



ISTITUTO AGRARIO
DI SAN MICHELE ALL'ADIGE

GENERAL DIRECTORATE

Organisation and Human Resources Department

Human Resources Development Unit

Our ref: 0004856/DB/mr
(to be quoted in correspondence)

San Michele a/A, 3 July 2017.

**RECRUITMENT NOTICE FOR SELECTION OF THE MANAGER OF THE
RESEARCH AND INNOVATION CENTRE (CRI).**

JOB VACANCY

Director of the RESEARCH AND INNOVATION CENTRE (CRI).

INSTITUTE PROCEEDING WITH THE RECRUITMENT

The Fondazione Edmund Mach (FEM) is a private foundation dependent on the Autonomous Province of Trento, which as well as carrying out activities in the field of agricultural training – including lifelong learning and higher education – technological transfer and agricultural production, is also renowned for its excellence in the field of European and international research in the agriculture, agrifood and environment sectors. Research activities are assigned principally to the CRI, within which around 200 human resources operate, currently divided into 4 departments and 16 research units. Further information on activities and scientific output can be found at the web site <http://www.fmach.it/eng/CRI>.

DURATION OF THE CONTRACT

The position will be offered with a renewable fixed-term contract having a duration of 3 years.

ROLE

The Manager is responsible for the overall functioning of the CRI and answers to the Director General. This is a full-time position and is incompatible with other public or private sector posts and with roles as a representative or member of organs, also supervisory, in profit-making bodies or companies, and with the carrying out of any commercial or industrial activities, unless nominated or designated by FEM or specifically authorised in accordance with the provisions of laws or regulations. The carrying out of professional or consultancy activities, on the basis of assessment of the commitment required and so long as they are not in competition or conflict with FEM's activities, is subject to the authorisation of the Director General.

REQUIREMENTS for participation in the selection process (on penalty of exclusion):

- Degree and doctorate in the scientific disciplines of interest to FEM;
- Role as a manager or top level researcher according to the provisions of the “Collective provincial employment contract for the staff of the foundations stated in the provincial law of 2 August 2005, no. 14” or corresponding qualifications;
- Management experience in complex research centres of international calibre.

METHODS FOR EVALUATING CANDIDATES

The Selection Panel will examine the candidacy of those having the requirements and will draw up a list of up to 5 of the best candidates for the post of Manager of the CRI for the Board of Directors, in relation to their qualifications and the results of the interview.

The Board of Directors will identify the most suitable candidate for the position from the list provided.

In order to identify the best candidate, the qualifications and interview will be assessed.

- **The following will be assessed in relation to QUALIFICATIONS:**
 - Experience in the management of the human resources and budgets of complex research centres;
 - Scientific publications at international level;
 - Other significant elements related to the role to be carried out.
- **At the INTERVIEW, which will take place in Italian and English, the following knowledge/skills will be verified:**
 - Leadership, interpersonal and negotiating skills;
 - Ability to identify and pursue strategic lines of research in the fields dealt with by FEM;
 - Aptitude for administrative management of the centre and the human and financial resources available;
 - Ability to interact and conduct relations at international level in all the fields in which FEM carries out research;
 - Knowledge of the activities and organisation of FEM and the context in which it operates.

REMUNERATION AND COLLECTIVE EMPLOYMENT CONTRACT APPLIED

- The annual remuneration, including thirteen monthly payments, shall be for a gross overall amount of € 110,000.00, of which € 15,000.00 variable and assigned on the basis of the level of achievement of the objectives. Furthermore, as an employee the Manager is entitled to severance pay.
- In the event that the successful candidate is an in-house employee already holding a permanent position, the post, when compatible, shall lead to the assigning of supplementary remuneration leading to the awarding of the same gross overall amount of € 110,000.00, of which € 15,000.00 variable and assigned on the basis of the level of achievement of the objectives. Furthermore, as an employee the Manager is entitled to severance pay.

The employment contract shall be regulated by the “national labour contracts for managers of companies producing goods and services”.

DEADLINE FOR PRESENTATION OF APPLICATIONS AND DEADLINE FOR CONCLUDING THE RECRUITMENT PROCEDURE

Applications must arrive **by and no later than 23:59** (the date and time of receipt by FEM's e-mail account shall be taken as proof) on **August 31, 2017**;

The recruitment procedure shall conclude by December 31, 2017.

METHODS FOR PRESENTING THE APPLICATION

The application to participate in the selection must be sent in electronic form to the electronic mailbox (**NOT PEC**) curricula@fmach.it, stating in the object of the message "RECRUITMENT PROCEDURE FOR SELECTION OF THE MANAGER OF THE RESEARCH AND INNOVATION CENTRE (CRI) (231_CRI_DIR)" and must include (on penalty of exclusion):

- **a curriculum**, which must be saved with the extension: Surname Name_CV.doc or .pdf, representing an attachment to the application;
- **application form (Annex A)**, according to the model available on the page of the notice, which must be saved with the extension: Surname Name_Application.doc or .pdf.

METHODS AND DEADLINE FOR INVITING CANDIDATES TO INTERVIEW

Those, up to maximum 20, who are considered best qualified for the position and therefore invited for an interview, will receive notice of the date and place via electronic mail (NOT PEC) at the contact address used to send the application and the curriculum, at least 10 days before the interview is scheduled.

DOCUMENTATION TO BE PROVIDED IN THE EVENT OF HIRING AND RELATIVE DEADLINES

On penalty of forfeiture of the post, the candidate must provide the documentation proving s/he has the requirements requested to participate in the recruitment process and any other documentation/certification that FEM may consider necessary in relation to the management position to be covered, by the deadline identified by FEM before being hired.

RESULTS OF THE RECRUITMENT PROCESS

The results of the selection process will be communicated to candidates at the end of the recruitment procedure individually via electronic mail (NOT PEC) at the contact address used to send the application and the curriculum.

HANDLING OF DATA

On penalty of exclusion, the curriculum must include authorisation for the handling of personal data according to D.lgs. 196/2003.

REFERENCES

For matters not covered in this recruitment notice and where relevant, reference is made to the "[Regulations for the recruitment of human resources at the Fondazione Edmund Mach](#)".

THE DIRECTOR GENERAL

- *Signed dott. Sergio Menapace* -