



# RECRUITING ANNOUNCEMENT



Organization and Human resources Division  
Human Resources Development Unit

Page 1 of 4

Job description	Selection code: 255_CRI_PPMA
Type of post and number of positions vacant	<b>N. 1 (one) temporary position for 36 months as fourth level Researcher (R4) in the field of Plant Pathology and Microbial Agro-ecology.</b>
Organisational structure and manager for the position	Research and Innovation Centre (CRI), Department of sustainable ecosystems and bioresources, Plant Pathology and Applied Microbiology Unit, Head dr. Michele Perazzolli.
Requirements necessary for participation	<ul style="list-style-type: none"> <li>- Master of Science in the field of Biology, Plant Biotechnology, Agro-industrial Biotechnology Ecology, Plant Molecular Biology and related scientific fields;</li> <li>- Knowledge of written and spoken English (minimum level B2), evaluated during the interview.</li> </ul>
Job description	The candidate will collaborate with FEM researchers to investigate mechanisms of plant-microbe interactions, plant defence responses, plant physiology and adaptation to biotic and abiotic stresses, epidemiology, biocontrol and low-impact tools for plant protection.
Duties / Tasks	<ul style="list-style-type: none"> <li>– Physiological analyses of plant-microbe interactions under controlled conditions;</li> <li>– propagation and inoculation of phytopathogens and beneficial microorganisms under controlled conditions;</li> <li>– sample collection and molecular analyses of plant and microbe responses using DNA-, RNA- and metabolite-based analyses;</li> <li>– bioinformatic analysis and biological interpretation of metagenomic, transcriptomic and metabolomic data;</li> <li>– statistical and bioinformatic data analysis;</li> <li>– contribution to the preparation of projects, reports and scientific papers;</li> <li>– contribution to the organization/implementation of technical and scientific seminars/meetings, and summer schools;</li> <li>– contribution to the result dissemination (seminars, workshops, participation to national/international conferences/congresses).</li> </ul>
Keywords	Plant pathology, plant molecular biology, plant physiology, transcriptomics, microbiology, microscopy.
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 (<b>maximum 70 points</b>):</p> <ul style="list-style-type: none"> <li>– plant-microbe interaction mechanisms, plant defence response and procedures to isolate and characterize microorganisms from plant tissues (<b>maximum 20 points</b>);</li> <li>– analysis in transcriptomic, metagenomic/metabarcoding and metabolomic data in plant-microbe interaction and microbial ecology studies (<b>maximum 20 points</b>);</li> <li>– experimental designing, statistical data analyses and statistical software (<b>maximum 20 points</b>);</li> <li>– software for sequence data analyses and gene function annotation, Office package or similar (Word, Excel, Power point) (<b>maximum 5 points</b>).</li> <li>– activities and organization of Fondazione Edmund Mach (<b>maximum 5 points</b>).</li> </ul> <p>The candidate must obtain a minimum mark at the interview of <b>45/70 points</b>.</p>
Title evaluation and pre-selection criteria (if provided for)	On the basis of the information contained in the Curriculum Vitae (CV) and Application Form (AF) it will be created a list of suitable applicants. The <b>best 15 applicants among</b>



## RECRUITING ANNOUNCEMENT



Organization and Human resources Division  
Human Resources Development Unit

Page 2 of 4

	<p><b>those suitable</b>, based on the highest scores obtained following the criteria below, will be selected and <b>admitted to the interview phase (maximum 30 points)</b>:</p> <ul style="list-style-type: none"> <li>– MSc thesis on topics related to Plant Pathology, Plant Physiology, Microbial Agro-ecology, Molecular Biology on plants and/or microorganisms (<b>maximum 6 points: 0 points=no relation, 2=minimal relation, 4=medium relation, 6=perfect relation</b>);</li> <li>– PhD in the field of Plant Pathology, Plant Physiology, Microbial Agro-ecology, Molecular Biology on plants and/or microorganisms awarded within the last 4 years (<b>maximum 9 points: 0 points=no relation, 3=minimal relation, 6=medium relation, 9=perfect relation</b>);</li> <li>– Work experience (excluding MSc and PhD periods) in Plant Pathology, Plant Physiology, Microbial Agro-ecology, Molecular Biology on plants and/or microorganisms as employee in qualified labs/research organizations/universities (<b>between 1 and 2 points per year of experience, depending on the relevance of topics, with a maximum of 6 points</b>);</li> <li>– Number of publications with Impact Factor (IF) and/or CiteScore in the field of Plant Pathology, Microbial Agro-ecology, Molecular Biology on plants and/or microorganisms (<b>between 1 and 2 points for each publication with IF or CiteScore depending on the authorship/co-authorship and relevance of topic, with a maximum of 6 points</b>);</li> <li>– Involvement in national/international projects with external collaborators, student tutoring and product development with companies (<b>between 0.5 and 1 point per item, depending on the relevance of topics, with a maximum of 3 points</b>).</li> </ul> <p>If none of the 15 shortlisted applicants prove to be suitable following interview, the Commission reserves the right to interview additional candidates.</p>
<p>Knowledge of languages in the context of the Common European Framework of Reference for Languages (CEFR): level of knowledge and method of ascertainment</p>	<p>Knowledge of written and spoken scientific English will be verified (to be checked by an interview on a subject of a technical or scientific nature) at a minimum level corresponding to <b>B2</b>.</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>Knowledge of English, self-certified in the pre-selection process, will be checked during the interview, as specified above. <b>If it is ascertained that the candidate does not have knowledge of scientific English corresponding with level B2, s/he will be excluded from the recruitment process.</b></p>
<p>Methods and deadlines for communication of the calendar and location to candidates admitted to the interview/test</p>	<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>
<p>Gross annual remuneration</p>	<p>Temporary employee contract "CCPL Fondazioni", Fourth level Researcher, gross annual compensation Euro 34.357,86 including 13<sup>th</sup> and 14<sup>th</sup> monthly payments.</p>
<p>Deadline for presentation of applications and deadline for the conclusion of the recruitment procedure</p>	<p>Applications must <b>arrive by and no later than 23:59</b> (the date and time of receipt shown in the electronic mail account of the Foundation shall be valid) <b>on February 17, 2019</b>. The recruitment procedure will terminate at the latest by August 17, 2019.</p>
<p>How to present applications</p>	<p>Applications to participate in the selection must be sent in electronic format via e-mail address (NO PEC) to <a href="mailto:curricula@fmach.it">curricula@fmach.it</a>, indicating the recruitment code in the object</p>





## RECRUITING ANNOUNCEMENT



Organization and Human resources Division  
Human Resources Development Unit

Page 3 of 4

	<p>of the email (<b>255_CRI_PPMA – Temporary R4 Plant &amp; Microbial</b>), by sending all the following documents:</p> <ol style="list-style-type: none"> <li>i. <b>Curriculum vitae</b> (CV), Europass format preferable (<a href="https://europass.cedefop.europa.eu/">https://europass.cedefop.europa.eu/</a>), including contact details, education, work experience, scientific publications, prizes/awards, language skills. The CV must be saved with file extension: <b>Surname Name_CV.doc, or .pdf</b>. Please follow information about the processing of personal data here below and include the specified phrases on the management of your personal data</li> <li>ii. <b>Application form</b> (AF), available in the webpage of the announcement, with the required information. The AF must be saved with file extension: <b>Surname Name_AF.doc, or .pdf</b>.</li> </ol> <p><b>The incompleteness of the documentation will result in the exclusion from the selection.</b></p> <p>In cases of access issues due to disability, please contact +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>– Master of Science certificate;</li> <li>– Other documents if required (e.g. PhD certificate).</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>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>

<p>Information about the processing of personal data</p>	<p>According to Article 13 of the EU General Data Protection Regulation 2016/679 ("GDPR" or "Regulation"), and in general in accordance with the principle of transparency foreseen in the same Regulation, the information regarding the processing of personal data is available in the webpage "<a href="#">Information about the processing of personal data</a>". Please add the following phrase to your CV otherwise your application will not be considered: <b>I have read and understood the information about the management of my personal data in accordance with the provisions of EU General Data Protection Regulation 2016/679.</b></p> <p>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>
--	---

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