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PUBLIC SELECTION, BY EXAM-INTERVIEW AND QUALIFICATIONS, AIMED AT THE RECRUITMENT OF N. 01 STAFF, TO BE HIRED WITH A FIXED-TERM, FULL-TIME EMPLOYMENT CONTRACT, SUITABLE FOR THE EXERCISE OF FUNCTIONS ATTRIBUTABLE TO THE PROFESSIONAL PROFILE OF LEVEL III RESEARCHER AT CREA – RESEARCH CENTRE FOR CEREAL AND INDUSTRIAL CROPS AS PART OF THE “NATIONAL RESEARCH CENTER FOR AGRICULTURAL TECHNOLOGIES (AGRITECH) - SPOKE 1” PROJECT - CUP C23C22000450006 AND “VALORIZZAZIONE DELLE ATTIVITÀ DI RICERCA ITALIANA NELL’AMBITO DI WHEAT_INITIATIVE (WHEATINITALY)” CUP C13C24001040001

CODE: PTR-CI_BANDO-06-2025

Article 1

Positions available

In implementation of the Determination of the Director of the Centre no. 481 of 01/08/2025, a public selection is announced for interview and qualifications aimed at hiring n. 01 staff unit with fixed-term, full-time employment contract (average 36 hours per week), for the exercise of functions attributable to the profile of Researcher, level III, scientific disciplinary sector AGR /07 Agricultural genetics, as part of the research projects entitled as follows:

1) “National Research Center For Agricultural Technologies (AGRITECH) - SPOKE 1”, CUP C23C22000450006 (approved with MUR Directorial Decree No. 1032 of 06/17/2022, related funding of CREA budget Ob/Fu 1.99.02.28.00, expiry 31/12/2025), for carrying out the following activities:

“Identification of key genes for quality, production and resilience traits via fine-scale genetic mapping” (aim of Task 1.2.1 of Spoke 1 of the AGRITECH project).

Duration 3 months.

2) “Enhancement of Italian research activities within the Wheat Initiative (WHEATINITALY)”, CUP C13C24001040001 (approved by MASAF - DISR 04 - Prot. Uscita N.0672983 of 20/12/2024, related funding of CREA budget Ob/Fu 1.01.02.B3.00, expiry 31/12/2028), for carrying out the following activities:

“Scientific and technological support to the Wheat Phenotyping Expert Working Group of the international WHEAT INITIATIVE”.

Duration 12 months

CREA - Centro di ricerca Cerealicoltura e Colture Industriali
CREA - Research Centre for Cereal and Industrial Crops

S.S. 673 Metri 25200 - 71122 Foggia *Sede amministrativa*
Via Stezzano, 24 - 24126 Bergamo
Via di Corticella, 133 - 40128 Bologna
Viale G. Amendola, 82 - 45100 Rovigo
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The place of service and work is the Foggia headquarters of CREA - Research Centre for Cereal and Industrial Crops - S.S. 673 Meters 25200 – Foggia, Italy;

The researcher must have proven experience in:

- Knowledge of SNP genotyping data management, processing, and interpretation methodologies.
- Use of the R, Python, or Linux packages.
- Knowledge of GWAS (Genome Wide Association Scan) analyses in plant species.
- Knowledge of machine learning principles, methods, and applications.
- Knowledge of digital wheat phenotyping tools and data analysis

The contract will have a total duration of n. 15(fifteen)==== months, possibly extendable or renewable in accordance with current legislation, in consideration of the needs of the research project and in the presence of the necessary financial availability.

The overall duration of the contract may not, in any case, exceed the duration of the research projects for which this selection is being announced, considering renewals, extensions and refinancing.

The overall duration of the contract cannot exceed 35 months, or the longer duration provided for by the art. 83 of the CCNL for a maximum of a further 12 months, including extensions and renewals.

Regarding the reservation of places, the provisions of articles 678, paragraph 9 and 1014 of legislative decree 15 March 2010, no. 66, apply, according to which a fraction of the positions are reserved for Armed Forces volunteers, which will be combined with other positions already created or to be created in future recruitment procedures.

In this regard, is also applied the reservation of places in favour of voluntary operators who have completed the universal civil service without demerit referred to in the art. 18 of Legislative Decree no. 40 of 06/03/2017, as amended by art. 1, paragraph 9-bis, Legislative Decree 22 April 2023, n. 44, converted, with amendments, by Law 21 June 2023, n. 74L. 06/21/2023, n. 74.

With reference to the so-called "gender balance in public competitions", we inform you that as of December 31, 2024, the gender gap among Researcher personnel at CREA is less than 30%: 151 females (59.92%) and 101 males (40.08%); therefore, the preferential title in favour of the less represented gender, as provided for by art. 6, paragraph 1, of Presidential Decree no. 487/1994, as amended by art. 1, paragraph 1, letter f) of Presidential Decree no. 82/2023, does not apply to this procedure.

For subjects belonging to the category referred to in art. 1 and 18 of law 12 March 1999 no. 68, CREA initiates specific recruitment procedures through the competent Office of the Central Administration, therefore, this procedure is not subject to the obligations set out in the aforementioned legislation and the Institution reserves the right, to be assessed on a case-by-case basis, to hire in supernumerary the reserve holder who is eligible.

Regarding preferential titles, are applied the provisions of the art. 5 of the decree of the President of the Republic 9 May 1994, no. 487 and subsequent amendments and additions.

In order to be subject to evaluation, any reserve qualifications, as well as preference qualifications, must be possessed on the expiry date of the deadline for submitting the participation application, and must be expressly declared in the same; otherwise, they will not be taken into consideration.

Legal reserves and preference qualifications are evaluated exclusively when the final ranking is drawn up.

Any positions not filled due to a lack of suitable reserved candidates will be assigned to the subsequent suitable candidates according to the order of the final ranking.

This announcement is aimed at the selection of personnel for the carrying out of research programs and projects financed or co-financed by the European Union or by other public and/or private entities to deal with activities of a temporary and exceptional nature, which cannot be faced with personnel in service; therefore any hirings are subject to verifications of entry into the CREA budget of the aforementioned financing, and consequently participation in the selection is not binding for the Institution for hiring purposes.

CREA reserves the right, due to emerging organizational and service needs, to revoke this announcement or to proceed with the necessary changes at any time.

Article 2

Admission requirements

To be admitted to the selection, the following requirements are needed:

- a) **(MSc) Degree Diploma (DL)** in Agricultural Sciences or Agricultural Plant Biotechnology or Biological Sciences (or other equivalent DL) or **Specialized Degree (LS)** classes 77/S Agricultural Sciences and Technologies, 7/S Agricultural Biotechnologies, 6/S Biology, 69/S Human nutrition sciences, or other LS relevant to the position advertised, or the **Master Degree (LM)** classes LM-69 Agricultural sciences and technologies, LM-7 Agricultural biotechnology, LM-6 Biology, LM-61 Human nutrition sciences , or other LMs relevant to the position advertised, to which the aforementioned specified Degree Diplomas (excluding equivalences) have been equated, pursuant to the Interministerial Decree of 9 July 2009 for the purposes of participation in public competitions.
- b) **research doctorate** relating to the activity indicated by the art. 1 of this announcement, or having carried out, for a three-year post-graduate period, research and/or professional activities related to the activity requested by the announcement, completed at qualified public and private research institutions or universities, including foreign ones. The verification of this requirement is left to the unquestionable judgment of the examining commission referred to in the art. 4 of this announcement, on the basis of the documentation presented.

All qualifications obtained abroad (degree, doctorate and any other qualifications) must, as a rule, be previously recognized in Italy in accordance with current legislation on the matter (information on the website of the Ministry of University and Scientific Research, MUR). The equivalence of the aforementioned qualifications obtained abroad which have not already been recognized in Italy with the aforementioned formal procedure, will be assessed by the examining commission, and the candidate may be required, before being hired, to send an application for equivalence to the MUR. The candidate must attach to the application documents useful to allow the examining commission to make a decision (for example, declaration of value on site - "*Dichiarazione di valore in loco*" - issued by the competent Italian Embassies).

- c) **Italian citizenship, of one of the Member States of the European Union as well as citizens of third countries;**
- d) **age** not less than 18 years;
- e) **age** not ore than 65 years;

- f) possession of **civil and political rights**. Candidates of citizenship other than Italian must also declare that they enjoy civil and political rights in the country they belong to or come from, or the reasons for not enjoying the rights themselves;
- g) **physical suitability** for the position to be filled (with CREA's right to subject interested parties to a medical check-up in accordance with current legislation);
- h) **absence of causes impeding access**:
 - not being excluded from by the **active political electorate**;
 - not having been **dismissed** or **exempted** from employment in a public administration due to persistent insufficient performance, pursuant to sector regulations, or **fired** for the same reasons or for disciplinary reasons pursuant to current legal or contractual regulations, or declared **dismissed** for having obtained the appointment or employment through the production of false documents or documents tainted by irremediable nullity, as well as those who have been convicted with a final sentence for crimes that constitute an impediment to employment in a public administration;
 - not having had **any criminal convictions** and not having **pending criminal proceedings** which prevent, pursuant to the relevant provisions in force, the establishment of an employment relationship with the Public Administration;
- i) be in compliance with the rules concerning **military obligations** (only for male candidates born before 12.31.1985, pursuant to art. 1 Law 08/23/2004, no. 226).

Regarding **basic skills**, candidates must possess the following knowledge:

- knowledge of the English language to be verified during the interview;
- knowledge of the use of IT equipment and of the most popular softwares, to be verified during the interview.

All requirements, without prejudice to the provisions relating to the recognition of equivalence of qualifications obtained abroad, must be met on the expiry date of the deadline established for submitting applications and must remain at the time of signing the contract of work.

Admission to the selective tests takes place with the express reservation of subsequent verification of possession of the prescribed requirements.

In the absence of the requirements prescribed for admission, due to failure or incomplete presentation of the required documentation, the Administration may, at any time, order exclusion from the selection with a reasoned provision, even after the selection tests have been carried out, against of the candidates usefully classified in the relevant final ranking.

CREA reserves the same right, ordering not to proceed with the hiring or to revoke the same, in the event of ascertained lack, original or subsequent, of the requirements required for participation in the selection.

Article 3 **Applications**

The application for participation must be sent using the electronic methods indicated below. To this end, the candidate must be in possession of a certified email address (PEC) in his/her name and a mobile phone number which must be indicated in the application form. Foreign candidates may indicate only their ordinary email address (PEO).

The application for participation must be completed and submitted exclusively via the internet, using the CREA DEMETRA IT platform which can be reached at the following link **<https://concorsi.crea.gov.it/webapp/concorsi>**, in the section dedicated to this procedure on the website of the CREA <https://www.crea.gov.it/bandi-a-tempo-determinato>, following the instructions in this article.

Other forms of production or methods of sending the participation application are not permitted, **under penalty of exclusion.**

Applications must be submitted no later than the peremptory deadline of thirty days, under penalty of exclusion from the selection, starting from the day following the publication of the Notice relating to this announcement on the Single Recruitment Portal (website <https://www.inpa.gov.it>). An application received by 11.59 pm on the last day is considered to have been submitted within the deadline.

If the deadline for submitting the application online falls on a holiday, the deadline will be extended to the first following non-holiday day.

The date of submission of the application to participate in the procedure is certified by the platform by sending a specific communication to the (certified) email address provided by the candidate. Once the deadline for submission has expired, the platform will no longer allow the submission of the participation application.

In the event of a reported partial or total malfunction of the digital platform, ascertained by CREA, which prevents its use for the submission of the application for participation or the related attachments, an extension of the deadline for the submission of the application will be provided, corresponding to the duration of the malfunction.

All communications relating to this selection procedure will be sent to the candidate's PEC / PEO address. Any further communications will be published in the area dedicated to this procedure on the CREA institutional website: <https://www.crea.gov.it/bandi-a-tempo-determinato>.

The administration assumes no responsibility in the event of loss of communications due to inaccurate or incomplete address information by the competitor or failure or late communication of the change in address and/or address indicated in the application, nor for any problems of transmission, or in any case attributable to actions of third parties, fortuitous circumstances or force majeure, nor for the failure to return the electronic notification of delivery of application.

It is always possible to complete or modify the application until it has been sent. Once the application has been sent, it is not permitted to send additions, but only new applications to replace the previous one.

Candidates are advised to ensure the completeness of the application before sending. In any case, the last application sent will be considered valid.

Applications that are not confirmed and definitively sent in the procedure remain in a provisional state, determining the "non-eligibility" of the candidate for selection.

To submit applications, the candidate must proceed as indicated below, strictly following the instructions in the "Application User Manual" present in the section dedicated to the announcement at the link <https://www.crea.gov.it/bandi-a-tempo-determinato>:

- 1) access the DEMETRA platform <https://concorsi.crea.gov.it/webapp/concorsi>, according to one of the following methods:
 - i) through the public digital identity system (SPID) and following the instructions indicated by the platform;

- ii) by registering with your own email address (generate a new password by entering your email address and activating the “registration or new password” function);
 - iii) for those who have access to MS Office 365 using their CREA credentials (use the same username and password as Office 365);
- 2) choose the *notice code* “PTR-CI_BANDO-06-2025”;
 - 3) complete the application by filling in the fields of the appropriate online form. The declarations reported therein will have the value of self-certification and self-declaration pursuant to the Presidential Decree. n. 445/2000, articles 46 and 47 and will be subject, by the Administration, to the controls provided for by the Presidential Decree. no. 445/2000. In the case of false declarations, the sanctions provided for by current legislation will apply;
 - 4) mandatory upload a PDF copy of a valid identity document to accompany the application for participation and all the declarations made pursuant to articles 46 and 47 of the Presidential Decree. no. 445/2000;
 - 5) compulsorily upload the Curriculum Vitae et Studiorum (CV) in PDF format for the purposes of the general evaluation referred to in the art. 5, to be drawn up according to the European format, with a handwritten or digital signature, made, **under penalty of non-evaluation**, in the form of a declaration in lieu of certifications and deed of notoriety, pursuant to articles. 46 and 47 of the Presidential Decree no. 445/2000 (this declaration must be included in the CV [**Annex 1** - Format dich_sost_cert_CV]).
 - 6) compulsorily **and individually** upload the documents and qualifications that the candidate deems useful to produce. These titles must be uploaded **in the specific section dedicated to the presentation of titles "Titles by area (compilation)", within the DEMETRA platform**, according to the following methods:
 - in digital original (native digital IT documents), to be uploaded in the appropriate section of the DEMETRA platform according to the instructions in the "User Manual";
 - in an electronic copy of an analogue (paper) document, declared compliant with the original by means of a declaration in lieu of the deed of notoriety made pursuant to art. 47 of the Presidential Decree no. 445/2000 [**Annex 2**] to be uploaded in the appropriate section of the DEMETRA platform according to the indications of the "User Manual";
 - with a declaration in lieu of certification, made pursuant to art. 46 of Presidential Decree 445/2000 for the states, facts and personal qualities provided for by the article itself [**Annex 3**] to be uploaded in the appropriate section of the DEMETRA platform, according to the indications of the "User Manual";

The declarations indicated above must be drawn up analytically and contain all the elements that make them usable for selection purposes, so that the qualifications to which they refer can be usefully evaluated. False declarations or false documents, referred to in the art. 76 of Presidential Decree 445/2000, are punished pursuant to the Penal Code and special laws on the matter.

In compliance with the art. 65 of Legislative Decree no. 82/2005, the declarations signed by the candidate will be valid if signed by digital signature or, if they are uploaded by scanning the original, signed by the candidate with a handwritten signature, together with the scan of the original a valid identification document (for a copy of the identification document see point 4 of this article), or when the applicant or declarant has entered the DEMETRA platform via the SPID.

- 7) upload any medical certificate(s), documentation relating to reservations/preference qualifications referred to in the previous article 1, DSA certificates, document recognising equivalence of the qualification and any other documentation that the candidate intends to produce and which cannot be found in other specific sections of the DEMETRA Platform in the “Other declarations/attachments” section;
- 8) upload (optional) the list of qualifications attached to the application [**Annex 4**].

For each qualification (**to be uploaded individually**) presented according to the methods referred to in point 5 above), the candidate, **under penalty of non-evaluability**, must complete the mandatory fields in the section dedicated to the presentation of qualifications “Qualifications by area (compilation)”, within the DEMETRA platform and in the free field, you can report any further element useful for the identification and evaluation of the same (for all types of qualifications, the candidates must refer to certain documents identifiable with the individual elements of reference, such as for example date, protocol, natural or legal person who issued the document, nature and duration of the assignment, role played by the candidate, etc.).

In conclusion, in order to evaluate the application for participation by the Commission, it is therefore necessary that, for each title presented, a box must be created and filled in on the DEMETRA platform under the heading “Titles by area (compilation)” – “Titoli per area (compilazione)”. The box must be created and filled in, even if the title is not attached, but it is substituted by a self-certification declaration referred to in Attachment 3.

Qualifications and documents uploaded in a manner that differs from the methods indicated in this article and declarations lacking the essential elements for evaluation will not be evaluated by the examining commission.

Only qualifications held on the deadline for submitting applications will be evaluated.

The Administration reserves the right to carry out appropriate checks on the truthfulness of the content of the substitute declarations.

The software for submitting the application allows the uploading of files in PDF and JPEG format only and, in any case, the overall weight of the documentation transmitted (including the application) cannot exceed 200 MB. When filling out the application, the candidate will take care to verify the space occupied on the platform, by producing the preview of the application, where on the last page there is a summary of the space occupied. **If the aforementioned limit is exceeded, CREA assumes no responsibility for any errors in the transmission of the application for participation.**

A translation into Italian must be attached to documents and qualifications drawn up in a foreign language **other than English**.

Article 4

Content of the application form

In the application for participation the candidate must indicate:

- a) the name, surname, date and place of birth, tax code/ID;
 - b) the registered residence (street/square etc., house number, municipality, province, postal code), the certified e-mail address (PEC) of which he or she is the owner (for foreign candidates who may not have a PEC, the normal e-mail), as well as a mobile phone number;

CANDIDATES ARE OBLIGED TO COMMUNICATE ANY CHANGE IN THESE CONTACTS: CREA DOES NOT ASSUME ANY RESPONSIBILITY FOR THE DISPERSION OR FAILURE TO DELIVER COMMUNICATIONS DIRECT TO CANDIDATES, CAUSED BY INACCURATE OR INCOMPLETE INDICATION OF THEIR CONTACTS, OR BY FAILURE OR LATE COMMUNICATION OF ANY CHANGES THAT HAVE OCCURRED WITH RESPECT TO WHAT IS COMMUNICATED IN THE APPLICATION FOR PARTICIPATION, NEITHER FOR ANY MISTAKES DUE TO THIRD PARTIES, FORTUNE EVENTS OR FORCE MAJEURE, NOR FOR THE FAILURE TO RETURN THE ELECTRONIC NOTICE OF DELIVERY OF THE APPLICATION.
 - c) to be in possession of Italian citizenship or of one of the Member States of the European Union or to be a family member of a citizen of a Member State of the European Union with the right of residence or the right of permanent residence, or holder of refugee status or subsidiary protection status;
 - d) the enjoyment of civil and political rights;
 - e) if an Italian citizen, the municipality in whose electoral lists he is registered, or the reasons for non-registration or cancellation from the same lists;
 - f) physical suitability for the job for which is being competing;
 - g) not having had any criminal convictions and no pending criminal proceedings, or any convictions reported, even if amnesty, pardon, or judicial pardon has been granted. The declaration must be made even in the absence of criminal convictions;
 - h) not having been dismissed or released from employment in a public administration due to persistent insufficient performance (*the declaration must be made even in the absence of public employment relationships*);
 - i) not having been declared revoked from state employment pursuant to article 127, paragraph 1, letter d) of the Consolidated Law on Civil Servants of the State approved by Decree of the President of the Republic of 10 January 1957, no. 3 (*the declaration must be made even in the absence of public employment relationships*);
 - j) not having reported the accessory penalty of termination of the work or employment relationship pursuant to article 32-quinquies of the penal code (*the declaration must be made even in the absence of public employment relationships*);
 - k) not having been fired following disciplinary proceedings according to the national collective labour agreement of the sector applied to the specific case (*the declaration must be made even in the absence of public employment relationships*);
- N.B.** otherwise for points h), i), j) and k), the details and reasons for the dismissal,

dispensation, dismissal or dismissal measure must be specified. For these hypotheses, proceed with a specific declaration(s) pursuant to the articles. 46 and 47 of the Presidential Decree. no. 445/2000.

- l) the position held regarding military obligations (only for male candidates born before 1986);
- m) possession of the qualification referred to in article 2 paragraph 1 letter a) of this notice, with the exact indication of the year and the institute from which it was obtained;
- n) possession of a research doctorate or the three-year requirement referred to in article 2 paragraph 1 letter b) of this announcement;
- o) sufficient knowledge of the English language;
- p) sufficient knowledge of the use of IT equipment and the most popular softwares;
- q) the possible possession of the recognition of the disabled status and/or belonging to the protected categories as respectively regulated by the articles. 1 and 18, of law 12/03/1999, no. 68 and the request, in relation to one's specific disability condition, of the possible need for an aid, as well as additional time, necessary for carrying out the exam tests, pursuant to art. 20, paragraph 2-bis, of the law of 5 February 1992. In the absence of this request the benefit cannot be subsequently granted; to this end, the recipients of the aforementioned provision must also attach a certification issued by a specific health facility which, in relation to the specific handicap and the type of test to be taken, indicates the essential elements necessary for the enjoyment of the benefits requested, in order to allow CREA to prepare in time the means and tools needed to guarantee regular participation in the selection;
- r) the possible possession of the recognition of specific learning disabilities (DSA) and the request, in relation to one's specific condition, of the possible need for additional time and/or other dispensatory and/or compensatory measures (for difficulties in reading, writing and calculation) for the exam tests. In the absence of such a request, the benefit cannot be subsequently granted; to this end, the recipients of the aforementioned provision must also attach a specific declaration made by the medico-legal commission of the relevant ASL or by an equivalent public health structure which, in relation to the specific learning disorder and the type of test to be taken, indicates the essential elements necessary for the enjoyment of the benefits requested, in order to allow CREA to prepare in time the means and tools needed to guarantee regular participation in the selection;
- s) to be entitled to the reservation of places, referred to in articles 678, paragraph 9 and 1014 of legislative decree 15 March 2010, no. 66 (*indicate which of the categories reported in the aforementioned regulations you belong to*);
- t) to be entitled to the reservation of places in favour of volunteer operators who have completed the universal civil service without demerit referred to in the art. 18 of Legislative Decree no. 40 of 06/03/2017 and subsequent amendments (*indicate the elements useful for identifying the service provided*);
- u) possible possession of qualifications that give rise to preference, pursuant to art. 5 of the Presidential Decree n. 487/1994 and subsequent amendments and additions [**Note 1**]. These qualifications, if not expressly declared in the admission application, will not be taken into consideration when drawing up the final ranking;
- v) to be aware of the information on the processing of personal data referred to in this notice (art. 13 of the General Regulation for the protection of personal data no. 2016/679 General Data Protection Regulation or GDPR). Consent to data processing is issued with the signing of the application;

- z) to be aware of all the provisions contained in this announcement and to accept them without any reservation.

Candidates of citizenship other than Italian must also declare that they enjoy civil and political rights in the country they belong to or come from, or the reasons for not enjoying the rights themselves, and that they have adequate knowledge of the Italian, or the English language.

Disabled candidates must, pursuant to article 20 of law no. 104/1992, specify, in relation to their handicap, the necessary aid as well as the possible need for additional time in relation to carrying out the exam tests. They must also attach a certification issued by a specific health facility which, in relation to the specific handicap and the type of test to be taken, indicates the essential elements required for the enjoyment of the benefits requested, in order to allow the Administration to prepare the means and instruments to guarantee regular participation in the selection.

All the above declarations must be included in the application form.

Without prejudice to the provisions regarding civil and criminal liability in art. 76 of the decree of the President of the Republic no. 445/2000, if, from the control referred to in the decree itself, the untruthfulness of the content of the declaration emerges, the declarant will lose the benefits resulting from the provision issued on the basis of the untruthful declaration.

Article 5

Examining commission

The examining commission is appointed with the determination of the Director of the Research Centre pursuant to art. 9 of the Regulations for the hiring of staff with fixed-term employment contracts and is made up of a President and two members, experts in the subjects covered by the selection and makes use of a secretary. The appointment provision may also provide for the appointment of alternates. For the members of the Commission, the causes of incompatibility referred to in the articles must not exist. 51 and 52 of the civil procedure code. The examining commission is responsible for carrying out the obligations established by the decree of the President of the Republic of 9 May 1994, n. 487.

The appointment of the Commission is carried out in compliance with the provisions of article 35 bis, paragraph 1, letter a) of Legislative Decree 30 March 2001, no. 165. At least one third of the member positions, unless justified by impossibility, are reserved for women, in compliance with the provisions of the art. 29 of Legislative Decree 23 December 1993, n. 546.

Additional members may be added to the examining commission for the evaluation of linguistic, IT and digital knowledge and skills, as well as aptitude skills. Furthermore, for reasons of functionality and speed of the competition procedure, the Administration reserves the right to appoint any subcommissions into which the examining commission is divided.

The appointment of the Commission will be published on the CREA institutional website, in the section dedicated to this announcement.

The CREA Research Centre for Cereal and Industrial Crops reserves the right to organize the interview in person or electronically, through the use of IT and digital tools, guaranteeing in any case the adoption of technical solutions that ensure the publicity of the same, identification of participants and the security of communications and their traceability.

Article 6

Evaluable qualifications and exam tests

The selection takes place by interview and qualifications.

The examining commission, at the first meeting, establishes all the criteria and methods of evaluation of the competition tests, including the interview test, to be formalized in the relevant minutes, in order to assign the relevant scores.

For the evaluation, the examining commission has a total of **90 points** distributed as follows for each candidate:

- interview **max 60 points**
- qualifications **max 30 points**

The evaluation of qualifications is carried out after the interview exam.

Qualifications constituting requirements for access to this competition cannot be evaluated.

The evaluable qualifications to be attached to the application for participation in the competition are listed as follows:

- a) EDUCATIONAL AND ACADEMIC QUALIFICATIONS, TRAINING (further doctorate in addition to the entrance qualification, further degree, internships abroad and in Italy, master's degrees, training courses, other post-graduate training qualifications)
Max 2 points per qualification (max 4 points)
The commission may further detail the score, it being understood that for this category it may award a total of 4 points.
- b) WORK ACTIVITY, carried out in any form provided by law, at public and private research institutions and universities or other public administrations, or private employers, assessed for duration and relevance to the area of specialization referred to in the art. 1 of this notice
Max 2 points per year and proportionally per year fraction (max 6 points)
The commission may further detail the score, it being understood that for this category it may award a total of 6 points.
- c) PUBLICATIONS (articles in international journals, international book chapters, other publications):
Max 2 points per published paper (max 10 points)
The commission may further detail the score, it being understood that for this category it may award a total of 10 points.
- d) ASSIGNMENTS (project responsibility assignments, other assignments for specific functions, participation in commissions, committees and technical expert groups, teaching, participation in conferences and seminars as an invited speaker, other assignments):
Max 1 point per qualification (max 2 points)
The commission may further detail the score, it being understood that for this category it may award a total of 2 points.
- e) overall judgment on the candidate's educational, cultural and professional profile based on the CURRICULUM VITAE ET STUDIORUM (max 8 points)

The examining commission will establish the type of qualifications within the categories referred to in the previous paragraph and the related points attributable for each qualification.

The qualifications held by the candidate on the deadline for submitting the application to participate in the selection will be assessed.

The overall mark will be established by adding the points obtained in the exam-interview and those obtained in the evaluation of qualifications.

The exam-interview will be aimed at verifying the specific knowledge typical of the professional profile of Level III Researcher, and the subjects relating to the area of specialization referred to in the art. 1. During the interview, knowledge of the English language and the main IT tools and languages will be assessed.

Candidates admitted to undertake the interview exam will be notified, at least fifteen days in advance, to the PEC indicated in the application form (only for foreign candidates without a PEC, communication will take place via normal e-mail), of the date, of the place and time in which they will have to show up to support it. This communication has the value of notification for legal purposes and failure to present the candidate will result in exclusion from the selection.

A general notice regarding the place and date of the interview exam will also be published in the specific section of the CREA website in the section dedicated to this announcement.

Candidates must present themselves with a valid identification document, **under penalty of exclusion**. Those who do not show up, for any reason, to take the test (in person or electronically) on the scheduled day will be declared forfeited from the selection.

Candidates who have obtained a minimum score of **42/60** in the interview exam will be declared suitable.

The Administration reserves the right to carry out the tests electronically, through the use of IT and digital tools, while still guaranteeing the adoption of technical solutions that ensure the publicity of the tests, the identification of the participants and the security of communications. and their traceability.

At the end of the session relating to the interview exam, the Commission will draw up the list of candidates with an indication of the grade obtained by each in this test; said list, signed by the president and the secretary of the Commission, will be published on the body's website in the section dedicated to this announcement.

Article 7

Identification documents

To be admitted to take the exams, candidates must have one of the following valid identification documents:

- a) identity card;
- b) passport;
- c) car licence;
- d) weapons licence;
- e) identification card issued by the State administrations pursuant to the decree of the President of the Republic of 28 July 1967, n. 851 and subsequent amendments.

Candidates unable to produce any of the aforementioned documents will be excluded from the tests.

Article 8

Preference qualifications with equal merit

The candidates who have passed the exams and intend to assert the qualifications of preference, with equal merit, indicated in the application for participation, must send, via certified PEC email,

to the Council for Agricultural Research and the analysis of the agricultural economy (CREA) - Research Centre for Cereal and Industrial Crops at the address reclutamento@pec.crea-ci.it, within the peremptory deadline of five days starting from the day following the one in which they positively supported the interview, the documents certifying possession of these qualifications on the expiry date of the deadline for submitting applications for admission to the selection.

The qualifications referred to in this article will be evaluated exclusively when the rankings are drawn up and will only be evaluated if presented within the aforementioned five-day deadline.

Article 9

Formation and publicity of rankings

Once the work has been completed, the examining commission will proceed to the formation of the merit rankings, according to the decreasing order of the overall score obtained by each candidate, resulting from the sum of the score reported in the interview exam and that obtained in the evaluation of the qualifications.

In case of equal scores, the Administration will evaluate the qualifications of preference and/or precedence indicated by the art. 5 of the Presidential Decree 487/1994.

The final rankings with the identification of the winners, approved with a specific provision by the Director of the Research Centre for Cereal and Industrial Crops, will be published on the CREA institutional website: www.crea.gov.it - sezione Amministrazione Trasparente - Bandi di concorso - Bandi a tempo determinato. The deadline for any appeals starts from the date of publication of the rankings.

Article 10

Hiring procedure

The winners, upon production of the documents referred to in the following art. 10, will be invited to take up service on a provisional basis, subject to verification of possession of the qualifications and requirements prescribed for hiring and are hired on a probationary basis with an individual employment contract, with classification in the profile of Researcher III level CCNL Research, at the Council for Agricultural Research and Analysis of Agricultural Economics. Confirmation in service is subject to the successful completion of the required probationary period.

For citizens of third countries, the presentation, before hiring, of the documents proving all the declarations presented, in the manner referred to in Article 3, paragraph 4, of the consolidated text referred to in the decree of the President of the Republic 28 December 2000, n. 445, without prejudice to the protection granted to refugees and holders of subsidiary protection.

Upon hiring, the winner will be given the Code of Conduct for CREA employees.

The staff hired is entitled to the economic treatment provided for by current legislation and by the national contractual provisions of the "Education and Research" sector for the profile referred to in this announcement, starting from the date of actual hiring assigned by CREA.

The aforementioned staff must take up service on the date that will be communicated by the Institution itself.

The winner/recipient or the suitable person who does not take up service without justified reason within the established deadline will lose his/her employment and the ranking. If the winner or the eligible person takes up service, for a justified reason, with a delay in the deadline set, the economic effects start from the day of taking up service.

Recruitment into service is subject to acceptance of all the regulations in force for the organisation's staff. Acceptance of the job cannot be conditioned in any way.

Article 11

Presentation of documents

The selected personnel must submit a declaration, signed with their own responsibility and pursuant to the of the articles 46 and 47 of the Presidential Decree 445/2000, certifying that the states, facts and personal qualities, susceptible to modification self-certified by the application for admission to the selection, have not undergone variations.

Failure to produce the requested documentation or failure to regularize the documentation itself within the prescribed deadlines or the production of documents affected by irremediable defects will result in the failure to stipulate the employment contract.

Within the same period of ten days, the chosen candidate will also be invited to present or send by certified email (PEC), to the address amministrazione@pec.crea-ci.it, the declaration of non-existence of situations of incompatibility and accumulation of jobs referred to in art. 53 of the Legislative Decree. n. 165/2001 and subsequent amendments; if so, he will have to present a declaration of option for the new job. This declaration must contain any declarations concerning the causes of termination of the previous relationship. In accordance with the art. 71 of the same Presidential Decree. no. 445/2000, the Administration will carry out suitable checks, including random checks, on the truthfulness of the aforementioned declarations, with the consequences referred to in the following articles. 75 and 76 in case of untrue or mendacious declarations. Once the above deadline has expired unnecessarily, the Administration communicates that it will not proceed with the hiring.

The Administration reserves the right to ascertain the physical suitability of the suitable candidates selected.

Article 12

Processing of personal data

The owner of the processing of personal data is CREA.

The submission of the application for participation in the competition procedure involves the processing of personal data for the purposes of managing the procedure itself, in compliance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 relating to the protection of natural persons with regarding the processing of personal data, as well as the free circulation of such data and which repeals Directive 95/46/EC and Legislative Decree 30 June 2003, n. 196, as amended by legislative decree 10 August 2018, no. 101.

The personal data being processed will be used exclusively for the pursuit of institutional purposes; in particular, the data will be processed for purposes connected and instrumental to the carrying out of this procedure and for the preparation of any further acts connected to the same, also with the use of computerized procedures, in the ways and limits necessary to pursue these purposes.

The processing also takes place through the use of the "Demetra" software, for the time necessary to complete the selection procedure and all the obligations connected to it.

The legal basis of the processing is to be found in art.6, paragraph 1, letter. c) and e), in art.9, paragraph 2, letter. b), of the Regulation and in articles 2-sexies, paragraph 2, letter dd) and 2-octies, paragraph 3, letter. a), of Legislative Decree 30 June 2003, n.196.

The provision of such data is also mandatory for the purposes of ascertaining that the participation requirements are met, under penalty of exclusion from the procedure.

The data provided are collected at CREA and at the offices where the competition procedures will take place for the purposes of managing this procedure and are processed by the people authorized and responsible for the selection procedure.

Candidates are granted the rights referred to in articles 15 et seq. of the aforementioned Regulation (EU) 2016/679, in particular, the right to access one's personal data, to request rectification and limitation of processing, addressing requests to the competent office of the CREA Research Centre which announced this procedure.

Interested parties who believe that the processing of personal data relating to them occurs in violation of the provisions of Regulation (EU) 2016/679 have the right to lodge a complaint with the Guarantor, as provided for in art. 77 of the Regulation itself, or to appeal the appropriate judicial offices (art. 79 of the Regulation).

The Data Protection Officer (DPO) can be contacted at the following address ufficioprotezionedati@crea.gov.it.

Article 13

Access to documents

The right of access to the documents of the selective procedure, pursuant to the law of 7 August 1990 and subsequent amendments and additions, is exercised in the manner set out in the Regulation on the right of documentary, simple and generalized access to documents, approved by resolution of the Board of Directors of CREA n. 88-2018 as amended by resolution of the CREA Board of Directors no. 38-2023 (available on the institution's website).

Article 14

Responsible for the procedure

For aspects that go beyond those referred to in the following article 14 and limited to those inherent to this selective procedure, the person responsible for the procedure is identified as Dr. Mauro La Porta, available, for the purposes of this procedure, exclusively at the following contact point: mauro.laporta@crea.gov.it.

In relation to this procedure, it is possible to request clarifications; requests must be forwarded to the Process Manager exclusively in writing to the contact point indicated above.

Requests for clarification may be received no later than five days before the deadline for submitting applications for participation. Therefore, no answers will be provided to questions received after the indicated deadline.

The Administration will respond within the deadline for submitting applications for participation.

Art. 15

Responsible for IT and telematic management and Center Contact

The person responsible for the IT management of the applications and the electronic management of the procedure is identified as CREA employee Antonio Di Mezza, creator and developer of the software <https://concorsi.crea.gov.it/webapp/concorsi>.

The IT contact of the CREA-CI Research Center for this announcement is identified as the employee Rossano Clementi, as provided for by the General Director's Decree no. 14903 of

02/15/2023, available at the following contact point: rossano.clementi@crea.gov.it.

Article 16

Safeguard rules

For anything not expressly provided for in this announcement, the provisions contained in the Decree of the President of the Republic dated 10 January 1957, n. 3, in the Decree of the President of the Republic of 3 May 1957, n. 686, in the Decree of the President of the Republic 9 May 1994, n. 487, in Legislative Decree 30 March 2001, n. 165, in the national collective labour agreement for the "Education and research" sector.

For anything not expressly provided for in this announcement, the provisions of current legislation regarding public competitions apply, if applicable, including the CCNL of the Education and Research Sector - Research Institutions Section.

This announcement constitutes *lex specialis* and, therefore, the sending of the application to participate in this procedure by the candidate constitutes an act of implicit acceptance, without any reservation, of all the provisions contained in this announcement, with particular reference to the next paragraph of this article.

CREA reserves the right, also on the basis of possible effects of legislative or regulatory changes and/or its own changes and/or organizational needs, not to carry out the procedure in question or in the event that none of the candidates appears to possess the characteristics that meet the needs of the Administration, without any rights or claims arising for the competitors.

Article 17

Advertising

The notice relating to this announcement is published on the Single Recruitment Portal (<https://www.inpa.gov.it>) and the full text of this announcement will be available in the area dedicated to this competition on the CREA institutional website: <https://www.crea.gov.it> al link "Amministrazione Trasparente - Bandi di concorso - Bandi a tempo determinato".

The Director of the Research Centre for
Cereal and Industrial Crops
(*prof. Nicola Pecchioni*)