

PUBLIC NOTICE FOR THE SELECTION OF ONE “COLLABORAZIONE COORDINATA E CONTINUATIVA” CONTRACT FOR THE JOB POSITION OF "NEW GRADUATE BIOLOGIST"

PROJECT CODE: CUP B4C23000670008

Selection, based on qualifications and oral evaluation interview, for the job position of one “Collaborazione Coordinata e Continuativa” contract, regulated by art. 409 co.1 n.3 c.p.c. (Codice Procedura Civile)

Notice Publication Date: 30th January 2024

Deadline for submitting the application: 1:00 pm on 29th February 2024

Article 1

Selection Announcement

A selection is announced for the awarding of one of one *Collaborazione Coordinata e Continuativa* assignment for the position of "NEW GRADUATE BIOLOGIST" within the project "COMBINATION OF RADIOTHERAPY WITH PHOTONS AND CARBON IONS FOR RADIORESISTANT TUMORS (CROSS)," funded by the Italian Ministry of Foreign Affairs and International Cooperation (MAECI).

Article 2

Duration, Amount, and Recipients

The *Collaborazione Coordinata e Continuativa* assignment, with an amount of **€ 48.387,10**, will have a duration of **20 months**, starting from **25th March 2024** and ending on **24th November 2025**.

This job position is intended for those who, at the time of expiration of the deadline for applying, own the minimum requirements set out in the art. 9 of this Notice.

This assignment is open to both Italian citizens and foreign citizens possessing equivalent qualifications and/or a suitable scientific-professional curriculum for the research activity. The Examining Committee will evaluate the qualification obtained abroad, if the candidate does not own the equipollence document.

Article 3

Research Activities

The research project aims to evaluate the difference in a mixed-beam radiotherapy approach for radio-resistant tumors by comparing the results of treatments using carbon ions as an early boost before photon beam radiotherapy versus a treatment using carbon ions as a sequential boost after photon treatment. The experiment will be conducted on mouse models.

Article 4

Scientific Manager and Reference Structure

The project involves the participation of two bodies: "Fondazione CNAO - Centro National Institute of Oncological Hadrontherapy" in Italy and "GSI Helmholtz Center for Heavy Ion Research" in Germany.

Dr. Amelia Barcellini and Dr. Marco Durante serve as the Italian and foreign Scientific Managers, respectively.

The research will be conducted at locations to be determined by the scientific managers of the project.

Article 5

Examining Committee

The *Collaborazione Coordinata e Continuativa* appointment will be assigned at the sole discretion of the Examining Committee.

Article 6

Application

Applications must be submitted via email to the addresses indicated on the official website of the CNAO Foundation (link: <https://fondazionecnao.it/lavora-con-noi>) at the open position named "NEW GRADUATE BIOLOGIST", **no later than the deadline specified (1:00 pm on 29th February 2024)** – in case the application is received after the deadline, the applicant will not be readmitted to the selection.

The subject of the email must contain "**NEW GRADUATE BIOLOGIST APPLICATION**".

Any other form of submission of the applications is excluded.

In case of receipt, within the deadline, of multiple applications by the same candidate, only the last application received will be taken into consideration.

The candidate must ensure that, when submitting the application via email, the following required documents are attached, **as failure to do so may result in disqualification**:

1. Curriculum Vitae (in .pdf format) updated, dated and signed;
2. Attachment 1 (in .pdf format), consisting in the self-declaration proving possession of the requirements stated by articles. 9 and 10 of this Notice, dated and signed;
3. copy of a valid identification document (ID).

The applicant must complete Attachment 1 in its entirety and, in particular indicate:

- A. personal details (biographic details);
- B. telephone and email: the latter will be used to receive communications relating to the Notice;
- C. the minimum and preferential requirements provided for by the articles 9 and 10 of this Notice;
- D. not to have any familial or close relationships, up to and including the fourth degree, with an employee of the CNAO Foundation, the General Director, the President, the members of the Board of Directors and of the other collegiate bodies of the Foundation.

CNAO Foundation reserves the right to carry out appropriate checks on the veracity of the requirements self-declared in Attachment 1 and may, at any time during the selection, ask the candidate to produce the original certifications proving the aforementioned requirements.

If from the above checks the untruthfulness of the declarations emerges, the declarant will be excluded from the selection and/or will lose any benefit resulting from the provision issued based on the untruthful declaration, without prejudice to art. 76 of the Presidential Decree n. 445/2000.

The CNAO Foundation absolves itself of any responsibility in cases where candidates fail to receive communications due to inaccuracies in their provided email addresses or if they neglect or delay notifying the CNAO Foundation of changes to the email address initially specified in their applications.

Article 7

Selection Procedure

To assess the alignment of candidates' skills with the specified requirements of the desired profile, the selection process will consist of two stages:

- **STAGE 1) Collection of applications**, as outlined in Article 8 of this Notice;
- **STAGE 2) Oral evaluation interview**, detailed in Article 13 of this Notice.

Article 8

Selection Procedure STAGE 1: Collection of Applications

STAGE 1 aims to determine candidates' eligibility for the oral evaluation interview (STAGE 2) based on their claimed possession of the minimum requirements (Article 9).

Upon completion of STAGE 1, the list of candidates admitted to the oral evaluation interview (STAGE 2) will be published.

Article 9

Minimum requirements

The satisfaction of the following minimum requirements is obligatory, and **non-compliance with these criteria will result in exclusion from the selection procedure**:

1. Master's degree in biological sciences and/or biotechnology and/or a degree in Biomedical Laboratory Techniques or a related discipline;
2. Ability to search bibliography and scientific literature on the most common platforms (e.g. pubmed);
3. Willingness to work with experimental animal models (e.g., mouse models);
4. Willingness to work flexible hours, occasionally including weekends and holidays;
5. Availability for business trips within Italy and abroad;
6. Knowledge of the English language: proficiency in English will be evaluated by the examination committee;
7. Absence of any familial or close relationships, up to and including the fourth degree, with an employee of the CNAO Foundation, the General Director, the President, the members of the Board of Directors and of the other collegiate bodies of the Foundation.

Candidates self-declare their possession of these minimum requirements by completing and signing Attachment 1 of this Notice.

Article 10

Preferential requirements

The following preferential requirements are not mandatory and are subject to the evaluation of the Examination Committee according to the following scores referred to in art. 13:

1. Research thesis/participation in internship evaluation: research thesis involving histology, immunohistochemistry, and immunofluorescence methods (including embedding and sectioning of tissue samples on the microtome and cryostat, and techniques for preparing routine histochemistry and immunohistochemistry stainings), and/or participation in an internship focusing on histology, immunohistochemistry, and immunofluorescence methods (including embedding and sectioning of tissue samples on the microtome and cryostat, and techniques for preparing routine histochemistry and immunohistochemistry staining);
2. Demonstrated prior experience in utilizing common molecular and cellular biology techniques;

3. Possession of the FELASA (Federation of European Laboratory Animal Science Associations) Certification.

Possession of the preferential requirements is self-declared by the candidate by completing and signing of Attachment 1 of this Notice.

Article 11

Equivalent qualifications

Both Italian citizens and foreign citizens are eligible for the selection, if the latter hold an equivalent qualification or possess a scientific-professional curriculum suitable for the intended research activity.

In cases where a candidate lacks equivalence, the Examining Committee will assess the suitability of qualifications obtained abroad through a curriculum eligibility check.

Article 12

Reasons for Exclusion

The following circumstances will lead to exclusion from the selection process:

- 1) Submission of the application after the deadline;
- 2) Use of methods other than those specified in this Notice for submission;
- 3) Incomplete and/or incorrect compilation of the required documents for participation;
- 4) Proven untruthfulness of the declarations provided;
- 5) Failure to sign the necessary documents for participation;
- 6) Failure to attach the identity document (ID);
- 7) Failure to use Attachment 1 of this Notice, made available on the dedicated website;
- 8) Absence of even a single minimum requirement.

The Examining Committee will initiate the exclusion of candidates if any of the specified reasons for exclusion are present. Furthermore, the committee will also mandate the revocation of any privileges derived from participating in this notice.

Article 13

STAGE 2 of the selection procedure: oral interview with the Examining Committee

The oral evaluation interview phase (STAGE 2) is designed to assess the candidate's level of knowledge and aptitude for conducting the research activities outlined in the Project.

During the interview, the Commission will delve into the requirements, skills, and professional experiences self-declared by the candidate in the CV and Attachment 1.

The evaluation by the Commission will involve assigning scores based on the following criteria:

1) Research thesis/participation in internship evaluation:

Research thesis involving histology, immunohistochemistry, and immunofluorescence methods (including embedding and sectioning of tissue samples on the microtome and cryostat, and techniques for preparing routine histochemistry and immunohistochemistry stainings)	7 points
Participation in an internship focusing on histology, immunohistochemistry, and immunofluorescence methods (including embedding and sectioning of tissue samples on the	7 points

microtome and cryostat, and techniques for preparing routine histochemistry and immunohistochemistry staining)	
----------------------------------------------------------------------------------------------------------------	--

2) Proven previous experience in utilizing common molecular and cellular biology techniques:

0-6 months	5 points
> 6-12 months	10 points

3) Possession of the FELASA Certification (Federation of European Laboratory Animal Science Associations): 10 points max

4) Knowledge of the English language: 10 points max

5) Proficiency in utilizing statistical packages and software: 10 points max

6) Evaluation of technical skills (hard skills): 15 points max

7) Evaluation of transversal skills (soft skills): 15 points max

The allocation of scores will be determined at the discretion of the Examining Committee and will be summarized in a report outlining the merit ranking (*Committee Report*).

The *Collaborazione Coordinata e Continuativa* appointment will be granted to the candidate securing the top position in the ranking. In the event of equal scores, precedence will be given to previous proven experience in the biological research field, and, in the case of continued parity, the appointment will be granted to the younger candidate.

The Human Resources & Legal Affairs of CNAO Foundation to formalize the commencement of the collaboration will contact the successful candidate.

Subsequent to this contact, the candidate selected for the position must formally accept the *Collaborazione Coordinata e Continuativa* appointment, and the start date of the collaboration will be defined.

Failure to receive acceptance within 3 days of the communication and/or forfeiture by the entitled person due to reasons for exclusion outlined in Article 12 of this Notice, will lead to the reevaluation of the ranking, and the position will be offered to the next eligible candidate.

Article 14

Legal nature of the *Collaborazione Coordinata e Continuativa* contract and insurance coverage

The engagement in the *Collaborazione Coordinata e Continuativa* appointment does not establish a relationship of subordinate work, neither with CNAO Foundation, nor with the Funding Agency.

The *Collaborazione Coordinata e Continuativa* is regulated by art. 409 co.1 n.3 c.p.c. (Codice Procedura Civile), art. 52 co.2 D. Lgs. 81/2015, art. 2222 et seq. c.c. and finds its tax regulation in art. 50, paragraph 1, letter c-bis of Presidential Decree 917/86, as amended by L. 342/00.

This activity is not subject to VAT pursuant to DPR 633/72. At the time of payment of the fee will be made the deductions provided for by law. Deductions will also be made on the income of natural persons, as required by the legislation in force at the time of payment.

The collaborator is covered against risks arising from civil liability towards third parties and accidents, within the limits established by the general policy of CNAO Foundation.

Article 15

Payment Terms

Starting from the month in which the collaborator initiates the research program, compensation will be disbursed in monthly installments. These payments will be made taking into consideration applicable social security and tax withholdings as per legal requirements.

Article 16

Verification of Research Results and Publications

Upon the conclusion of the collaboration period, the collaborator is required to submit a report on the carried-out activities to the Scientific Manager.

If the results of the research conducted during the collaboration period are published, the author is obligated to acknowledge both the recipient organization and the funding bodies that supported the collaboration.

Article 17

Personal Data Processing

The personal data included in the CV of the candidates will be processed, by the dedicated personnel of the Human Resources and Legal Affairs Office, for the sole purpose of the selection process, in order to evaluate the application within the context of this procedure.

The submission of the CV is mandatory for participation. The data collected in this process are stored electronically by CNAO Human Resources and Legal Affairs Office for a duration of 5 years and are not accessible to third parties.

The data subject can always request data updates throughout the retention period. Additionally, a request for deletion can be made, and this will be granted in cases where the application has not been included in a ranking. In such instances, the data will be retained until the conclusion of the aforementioned period. To make such requests, the individual can contact the Human Resources Office or write to privacy@cnao.it.

To ensure transparency and provide evidence of the proper execution of this procedure, the identification details of candidates will be published in the ranking on the CNAO Foundation website. This information will be accessible for consultation purposes for a period of 10 days.

Article 18

Collaborator's Rights and Duties

The collaborator is entitled to access the spaces assigned to them within CNAO Foundation and to utilize the services available to researchers in accordance with the prevailing regulations of the institution.

The research activities will be conducted both within and outside the research facility, as required, and they should be subject to explicit authorization from the Scientific Manager.

Pavia, 30 /01/2024

General Director

