



## ANNOUNCEMENT OF PUBLIC SELECTION PROCEDURE

**PUBLIC SELECTION PROCEDURE, BY QUALIFICATIONS AND INTERVIEW, FOR RECRUITING ONE CONTRACT RESEARCHER, PURSUANT ARTICLE NO. 22 OF ITALIAN LAW N. 240/2010 - ACADEMIC RECRUITMENT GROUP: 05/BIOS-05 ECOLOGY - ACADEMIC DISCIPLINE BIOS-05/A – ECOLOGY – PROCEDURE CODE: BCR12**

**Published in the University Official Register – November 7<sup>th</sup>, 2025**

**Deadline: November 22<sup>th</sup> 2025 at 11:59 p.m.**

This is an English courtesy summary of the original documentation prepared in Italian language. Please consider that only the original version in Italian language has legal value (BCR12).

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| Rector Decree | n. 921 /2025 of November 7 <sup>th</sup> , 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Position      | <p><b>Procedure Code: BCR12</b><br/><b>CUP: E33C25000350009</b></p> <p>Number of positions: <b>no.1</b><br/>Duration: <b>24 months</b><br/>Department: <b>Department of Theoretical and Applied Sciences</b><br/>Academic Recruitment Group (GSD): <b>05/BIOS-05 ECOLOGY</b><br/>Academic Discipline (SSD): <b>BIOS-05/A– ECOLOGY</b><br/>Place of service: <b>Department of Theoretical and Applied Sciences (Varese)</b><br/>Scientific Responsible: <b>Prof. ssa Serena Zaccara</b><br/>Maximum number of published works to be attached in the application: <b>no. 15</b><br/>Required foreign language: <b>English</b></p> <p><b>The interview is scheduled for December 1<sup>th</sup>, 2025 at 10:00 a.m. and will be held online by Microsoft Teams.</b><br/>The link for the candidate online connection will be specified on the institutional website of the University - section notices and competitions - on the procedure page.<br/><b>The publication of the above exam schedule constitutes official notification for all purposes.</b> The candidate's absence on the day of the oral examination shall be considered as a manifestation of their will to withdraw from the selection procedure.</p> |





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| Title of the project                                                                                                      | Molecular characterization of fish community of the lake Garda through environmental DNA based techniques                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Description of the research project and the specific functions on which the post-doctoral contract holder will be engaged | <p>The project focuses on the study of fish community biodiversity in the Lake Garda through the application of molecular tools based on environmental DNA (eDNA) specifically eDNA metabarcoding. Specific focus deals with conservation of two target species for management purposes: i) carpione del Garda, a rare species, through the development of specific molecular probe based on eDNA; ii) coregone del Garda through the characterization of its population genetic structure, pivotal to understand the population self-sustainability.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Salary                                                                                                                    | The salary for research contract amounts to <b>€ 28.456,48 per year</b> , gross to the recipient.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Admission requirements                                                                                                    | <p>Candidates holding a PhD or equivalent qualification, obtained in Italy or abroad, or for sectors interested, Italian medical specialization, on the closing date for applications are eligible for selection.</p> <p>Candidates enrolled in the last year of a PhD course or the last year of Italian medical specialization course may also be admitted to the selection, provided that the degree is expected to be obtained by the mandatory deadline of six months of the date of publication of the selection notice in the Official University Register, under penalty of forfeiture of the right to award the contract of research.</p> <p>Candidates who find themselves in one or more of the following situations are excluded from participation in the selection procedure:</p> <ol style="list-style-type: none"><li>1. Those who are not entitled to exercise civil and political rights;</li><li>2. Those who have been dismissed or relieved from office with a Public Administration for consistently poor performance or declared lapsed for having obtained the appointment or hiring through the production of false or invalid documents or dismissed;</li><li>3. Those who have a tenured position at a university, public research institution or an institution whose scientific specialization diploma has been recognized as equivalent to a PhD, in accordance with art.74 of Italian Presidential Decree of July 11, 1980, no. 382;</li><li>4. Those who have a degree of kinship or affinity up to and including the fourth degree with a professor belonging to the Department proposing the activation of the contract or to the Rector, the General Director or a member of the Board of Governors of the University;</li><li>5. Those who have used fixed-term researcher contracts pursuant to Article 24 of Italian Law 240/2010;</li><li>6. Those who to exceed, with the two-year research contract referred to in this announcement, the maximum overall duration of 5 years,</li></ol> |



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|                                         | <p>pursuant to art. 22, paragraph 2, of Law no. 240/2010, even if the contracts have been stipulated with different institutions.</p> <p>This Administration guarantees fairness and equal opportunity to men and women in access to employment and employment conditions.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Application for the selection procedure | <p>To participate in the selection, candidates must submit their application only using the procedure available on the web at: <a href="https://pica.cineca.it/uninsubria/">https://pica.cineca.it/uninsubria/</a> otherwise they will be excluded from the selection.</p> <p>The application may be filled via web using any computer with Internet connection <b>within the deadline (November 22<sup>nd</sup> 2025 at 11:59 p.m.)</b>. You need to complete the application by completing all required fields and attaching all required files.</p> <p>The application form, which must be signed, <b>under penalty of exclusion</b>.</p> <p>Candidates are responsible for ensuring that their application contains the following information:</p> <ol style="list-style-type: none"><li>1. name and surname, date and place of birth;</li><li>2. citizenship;</li><li>3. that they have not been convicted of a crime nor are they aware of being subject to criminal proceedings or of any pending criminal proceedings against them;</li><li>4. that they enjoy full political rights, giving the name of the municipality whose electoral roll they are registered on to vote, or the reasons for which they are not registered or for which they have been removed from the roll; candidates who are citizens of foreign countries must declare that they enjoy full political and civil rights in their home country or declare the reason why they do not enjoy these rights;</li><li>5. that they have not been dismissed from office with a Public Administration for consistently poor performance nor from a civil service job in accordance with Art. 127, section (d) of Pres. Decree no. 3/1957;</li><li>6. domicile (address, phone number email or pec address) that they choose for the purposes of the application;</li><li>7. that they are not related by blood up to the “fourth degree of kinship” (as understood in Italian, e.g. up to cousins and cousins of the candidate’s spouse) to the Rector, the university’s Managing Director, a member of the university’s Board of Governors or a Professor working at the Department that proposed the activation of the contract;</li><li>8. that they are in possession the requirements admission selection call;</li><li>9. that they not be employed on a permanent basis at a university, public research institution or an institution whose scientific specialization diploma has been recognized as equivalent to a PhD, in accordance with art. 74 of Italian Presidential Decree no. 382/1980;</li></ol> |



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|  | <p>10. that they not have used fixed-term researcher contracts pursuant to Article 24 of Italian Law 240/2010;</p> <p>11. to be aware that all communications to candidates will take place by publication on the institutional website of the University and that such publication has the value of notification to all intents and purposes.</p> <p>Candidates with disabilities, pursuant to Law no. 104/1992, pursuant to Legislative Decree no. 80/2021 converted into Law no. 113/2021, and for specific learning disorders, pursuant to Legislative Decree no. 80/2021 converted into Law no. 113/2021, may state in their application the support service needed, in relation to their handicap, as well as the possible need for additional time for the completion of tests.</p> <p>Candidates should attach:</p> <ol style="list-style-type: none"><li>1. copy of a valid identity document (either Identity Card or Passport);</li><li>2. copy of Italian fiscal code (if available);</li><li>3. project proposal relating to the development of the research project on which the post-doc candidate will be involved and for which the procedure has been activated (the document must contain max 5000 characters including spaces);</li><li>4. curriculum vitae, in Italian or English, duly dated and signed, which clearly shows the scientific-professional activity suitable for carrying out the research activity which is the object of the contract;</li><li>5. declaration in lieu of affidavit attached outline “annex A”, duly dated and signed, which certifies that every information in the CV is true.</li><li>6. any further documentation to supplement the curriculum vitae deemed useful for the purposes of the evaluation (max. 30 MB);</li><li>7. publications in pdf format relevant for the selection procedure within the maximum limit provided for the position;</li><li>8. just in case of PhD awarded abroad, declaration of the “equivalence” with the Italian PhD; if not attach a copy of the qualification accompanied by a translation into Italian or English, the diploma supplement or the description of local value drawn up by the competent diplomatic or consular representation or the transcripts of the exams taken;</li><li>9. just in case of registering in the final year of PhD or the Italian medical specialization attach a certificate of enrollment showing the expected date of achievement of the qualification and the transcript of the exams taken.</li></ol> <p>For the PhD title obtained abroad, the judging committee will assess the equivalence of the degree acquired or in the process of being acquired, for the purposes of the procedure.</p> |
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| Scientific Publications        | <p>Candidates must upload their publications in .pdf of the capacity of 30 MB each one. If your publication exceeds 30 MB, you can split it following the number order in your publications list (attached B) e.g. publication n. 1 – title – part n. 1 etc.</p> <p>Published works not uploaded within the closing date shall not be taken into consideration by the Examining Board.</p> <p>If a candidate presents more publications than required, the Examining Board will evaluate the publications them according to the order of insertion, up to the limit provided. For the purposes of this selection procedure only published works or texts accepted for publication as provided under current standards shall be accepted for evaluation, along with essays in anthologies and journal articles published in hard copy or digital format excluding internal notes or departmental reports. Publications must take into account the current legislation regarding editorial activity and copyright.</p> <p>The doctoral thesis or equivalent qualifications are taken into consideration even in the absence of such conditions. If the candidate intends to present it, he/she must count it in the maximum limit of publications, where provided for in Annex 1a for the procedure in which he/she intends to participate.</p> <p>Publications must be edited in Italian, French, English, German and Spanish. In case of procedures in linguistic subjects, it is also admitted the relative language mentioned in the announcement.</p> <p>The University can carry out controls and ask for the original papers and publications.</p> <p><b>It is the candidate's responsibility to ensure, before completing the application, that all qualifications and publications have been uploaded by checking the "Attachments" section of the PICA online procedure</b></p> |
| Exclusion from the competition | <p>Candidates are conditionally admitted to the selection procedure. The exclusion, due to lack of the requirements on the expiry date, can be ordered at any time. The exclusion is ordered by motivated Rector's decree and is notified to the person concerned.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Examining Commission           | <p>The Commission is identified in accordance with the provisions of the University Regulation governing the public selection procedures for research contract and is appointed by a Rector's Decree, published online on the University website.</p> <p>The Commission is composed of three members active in the research area which include the Academic Recruitment Field in this selection procedure.</p> <p>Gender representation should be normally guaranteed in the establishment of the commission, in accordance with the Recommendation of the Commission of the European Communities</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |



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|                                           | <p>n. 251/2005 (on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers).<br/>For further details please see the original Italian version of the announcement.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Elements subject to evaluation and scores | <p>a) Admission requirements by the candidate, if additional to the qualification required for access to the selection process: <b>maximum 1 points</b></p> <p>b) adherence, quality, originality, and innovation of <b>the project proposal</b> requested by the call with reference to the research project proposed to the object of the selection: <b>maximum 14 points</b></p> <p>c) relevance of <b>scientific and professional curriculum vitae</b> of the qualifications, of the research activities previously carried out as well as of any work experiences, in relation to the contents of the research project being selected: <b>maximum 40 points</b></p> <p>d) relevance of the <b>scientific publications</b> attached to the research program being selected: <b>maximum 15 points</b></p> <p>e) <b>interview</b> to ascertain the suitability for carrying out the research activity covered by the contract and for the implementation of the project proposal presented, as well as any assessment of knowledge of the English language: <b>maximum 30 points</b></p> |
| Financial coverage                        | <p><b>Financial coverage</b><br/>"ZaccaraRegioneL.LG"<br/>CUP: E33C25000350009</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Further information                       | <p>If you need further information, do not hesitate to contact us:<br/>e-mail: <a href="mailto:servizio.docenti@uninsubria.it">servizio.docenti@uninsubria.it</a> <b>indicating in the subject: research contract and the procedure code BCR12.</b></p> <p>phone numbers: +39 031 2389431/2389432/2389435/2389436</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| University Regulation                     | <p><a href="#"><u>Regolamento per il conferimento dei contratti di ricerca ai sensi dell'art. 22 della legge n. 240/2010</u></a></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |