purchase of products from the Edmund Mach Winery sales point; 9. Staff sports club, with discount for members and promotions of sport-recreational activities (on-campus gym); 10. Internal market of agri-food products prepared by the Foundation students.
Model of Organization, Management and Control (MOG) and Plan for Prevention of Corruption	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

and Transparency (PPCT)	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".

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
dr. Maurizio Bottura
Acting Director General
Edmund Mach Foundation