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**Object: Competition for a junior grant in research activities in the sector competition 05/C1 Ecology - Responsible Scientists: Dr. Serena Zaccara**

### **THE DIRECTOR OF THE DEPARTMENT**

- Given art. 22 Law 30th December 2010 n. 240 which establishes, within the financial resources, the assignment of fellowships for collaboration in research activities;
- Given the Decree of the Ministry for Education, University and Research, n. 102 on 9th March 2011, which establishes the minimum amount payable;
- Given the Regulations concerning the assignment of grants for collaboration in research activities (hereinafter Regulations) issued by Rector's decree n. 903 on 24th July 2013, Recent changes made by Rector Decree December 18, 2017, n. 1021, effective from January 3, 2018;
- Given the Decree of the Ministry for Education, University and Research, n. 336/2011 e n. 159/2012, determining scientific area by art. 15 Law 30th December 2010 n. 240;
- Given the Rector's Decree no. 97 on February 8, 2018 issue of the list of research projects eligible and financed by the University, as part of the selection for n. 18 research grants junior 2017;
- Ensured that the project presented by Dr. Serena Zaccara resulted financed in Area 05 – Biological Sciences, Competition Sector 05 / C1 - Ecology, Scientific area-sector BIO/07 - Ecology, Macrosector 05/C - Ecology, lasting one year, under the guidance of the Head of Research Dr. Serena Zaccara;
- Verified that financial resources are available

### **ORDERS**

#### **Art. 1 - Object**

Notice of a competition by qualifications and interview is announced for the assignment of n. 1 junior grant for collaboration in research activities lasting 1 year for the Competition Sector 05 / C1 - Ecology to the Department of Theoretical and Applied Sciences.





Title of the research: **“Genetic and morphologic discrimination of endemic fluvio-lacustrine freshwater fish (Cyprinidae, Barbus) in central Italy: inferences related to evolutionary mechanisms behind species diversification and distribution”**

Research Project: “This project is focused on two native species *Barbus plebejus* and *Barbus tyberinus*, distributed in Padano-Venetian (PV) and Tuscano-Latium (TL) districts, respectively. Through morphological, geometric and genetic tools, the aims of the project are: 1) to reconstruct main natural and anthropogenic processes; 2) to explore local phenotypic plasticity connected to both ecological traits and geographic history of hydrographical systems; 3) to describe the actual distribution of invasive *B. barbus*, validating the diagnostic characters for species identification.

The combination of morphological and genetic analysis will be applied also to resolve taxonomy and to interpret ecomorphology. The multidisciplinary approach relies on: 1) the sequencing of mitochondrial control region (Dloop) gene and 2) the analyses of meristic traits and external morphology. These different datasets will be combined in a quantitative statistical model of trait covariation”

Responsible Scientists: Dr. Serena Zaccara.

## **Art. 2 – General requirements**

- Specialized Degree in Biological Sciences (class 6/S) obtained according to the teaching system previously in force at the D.M. n 509/1999 and s.m.i. ;

The possession of the **PhD title** Research in Analysis, Protection and Management of Biodiversity is mandatory requirement for admission to the selection.

A similar degree obtained abroad and recognized as equivalent to the Italian title by the competent academic authorities.

The proven experience of studies on molecular and genetic ecology issues aimed at biodiversity conservation is a preferential requirement.

Candidates must have no criminal record.

Applicants in possession of degrees earned abroad, who have not obtained the declaration of equivalence, must enclose in the application form a translation into Italian and a declaration of value of the foreign degree by a qualified Italian Diplomatic or Consular Representative in the country of origin, according to the Laws in force on the subject.

The degree earned abroad can be declared admissible, by the Judging Commission, only for purposes related to the selection.

**Qualifications must be possessed on the date of closure established for the presentation of the application form.**

Those who have already been awarded grants according to law n. 240 - 30<sup>th</sup> December 2010 for more than 6 years except for the period corresponding to a PhD without scholarship within the maximum limit of the legal duration of the related course cannot participate in the selection. For the purpose of the duration of the grant periods spent on maternity leave or for health reasons are not relevant according to laws in force.

## **Art. 3 – Incompatibility**



Personnel employed in Universities and in other public institutions as of art. 22 paragraph 1, Law 240 30<sup>th</sup> December 2010 can participate in the competition, but must resign in the case of winning the Fellowship.

Civil Servants in different institutions from those mentioned in the paragraph above can be awarded the fellowship but must be placed on leave without salary for the duration of the Fellowship.

The Fellowship is not compatible with registration in undergraduate courses, graduate courses, PhD with scholarship or with a School of Specialization in the medical area, in Italy or abroad and with registration in other School/Courses which require obligatory attendance and prevent carrying out activities established in the contract.

Relatives and in-laws within and including the fourth degree of a professor who is a member of the Department or the Structure requesting the institution of the Fellowship, or of the Rector, the General Director or a member of Administrative Council of the University cannot participate in the competitions for the assignment of fellowships.

The Fellowship cannot be accumulated with scholarships in anyway awarded except with those awarded by national or foreign institutions useful for integration, for stays abroad, of the research formation of Fellows. The Fellowship cannot be accumulated with employed work, with contracts of collaboration or with income from free-lance activities, carried out in a continuous way.

#### **Art. 4 – Application and deadlines**

The application for participation in the selection, as well as qualifications held, the documents and publications voted helpful for the competition **must be submitted, under penalty of exclusion, via computer**, using the computer application dedicated to page: <https://pica.cineca.it/uninsubria/dista2018-adr002>

The computer application will necessarily require the possession of an e-mail address in order to perform the self-registration system. The candidate will have to enter all data required for the production of the application and attach the documents in PDF/a format. You can attach a maximum of n. 30 documents for publications and n. 30 documents for other qualifications to evaluate, and maximum 30 Mb size.

The application form must be completed in all its parts, as indicated in the electronic procedure, and must include:

- Curriculum of the scientific and professional activities
- Copy of an identity document valid

**No other forms of submission of applications or useful documentation for participation in the procedure are allowed.**

Within the application deadline, the system can be saved in draft mode. The date of electronic submission of the request for participation in the selection is certified by the computer system that will be received by automatically sent via e-mail.

**At the end of the period for submission, the system will no longer allow access and sending the form.**

To every application will be assigned an identification number which, together with the competition code in your application information must be specified for any subsequent communication.



The process of compiling and sending electronic application must be complete **no later than 12:00 of March 30, 2018.**

The presentation of the application form must be completed and concluded as follows:

- **Sign your document with ConFirma**  
In order to sign digitally the application it is necessary to have a hardware ( e.g. smart card or USB with digital signature certificate issued by an approved certification body) compatible with ConFirma service. After signing, applicants can download the signed pdf application
- **Sign the application digitally on your electronic device**  
In order to sign digitally the application it is necessary to have a hardware ( e.g. smart card or USB with digital signature certificate issued by an approved certification body) and a software for digital signatures in order to create a pdf.p7m file from the pdf file downloaded from this site. The pdf.p7m file must be uploaded in the website again
- **Sign the application (no digital signature)**  
If you can't sign the document digitally as specified in the other sections you need to download the pdf file of the application, print it, sign it in original, scan it in a pdf file and upload it again on the website.

**WATCH OUT:** the copy of a valid identity document must be included as the last page of the scanned pdf, after the application form pages (this step can be dispensed with if a copy of the document was uploaded as an attachment of the application form)

**They will be declared inadmissible the applications without the signature of the candidate.**

Foreign nationals residing in Italy can take advantage of self above, limited to cases where it is necessary to prove conditions, facts and personal qualities certifiable by Italian public or private entities (art. 3 of Presidential Decree no. 445 / 2000).

Foreign nationals not resident in Italy cannot rely in any way the institute of self (art. 3 of Presidential Decree no. 445/2000).

Bonds, certificates and publications produced in a manner different than indicated above will not be taken into account. In application of the rules of self-certification matter, the University will undertake verification of the veracity of substitutive declarations and self-certifications under Presidential Decree n. 445/2000.

It is considered validly made exclusively the documentation received by the final deadline indicated in the notice. It is not eligible for introduction into the evaluation insolvency of their qualifications earned or after the date of deadline of the notice.

It is not allowed to make reference to documents and publications previously submitted for participation in other contests by this or other Administrations.

Candidates must provide their own expenses to the restitution of securities and publications sent for participation in the selection, subject to agreements with the Research and Internationalization Service of the University of Insubria, Varese.

**Art. 5 - Information on the implementation of legislation on the prevention of corruption**



The University, in implementation of the legislation on the subject, adopted its three-year plan for the prevention of corruption and appointed the Head of the Prevention of Corruption.

The three-year plan is published on the corporate website at <http://www4.uninsubria.it/on-line/home/naviga-per-tema/amministrazione-trasparente/articolo4719.html> page

Any reports can be sent to: [anticorruzione@uninsubria.it](mailto:anticorruzione@uninsubria.it)

### **Art. 6 – Selection Procedure**

Selection is made with comparative evaluation of the candidates' CVs who have applied on the basis of qualifications and publications.

The valuation of securities is integrated by an interview in open session, which will focus on the drawing of professional experience of the candidate focused on assessing the suitability of the grant object in the pursuit of research.

The interview will be held **April 11, 2018, 10 am**, via JH Dunant 3, 2100 Varese, will focus on the drawing of professional experience oriented candidate to assess the suitability of the check object in the pursuit of research.

Failure to attend the interview is considered to be explicit and definitive manifestation of the candidate's willingness to give up the selection.

For the interview candidates must be in possession of a valid identity document or an equivalent document recognition pursuant to art. 35, paragraph 2, of Presidential Decree 28/12/2000 by n. 445.

Access to the conversation is open to candidates for which completion of the assessment of the securities, which are not therefore excluded for the reasons set out in art. 7. The candidates recognized disabilities must expressly specify in their application any aid needed in relation to their handicap and the possible necessity of further time for the performance of any evidence, in accordance with Law 5 February 1992, n.104. The selection procedure is based on qualifications and interview.

For the evaluation of the candidates the commission has 70 points, of which:

for scientific and professional curriculum: up to a maximum of 35 points;

for scientific publications: up to a maximum of 5 points.

For inclusion on the list, following the evaluation of qualifications, candidates must have achieved an overall score of at least 28/70.

The assessment of the interview can have a maximum score until they reach 30/70.

For inclusion in the final list, candidates must have obtained a score at least 42/70.

### **QUALIFICATIONS (UP TO 35 POINTS)**



- 1) maximum degree 15/70 and in particular:
  - 110/110 cum laude 15.0 points;
  - score from 105 to 110 12.0 points;
  - score from 99 to 104 8.0 points;
  - score from 80 to 98 5.0 points;
- 2) PhD Thesis maximum 10/70
- 3) previous scientific research in molecular ecology and conservation ecology (contracts, grants, assignments, certificates etc ...)  
maximum 10/70

#### PUBLICATIONS (UP TO 5 POINTS)

- 4) Maximum scientific publications 15/70

#### INTERVIEW (UP TO 30 POINTS)

The final list is approved by the Director of the Department and will be posted on the official page of the Register of the University and on the website of the University under the section "Concorsi" as notification to those concerned.

The merit ranking will be used in the case of the winning candidate not accepting the position or in the case of resignation; in this case, the position will be offered to the next candidate in the ranking, provided that the period proposed for the contract is not less than one year.

#### **Art. 7 – Exclusion**

Candidates are admitted conditionally.

The following imply exclusion from the procedure:

- 1) the application submitted or sent after the final date of expiry of the notice;
- 2) failure to sign the application form;
- 3) the lack of participation requirements;
- 4) the existence of situations of incompatibility.

Exclusion is provided for with a motivated decision of the Director of the Department and shall be communicated to the candidate using the e-mail address provided.

#### **Art. 8 – Renouncing of the candidate for the procedure**

Any waiver of the candidate to participate in the procedure will be sent as so-and exclusively on the web address shown above, Art. 4 of this announcement, by filling in the form of renunciation.

#### **Art. 9 – Contract of collaboration**



The winner will be called on to sign a temporary contract of research activity collaboration drawn up under civil law, within a period specified, otherwise he/she will lose the right. This fixed-term contract does not represent, in any way, a permanent contract of employment and does not give right to be admitted to permanent positions within University. The University provides equal opportunities between men and women.

The fellowship implies carrying out the activities briefly mentioned below at the Department of theoretical and applied sciences of the University of Insubria and under the supervision of Responsible Scientist Prof. Adriano Martinoli within the research programme: "Interactions between alien and native species: effects of variation in behaviour on survival and reproduction in red and grey squirrels".

Conditions are indicated by the contract and governed by the Regulations.

The position will cover a period of 1 year and can be renewed for periods of not less than one year up to a maximum of six years total with the same subject, also entered into with different institutions and universities, excluding the period in which the fellowship was received in connection with a PhD without a grant, not exceeding the legal duration of the course.

The contracts referred to in Article 24 of Law 240/2010, intervening with various universities, government, non-state or telematic, as well as with the institutions referred to in paragraph 1 of art. 3 of this notice, may in no case exceed twelve years, even if not continuous. For the purposes of said contract the length of periods spent on maternity leave or for reasons of health, as provided by law are not considered.

Renewal is still subject to a positive assessment of activities by the Department Council, as well as to availability of budgetary funds.

For non-EC citizens the fellowship will start after obtaining the residence permit for scientific research and when the research activity actually begins.

#### **Art. 10 – Salary**

The fellowship's yearly gross amount is € 19.367,00 inclusive of taxes and contributions borne by the candidate.

University will provide insurance cover for public liability and accident.

The amount is tax free according to article 4 of Law n. 476 dated 13/08/1984 and it is subject, for what concerns welfare conditions, to regulations as from article 2 paragraph 26 and following Law n. 335 dated 8/08/1995.

The sum will be paid in monthly instalments.

#### **Art. 11 - Suspension of the contract for maternity and sick leave**

The research activity is suspended for maternity leave.



Regarding mandatory maternity leave, the conditions of Ministry of Labour Decree dated 12/07/2007, G.U. n° 247 of 23/10/2007 will be applied. Sick leave will be governed by article 1, paragraph 788 of Law n. 296 dated 27/12/2006 and successive modifications.

During period of mandatory maternity leave, the amount paid by INPS according to article 5 of the above-mentioned Decree 12/07/2007 will be integrated by the University up to, and not over, the total amount of the contract.

The mandatory maternity leave must be recovered after the natural expiration of the contract as provided by law upon Department Director's act.

#### **Art. 12 – Withdrawal of the owner of the research**

The holder has the right to withdraw from the relationship, giving notice to the Director of the Department at least thirty days before.

Non-communication of the above implies retention of the amount relative to the period in lieu of notice.

#### **Art. 13 – Termination of employment**

If the holder does not continue the research activities in the program without good reason or is responsible for serious or repeated misconduct, on the motivated report by the Research Scientist and by the Council of the Department, termination of the contract may be ordered.

The contract will be terminated automatically, without notice, in the following cases:

- Undue delay or failure to initiate activity
- Unjustified suspension of activity for a period exceeding 15 days
- A serious contravention of the incompatibility of article 7 of the Regulation
- Expression of a negative evaluation of the research by the Department Council.

The resolution provisions are stipulated by the Department Director.

#### **Art. 14 – PhD and Master**

The holder of research grants can attend, also as part of the excess number, and without the right to a grant, the PhD research course, subject to the passing of the entrance examinations.

The participation of the holders in master's degree course is incompatible.

#### **Art. 15 - Head of the proceedings**

According to Law n. 241 dated 7/08/1990 Service of Research and Internationalization, Via O. Rossi, 9, Pavilion Antonini, 21100 Varese in charge of the competition notice.

#### **Art. 16 - Privacy policy**





According to Decree D. n. 196/2003, the University will commit itself to respect all confidential information provided by the candidate. All information provided will be handled only for purposes connected to the selection procedure and to the stipulation and management of the contract with the University.

**Art. 17 - Final rules and publishing**

For matters not provided for in this notice, reference is made to the applicable laws and regulations on the subject.

This notice will be published on the University website of the Ministry of University, Education and Research and the European Union.

Varese, 1 Marzo 2018

THE DIRECTOR OF THE DEPARTMENT  
Prof. Fabio Conti

DATE OF PUBLICATION IN THE REGISTER ON LINE on **15 March, 2018**  
DATE OF EXPIRATION OF TERMS on **30 March, 2018**