


# RECRUITING ANNOUNCEMENT - PNRR PROCEDURE



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Job description	Selection code: 337_CRI_ONFOODS
Type and number of vacant positions	<p><b>N. 4 (four) temporary positions as Fourth level researcher (R4) for up to 36 months* or to the end of the project in the field of: applied biology, agricultural sciences, dairy sciences and microbiology, food chemistry, food science and technology, consumer's science which includes the following sub projects:</b></p> <ul style="list-style-type: none"> <li>- <u>Project 1:</u> High-throughput food volatilome analysis for safety assessment and new product development (traditional and novel foods) (temporary position for up to 36 months);</li> <li>- <u>Project 2:</u> Consumer perception and acceptability of food innovation and food safety of novel foods (temporary position for up to 36 months);</li> <li>- <u>Project 3:</u> Food safety and quality of Traditional and Novel Foods (temporary position for up to 36 months);</li> <li>- <u>Project 4:</u> Food Quality and Nutrition (temporary position for up to 22 months).</li> </ul> <p><b>Selection for the creation of a list of people for temporary positions.</b></p>
Funding reference  	<p><b>ON-FOODS - Research and innovation network on food and nutrition Sustainability, Safety and Security - Working ON Foods (<a href="#">more info</a>)</b></p> <p>Partenariati estesi PNRR - Missione 4: Istruzione e Ricerca Componente 2: Dalla ricerca all'impresa Investimento 1.3, finanziato dall'Unione europea - Next Generation EU Progetto PE0000003 (Area tematica: 10. Sustainable nutrition model) – Spoke 3 e 4 <b>CUP B43C22000770006</b> Avviso MUR 341 (15/03/2022) Decreto Direttoriale di concessione del finanziamento n. 1550 (11/10/2022) Atto d'obbligo e di accettazione firmato in data 19/12/2022</p>
Organisational structure and manager for the position	<p>Research and Innovation Centre (CRI), coordinated by prof. Mario Pezzotti. * The duration of the contract is limited to the duration of the project itself. Therefore, the start date is negotiable, but the contracts cannot extend beyond the actual project end.</p>
Minimum requirements for submitting an application	<ul style="list-style-type: none"> <li>- <u>Master's degree</u> in: biology, agriculture, chemistry, analytical chemistry, food science and technology, pharmaceutical science, cognitive science, statistical science, animal sciences and technologies, biotechnology, physics;</li> <li>- <u>Knowledge of English, minimum level B2</u>, evaluated during the interview.</li> </ul>
Exclusion from the recruitment process	<p>There are no exclusions from the selection in relation to the variability of the duration of the contracts. Laws relating to the duration of a fixed-term contract at the same level with the same employer (with some exceptions provided for at the level of collective bargaining) require that a job offer will only be proposed to candidates who have seniority at FEM compatible with the duration of the proposed contract (ie. sum of previous to current fixed-term contracts at the same level of the current contract equal to or less than 36 months).</p>
Background information and description of research projects	<p>The 4 positions are offered within the National Recovery and Resilience Plan (NRRP), Partenariato Esteso ON FOODS initiative which includes at FEM, 4 thematic projects specifically named:</p>

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- Project 1: High-throughput food volatilome analysis for safety assessment and new product development (traditional and novel foods);
- Project 2: Consumer perception and acceptability of food innovation and food safety of novel foods;
- Project 3: Food safety and quality of Traditional and Novel Foods;
- Project 4: Food Quality and Nutrition.

The successful candidate will provide, under the supervision of the project PIs the following expertise:

- Project 1: The multidisciplinary project is based on the interplay of different approaches: microbiology, mass spectrometry, gas-chromatography, data analysis and data mining. Therefore, the candidate should demonstrate a sufficient expertise in food science and technology or analytical tools or statistical/data mining tools and should be open to learn and apply new methodologies for volatile compound analysis. As an early stage scientists it is not assumed that the candidate is proficient in all topics listed above;
- Project 2: The research activity is aiming at developing online questionnaires for identifying consumers' motivations, attitudes, drivers and barriers towards food innovation and food safety and at studying consumers' acceptability of novel food prototypes and innovative labelling systems;
- Project 3: The research activity is addressed to the evaluation of new, emerging and (re)-emerging risks in the food system and development of strategies for ensuring the healthiness and quality of food, also as a function of new sustainable technologies, and understanding the applicability and safe use of new foods;
- Project 4: The project is focused on the improvement of the quality of food, diet and nutrition to promote consumer health also considering the large inter-individual variability of response to the diet in the direction of a careful personalization of consumption

Duties/Tasks

- Project 1. Under the supervision of the project PI the candidate will participate to the following activities:
- Planning and managing activities according to the project and its deliverables;
  - Sample preparation and analysis with a focus on samples produced by fermentation or other bioprocesses and volatile compounds analysis by GC-MS and PTR-MS;
  - Optimisation of analytical approaches and automatisation of volatile compounds analysis;
  - Data analysis with a focus on multivariate analysis of mass spectrometric data;
  - Writing reports (internal and to project partners) and results dissemination (national and international conference, scientific papers);

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Project 2: Under the supervision of the project PI the candidate will participate to the following activities:

- studying the state of the art of consumers' drivers and barriers towards food innovation and food safety;
- planning and managing the activity of consumers panel;
- questionnaires development;
- implementing and administering sensory and consumers tests with specialized softwares;
- data collection and processing;
- drafting of technical reports and scientific and technical publications;
- contribute to the ordinary management of the sensory laboratory;

Project 3: Under the supervision of the project PI the candidate will participate to the following activities:

- development of experimental plans and activities and elaboration of project results;
- samples collection activities;
- experimental activities in food microbiology;

Project 4: Under the supervision of the project PI the candidate will participate to the following activities:

- development of experimental plans and activities, elaboration and dissemination of project results;
- support the PI in activities related to the project, including networking activities with the other partners involved;
- samples collection activities;
- analysis of food samples by Nuclear Magnetic Resonance, Gas and Liquid Chromatography - Mass Spectrometry techniques;
- support for the development and reformulation of healthier food products.

Keywords

Project 1: bioprocess, fermentation, volatile compound analysis, direct injection mass spectrometry, gas chromatography.  
Project 2: Consumer science, sensory analysis, consumer tests, novel food, food safety.  
Project 3: dairy sciences, food microbiota, -omics approaches, microbial pathogens.  
Project 4: metabolomics, food chemistry, Mass Spectrometry, Nuclear Magnetic Resonance, nutrition.

Selection process

A maximum of **30 points** will be allocated for qualifications while the interview will be worth up to **70 points**. The recruitment process will be based on the total points obtained through qualifications and performance at the interview, the results of which will be used to generate **a short list for each subproject**.  
 The candidate should indicate which project(s) they are applying to as they will be evaluated for inclusion in the relevant ranking(s) of these. At the discretion of the Foundation, (see "*Procedura per la selezione delle risorse umane presso la Fondazione Edmund Mach*"), candidates may be drawn from one subproject short list for another short list if there are no suitable candidates or no suitable candidate accepts the job offer for that subproject.

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Subjects covered by the interview

The interview, which will be held in English, will include a brief presentation of the candidate's education, work experiences, ambitions and knowledge in the following areas (**maximum 70 points**):

- **Project 1:** food science and technology, food chemistry and analysis, statistics and data mining, microbiology, agroindustry;
- **Project 2:** Sensory and consumer science techniques to study the interaction between food and the individual, data processing, statistical analysis and software for sensory data treatment;
- **Project 3:** Food safety, food/dairy microbiology; food/dairy technology;
- **Project 4:** Food chemistry, metabolomics, nutrition, analytical chemistry.

Evaluation criteria for the interview:

Scores will be assigned to candidates by the Commission according to the following criteria: up to a maximum of 20 points will be attributed to the presentation by the candidate of their personal research profile (0-5 points: vague and not very articulated; 6-15 points: informative, well-articulated and effective; 16-20 points: extremely effective presentation); up to 50 points will be attributed to the interview on the subproject(s) selected by the candidates by assessing the candidate's knowledge of the subjects indicated above for each project (0-10: poor knowledge of the relevant topics and limited ability to communicate orally; 11-20: limited knowledge of some topics with sufficient ability to communicate orally; 21-30: knowledge of most topics and moderate ability to communicate orally; 31-40: good overall knowledge of the topics and strong oral communication ability; 41-50: excellent knowledge of the topics with very strong oral communication ability).

The evaluation will be expressed in points only and the candidate must reach a minimum evaluation at the interview of **40/70** points to be ranked in the shortlist.

Pre-selection criteria and evaluation of qualifications

On the basis of the information contained in the application form (please use the form available on the web page of this announcement) integrated, at the discretion of the Commission, with the information contained in the *curriculum vitae*, candidates with a minimum score of 10 out of **30 points** will be admitted to the interview phase. The evaluation of qualifications will be as follows:

- Tertiary education in the topics covered by the subproject(s) as indicated in the boxes "Keywords" and "Description of the research work" (**up to a total of 16 points, i.e.: up to 10 points for a Master's thesis with topic relating to those of the selected subproject(s); up to 6 points for a PhD in the topic(s) of the selected subproject(s);**);
- Research experience (including years of doctoral work even if the PhD is not completed) in the topics covered by the subproject(s) as indicated in the boxes "Keywords" and "Description of the research work" (**1 point, full year, 0.5 points per year fraction of experience, up to a maximum of 10 points**);
- Scientific publications (maximum 12 in the last 10 years, from 2013) in the topics covered by the subproject(s) as indicated in the boxes "Keywords" and "Description of the research work" (**0.5 points for each publication with IF / peer-reviewed, up to**

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	<p><b>6 points);</b></p> <ul style="list-style-type: none"> <li>- Oral communications at scientific conferences on the topics covered by the subproject(s) as indicated in the boxes "Keywords" and "Description of the research work" (<b>0.25 points for each international conference; 0.1 points for all other types; up to a maximum of 2 points</b>);</li> <li>- Involvement in national and international projects in topics covered by the subproject(s) as indicated in the boxes "Keywords" and "Description of the research work" (<b>evaluation based on role: no project (0 point), hired within the project (1 point), co-investigator (2 points), principal investigator (3 points), up to 3 points</b>).</li> </ul>
<p>Language assessment according to the Common European Framework of Reference for Languages (CEFR): level of knowledge required</p>	<p>Knowledge of scientific English will be verified (to be checked by an interview on a technical or scientific nature) at a minimum level corresponding to B2. <i>To understand the levels of knowledge required consult the dedicated page at the EUROPASS site:</i> <a href="https://europa.eu/europass/en/common-european-framework-reference-language-skills">https://europa.eu/europass/en/common-european-framework-reference-language-skills</a> <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>
<p>Date of interview</p>	<p>Candidates admitted to the interview phase will be invited at the Fondazione E. Mach at San Michele all'Adige (TN) or via videoconference on <b>March 10, 2023</b>.</p>
<p>Gross annual remuneration</p>	<p>Contract type: CCPL Research Foundation Personnel (<a href="https://trasparenza.fmach.it/Amministrazione-Trasparente/Personale/Contrattazione-collettiva/CCPL-Personale-Fondazioni-di-Ricerca">https://trasparenza.fmach.it/Amministrazione-Trasparente/Personale/Contrattazione-collettiva/CCPL-Personale-Fondazioni-di-Ricerca</a>): for a fourth level Researcher, the current gross annual remuneration is Euro 36.256,08.</p>
<p>Deadline for presentation of applications and deadline for the conclusion of the recruitment procedure</p>	<p>Applications must be received <b>no later than 11:59 pm</b> (the date and time of receipt indicated in the Foundation's e-mail account will be taken as proof) on <b>February 19, 2023</b>. The recruitment procedure will be completed by August 19, 2023 at the latest.</p>
<p>How to submit an application</p>	<p>Applications to participate in the selection must be sent in electronic format to the email address (<b>not certified email address, a.k.a. PEC</b>) <a href="mailto:curricula@fmach.it">curricula@fmach.it</a>, indicating the recruitment code (<b>337_CRI_ONFOODS – R4</b>) in the subject of the message and <b>must consist of:</b></p> <ul style="list-style-type: none"> <li>- <b>the application form (Annex A)</b>, using the form available on the webpage announcement: this should be saved with the file name and extension: <b>Surname First Name _Application.pdf</b>. The application must be completed in full, with no references to other attached documentation and/or information;</li> <li>- the candidate's <b>curriculum vitae</b>, saved with the file name and extension: <b>Surname First Name _CV.doc or .pdf</b>;</li> <li>- <b>a copy of a valid identity document with a photograph</b>.</li> </ul> <p>Any person encountering difficulty in submitting the application due to disability is invited to contact +39 0461 615542.</p>
<p>Proof of documentation required for hiring and relative deadlines</p>	<p>At least 10 days before the start date of the non-permanent contract, the candidate must provide the following original document, or the offer will be cancelled:</p> <ul style="list-style-type: none"> <li>● Master of Science (or equivalent) certificate.</li> </ul>

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Results of the selection process	<p>The results of the selection will be communicated by:</p> <ul style="list-style-type: none"> <li>- <b>publication of the shortlist of suitable candidates</b> on the webpage dedicated to the present recruiting announcement, with the details of rank, surname and name; the publication of the candidate's name in the list of suitable candidates is not subject to confidentiality regulations; therefore, the candidate can not request that their name be removed from this list;</li> <li>- at the end of the selection procedure, <b>all candidates</b> will be notified <b>by individual email</b> (<u>not certified email, a.k.a. PEC</u>) as to whether they are included in the shortlist of suitable candidates or not; this email will be sent to the contact address used by the candidate to send their curriculum vitae and the application.</li> </ul>
Hiring conditions and categories covered by Law 68/99	<p>The Fondazione E. Mach operates in compliance with current legislation concerning fixed-term contracts.</p> <p>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"> <li>1. <a href="#">Family Audit</a> certified company, with flexible working time and human resources management policy, for the wellbeing of the employees and their families;</li> <li>2. <a href="#">Gender Equality Plan (GEP)</a> that promotes gender equality through a process of structural change;</li> <li>3. In-house dining hall in San Michele all'Adige, as well as a <a href="#">payment card for meals taken in registered non-company facilities</a>, with the value of Euro 6.00 per meal;</li> <li>4. <a href="#">Bike-sharing</a> facilities and free car park within the San Michele all'Adige campus and at peripheral locations;</li> <li>5. Free "<a href="#">Education Roaming (Eduroam)</a>" WiFi on the San Michele all'Adige campus (90% coverage) and in facilities of other entities affiliated with GARR for the Wi-Fi service;</li> <li>6. Employee discount for the purchase of products from the <a href="#">Edmund Mach Winery</a> sales point;</li> <li>7. <a href="#">Staff sports club</a>, with discount for members and promotions of sport-recreational activities (on-campus gym);</li> <li>8. Internal market of agri-food products prepared by FEM highschool students.</li> </ol>
Privacy policy	<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 this Regulation, the Fondazione E. Mach provides information on the processing of personal data on the webpage "<a href="#">Privacy Policy</a>".</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 information included in the application form and in their curriculum vitae. The Foundation reserves the right to require that the candidate considered suitable for the post provides documentary proof of the qualifications they have listed.</p>



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This Recruiting Announcement is issued in compliance with equal opportunities between men and women for access to employment, under Law no. 198 of 11 April 2006 “Code of equal opportunities between men and women, under Article 6 of Law no. 246 of 28 November 2005”.

Furthermore, the recruiting process will be performed considering the targets set out by article 7 (“Criteri di ammissibilità”) of the following public call of the Italian Ministry of University and Research: “Avviso pubblico per la presentazione di Proposte di intervento per la creazione di “Partenariati estesi alle università, ai centri di ricerca, alle aziende per il finanziamento di progetti di ricerca di base” – nell’ambito del Piano Nazionale di Ripresa e Resilienza, Missione 4 “Istruzione e ricerca” – Componente 2 “Dalla ricerca all’impresa” – Investimento 1.3, finanziato dall’Unione europea –NextGenerationEU”.

The candidates may identify their gender prior to the tests and/or interview.

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”](#) (*available only in Italian*);
- [Avviso pubblico per la presentazione di Proposte di intervento per la creazione di “Partenariati estesi alle università, ai centri di ricerca, alle aziende per il finanziamento di progetti di ricerca di base” – nell’ambito del Piano Nazionale di Ripresa e Resilienza, Missione 4 “Istruzione e ricerca” – Componente 2 “Dalla ricerca all’impresa” – Investimento 1.3, finanziato dall’Unione europea –NextGenerationEU”](#) (*available only in Italian*).

Original signed by  
Ing. Mario Del Grosso Destreri  
Director General  
Fondazione E. Mach