



Public selection procedure based on qualifications and possible interview for one post-doctoral research fellowship (Assegno di Ricerca, Categoria B) as part of the project:
Science with the WEAVE Stellar Population Survey (WEAVE-StePS)

**THE DIRECTOR OF THE “OSSERVATORIO ASTRONOMIC DI
CAPODIMONTE”**

in accordance with Italian Rules and regulations (see Appendix 1)

DECREES

Art. 1 – Research project

A selection based on titles and qualifications, possibly integrated by an interview, is open to award one research fellowship, “Assegno di Ricerca – Categoria B”, entitled:

Science with the WEAVE Stellar Population Survey (WEAVE-StePS)

WEAVE is a powerful new multi-object spectrograph for the 4.2m William Hershel Telescope at the Observatorio del Roque de los Muchachos, on La Palma in the Canary Islands. It will allow astronomers to take spectra of up to 1000 stars and galaxies in a single exposure at $R \sim 5000$ in a 3sq degs FoV. This huge leap in observing efficiency will allow astronomers to tackle several astrophysical problems that until now have remained out of reach.

The StePS survey will make use of such a powerful instrument to target a sample of roughly 25,000 galaxies at redshifts between 0.3 and 0.7, obtaining high signal-to-noise spectra (median $SNR \sim 10/\text{\AA}$ in I band at $R \sim 5000$), extending the ground-breaking progress made by surveys such as SDSS in the low-redshift Universe, and LEGA-C at $z \sim 0.8$. StePS will use WEAVE to trace back in cosmic time the evolution of galaxy stellar population and gas properties as a function of galaxy stellar mass, star formation activity and environment. It will provide the much-needed empirical constraints on the physical mechanisms that regulate galaxy formation and assembly history in the crucial intermediate redshift interval between LEGA-C and SDSS data.

WEAVE-StePS scientific observations campaign is starting in the first trimester of 2023, and the next two years will be an exciting time to obtain the first scientific results from these data.

The spectral and redshift range covered by WEAVE-StePS will open a new observational window, enabling us to continuously retrace the evolutionary path of galaxies over the ~ 8 Gyrs since $z \sim 1$. WEAVE-StePS data will provide an excellent training ground for a young scientist to prepare for the new forthcoming instruments, such as 4MOST, MOONS and MOSAIC.

The successful applicant will work under the direct supervision of Amata Mercurio and the StePS PI Angela Iovino and Marcella Longhetti, of the INAF-Astronomical observatory of Capodimonte and in close collaboration with the whole WEAVE-StePS team in INAF, located in Milano-OABrera, Firenze-OAArcetri, Bologna-OAS, Padova-OAPd.

More in detail the successful applicant will be working on:

- Post-processing and quality control of WEAVE data reduction and analysis pipeline.
- Scientific measurements from spectra.
- Scaling relations, their shape and scatter, in particular exploring the relationship between age and galaxy structure (size and stellar-to-dynamical mass ratio) in different bins of redshifts.

Art. 2 – Requirements

In order to participate in the selection, applicants must fulfil the following requirements – at the deadline of the application – under *penalty of exclusion*:

- PhD degree in Astronomy or Physics or equivalent, obtained from an Italian or foreign university not later than 5 years from the deadline of the application

or

- university pre-doctoral degree in the same fields obtained from an Italian or foreign university not later than 8 years from the deadline of the application, plus 3-year post-graduate research experience.
- Good command of the English language.

Experience in the following areas will also be considered preferential qualifications:

- Experience in photometric and spectroscopic data analysis;
- Experience in python programming.

With the same score, the research doctorate is considered preferential.

Art. 3 – Application procedure

Applications should be sent **in electronic format (PDF)** to the following address infoanapoli@pcert.postecert.it. Applications received before **11:59 p.m. CET of January 15, 2023** will be given full consideration.

Please quote reference "**INAF Postdoctoral Fellowship - WEAVE - StePS**" as e-mail Subject.

- **The applicant must state clearly and precisely in the application form, under**

his/her own responsibility:

- name(s) and surname, date and place of birth, nationality, place of residence and address for correspondence;
- that he/she satisfies all the requirements described in article 2 of this Call;
- that he/she is aware of and is not ineligible under any of the restrictions described in article 4 of this Call.

The lack of any of the above mentioned declarations will determine the exclusion from the selection procedure for incomplete application.

- **The applicant should send the following documents:**
 - (1) Complete Application Form, as provided in attachment to this announcement;
 - (2) Curriculum vitae, signed and dated by the applicant, detailing on past experience on the subject of this fellowship;
 - (3) Statement of research interests and qualifications;
 - (4) List of publications and/or any other title deemed relevant for the application;
 - (5) Copy of a valid identity document (ID card or passport).

In case he/she is awarded the post-doctoral fellowship, the successful candidate will have to provide the INAF-OA Capodimonte administration, before taking up the position, with:

- copy of the PhD certificate or of equivalent foreign academic qualification.

INAF accepts no responsibility for the loss of applications or documents, where due to the applicant having provided incorrect contact details or having failed or delayed in notifying changes of these details, or to problems with e-mail/postal delivery not due to INAF.

Art. 4 – Ineligibility and incompatibility with other funding

The Research fellowship cannot be held either by INAF employees holding both permanent and non-permanent contracts, nor by regular employees of Institutes listed in article 22, paragraph 1 of Italian Law n. 240/2010. Fellowship holders are not allowed to enrol in a “Laurea Specialistica”, or “Laurea Magistrale” (Master Level) degrees, or to enter a PhD program covered by a separate fellowship. For employees of the Italian Public Administration, a compulsory unpaid leave of absence is foreseen.

The fellowship cannot be held concurrently with other fellowships of whatever kind, except those awarded to integrate the fellowship holder's training or research activity through a period spent abroad. Aggregation of income from working activities, also part-time, carried out continuously is not accepted. Instead, limited self-employed occasional work is

compatible with the fellowship, only if this is not prejudicial to the research activity carried out for INAF. This must be authorized in advance by the Director of INAF – OA Capodimonte.

When formally accepting the fellowship, the successful candidate will issue a declaration of absence of inadmissible simultaneous fellowships/fellowships.

Retired persons are not eligible for Research fellowship.

Art. 5 – Duration of the Research fellowship

The Research fellowship is awarded for 24 months and can be renewed depending on funding availability and project needs. The presumed start date of the research fellowship with the institution is 3rd April 2023. During this period the successful applicant may spend some time visiting other research institutions in Italy or abroad, and he/she will be reimbursed according to the INAF rules as in “Manuale per il trattamento delle spese di missione”. **Following the Italian Law n. 240/2010 the total duration of the “Assegni di Ricerca” cannot in any case exceed six years (excluding periods of maternity leave or sick leave, in accordance with current legislation).**

Art. 6 – Host Institution

The fellow will carry out the research at the INAF Osservatorio Astronomico di Capodimonte in Napoli.

According to the needs of the research program – as established by the Scientific Responsible - there may be the possibility for the fellow to spend periods of activity at other Italian or foreign astronomical institutes, with corresponding economic treatment according to the document: “disciplinare missioni dell'INAF”.

Art. 7 – Salary

The gross yearly salary for this position will be 28.373,86 (Twenty-Eight Thousand Three Hundred and Seventy-Three/86 euro) annual. This amount is net of burdens to be charged to INAF – OA Capodimonte and will be paid in deferred monthly instalments (the corresponding net monthly salary is ~ 1.950 Euro).

Applicable fiscal rules are the provisions of art. n. 4 of Italian law n. 476/1984 and subsequent modifications and integrations. Applicable social security rules are art. n. 2, paragraph 26 and following paragraphs of the Italian Law n. 335/1995 and subsequent modifications and integrations. Applicable rules for obligatory maternity leave are provided in the Decree of the Italian Ministry of Labour and Social Security dated 12 July 2007, published in the “Gazzetta Ufficiale” n. 247, October 23rd 2007. Applicable rules for sick leave are provided by art. n. 1, paragraph n. 788 of Italian law n. 296, December 27 2006, and subsequent modifications.

During the period of obligatory maternity leave, the allowance paid by INPS (Italian National Institute for Social Security) according to art. n. 5 of the above Decree dated 12 July 2007 is supplemented by INAF up to the total amount of the fellowship. The period of obligatory maternity leave will not contribute to the duration of the fellowship foreseen by

the contract.

The fellow will have to provide, at his own expense, for an insurance contract against accidents, to be shown at the formalization of the Research fellowship.

As regards third-party risks, the fellow will be covered by an insurance policy stipulated by INAF. The insurance does not cover the research fellow's civil liability towards INAF.

Art. 8 – Selection Committee

The selection will be performed by a Selection Committee appointed by the Director of INAF- OA Capodimonte. The Selection Committee comprises of three members, chosen from Italian or foreign research personnel, including university personnel, experts in the topics related to the research project described in the announcement and including the scientist leading the project. Ai sensi della normativa vigente, la composizione della commissione deve inoltre garantire, ove possibile, un adeguato equilibrio di genere. Il Presidente della commissione, indicato nel decreto di nomina, è scelto tra i suoi componenti. Lo stesso decreto indicherà il nominativo del segretario. According to current legislation, the composition of the commission must ensure an adequate gender balance. The President of the commission, indicated in the nomination decree, is chosen from among its members. The same decree will indicate the name of the secretary.

Art. 9 – Selection procedure, evaluations and rankings

The selection is based on qualifications, possibly integrated by an interview. The Selection Committee can establish a short list of the eligible applicants to be interviewed, based on titles and qualifications and documented experience in the scientific or technological activities on the specific subject of the research fellowship, including good knowledge of programming language (eg. Python) and expertise on galaxy/stellar spectral modelling. If approved by all members of the Committee, the interviews can be performed via video-conference, to ease the procedure for foreign candidate and reduce costs. Applicants selected for the interview will be summoned with 15 days notice.

The total ranking score is 100 points: a maximum of 70 for titles and qualifications and 30 for the interview. After identifying the criteria, the evaluation of titles and qualifications is carried out before any interview. If the Committee deems it appropriate to integrate the evaluation of the titles and qualifications with the interview, the convocation letter is sent to the candidates by electronic certified mail at least 15 days before the interview. In the convocation letter, the score obtained in the evaluation of titles and qualifications is also reported. During the interview, the Selection Committee will ascertain the knowledge of the English language.

The Commission draws up the ranking in descending order, and in case of equal merit, the younger candidate is preferred.

The approval decree of the selection procedure and the ranked list will be published on the official register of the INAF-Osservatorio Astronomico di Capodimonte, Napoli.

The deeds relating to the selection procedure as well as the ranking list will be approved by decree of the Director of INAF-Osservatorio Astronomico di Capodimonte. The decree approving the documents and all the other procedural documents will be published by

posting on the Observatory's Register.

The ranking may be used in the event of the winner's withdrawal: the research grant may be awarded to the next candidate in the ranking.

Art. 10 – Awarding of the fellowship

Within one month of the publication of the ranking, the highest-ranked candidate will receive a written notification with an offer of the research fellowship. Within 10 days from receipt of the formal notification of the award she/he must provide a formal declaration of acceptance of the fellowship, or of withdrawal. The declaration can also be anticipated by electronic mail. In case no declaration is received, the candidate is considered as withdrawn and thus excluded. The committee can then move down the ranking and repeat the procedure with the second-ranked candidate, and so on, until the fellowship is accepted.

Under no circumstances the signing of the contract starts a subordinate employment relationship or ensures any rights to access to permanent INAF staff positions.

The holder is required to issue periodical activity reports, the frequency of which will be indicated in the contract. These reports must be approved by the Scientific Responsible and sent to the Director of INAF-OA Capodimonte. Failure to approve, duly motivated by the scientific director, will result in the administration's right to terminate the contract.

The contract does not in any way constitute a subordinate employment and does not give rise to rights regarding access to a permanent job at the National Institute of Astrophysics.

Art. 11 - Starting date and fellowship obligations

Expected starting date of the research fellowship is from 3rd April 2023 on, negotiable.

The holder of the fellowship:

- a) will start the research activity on due date, as for the contract with INAF- OA Capodimonte, unless prevented by force majeure or exceptional circumstances, of which the Director of INAF – OA Capodimonte must be timely informed;
- b) will carry out her/his research activities at INAF-OA Capodimonte under the supervision of Dr. Amata Mercurio, who will also monitor the fellow's progress;
- c) is required to issue periodical activity reports as established in the contract. The activity reports will be subject to approval by the project supervisors. Approval failing, duly justified by the supervisors, will give INAF – OA Capodimonte the right to terminate the contract;
- d) to comply with all the internal regulations of the Observatory and the other provisions given by the Director and the Scientific Responsible;
- e) is required to send a written note in case of withdrawal, with at least 30 days notice, otherwise INAF - OA Capodimonte will be entitled to retain or request the reimbursement of the salary amount corresponding to the notice time-span she/he

has failed to send.

The fellow who fails in carrying out her/his regular research activity, without producing justified reasons or lacks repeatedly to fulfil requirements or, according to the evaluation of the scientist in charge, eventually shows evident lack of skills at the planned research activities, will incur in the termination of the contract.

Temporary suspensions of the research fellowship are due in case of obligatory maternity leave or in case of illness lasting longer than one month or to any other serious reason. The reasons for suspending the research fellowship must be proved and certified, and promptly sent to the Director of INAF- OA Capodimonte.

Art. 12 –Evaluation of the research activity

Before the contract expiry date and/or when requested, the Scientific responsible and the research fellow send the director of INAF – Osservatorio Astronomico di Capodimonte a documented report including the research progress.

The Director will evaluate the report, expressing her opinion on the possible renewal of the fellow, subject also to the opinion of the Scientific responsible.

Failure to approve will result in the termination of the contract by INAF - Osservatorio Astronomico di Capodimonte.

Art. 13 – Return of documentation

Candidates may request, within six months of the completion of the procedure, the return of the documentation submitted, at their own expense. This refund will be made unless there is a dispute in progress. After this deadline, the INAF–Osservatorio Astronomico di Capodimonte will dispose of the documentation according to its needs, without any liability.

Art.14 – Processing of personal data

According to art. 13, paragraph 1, of D.Lgs. n. 196/2003 and subsequent modifications, the personal data provided by the candidates will be collected at the INAF-Osservatorio Astronomico di Capodimonte for managing this public selection and the consequent fellow contract. The provision of such data is essential for assessing the requirements for admission to the selection, under penalty of exclusion from the same.

The same information may be communicated to the Public Administrations directly involved in the legal, economic and social security position of the fellow.

The candidate will enjoy the rights pursuant to art. 7 of the aforementioned legislative decree, including the right of access to data concerning her/him, the right to rectify, update, complete or cancel incorrect, incomplete or collected data in terms that do not comply with the law, as well as the right to oppose their processing for legitimate reasons. These rights may be enforced against the Director of INAF-Osservatorio Astronomico di Capodimonte, responsible of data processing.

Art. 15 – Responsible Administrative Employee

According with art. 8, comma 3, of INAF rules and regulations contained in “Disciplinare per il conferimento di assegni per lo svolgimento dell'attività di ricerca dell'INAF”, approved on the 22th of July 2011 by C.d.A, the Responsible Person for this Job announcement processing is Sig.ra Rossella Cesaro (rossella.cesaro@inaf.it 0815575510).


Art. 16 – Publication

The present call will also be published, according with art. 8 of INAF rules and regulations on “Assegni di Ricerca”, on the following web sites: <http://www.inaf.it>, and on the website of INAF-Osservatorio Astronomico di Capodimonte (www.na.astro.it). INAF in Rome is responsible for the publication on the web pages of the Ministero dell'Istruzione, dell'Università e della Ricerca (MIUR) and of European Union, according to the lines guides defined by MIUR.

Art. 17 – Applicable regulation

INAF-OA Capodimonte shall abide by provisions in force promoting equal opportunities for women and men, non-discrimination and respect of privacy in processing personal data. For what not explicitly mentioned in this announcement, INAF-OA Capodimonte shall act in compliance with the regulations in force concerning Italian public selection procedures, when applicable by analogy. INAF is an equal opportunity employer that is committed to diversity and inclusion in the workplace.

Naples, December 13, 2022

The director
Dr. Marcella Marconi




Appendix 1

This Selection procedure is open:

Taking into account	Italian Law n. 241, 7 August 1990, and its art. 4,5,6;
Taking into account	the “Decreto Legislativo 23 luglio 1999, n. 296 - Istituzione dell’Istituto Nazionale di Astrofisica (INAF)”;
Taking into account	D.P.R. n. 445, 28 December 2000;
Taking into account	the “Decreto Legislativo 30 marzo 2001, n. 165” and its art. 4,16,17;
Taking into account	the “Decreto Legislativo 4 giugno 2003, n. 138 - Riordino dell’Istituto Nazionale di Astrofisica (INAF)”
Taking into account	Italian Law n. 240, 30 December 2010 and its art. 22;
Taking into account	the “Decreto Legislativo 10 agosto 2018, n. 101”;
Taking into account	the INAF “Regolamento sull’amministrazione, contabilità e attività contrattuale”, published on Supplement # 185 of G. U. n. 300/2004;
Taking into account	the INAF Regulations for the awarding of research fellowships, as approved by CdA – 22 Jun 2011, delibera n. 44/11;
Taking into account	the INAF “Linee guida provvisorie per il conferimento di assegni per lo svolgimento dell’attività di ricerca” approved by CdA – 23 march 2018;
Taking into account	Statuto INAF – delibera 25 maggio 2018 n. 42;
Taking into account	delibera del Consiglio di Amministrazione dell’INAF del 15 maggio 2020 e nota attuativa della Direzione Generale dell’INAF del 16 maggio 2020;
Taking into account	delibera del Consiglio di Amministrazione del 5 giugno 2020 n. 54;
Taking into account	delibera del Consiglio di Amministrazione del 22 dicembre 2020 n. 96;
Taking into account	Decreto del Presidente INAF del 30 dicembre 2020 n 14;
Taking into account	Determina del Direttore Generale del 30 dicembre 2020 n. 188;
Taking into account	Regolamento del Personale dell’INAF;
Taking into account	Regolamento di Organizzazione e Funzionamento dell’INAF;



Taking into account circolare 16/5/2022 prot. 8096 del Direttore Generale dell'INAF;

Given the request presented by Dr. Angela Iovino, for opening the procedure for awarding a research fellowship of 24 months (possibly renewable) as part of the Science Project *Science with the WEAVE Stellar Population Survey (WEAVE-StePS)*

Given that the financial coverage of the fellowship is granted by the funds of INAF Large Grant WEAVE StePS (F.O. 1.05.12.01.11)



ANNEX 1: APPLICATION FORM

To be signed and scanned into a PDF file to be sent to the following e-mail addresses:

- a. inafoanapoli@pcert.postecert.it

I, THE UNDERSIGNED,

(Forename(s)).....

(Surname).....

Place of birth (Town/State).....

Date of birth (dd/mm/yy)

Nationality

Permanent residence address (number/street/town/postal code/Country):

Email address:

agree to the processing of my personal data, in accordance with Italian Leg. Decree n. 196/2003, for the purposes of the present selection procedure.

I, THE UNDERSIGNED,

having read the Call for applications for an “Assegno di Ricerca” (research fellowship) entitled: *Science with the WEAVE Stellar Population Survey (WEAVE-StePS)*

APPLY

to the above mentioned position, and to this end, being aware that false declarations are punishable by law under art. 76 of Italian Presidential Decree n. 445/2000 and that this Administration will carry out random checks on the accuracy of the declarations made by candidates,

DECLARE

under his/her own responsibility and in accordance with articles 46 and 47 of Italian Presidential Decree 445/2000, that:

- > I obtained (will obtain) a Research Doctorate (PhD)
awarded by..... on
- > that I have a professional level of knowledge of the English language;
- > that I am aware of the restrictions described in Article 4, of the Call for applications for this research fellowship;
- > that I have never received a research award as per art. 22, Italian Law 240/2010, or rather
- > that I have been the recipient of:
 - a research fellowship
 - entitled....., at (name
 - of the institution)



beginningendingtotal months (add extra lines as required, in case of other fellowships)

- that I am not under any similar contract for research activities at INAF or any other Italian or foreign institution;
- that I am not a retired person;
- that I am aware that, under art. 22 Italian Law 240/2010, the research fellowship:
 - a. may not be held concurrently with attendance of a “Laurea Specialistica”, or a “Laurea Magistrale” degrees, as well as with attendance of PhD courses with fellowship;
 - b. may not be held concurrently with other fellowships of whatever kind, except those awarded with the aim of integrating the training or research activity of the fellowship holder through a period spent abroad;
 - c. does not allow aggregation of income from other working activities, also part-time, carried out continuously;

➤ that I wish to receive any communication relating to the selection at the following address and that I will give due notice of any change of address:

Address (number/street/town/postal code/Country):

Email address:

To be attached to this form:

1. **Curriculum vitae, signed and dated by the applicant**, detailing on past experience on the subject of this fellowship;
2. **Statement of research interests and previous qualifications;**
3. **List of publications and/or any other title deemed relevant for the application;**
4. **Copy of a valid identity document** (ID card or passport);

The Undersigned declares his/her consensus for his/her personal data to be treated respecting the Italian Law “Decreto Legislativo” n. 196/2003 and subsequent modifications and integrations, in order to fulfil the procedures necessary for the present Call.

Date

Signature

**ANNEX 2: CV DECLARATION**

I, THE UNDERSIGNED,

aware that false declarations are punishable by law under Article 76 of Presidential Decree no. 445 of 28th December 2000, and that this Administration will carry out random checks on the accuracy of the declarations made by candidates

DECLARE UNDER MY OWN RESPONSIBILITY

and in accordance with Articles 46-47 of Presidential Decree no. 445 of 28th December 2000 (“SELF-EXECUTED CERTIFICATE AND SELF-EXECUTED AFFIDAVIT”)

THAT THE ATTACHED CV REPORTS TRUE STATEMENTS AND FACTS.

The Undersigned declares his/her consensus for his/her personal data to be treated respecting the Italian Law “Decreto Legislativo” n. 196/2003 and subsequent modifications and integrations, exclusively to fulfil the procedures necessary for the Call, for which this statement is made.

Date

Signature (*)

(*) The signature must not be authenticated.

Note: The declaration must be presented or sent together with a non-authenticated photocopy of a valid personal identity document of the declarant.