



STAZIONE ZOOLOGICA ANTON DOHRN

Public Call based on examination of qualifications and interview for recruitment, with fixed-term contract, of one Researcher - III professional level in *Applied Ecophysiology for the conservation and restoration of seagrass meadows*. Selection no 1/2017.

The General Director of the Stazione Zoologica Anton Dohrn,

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declares the opening of the following Call

Art. 1

Subject of the Call

It is opened a Public Call based on examination of qualifications and interview, with fixed-term contract of n. 1 Researcher - III professional level, in *Applied Ecophysiology for the conservation and restoration of seagrass meadows*, with competences in biology, ecology and ecophysiology of seagrasses, in the study of marine plant responses to changes in environmental parameters in relation to anthropogenic impacts and to climate changes.

According to Art. 104, comma 3 and Art. 678 comma 9 of the Legislative Decree 15/03/2010, n. 66, the place in the competition gives a priority to volunteer of the Army, but in case that no suitable candidates from this category are available, the place will be assigned to another candidate, usefully classified in order of merit.

Art. 2

Requirements for admission

To be eligible for selection the following requirements are needed:

- a) Italian nationality or citizenship of one of the EU member states. Family members of citizens of the EU member states can also apply, not having the citizenship of a Member State, with the right of residence or the right of permanent residence, as well as citizens of third countries who are holders of EU residence permit for long-term residents or who are holders of refugee status or subsidiary protection status;
- b) Possession of Master Degree or old Degree in Biological Sciences, Marine Biology, Environmental Sciences, Marine Sciences or similar or equivalent, achieved according to the regulations in force before D.M. legislation 509/99 or the classes of "Laurea Specialistica" or "Laurea Magistrale" to which the above diplomas have been equated. Candidates in possession of similar degrees achieved abroad with a

declaration of equivalence to the Italian degree, released by Italian authorities, or the candidates that in any case obtained the declaration according to the current law, are also admitted.

For the request of equivalence, please visit:

<http://www.cimea.it/en/servizi/procedure-di-riconoscimento-dei-titoli/riconoscimento-non-accademico.aspx>;

<http://www.funzionepubblica.gov.it/articolo/dipartimento/22-02-2016/modulo-la-richiesta-dellequivalenza-del-titolo-di-studio-stranieri>.

Candidates have the responsibility, under penalty of exclusion, to prove the equivalence by presenting the certificate of recognition, or alternatively the statement that the “request for equivalence” has been asked and that the procedures for the evaluations are started. Candidates not presenting the certificate by the deadline of the present call, are admitted conditionally.

In any case the documents attesting the equivalence of the foreign degree must be presented to the Administration, under penalty of exclusion, by the date of the employment;

- c) Possession of a PhD degree in the field consistent with the scientific skills indicated in Art. 1;
- d) Specific competences in the field of the ecological, physiological and molecular approaches enabling an integrative multilevel studies on seagrasses, and expertise in interpretation of molecular data; competences and experience in design and implementation of field and laboratory experiments on seagrasses; advanced competences in statistical analysis of the results obtained from the experimental work. Experience is also required on ecosystem restoration, environmental impact assessment and applied ecotoxicology.
- e) To possess all civil and political rights;
- f) To be not dismissed or laid off from the public service, for persistent poor performance, or be declared lost or being dismissed by a public employment, or banned from public office on the basis of *res judicata*;
- g) Knowledge of written and spoken English and basic computer applications.

Candidates of nationality other than Italian must meet the following requirements:

- 1) Enjoy civil and political rights in the country of origin or nationality;
- 2) Be in possession of all the other requirements.

The admission of the candidates to the competition is pending upon verification of the requirements listed above. The Stazione Zoologica Anton Dohrn may order the exclusion from the competition if some of such conditions are lacking. In this case, full communication will be given by letter. The requirements must



be fulfilled by the date of the deadline for the application, under penalty of exclusion from the competition.

The requirements listed in point g) will be established by the Board of Examiners during the interview.

Art. 3

Submission of applications - Terms and conditions

The application for admission to the selection, duly signed, must be made on plain paper according to the attached (Encl. no. 1) and sent to Stazione Zoologica Anton Dohrn - Villa Comunale 80121 Napoli, no later than the thirtieth day following the date of publication of this selection in the Official Gazette of the Italian Republic - IV Special Series. This term, if falls in a festive day, shall be extended to the first day immediately after.

The application for admission to selection must be sent exclusively in one of the following forms:

- To the General Secretariat of the Stazione Zoologica Anton Dohrn during working hours. A receipt of acceptance will be issued.
- Registered mail A/R (with return receipt; it will be considered the date of postmark for certification of the submission within the deadline);
- Transmission to the following address of certified electronic mail (PEC): ufficio.protocollo@cert.szn.it (using certified address of the candidate, whenever possible). The validity of the transmission and reception of the certified electronic mail message is certified by the receipt of acceptance and of delivery, according to the current law. It is the applicant's responsibility to verify the delivery within the terms of the Call. Alternatively, for citizens residing either abroad or in Italy but not legitimized at activating the certified electronic mail (PEC) it is possible to use ordinary electronic mail (PEO) (stazione.zoologica@szn.it).

For applications sent by registered mail A/R (with return receipt), on the envelope, in addition to the surname, name and address of the candidates, it must be clearly stated the number of the selection for which you intend to compete for.

For applications sent via Certified Mail (PEC) it must be indicated the reference to the contract **Selection n. 1/2017**.

For applications submitted by non Italian citizens to the email stazione.zoologica@szn.it it should be indicated in the object the reference to the **Selection n. 1/2017**. The candidate should indicate the email and address

to which he/she wants to receive further communications. To these candidates will be sent an e-mail confirming receipt of the application. The application and any statements will be validated by signing just before the examination.

In the application, the candidates must declare, under their own responsibility, and under penalty of exclusion from the selection, the following:

- a) Full name;
- b) Date and place of birth;
- c) Citizenship;
- d) If the candidate is an Italian citizen, the municipality where he/she is registered in the electoral lists or the reasons for non-registration or cancellation from such a list;
- e) To have no prior criminal convictions and no legal pending proceedings or indicate any criminal convictions reported and pending prosecutions, specifying the details of the conviction or application of amnesty or judicial pardon and the title of the offense;
- f) Of not having been dismissed from the Public Administration for persistent poor performance, or not having been revoked by another employment for having produced fake or vitiated documents, or not been banned from public office on the basis of *res judicata*;
- g) Possession of the qualifications specified in Article 2 point b);
- h) Possession of the qualifications specified in Article 2 point c);
- i) Accomplish the conditions set out in Article 2 point d);
- l) Knowledge of written and spoken English and basic computer applications;
- m) Services provided by public administrations, if any, and/or the causes of termination of employment;
- n) Their residence and the full address to which notices concerning the selection should be sent or the personal address of certified electronic mail;
- o) To have rights to enjoy of the reserve in favor of military volunteers of the Armed Forces, dismissed without demerit, according to art. 1014, comma 3 and art. 678, comma 9 of the Legislative Decree 15/03/2010, n. 66;
- p) If the candidate belongs to a preferential or priority category.

Non Italian candidates must declare to enjoy civil and political rights also in their country of origin, or the reasons for not enjoying such rights.

Should the candidate have any form of handicap it should be indicated in the application form, stating what help is required in relation to the handicap and the possible necessity of extra time required, according to art. 20 of the Law 5 February 1992, n. 104.

The Stazione Zoologica Anton Dohrn does not assume any responsibility in case of loss of communications due to incorrect or unclear transcription of personal data or addresses of the candidates or failure or late notification of change of

address indicated in the application, nor assumes responsibility in case of problems in postal dispatch.

Art. 4 Exclusion from selection

Are excluded from participating in the selection the candidates with:

- Applications not signed by the candidate (in any case, applications sent via certified electronic mail (PEC) or accompanied by an identification document will be considered valid);
- Applications submitted after the deadline indicated in this announcement.
- Applications submitted in different way from what listed in Article 3.
- Lack of any of the requirements listed in Article 2 point a), b) and c).

Are excluded, also, the candidates who have been banned from public office, or had been dismissed following the production of fake or vitiated documents.

Candidates are admitted to the selection on the basis of preliminary screening carried out by the Responsible of the procedure.

The General Director of the Stazione Zoologica Anton Dohrn may determine the exclusion of the candidate at any time when the lack of requirements has been certified.

Likewise, a candidate will be excluded from all rights, if reasons of exclusion are determined even after the completion of the selection; likewise the exclusion of the candidate can be determined if fake declarations are proved in the Applications or in the declarations given according to the Presidential Decree 445/2000.

Art. 5 Presentation of application and titles

To the application form must be attached the Curriculum Vitae (CV) in which the candidate will detail, in an analytical way, states, facts and personal skills, bringing the exact references and information for the evaluation of each title, such as date, protocol, role performed and the contribution of the candidate in the professional activity performed. In particular, the candidate will have to indicate:

1. Studies completed and qualifications;
2. The services provided, the role and functions performed, the positions held and their duration;

3. Any other scientific, technical, professional and educational activity;
4. Publications, technical reports, monographs/books, book chapters, patents and official documentations that will allow the valorization of their contribution to the scientific community and to the research development;
5. The main scientometric indices of the candidate:
 - a. number of ISI publications,
 - b. total IF,
 - c. average IF of the ISI publications,
 - d. *H index*,
 - e. *g index*,
 - f. total number of citations,
 - g. average number of citations per article.

The data must be produced using *ISI Web of Science*, *Scopus* or *Scholar citations* (indicating the calculation method used) and indicating the date when the indices have been determined.

In addition, it is requested the normalization of the results compared to the number of years from the achievement of the PhD degree and the date of submission of the application.

The curriculum vitae must be completed and duly signed by the candidate with a clearly legible signature. All declarations given and subscribed in the CV have the value of affidavits of certification and deed of notoriety (art. 46 of Presidential Decree 445/2000).

The curriculum must be accompanied by the publications and other documents of the candidate in .pdf format, if the application is submitted to the PEC or on digital media (USB stick or similar support) if the application is sent in hard copy or presented to the General Secretariat of the Stazione Zoologica Anton Dohrn.

The copies of the documents must be accompanied by a declaration of the candidate that all photocopies provided are identical to the originals (arts. 19 and 47 of Presidential Decree 445/2000) (Encl. n. 2).

The curriculum must be accompanied by an identification document.

Under Article 15 of the law 12.11.2011 n. 183 it is forbidden to show to public administrations and private providers of public services, certificates issued by the PA concerning states, facts and qualifications that are, therefore, increasingly replaced by the affidavits of certification and deed of notoriety (arts. 46 and 47 of Presidential Decree 445/2000).



The Stazione Zoologica, pursuant to Article 71 and in relation to the Articles n. 75 and 76 of the Presidential Decree 445/2000 and subsequent amendments, carries out control over the reliability of the affidavits.

Art. 6 Qualifications and Interview

The Commission, before examining the documentation submitted by the candidates, adopts the criteria of evaluation.

For the evaluation of the qualifications and for the interview, the Commission will have at disposal a total of 90 points, which will be sub-divided as follows:

- a) Titles, documents and publications for a total of **30 points**;
- b) Interview **60 points**.

The evaluation of the Curriculum Vitae et Studiorum will essentially be aimed at highlighting the experience of the candidates in national and international scientific organizations, the scientific experience at international level and the capability to promote and manage scientific activities related to the topic of the call, and will include:

- a) PhD title;
- b) Any appointment held and responsibilities assumed and their relevance and/or ability in national and international fund raising;
- c) Scientific coordination, networking capability, participation to national and international research projects related with the topic of the call;
- d) Field experiences and scientific competences at national and international level related with the topic of the call;
- e) Tutoring of Master Degree and PhD thesis.

The evaluation of the Publications and scientometric values tends to highlight the attitude of the candidates, proven by objective evidence, to provide significant advances in the sector of research related to the topic of the call, with particular attention to the valorization of young candidates or considering the data in terms of normalization compared to the scientific seniority of the candidates, and this will include:

- a) Consistency of the activity of the candidate with the disciplines in the fields related to the topic of the call or with the interdisciplinary themes, which include it (the publications not related to the topic of the call must be excluded from any evaluation);
- b) Scientometric values (referred to the publications related to the topic of the call) aimed at determine the scientific relevance of the editorial placing of the publications and their spread within the scientific community, with particular reference to the average IF of the publications, to the placing of the journals in the quartile of the



- referring areas and to the indicators that will be normalized to the anagraphic and scientific age of the candidate;
- c) Originality and quality of the scientific production and methodological strictness;
 - d) Individual contribution of the candidate, analytically determined in the papers in collaboration.

All titles and qualifications must be available by the deadline of the call, or the titles and documents provided will be excluded from the evaluation.

To pass the threshold and being admitted to the interview, the candidates must obtain at least 21 over 30 points.

The notice convening the interview with the indication of the marks obtained in the assessment of qualifications is given to the candidates at least 20 days before the date on which they have to support it, to the address provided by the candidate.

The candidates must bring a valid identification document.

The interview will evaluate the scientific and professional skills of the candidate in relation to the position of the call, and will focus on the scientific production of the candidate and knowledge as in art. 2 point d).

To pass the threshold of the interview, the candidate must obtain a minimum score of 42 over 60 points and a sufficient judgement concerning English and basic computer applications knowledge.

At the end of the interview, the Commission draws up the list of candidates with the indication of the marks reported. The list, signed by the Chairman and the Secretary of the Commission, is posted the same day of the conclusion of the examinations at the official board of the Stazione Zoologica Anton Dohrn.

Art. 7
Responsible of the procedure

The Responsible of the procedure in the present selection is Dr. Patrizia Varriale.

Art. 8
Examination Committee

The Commission will be nominated by the President of the Stazione Zoologica Anton Dohrn, and is composed of three experts in topic covered by the selection.

Art. 9

Order of merit and nomination of the winner

On completion of the examination, the Commission will make the order of merit determined by the sum of the marks obtained in the assessment of qualifications and interview examination.

The winner will be the candidate, usefully classified in order of merit, which benefits of the mandatory reserve according to art. 1014 comma 3 and art. 678 comma 9 of the Legislative Decree 15/03/2010, n. 66.

In absence of candidates belonging to the category entitled to the mandatory reserve, according to art. 1014 comma 3 and art. 678 comma 9 of Legislative Decree 15/03/2010, n. 66, the candidate usefully classified in order of merit, which achieves the highest final score, is nominated.

The General Director of the Stazione Zoologica Anton Dohrn approves the order of merit and nominates the winner after verification of the regularity of the procedure by the Responsible of the Procedure.

The list will be published on the website: www.szn.it and the publication will be notified through the Official Gazette of the Italian Republic IV Special Series.

In case of equal merit of two or more candidates, the set of criteria of preference defined in the Article 5 of the Decree of the President of the Italian Republic May 9, 1994, n. 487, will be applied.

Art. 10

Establishment and duration of the employment relationship

The individual employment contract for a fixed-term position will last 12 months, and can be extended to a total of 30 months, after evaluation of the activity.

The employee with fixed-term contract will receive the initial remuneration of a permanent position of Researcher - III professional level.

The winner of the selection, who does not start the service within the prescribed time, unless prevented from so doing, loses the right employment with the Stazione Zoologica Anton Dohrn.

Art. 11

Privacy policy



Under the decree of the 30 of June 2003, n. 196, the personal data required of candidates will be collected and processed at the Stazione Zoologica Anton Dohrn - Office of Human Resources, exclusively for the purposes of managing the selection.

General Director
Dott. Vincenzo Saggiomo

Naples, May 24, 2017