

## RECRUITING ANNOUNCEMENT



Organization and Human resources Division  
Human Resources Development Unit

Page 1 of 4



<b>Job description</b>	<b>Selection code: 249_CRI_PP</b>
Type of post and number of positions vacant	<b>N. 1 (one fixed term position for 36 months as third level Researcher (R3) in the field of Plant Phenotyping.</b>
Organisational structure and manager for the position	Biodiversity and Molecular Ecology, Research and Innovation Centre (CRI)
Requirements necessary for participation	<ul style="list-style-type: none"> <li>– Master of Science in Plant Physiology, Ecophysiology, Botany, Environmental or Agronomic studies, Ecology, Forestry, Plant Biology, Plant Biotechnology.</li> <li>– PhD in Plant Physiology, Plant Functional Genomics, Botany, Environmental Sciences or Agricultural/Forestry Sciences.</li> <li>– Good working knowledge of written and spoken English (minimum level B2), evaluated during the interview; mother tongue an advantage</li> </ul>
Exclusion from the recruitment process	The following may not participate in the recruitment process: temporary staff, project workers and staff who have been employed or worked on a freelance basis for the Foundation in an equivalent role.
Job description	This exciting new position has been created to launch scientific research in the field of plant adaptation and evolution aimed at the characterization of plant traits using a state-of-the-art robotic platform. The successful candidate will have previous experience in the use of semi-automated phenotyping facilities including the characterization of growth, yield, physiology, photosynthetic performance, and resistance to stress in plant ecotypes/genotypes/populations (although some training will be provided where necessary). The activities, carried out in the Ecogenomics research unit, will focus on laboratory measurements of both model and non-model plant species. The candidate is expected to actively contribute to the development of the new phenotyping facility, including data acquisition and management, data analysis and interpretation. He/she will also be responsible of the quality control of the data produced, drafting relevant manuscripts and presenting the results at scientific conferences.
Duties / Tasks	Duties will encompass experimental design and set-up (e.g. of growth conditions/stress treatments), data acquisition (e.g. trait measurements in controlled environmental conditions), data management/analysis and facility optimization and maintenance. The candidate will play a major role in the dissemination activities of scientific results, by attending scientific meetings/conferences, and publishing the results in scientific publications of adequate impact. Candidates will also be expected to collaborate with colleagues from various institutions, and supervise early stage career researchers.
Keywords	Plant adaptation and evolution, plant phenotyping, phenotyping platform, lab automation, trait dissection and analysis.
Recruitment methods	By qualifications ( <b>maximum 30 points</b> ) and interview ( <b>maximum 70 points</b> ). The results of the recruitment process will be based on the total points obtained as a result of qualifications and performance at the interview.
Subjects covered in the interview	<p>During the interview, that will be held in English, the following knowledge will be verified in particular (<b>maximum 70 points</b>):</p> <ul style="list-style-type: none"> <li>– Non-destructive phenotyping of plant traits (<b>up to 15 points, threshold 10</b>);</li> <li>– Photosynthetic performance and plant phenotyping (<b>up to 20 points, threshold 12</b>);</li> <li>– Laboratory automation (<b>up to 15 points, threshold 10</b>);</li> <li>– Statistical methods for phenotypic data analysis (<b>up to 15 points, threshold 10</b>);</li> </ul>

## RECRUITING ANNOUNCEMENT

	<ul style="list-style-type: none"> <li>– Knowledge of the activities and organization of Fondazione Edmund Mach (up to <b>up to 5 points</b>).</li> </ul> <p>The candidate must obtain a <b>minimum mark at the interview of 50/70 Points</b>.</p>
Criteria for the pre-selection	<p>On the basis of the information contained in the <i>curricula</i> or demonstrated by candidates, <b>the best 10 applicants</b>, based on the highest scores obtained following the criteria below, <b>will be selected and admitted to the interview phase (maximum 30 points)</b>:</p> <ul style="list-style-type: none"> <li>– Post-doc work experience in plant phenotyping with manual, semi-automated or automated systems in the areas of Plant Physiology, Plant Functional Genomics, Botany, Environmental Sciences or Agricultural/Forestry Sciences in highly qualified research institutions or universities (<b>between 0.5 and 2 points for each year, depending on the relevance of the research activities, up to a maximum of 6 points</b>);</li> <li>– Scientific publications in journals with Impact Factor (IF) in the field of Plant Physiology, Plant Functional Genomics, Botany, Environmental Sciences or Agricultural/Forestry Sciences related to plant phenotyping (<b>between 0.5 and 2 points for each publication, depending on IF: 0.5 if IF&lt;2; 1 if IF between 2 and 4; 1.5 if IF between 4 and 10; 2 if IF higher than 10; and up to a maximum of 20 points - the IF will be corrected with a factor of 0.7 for the first / last author and 0.3 for all other positions of the author</b>);</li> <li>– Ability to manage national, European or international Funding as Workpackage Leader or Task leader of high-level projects preferentially related to plant phenotyping (<b>between 0.5 and 2.5 points for each managed project, depending on the type, budget and the role in the project, up to a maximum of 10 points</b>).</li> </ul>
Knowledge of languages in the context of the Common European Framework of Reference for Languages (CEFR): level of knowledge and method of ascertainment	<p>Knowledge of written and spoken scientific English will also be verified (to be checked by an interview on a subject 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 at the EUROPASS site:</i>  <a href="https://europass.cedefop.europa.eu/it/resources/european-language-levels-cefr">https://europass.cedefop.europa.eu/it/resources/european-language-levels-cefr</a></p> <p><b>In the event that it is ascertained that the candidate does not have knowledge of English corresponding with level B2, s/he will be excluded from the recruitment process.</b></p>
Methods and deadlines for communication of the calendar and location to candidates admitted to the interview/test	<p>Candidates admitted to the interview phase will be informed of the date and location via e-mail (<b>NO PEC</b>), sent to the contact address used to send the curriculum, at least 10 days before the interview date.</p> <p>The interviews will be held at the Fondazione E. Mach in San Michele all'Adige (TN).</p>
Gross annual remuneration	<p>Temporary employee contract "CCPL Fondazioni", Third level Researcher, yearly Euro 38,158.73 including 13° and 14° months.</p>
Deadline for presentation of applications and deadline for the conclusion of the recruitment procedure	<p>Applications must <b>arrive by and no later than 23:59 C.E.T.</b> (the date and time of receipt shown in the electronic mail account of the Foundation shall be valid) <b>on July 31, 2018</b>. The recruitment procedure will terminate at the latest by January 31, 2019.</p>
How to present applications	<p>Applications to participate in the selection (professional curriculum vitae and other relevant documentation), must be sent in electronic format to the e-mail address (<b>NO PEC</b>) <a href="mailto:curricula@fmach.it">curricula@fmach.it</a>, indicating the recruitment code in the object of the message (<b>249_CRI_PP – R3 temporary phenotyping</b>).</p>

## RECRUITING ANNOUNCEMENT

	<p>The work curriculum must be saved with file extension: <b>Surname Name_CV.doc , or .pdf.</b></p> <p>In cases of access issues due to disability, please contact the following telephone number +39 0461 615542.</p>
<p>Proof of documentation in the event of hiring and relative deadlines</p>	<p>By at least 10 days before the date of hiring, the candidate must provide the following, on penalty of cancellation:</p> <ul style="list-style-type: none"> <li>– Certificate of PhD in Plant Physiology, Plant Functional Genomics, Botany, Environmental Sciences or Agricultural/Forestry Sciences;</li> <li>– Certificate of Master Degree in Plant Physiology, Ecophysiology, Botany, Environmental or Agronomic studies, Ecology, Forestry, Plant Biology, Plant Biotechnology.</li> </ul>
<p>Results of the selection</p>	<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, with the details of ranking order, family name, name and obtained points;</li> <li>– <b>Communication to all candidates</b>, suitable in the ranking and not suitable, at the end of the recruitment procedure <b>individually via e-mail (NO PEC)</b>, sent to the contact address used to send the curriculum.</li> </ul>
<p>Hiring conditions and categories covered by Law 68/99</p>	<p>Please note that Fondazione Edmund Mach operates in compliance with D.lgs. 81/2015 including art. 19, para 2, according to which the duration of fixed-term employment contracts between the same employer and the same employee, as a result of a succession of contracts, concluded for the performance of duties of the same level and legal category and regardless of the periods of interruption between a contract and the other, shall not exceed thirty-six months.</p> <p>Finally, candidates are invited to state whether they belong to the categories recognised according to Law 68/99 and indicate this in the curriculum sent to participate in the recruitment process.</p>
<p>Current Welfare and benefit</p>	<ol style="list-style-type: none"> <li>1. <a href="#">Family Audit</a> certified company, with flexible working time and human resources management policy work-life conciliation oriented;</li> <li>2. Access to the in-house canteen and cafeteria in San Michele all'Adige, <a href="#">card for meals out of the canteen</a> available with the value of 6,00 Euro;</li> <li>3. <a href="#">Bikesharing</a> location and free car park within the campus in San Michele all'Adige and in the peripheral offices;</li> <li>4. Free Wi-Fi eduroam access (<a href="#">Education Roaming</a>) in the campus building in San Michele all'Adige (90% coverage) and in other companies with GARR Wi-Fi service;</li> <li>5. Employee discount for the purchase of the internal <a href="#">winery products</a>;</li> <li>6. <a href="#">Staff Social Club</a>, with discount for members and promotions of sport-recreational activities;</li> <li>7. Internal periodical market with agro-food products prepared by the Foundation high school students.</li> </ol>
<p>Handling of data</p>	<p>The curriculum must include the following phrase, otherwise the candidature will not be taken into consideration: <b>I agree to the handling of my personal data in accordance with EU Regulation GDPR 2016/679.</b> The candidate takes full responsibility for all the information included in the application form and curriculum vitae. The Foundation reserves the right to request documentary proof of the qualifications listed by the candidate considered suitable for the post offered.</p> <p>The candidate takes full responsibility for all the information included in the application form and curriculum vitae. The Foundation reserves the right to request documentary proof of the qualifications listed by the candidate considered suitable for the post offered.</p>

<p>FONDAZIONE EDMUND MACH</p>  <p>ISTITUTO AGRARIO DI SAN MICHELE ALL'ADIGE</p>	<h2>RECRUITING ANNOUNCEMENT</h2>	
	<p>Organization and Human resources Division Human Resources Development Unit</p>	<p>Page 4 of 4</p>

Before carrying out the tests and/or evaluation interview, the candidate shall be identified and asked to complete a declaration, if this has not already been presented, stating:

- that he has the requirements indicated in the notice;
- that there are no reasons for incompatibility provided for by the law or linked to interests of any kind with reference to the scope of the employment;
- that he has no criminal convictions and is not subject to measures related to the application of prevention measures, civil decisions and administrative provisions registered in the criminal record;
- the truthfulness of the declarations made in the application/ curriculum and an undertaking to communicate any subsequent changes.

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

The Director General  
Dr. Sergio Menapace