



**UNIVERSITÀ
DI SIENA
1240**

COMPETITIVE EXAMS
OFFICE

ABSTRACT

COMPETITIVE EXAM PROCEDURE BASED ON QUALIFICATIONS, PUBLIC DISCUSSION FOR THE RECRUITMENT OF TWO (2) – RESEARCHER PURSUANT TO ART. 22, OF LAW 240/2010

Art. 1 – SUBJECT OF THE NOTICE

1. The procedure of comparative evaluation through qualifications, public discussion and oral test, for the recruitment of two (2) RESEARCHER PURSUANT to art. 22, of the law n. 240 of 30.12.2010, as indicated below:

n. 1 Researcher DEPARTMENT OF PHYSICAL SCIENCES, EARTH AND ENVIRONMENT	
GSD	05/BIOS-05 ECOLOGY
SSD	BIOS-05/A Ecology
Profile of the researcher to be hired	<p>The planned activity requires the following qualifications:</p> <ul style="list-style-type: none"> • Proven experience in sampling environmental and biological matrices in Mediterranean marine protected areas. • Proven experience in the chemical analysis of plastic additives, emerging contaminants, and microplastics in environmental and biological matrices of marine and coastal ecosystems. • Strong skills in interpreting data from an ecotoxicological perspective and in processing results, including the use of advanced software tools. • Several years of experience in European projects dealing with ecological and ecotoxicological issues, particularly in the Mediterranean area
Productivity objectives	<p>The Department of Physical, Earth and Environmental Sciences of the University of Siena is the coordinator of the European project MIRAMAR, under the Euro-MED programme. The scientific coordinator of the project is Prof. Maria Cristina Fossi. The MIRAMAR project involves the participation of 7 other partners from 5 different Mediterranean countries: Italy, Greece, Spain, Croatia, and Albania. The conceptual foundations of the project are outlined below.</p> <p>The Mediterranean Sea is a biodiversity hotspot with an exceptional number of endemic species. However, it is also highly exposed to stressors such as legacy and emerging pollutants, marine litter including microplastics, noise and light pollution, alien and invasive species, habitat degradation, and more, all exacerbated by climate change. The urgency of addressing the threat posed by the cumulative impact of multiple stressors calls for the integration of fragmented knowledge in order to build a new approach through a concerted and transnational effort.</p> <p>For its implementation, MIRAMAR has identified three ecologically relevant ecosystems in the EuroMediterranean area:</p>



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	<ul style="list-style-type: none"> • Seagrass meadows (breeding, feeding and sheltering grounds for many species, vital for oxygen production), • Wetlands (biodiversity-rich transitional ecosystems such as river deltas, freshwater and brackish waters, salt lakes and marshes), • Habitats of endangered species (seabirds, cetaceans). <p>In this context, the main objective of MIRAMAR — and consequently the activities of the researcher — will be to combine the expertise and skills of the project partners in order to develop a harmonized methodology for monitoring the cumulative impact of multiple stressors on the identified ecosystems.</p>
Maximum of scientific publications	12
Foreign requested language	English, Spanish - Good
Project proposal	Candidates must also attach a project proposal concerning the activity to be carried out over the biennium, in adherence to the Research Project

n. 1 Researcher DEPARTMENT OF PHYSICAL SCIENCES, EARTH AND ENVIRONMENT	
GSD	05/BIOS-05 ECOLOGY
SSD	BIOS-05/A Ecology
Profile of the researcher to be hired	<p>The planned activity requires one or more of the following qualifications:</p> <ul style="list-style-type: none"> • Proven experience in conducting field and laboratory experiments on the effects of multiple stressors, including microplastics, on aquatic organisms. • Proven experience in molecular analyses (gene expression, transcriptomics, exposomics) in aquatic organisms. • Proficiency in the use and application of bioinformatics tools for the analysis of molecular data. • Proficiency in interpreting the obtained data from an ecotoxicological perspective and in processing results also through the use of advanced software. • Proficiency in the use of the most advanced eDNA study techniques. • Several years of experience in European projects on ecological and ecotoxicological topics, particularly in the Mediterranean area
Productivity objectives	<p>The MedPROACT project aims to strengthen the adaptive capacity of Mediterranean coastal communities to climate change, focusing on ecosystem resilience and the sustainable management of marine resources. The initiative involves a transnational consortium composed of environmental NGOs, universities, and research institutes from Italy, Turkey, Jordan, and Tunisia. The activities are organized into three technical work packages that address, through demonstrated solutions and tested pilot actions, various aspects of climate change adaptation, such as the management of invasive species, the restoration of specific</p>



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	marine ecosystems, and the development of local tools for climate adaptation. The researcher will be specifically engaged in identifying the effects of multiple stressors, including microplastics, on marine organisms and their impact on Mediterranean biodiversity. In particular, the use of molecular analyses (gene expression, transcriptomics, exposomics) in aquatic organisms will be required, within the framework of WP3 and WP4 of the project activities.
Maximum of scientific publications	6
Foreign requested language	English - Good
Project proposal	Candidates must also attach a project proposal concerning the activity to be carried out over the biennium, in adherence to the Research Project

Art. 2 - ADMISSION REQUIREMENTS

1. Candidates who, on the date of submission of the application, are in possession of the **PhD or equivalent** title, even if citizens of countries not belonging to the European Community, obtained in Italy or abroad, or of the diploma of Medical Specialization School for the sectors concerned, are admitted to participate in the aforementioned comparative evaluation procedure.
2. The requirements referred to in this Article shall be met on the date of expiry of the period laid down in the call for the submission of the application for admission. The lack of the requirements, ascertained during the selection or subsequently, entails the exclusion from the selection itself and constitutes a cause for termination of the employment relationship, if already established.
3. Candidates are admitted to the competition with reserve. The Rector may, at any time, with motivated measure, order the exclusion of candidates from the procedure due to lack of requirements.

Art. 3 -APPLICATIONS AND DEADLINES FOR SUBMISSION

1. The application for admission to the procedure must be submitted exclusively electronically through the PICA platform (<https://pica.cineca.it/unisi>), within the peremptory term of **twenty (20) days** starting from the day following that of publication of the notice in the University's online register. If the submission deadline falls on a public holiday, it shall be extended to the first successive working day.

The application, under penalty of exclusion, must be completed fully in each and every section.

2. By the deadline for submitting the application, the system allows saving it in draft mode so as to let candidates make changes before submitting it. Once the deadline for submission has expired, the system will no longer allow access to and submission of the electronic form.
3. Candidates will be able to access the PICA platform using one of the following modes:
 - a) access via digital identity (SPID level 2), selecting the University of Siena among the available federations. Information on the Public Digital Identity System can be found at www.spid.gov.it and <https://www.agid.gov.it/it/piattaforme/spid>.
 - b) access via the credentials issued by the same PICA platform
 - c) access via your LOGINMIUR account.



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4. The application and attachments must be in pdf format, the allowed maximum size for each document being 30 MB. For any technical problem related to the compilation of the application, you can contact CINECA support through the link at the bottom of the page <https://pica.cineca.it/unisi>, by clicking on "supporto".
5. Together with the application the following must be attached:
 - a **dated and signed CV**;
 - the **project proposal**;
 - the **publications** that the candidate intends to submit to the evaluation of the board, in the maximum number established in art. 1 of this notice;
 - copy of a valid **identity document**.
6. For works printed abroad, the date and place of publication must be shown. For works printed in Italy, it is necessary to certify the legal deposit in the forms provided for by law 106/2004 and the related regulations issued by decree of the President of the Republic 252/2006.
7. Publications must be presented in the language of origin which, if different from Italian, English, French, German, and Spanish, requires translation into one of the mentioned languages. The translated texts may be submitted, together with the copies in the original language, in a typewritten copy made compliant with the original in accordance with current legislation.
8. The documents and documentation attached to the application and drawn up in a foreign language, other than Italian, English, French, German, and Spanish, must be accompanied by a translation into Italian, certified in accordance with the foreign text, drawn up by the competent diplomatic or consular representation, or by an official translator.
9. In the case of selections concerning language fields, the submission of publications written in the language or in one of the languages object of the selection, even if different from those indicated in the preceding paragraph, shall be allowed.
10. Candidates in a situation of disability, pursuant to Law 104 of 5.2.1992, must file an explicit request in relation to their disability, regarding the necessary assistance.
11. The Administration assumes no responsibility for the unavailability of the recipient or for the dispersion of communications due to incorrect indications given by the candidate, for failure or late communication of the change of address indicated in the application, or for any mistake the Administration is not responsible for.
12. The Administration reserves the right to conduct appropriate checks on the veracity of the content of the declarations in lieu of certifications and notoriety deeds. If the control indicated above reveals the untruthfulness of the content of the declarations, the declarant loses any benefits resulting from the measure issued on the basis of the untruthful declaration (without prejudice to the provisions of Article 76 of Presidential Decree no. 445/2000, regarding the sanctions provided for by the Criminal Code and the special laws on the matter).



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Art. 4 - EXAMINATION BOARD

1. The Examination Board (hereinafter referred to as "Board") is composed in accordance with the provisions of the Regulation, where possible, and in compliance with gender equality and namely, by three by three effective members and a substitute, chosen from among the professors and researchers, or of an equivalent role in the case of members from foreign universities, with research experience on the topics covered by the call; of which at least one in the same scientific-disciplinary sector subject of the competitive procedure.
2. Candidates, in order to challenge the members of the Board, can send a PEC (rettore@pec.unisipec.it) addressed to the Rector within seven days from the date of publication of the appointment measure in the Online Register of the University. The Rector decides on the objection. The decision shall be communicated to the person concerned without delay.
3. If the Board does not complete the selection within three (3) months of the day following the publication of the order of appointment, the Rector shall initiate the procedure for the appointment of a new Board.
4. Pursuant to art. 35/bis of Legislative Decree 165/2001, those who "... have been convicted, even with a sentence that has not become final, for the crimes provided for in chapter I of title II of book two of the Criminal Code..." cannot be part of the board.
5. After the appointment of the Board, all candidates, pursuant to art. 7 of the Code of Ethics of the University Community, are requested to declare under their own responsibility that they do not have relationships of kinship or affinity up to and including the fourth degree with the members of the Board or if among the members of the board there is the spouse or the cohabitant and persons with whom the candidates have business relations. The declaration must be sent together with a copy of a valid identity document, to the Ufficio Concorsi (Competitive Exams Office) (concorsi@unisi.it).
6. The model of the declaration can be found at: <https://www.unisi.it/ateneo/concorsi-gare-e-appalti/contratti-di-ricerca/modulistica-guide-e-facsimili>
7. As per art. 7 of the Code of Conduct of the university community, members of competitive examinations boards, also when external to the University, as soon as it is known to them that among the candidates are their spouse, or cohabitant, relatives or next of kin until the fourth degree, or people with whom they have business relations, shall resign from the Board for incompatibility reasons.
8. At the end of each day's meeting, the Board shall draw up a special report on all the examination operations and the decisions taken, which shall be signed by all the members.
9. The work of the Board shall be conducted collectively, even if by electronic means or other means of distance communication.

Art. 5 - ASSESSMENT OF QUALIFICATIONS, PUBLIC DISCUSSION AND ORAL EXAM

1. The selection process is based on a comparative evaluation of the candidates, which assesses the project proposals' relevance to the research program covered by the call for applications, as well as the candidates' possession of a suitable CV.
2. Candidates must attach all documents necessary for the evaluation.
3. Candidates are evaluated based on the following criteria:



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- a. The quality, originality, and innovativeness of the project proposal, with specific reference to the research programme;
 - b. The pertinence and significance of previously conducted research activities and any professional experiences, in relation to the research programme outlined in the call for applications;
 - c. The relevance of the appended publications to the research programme specified in the call for applications;
 - d. An interview aimed at ascertaining the candidate's suitability for undertaking the research activity and executing the presented project proposal, as well as evaluating the required language proficiency.
4. The Board, following a comprehensive assessment and based on the established criteria, shall proceed collectively to express a reasoned judgment and to attribute the corresponding score for each individual evaluation criterion.
 5. The scores assigned to the criteria referred to in paragraph 3, letters a), b), and c) shall be communicated to the candidates prior to the interview. The Board may stipulate a minimum score below which suitability cannot be conferred.
 6. Upon completion of the evaluation, the Board shall collectively express a reasoned overall judgment and corresponding score for each candidate. Any postponements due to organisational requirements shall be published on the University's online notice board, serving as notification for all intents and purposes.
 7. Candidates and candidates must present themselves for the discussion/oral exam with a suitable valid identification document. Those candidates coming from countries outside the European Union will only have to present their passport. Those who are not present on the established day, will be considered as having renounced to the selection, therefore excluded from the selection, whatever the cause of the absence, even if not dependent on the will of the individual candidates.
 8. In the event that the discussion/oral test is planned telematically the candidates are responsible for the quality and continuity of the signal coming from their position. The Board may at any time decide to exclude the candidate for reasons which make it impossible to conduct the test and to monitor the environment in which the test is taken.
 9. Following the discussion, a score is assigned to the qualifications and to each of the publications submitted by the admitted candidates, according to criteria predetermined by the board.

Art. 6 - RANKING OF SELECTED CANDIDATES AND CALL PROPOSAL

1. At the conclusion of the selection process, the Board shall draw up a merit ranking, taking into account the overall score obtained by the candidates, and shall identify the successful applicant for the selection. The validity of the merit ranking shall be a maximum of two years from the date of the approval of the proceedings.
2. In the event of a tie in scores, preference shall be given to the candidate of the younger age.
3. Having ascertained the formal regularity of the procedure, the proceedings shall be approved by a Decree of the Rector. The Decree approving the proceedings shall be published on the University's online notice board, in compliance with the principles of transparency and personal data protection.



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Art. 7 - PROCESSING OF PERSONAL DATA

1. The processing of personal data, present in the request to participate in this call or possibly communicated with additional documents of the request, will take place in compliance with EU Regulation 2016/679 on data protection, Legislative Decree no. 196/2003 and subsequent amendments. "General Data Protection Regulation" according to the principles of lawfulness, correctness, transparency, adequacy, relevance, accuracy, minimization of processing, limitation of storage, etc. referred to in art. 5, paragraph 1 of the GDPR.
2. The Data Controller is the University of Siena, legally represented by the Rector; pursuant to the University Regulation on the processing of personal data, the Data Designated person is the manager of the Personnel Area. The personal data provided by the candidates will be processed for the management of the procedure, for the possible conferral of the assignment or hiring, for the management of the rankings (where provided for in the notice) exclusively for the purpose of fulfilling the legal requirements, including the publication obligations provided for by current legislation.
3. The provision of personal data is to be considered mandatory. Any refusal will make it impossible to conduct the operations necessary for participation in the procedure and, possibly, for the establishment and management of the employment relationship.
4. The information relating to the processing of data, in the management of competitive examinations proceedings, drawn up in accordance with the provisions of art. 13 of EU Regulation 2016/679, is published on the University portal at <https://www.unisi.it/ateneo/adempimenti/privacy>

Art. 8 – ADVERTISING, FINAL RULES AND HEAD OF THE PROCEDURE

1. This announcement, the extract in English and the acts for which publication of this announcement is expected, are published in the University's online Register and on the University's portal at: <https://www.unisi.it/concorsi>
2. The abstract of this call, in Italian and English, is also published on the website of the Ministry of University and Research at <https://bandi.miur.it/> and on the portal of the European Union at: <http://ec.europa.eu/euraxess/>
3. For the purposes provided for by Law no. 241/1990 and subsequent amendments, the Head of the procedure inherent to the selection referred to in this notice is the Head of the Competitive Exams Office (Ufficio concorsi: concorsi@unisi.it).
4. For what is not provided for in this notice, reference is made to the relevant laws and regulations in force.

Siena, date of the digital signature by

The Rector
Roberto Di Pietra

Seen by



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The Director General
Beatrice Sassi

Seen by
Head of the procedure
Natale Cicenìa