

Announcement of available position		Selection code: 298_CRI_RSDA
Type of position and number of positions vacant	N. 1 (one) temporary position for 18 months as Fourth level Researcher (R4) in the field of remote sensing and data analysis within the Highlander project.	
Organisational structure and manager for the position	Research and Innovation Centre (CRI), Sustainable ecosystems & bioresources department (DASB), Forest Ecology and biogeochemical cycles Unit (EFCB).	
Specific requirements	<ul style="list-style-type: none"> - Master of Science in in Ecology, Botany, Plant Physiology, Forestry, Environmental, Engineering, Mathematics, Computer Science; - Knowledge of written and spoken English (minimum level B2), evaluated during the interview. 	
General requirements	<ul style="list-style-type: none"> - Enjoyment of full civil and political rights within the State of Italy; - Italian or other State citizenship (whether or not of the European Union); Italians who do not belong to the Republic are treated as Italian citizens; citizens of European Union Member States or other States may participate in the procedure, provided they meet the following requirements <ul style="list-style-type: none"> - enjoyment of full civil and political rights in the country of origin or nationality (or explanation of the reasons for non-enjoyment); - possession of all the same requirements as for citizens of the Republic, i.e. with the sole exception of Italian citizenship; - Not have been the subject of criminal convictions or applications of penalties at their own request (plea bargaining), which have been confirmed as enforceable convictions; - Not have 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"); - Not have 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; - During the previous three years, not have exercised authoritative or negotiating powers over the Edmund Mach Foundation (Article 53 paragraph 16 ter of Legislative decree 165/2001); - Not have been dismissed for justified subjective reason nor just cause, nor have had their employment relationship terminated in application of Article 32 quinquies 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; - Be in compliance with any obligations for military service; - In the event of recruitment, be available to travel to any of the Foundation's offices in the province where you will be employed. 	
Physical suitability for the specific work	In the event of employment, in the event that the Edmund Mach Foundation is obligated to carry out a health assessment, due to specific risks connected to the work, the Foundation reserves the right to 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 the light of the outcome of the examination, in the event of unsuitability or	

	<p>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>
Exclusion from the recruitment process	<p>The following may not participate in the recruitment process: temporary staff who have been employed for the Foundation in an equivalent role for a duration of more than 18 months.</p>
Job description	<p>The position will require the use of remote sensing data, in particular, spectral and Lidar data and data analysis. The successful candidate will contribute, under the supervision of the project PI, to data treatment, data analysis and interpretation.</p> <p>The activities are included in the frame of the EU H2020 Highlander project (https://highlanderproject.eu/) until the end of the project. He/she will also be responsible of the quality control of the data produced. He/she will contribute to achieve the tasks assigned to FEM by the EU Horizon 2020 project HIGHLANDER.</p>
Duties	<ul style="list-style-type: none"> - Perform remote sensing and time series data analysis; - Carry on regular maintenance of sensors; - Write technical reports; - Collaborate in the dissemination of scientific results; - Attend scientific meetings and collaborate in scientific publications.
Keywords	<p>Hyperspectral, Lidar, time series data analysis.</p>
Selection process	<p>By educational qualifications (maximum 30 points) and interview (maximum 70 points). The results of the selection are based on the sum of the points awarded for the educational qualifications and interview.</p>
Subjects covered in the interview	<p>During the interview, which will be conducted in English, the following knowledge will be verified, and in particular (maximum 70 points):</p> <ul style="list-style-type: none"> - Use of spectral data for plant biophysical parameters estimation (up to 15 points, threshold 10); - Time series data analysis (up to 20 points, threshold 12); - Data base organization (up to 15 points, threshold 10); - Statistical modelling using in particular the R software (or equivalent) and image elaboration software (up to 15 points, threshold 10); - Knowledge of the activities and organization of Fondazione Edmund Mach (up to (up to 5 points)). <p>In the interview, the candidate must achieve a minimum score of 50/70 points.</p>
Assessment of qualifications and pre-selection	<p>On the basis of the information provided exclusively in the application form (Annex A), the Foundation will select the best 10 candidates for admission to the interview. This preselection will be conducted on the basis of the highest scores achieved, according to the following criteria (maximum 30 points):</p> <ul style="list-style-type: none"> - Phd in Ecology or Environmental Sciences, Agriculture/Forest, Engineering, Information and Communication Technologies, Mathematics, Computer Science (4 points); - Work experience in the areas of Ecology, Plant physiology, Remote sensing, Environmental or Agronomic/Forest studies in highly qualified research institutions or universities (between 0.5 and 2 points for each year, depending on the relevance of the research activities, up to a maximum of 8 points); - Internship in the field of remote sensing or ecological data analysis in qualified research institutions or Universities (between 0.5 and 1 points for each 4 months, depending on the relevance of the activities, up to a maximum of 3 points); - Scientific publications in journals with Impact Factor (IF) in the field of Ecology, Plant

	<p>physiology, Remote sensing, Environmental or Agronomic studies (between 0.5 and 2 points for each publication, depending on IF: 0.5 if IF<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 10 points);</p> <ul style="list-style-type: none"> - Number of scientific publications or oral communications in Scientific meetings in the field of Ecology, Plant physiology, Remote Sensing, Environmental or Agronomic/Forest studies (0.2 points for each publication/oral communication up to a maximum of 5 points);
<p>Knowledge level of languages, relative to the Common European Framework (CEFR), and method of verification</p>	<p>All candidates admitted to the interview will also be tested for knowledge of spoken and written English, through an interview on a technical-scientific subject, and for this will require a minimum level of B2.</p> <p><i>To understand the levels of knowledge required, consult the dedicated page on the EUROPASS website:</i></p> <p>https://europass.cedefop.europa.eu/it/resources/european-language-levels-cefr</p> <p>Failure to possess a level of English corresponding to B2 will result in exclusion from the selection process.</p>
<p>Possession of requirements and recourse to clarification</p>	<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, however, 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.</p> <p>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>
<p>Methods and deadlines for communication to candidates of the dates and locations of the interview/test</p>	<p>Candidates admitted to the interview phase 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 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) or in videoconference.</p> <p>Each selected candidate must attend the interview/test(s), where they must present a valid photographic identification document, or if the tests are held in remote videoconferencing, the document must be presented in advance. Late arrival or failure to appear at the test venue or at the videoconference link, will result in exclusion from the selection process.</p>
<p>Gross annual remuneration</p>	<p>Provincial Collective Contract for Personnel of Research Foundations (https://trasparenza.fmach.it/Amministrazione-Trasparente/Personale/Contrattazione-collettiva/CCPL-Personale-Fondazioni-di-Ricerca), Fourth level Researcher, current gross remuneration of Euro 34.563,94, including 13th and 14th month's pay.</p>
<p>Deadline for presentation of applications and recruitment process end date.</p>	<p>Applications must arrive by and no later than 23:59 (the date and time of receipt shown in the electronic mail account of the Foundation shall be valid) on September 29, 2021. The recruitment procedure will terminate at the latest by March 29, 2022.</p>

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 (**298_CRI_RSDA - R4 temporary remote sensing**) in the subject of the message and **must consist of:**

- the candidate's **curriculum vitae**, saved with the file name and extension as follows: **Surname First Name_CV.doc or .pdf**;
- **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 completed in full, without any resort to references to other attached documentation and/or information;
- **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 the candidate must declare any marriage, cohabitation or family relationship up to the fourth degree with employees, ongoing consultants, directors or members of the Foundation's supervisory bodies. 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 (Annex A) the candidate must declare, under his/her 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 the 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 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

Within at most 10 days before the date of assumption to the position, the candidate must provide the following, on penalty of cancellation:

- Certificate of Master of Science in in Ecology, Botany, Plant Physiology, Forestry, Environmental, Engineering, Mathematics, Computer Science.

<p>Results of the selection</p>	<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 (<u>not certified email, a.k.a. PEC</u>) to the contact address used to send the curriculum vitae and the application.
<p>Hiring conditions and categories covered by Law 68/99</p>	<p>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 68/99, and to indicate this in the curriculum vita sent in application for recruitment.</p>
<p>Company welfare and benefits at current date</p>	<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. In-house dining hall and coffee shop in San Michele all'Adige, as well as a payment card for meals taken in registered non-company facilities, with the value of Euro 6.00 per meal; 3. Bike-sharing facility and free car park within the San Michele all'Adige campus and at the peripheral locations; 4. 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; 5. Employee discount for the purchase of products from the Edmund Mach Winery sales point; 6. Staff sports club, with discount for members and promotions of sport-recreational activities (on-campus gym); 7. Internal market of agri-food products prepared by the Foundation students.
<p>Privacy Policy</p>	<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". 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 "[Regulations for the recruitment of human resources at the Fondazione Edmund Mach](#)".

Original signed by
Eng. Mario Del Grosso Destrieri
Director General
Edmund Mach Foundation