

INAF



ISTITUTO NAZIONALE DI ASTROFISICA  
OSSERVATORIO ASTRONOMICO DI TRIESTE

**Subject:** *Selection procedure by qualifications and interview for the assignment of one research grant entitled : “Development and analysis of science cases for the CUBES spectrograph”*  
**CUP:** C92F20000120005

**NATIONAL INSTITUTE FOR ASTROPHYSICS  
ASTRONOMICAL OBSERVATORY OF TRIESTE**

**The Director**

- **In accordance** with the Statute of the Istituto Nazionale di Astrofisica (INAF), adopted by INAF Board on March 7th, 2011, and entered into force on May 1st, 2011 and subsequent modifications and integrations;
- **In accordance** with INAF organization and functioning Regulation, approved with resolution n. 44/2012 by INAF Administrative Board on 21 June 2012 and become active on 21 July 2012, and subsequent modifications and integrations;
- **In accordance** with INAF Personnel Regulation, approved with resolution n. 23/2015 by INAF Administrative Board on 11 May 2015, published on G.U.R.I. “Serie Generale” n. 253 on 30 October 2015, and adopted on 1 November 2015;
- **In accordance** with Italian Law n. 240, of 30 December 2010, Article 22 on the awarding of research fellowships, and subsequent modifications and integrations; • **In accordance** with the INAF Regulations for the awarding of research fellowship approved by INAF Administrative Board on 22 June 2011 and adopted on 1 July 2011, and subsequent modifications and integrations;
- **In accordance** with Italian Law n. 11, of 27 February 2015, Article 6, which extends the overall duration of research grants “assegni di ricerca”;
- **In accordance** with the note of INAF Scientific Directorate prot. n. 673/2018;
- **In accordance** with the guidelines for the awarding of research fellowship approved by INAF Administrative Board on 23 March 2018;
- **In accordance** with the guidelines regarding the recruitment of temporary personnel, approved by INAF Board on 29 January 2019;
- **In accordance** with Italian Law n. 196 of 30 June 2003 and subsequent modifications and integrations, containing the “Personal Data Protection Code”;
- **In accordance** with the Presidential Decree n. 68 of 11 February 2005, containing the “Regulation for the use of certified electronic mail, under Article 27 of Italian Law n.3 of 16 January 2003;
- **In accordance** with Italian Law n. 82 of 7 March 2005 and subsequent modifications and integrations, containing the “Digital Administration Code”;



- **In accordance** with Italian Law n. 183 of 12 November 2011 and in particular Article 15 concerning replacement declarations and certificates;
- **In accordance** with the Note of INAF Administrative Directorate prot. 82/DA dated 8 March 2002, containing clarifications on the awarding of research grants and fellowships by INAF Astronomical Observatories and subsequent modifications and integrations;
- **In accordance** with the Note of the Director of INAF Department of Research Structures prot. n. 472/07/AC/PI of 23 January 2007 containing indications about the publication of selection calls on INAF website;
- **In accordance** with MIUR Decree n. 102 of 9 March 2011, establishing the minimum grant for research fellowships;
- **In accordance** with INAF Regulations for the awarding of research fellowships approved by INAF Administrative Board with resolution n. 44/2011 on 22 June 2011 and adopted on 1 July 2011, after subsequent modifications by INAF Administrative Board resolutions n. 8/2011 of 13 October 2011 and n. 2/2012 of 10 January 2012;
- **In accordance** with Italian Conversion Law n. 11 of 27 February 2015 and subsequent modifications of Italian Law n. 192 of 31 December 2014 containing: “Extension of the time limits established by legal provisions” and in particular art. 6 comma 2-bis stating that “The total duration of the working relationship established in accordance with art. 22, comma 3, of Italian Law n. 240 of 30 December 2010, is extended by two years”;
- **In accordance** with the Note of the Director of INAF Department of Research Structures prot. n.5974/2011 of 16 September 2011 having as its object “Publication of call for application for Research Fellowships”;
- **In accordance** with INAF Statute, approved by the Administrative Board with resolution n. 42 of 25 May 2018, and entered into force on 24 September 2018;
- **In accordance** with the “Guidelines for the awarding of research fellowships” approved by INAF Board on 29 January 2019;
- **In accordance** with the Guidelines for the awarding of Research Fellowships, approved by the INAF Board on 29 January 2019, according to which INAF can award research fellowships, in line with art. 22 comma 1 of the Italian Law n. 240 of 30 December 2010, based on the following types:
  - Research Training Fellowship ranging from 20.000 to 26.000 Euros;
  - Postdoctoral Research Fellowship ranging from 28.000 to 32.000 Euros;
  - Young Researcher Fellowship ranging from 34.000 to 38.000 Euros;
  - Special Research Fellowship ranging from 20.000 to 38.000 Euros;
- **In accordance** with the resolution of INAF Board n. 83/2018 dated 18 September 2018 regarding the “Approval of the “Report” by INAF President specifying a “National Program for Research Fellowships” and in particular the paragraph entitled “Proposals for the revision of the defining criteria of the research fellowship program”; • In accordance with the Note prot. 6023, Tit. III – cl. 3, by INAF Scientific Director having as its object “Urgent call for the consideration of the contents and dispositions of the resolution n. 83/2018 concerning the awarding of research fellowships”;
- **Given** the "Organization and Functioning Regulations of the National Institute of Astrophysics", approved by the CDA with Resolution of June 5, 2020, number 46, amended by the same CDA with Resolution of April 29, 2021, number 21, published on June 24 2021 and entered into force on 9 July 2021;
- **In accordance** with the Decree of the Minister of Education, University and Research of 30 December 2019, number 1201: ➤ Professor Nicolò D’AMICO has been appointed President of the "National Institute of Astrophysics", starting from 30 December 2019 and for a period of four years; ➤ Professor Stefano BORGANI and Ms Maria Cristina DE SANCTIS were appointed members of the Board of Directors for the same period;



- **In accordance** with the Decree of the Minister of Education, University and Research dated January 31, 2020, number 32, Engineer Stefano GIOVANNINI and Dr. Grazia Maria Gloria UMANA were appointed as Members of the Board of Directors starting from January 31, 2020 and for the duration of four years; in the meeting of February 3, 2020, the Board of Directors took office in its full composition;
- **Given** the Resolution of February 3, 2020, number 6;
- **Given** the individual fixed-term employment contract under private law of March 9, 2020, repertory number 1, with which, in compliance with the provisions of the Board of Directors with Resolution of February 3, 2020, number 6, it was again conferred to the Doctor Gaetano TELESIO the position of Director General of the "National Institute of Astrophysics" for a duration coinciding with that of the President's mandate, except in cases of early termination of the same expressly provided for by the current legislative and statutory provisions;
- **Considering** therefore, that the position of Director General of the "National Institute of Astrophysics" conferred on Doctor Gaetano TELESIO will expire on 30 December 2023;
- **Given** the individual fixed-term employment contract under private law of 18 March 2020, repertory number 2, with which, in compliance with the provisions of the Board of Directors with Resolution of 3 February 2020, number 6, it was again conferred to the Doctor Filippo Maria ZERBI the position of Scientific Director of the "National Institute of Astrophysics" for a duration coinciding with that of the mandate of the President, except in cases of early termination of the same expressly provided for by the current legislative and statutory provisions;
- **Considering** therefore, that the position of Scientific Director of the "National Institute of Astrophysics" conferred on Doctor Filippo Maria ZERBI will expire on 30 December 2023;
- **Considering** also that, on 14 September 2020, Professor Nicolò D'AMICO ceased, for natural reasons, from the office of President of the "National Institute of Astrophysics", which had been conferred on him by Decree of the Minister of Education, University and Research of 30 December 2019, number 1201, as mentioned above;
- **Given** the Decree of the Minister of University and Research of 9 October 2020, number 772, with which Doctor Marco TAVANI was appointed President of the "National Institute of Astrophysics", starting from 9 October 2020 and "... for the remaining duration of the mandate conferred on Professor Nicolò D'AMICO with Ministerial Decree of 30 December 2019, number 1201... ", or until 30 December 2023;
- **Given** the Resolution of October 29, 2020, number 81, by which the Board of Directors has: ➤ confirmed the "... positions of Director General and Scientific Director of the" National Institute of Astrophysics ", respectively conferred to Doctors Gaetano TELESIO and Filippo Maria Zerbi with the Resolution of February 6, 2020, number 6, and with the individual employment contracts to fixed-term contract under private law of March 9, 2020, repertory number 1, and March 18, 2020, repertory number 2, until their natural expiry, or until December 30, 2023 ... "; ➤ provided that "... all the provisions contained both in the Resolution and in the individual employment contracts referred to in the introduction and in the previous article 1 remain valid, with specific regard to the legal status, the remuneration and the discipline of the employment relationship ...";
- **In accordance** with the resolution of INAF Board dated 15 May 2020 and the implementation note of INAF Directorate General prot. n. 2491 dated 16 May 2020 regarding the "Adoption of the regulation for the rationalization of temporary personnel recruitment and for the awarding of research fellowships and regulation of the transitional regime" specifying that the present selection procedure is simultaneously aimed at:
  - offering an opportunity of professional growth to young people with a Ph.D. degree, to researcher fellows and to temporary workers, who want to experience the national and international circuit of



research, in a perspective of rotation and mobility, that is acquire specific expertise in the context of temporary projects and/or activities;

- holding positions beyond the planning of permanent staff needs and that, consequently, do not constitute any binding assumption for the placing in INAF permanent positions”;

- **Given** the Resolution of the Board of Directors of 5 June 2020, number 54, with which the "Rules for the rationalization of the procedures for the recruitment of personnel with fixed-term employment relationships and for the award of checks for the performance of research activity”;

- **Given** the Resolution of 30 December 2020, number 188, with which the Director General of the National Institute of Astrophysics, Dr. Gaetano TELESIO, has appointed Dr. Fabrizio Fiore as Director of the "Astronomical Observatory of Trieste" for the duration of three years starting from 1 January 2021;

- **Given** the Law Decree of 1 April 2021, number 44 which provides for "Urgent measures for the containment of the COVID-19 epidemic, regarding anti-SARS-CoV-2 vaccinations, justice and public competitions", converted, with amendments, by Law May 28, 2021, number 76 and, in particular, art. 10 "Measures for carrying out the procedures for public competitions”;

**GIVEN** The Law Decree of 29 December 2022, number 198, and in particular art. 6 par.1, which provides for the extension of the possibility to open calls for the assignment of research grants pursuant to article 22 of the Law n. 240 of 30 December 2010, according to the provision in force before the date of entry into force of Law Decree 36/22;

- **In accordance** with the request for the opening of a research grant call presented by prof. Stefano Cristiani, scientific manager of the project CUBES, funded by ESO;

- **Considered** the interest to guarantee the highest possibility of participation to the present selection also to potential candidates with educational qualifications obtained abroad;

- **Established** that assessment of possessing the declaration of equivalence of the educational qualifications obtained abroad will be made only for the successful candidate due to reasons of procedural economy;

- **Ascertained** that the financial coverage of the grant amounting to 34.600,00 euro has been provided with assigned funds to Budget ch. 1.05.03.05.06 “*ESO VLT UV Spectrograph Fase A - CUBES (ref. Stefano Cristiani)*” to chapter 1.01.01.01.009 "Research grants".

## **DECREES**

### **Art. 1- Research Project**

A call is open for a selection procedure on the basis of candidates' qualifications, integrated by an interview, for the assignment of one “Post Doc Research Grant” of the duration of one year, with a possible extension, for the needs of the CUBES spectrograph projects, entitled: “***Development and analysis of science cases for the CUBES spectrograph***”.

The selection is aimed to recruit one qualified staff unit for the development of his/her own personal scientific programme, and for comparing the performance of the CUBES instrument, on the basis of the various E2E and ETC simulators available, with the science cases produced so far by the scientific team through the analysis of the results with the scope of improving the instrument's design, and of contributing to potential new science cases for CUBES.

The fellowship is aimed at this specific research project, and was not announced with the aim of recruitment programming either of the Institute or of the project itself, but of offering the opportunity to carry out research activities in the framework of the project to candidates who deem it useful to their professional growth.

We specify that the aim of this selection procedure is to:



- offer the opportunity of professional development to young candidates holding research master degrees, to research fellows and to fixed-term contract staff who wish to engage in the national and international research environment, with a view to turnover and mobility, which means recruitment of specific professional skills within fixed-term projects and/or activities;
- to appoint in this way positions which are external to recruitment programming of permanent staff positions and therefore do not represent any binding prerequisite for access to permanent staff positions of the Institute.

Further questions on the scientific project can be addressed to prof. Stefano Cristiani (e-mail: stefano.cristiani[at] inaf.it).

### **Art. 2– Requirements for participation**

Participation to the selection is reserved to Italian and foreign citizens holding the following minimum requirements:

1. Master degree issued according to the previous Italian University regulations or Degree (2<sup>nd</sup> level) either in Physics, Astronomy, or Astrophysics, also if awarded abroad.
2. PhD degree either in Physics, Astronomy, or Astrophysics, or equivalent degree, also if awarded abroad, or at least 3 years of documented experience performed at Companies, Universities or qualified Institutions, organizations or Research Centres, both public or private, both in Italy and abroad in the topics pertinent to the scientific and technological area and the research sector relevant to this call.

For the purposes of admission to this selection procedure only, the equivalence of qualifications obtained abroad will be ascertained by the “Selection Board” further mentioned in Article 8, on the basis of the documentation produced by the applicant in question compliant to Article 3 of this “Call”. Should such applicant be successful, the Administration, upon accepting the assessment of the “Selection Board” will send the assessment report, together with the required documentation mentioned in Article 3, paragraph 2, letter a) or b) of the Decree of the President of the Republic n. 189 of 30 July 2009 and with the application itself, to the Italian Ministry of University and Research in order to obtain their formal advice as foreseen by Article 4, paragraph 2 of the Decree.

3. The following preferential qualifications will be considered:
  - a) knowledge and experience in the analysis of optical-UV data, in particular from high resolution spectrographs;
  - b) knowledge of Python programming languages, and of Linux and Unix operating systems;
  - c) thorough knowledge of Astrophysics;
  - d) scientific experience in one or more science cases for CUBES.

An excellent knowledge of both oral and written English is also required.

### **Art. 3 – Application**

Applications must be submitted in English or Italian, by e-mail with acknowledgement of receipt to the following email address: inafotrieste[at]pcert.postecert.it.

Applications have to be submitted by and not after midday (UT) March 31, 2023. Late submissions will not be considered.

Applications that are not consistent with the attached form (Annex 1) or without the applicant's signatures will be excluded from the selection procedure.





The application must be submitted with the e-mail subject: “Application for: Research grant: ***“Development and analysis of science cases for the CUBES spectrograph”***”

Aware that false declarations are punishable by law and that the Administration will carry out random checks on their accuracy, the applicant must state clearly and precisely in the application, under his/her own responsibility:

- name(s) and surname, date and place of birth, nationality, place of residence and address for correspondence;
- that s/he satisfies all the requirements described in article 2 of this Call;
- that s/he 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.

For selection purposes the applicants: shall directly state any academic qualifications in the application form (Annex 1)

Candidates holding educational qualifications obtained abroad are required to explicitly clarify if, according to the relevant regulation, they have already been recognized or declared as equivalent to one of the qualifications requested for admission to the selection procedure of this “Call”.

In lack of the declaration as of point 1) above, candidates must attach to the application to the selection procedure a copy of the certificate, or alternatively any documents which attest the educational qualification held, the list of taken examinations and/or the training and research activities carried out and the final score, with the aim of enabling the Selection Committee to acquire all necessary elements for assessing equivalence to one of the qualifications required for admission to the selection procedure of this “Call”.

The following documents have to be submitted:

1. Annex 1 “Application form”;
2. Annex 2 “Curriculum vitae”, **signed and dated** by the applicant, providing evidence of possession of the titles and the skills required to carry out the research and including a list, if applicable, of grants and fellowships held in the past;
3. copy of a valid identity document (ID card or passport);
4. list of publications;
5. any other qualification, working task, research activity for public and private institutions and publications that the applicant deems appropriate to submit.

Applicants are admitted to the selection with reserve and may – at any time – be notified of exclusion from the selection procedure for the following reasons:

- submission of the application after the deadline;
- incomplete and/or unsigned application form;
- unsigned curriculum vitae;
- lack of the copy of a valid identity document;
- lack of the requirements indicated in paragraph 2.

Should the reasons for exclusion be ascertained after completion of the selection procedure, the applicant will lose any right deriving from participation in the selection procedure; the same will apply to applicants providing any false statement or document.

INAF accepts no responsibility for lost applications or documents where this is due to the applicant having provided incorrect contact details or having failed or delayed in notifying any changes to these details.

#### **Art. 4 – Ineligibility and incompatibility with other funding**



Full professors, associate professors and “ricercatori” in Italian universities and employees of Italian research public institutions are all excluded from the competition.

The grant cannot be held at the same time with attendance at academic courses as those that formally give access to a PhD, as well as with attendance at PhD courses with fellowship. For employees of the Italian Public Administration (Italian State) compulsory unpaid leave of absence is foreseen.

The grant cannot be held contemporarily 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.

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 grant, 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-Osservatorio Astronomico di Trieste.

Retired persons are not eligible for Research fellowship.

Also excluded from participation are any applicants who carried out Research fellowships under article 22 of Italian Law 240/2010 for a total period exceeding six years, as amended by Law 11/2015, including extensions, but excluding the periods in which the grant was held in coincidence with doctoral studies up to the maximum legal time limit of the course, and excluding periods of maternity leave or sick leave, in accordance with current legislation. When formally accepting the grant, the successful candidate will issue a declaration of absence of inadmissible cumulating of grants/fellowships.

#### **Art. 5 – Duration of the Research fellowship**

The Research fellowship is expected to begin on September 1<sup>st</sup>, 2023. The exact initial date could be reasonably delayed if requested by the completion of administrative procedures and/or for the cases mentioned in art. 10 of this call.

The grant is for one year, with a extension, depending on the development on the favourable review of the supervisor and the fund manager on funding availability.

#### **Art. 6 – Host Institution**

The host institution of the grant is INAF-Astronomical Observatory of Trieste and the applicant will be requested to travel abroad, also outside the European Union in compliance with health prescriptions presently in force.

#### **Art. 7 – Salary amount**

The grant is worth 28,000.00 (twenty-eight-thousand/00) Euros gross per year. This amount is net of burdens to be charged to INAF-Osservatorio Astronomico di Trieste and will be paid in deferred monthly instalments.

The cost deriving from this grant for a total of € 34,600.01 will be charged on the funds assigned in the 2023 Budget on the Objective Function 1.05.03.05.06 “*ESO VLT UV Spectrograph Fase A - CUBES (ref. Stefano Cristiani)*”, CUP: C92F20000120005, to chapter 1.01.01.01.009 “Research grants”.

The Budget Office is authorized to reset, with a change in commitment, the sums that are still available at the end of the contract or at the end of the relevant financial year.

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 Ministry of Labour



and Social Security dated 12 July 2007, published in the “Gazzetta Ufficiale” n. 247 dated 23 October 2007. Applicable rules for sick leave are provided by art. n. 1, paragraph n. 788 of Italian law n. 296 dated 27 December 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 grant. The period of obligatory maternity leave will not contribute to the duration of the grant foreseen by the contract.

As for third party liability, the grand holder will be covered by insurance policy drawn up by INAF. This insurance policy will not cover the civil liability of the grant holder towards INAF.

The grant holder must draw up at his/her expenses an insurance policy against accidents at work.

### **Art. 8 – Selection Committee and selection procedure**

The selection of candidates will be performed by a Selection Committee appointed by the Director of INAF-Osservatorio Astronomico di Trieste.

The Selection Committee is composed of three members from both Italian and foreign research staff, including also University staff, with expertise in the research field of the position offered in this announcement, and will include the principal investigator of the project. According to the law in force, the composition of the Selection Committee should comply, when possible, with gender balance. The president of the Selection Committee is nominated in the appointment decree and is chosen between the Committee members. In the decree the Selection Committee Secretary is also appointed.

The selection is based on qualifications integrated by an interview. To be admitted to the interview, candidates must exhibit their identity documents.

The Selection Committee can establish a short list of the eligible applicants to be interviewed, on the basis of qualifications and documented experience in scientific or technological activities on the specific subject of the research fellowship. All the stages of the selection procedure (e.g. meetings of the Selection Committee, interviews and so on) can be performed also using electronic devices for the communications or in videoconference mode.

Applicants selected for the interview will be informed with 15 days’ notice by e-mail with acknowledgement of receipt, containing the individual score for qualifications.

The total ranking score is 100 points, of which 60 points is the maximum score for qualifications and 40 points is the maximum score for the interview.

The ranking scores of qualifications are calculated as follows:

- a) curriculum vitae et studiorum (up to a maximum of 40/60 scores), with particular emphasis on the acquired expertise in the sector object of this call;
- b) Scientific-technical publications relevant to the area of this call or to similar areas (up to a maximum of 15/60 scores) with emphasis on the acquired expertise in the sector object of this call;
- c) Seniority on research activities: higher scores will be assigned to the shortest period of time elapsed since attainment of the PhD degree (up to a maximum of 3/60 scores);
- d) other qualifications (prizes, grants, reference letters, additional educational titles other than those required, etc.): maximum of 2/60 scores.

In case of equal scores, the PhD title will be considered as preferred qualification.

The minimum score for the passage of the qualification selection and consequent admission to any interview is 42/60

The possible examination will consist in an interview focussed on topics related to the position of this selection procedure.

Candidates are deemed to have passed the interview if they obtain a mark of at least 28/40.

At the end of the selection procedure the Selection Committee will draw up the ranked list.





The approval decree of the selection procedure and the ranked list will be published on the following website: [www.oats.inaf.it](http://www.oats.inaf.it)

### **Art. 9 – Awarding of the fellowship**

The highest ranked candidate will receive written notification of award of the research fellowship. Within 10 days from receipt of the formal notification of the award s/he must provide a formal declaration of acceptance of the research grant. The declaration will also state that s/he is not subject to any of the exclusion conditions listed in article 4 of this Call.

If the candidate does not provide the declaration of acceptance within a time limit of 10 days, s/he will lose her/his entitlement to the research fellowship, which can be awarded to the next ranked candidate.

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

### **Art. 10 – Fellowship obligations**

The holder of the fellowship:

1. will start the research activity at the date due as per the contract at INAF-Osservatorio Astronomico di Trieste, unless prevented by *force majeure* or exceptional circumstances, of which the Director of INAF-OATs must be timely informed;
2. will carry out her/his research activity under the supervision of the project manager, prof. Stefano Cristiani, who will also monitor the fellow's activity progress;
3. is required to issue an activity report every six months. The activity report will be subject to approval from the scientific advisor and will be transmitted to the Director of INAF-OATs. Approval failing, duly reasoned by the scientific advisor, will give INAF-OATs the right to terminate the contract;
4. is required to send a written note in case of withdrawal, with at least 30 days' notice, otherwise the INAF-Osservatorio Astronomico di Trieste is entitled to retain or request the reimbursement of the salary amount corresponding to the period of not notified.

The holder of the fellowship who does not carry out her/his research activity regularly without producing justified reasons or lacks repeatedly to fulfil requirements or, according to the evaluation of the supervisor, prof. Stefano Cristiani, eventually shows evident lack of skills at the planned research activities, will incur the termination of the contract.

Temporary suspensions of the research fellowship are due in case of obligatory maternity leave or in case of illness which lasts 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-OATs.

### **Art. 11 - Proceedings Responsible**

In accordance with Art. 8, paragraph 3 of INAF Provisions on the assignment of research grants, dr. Mirella Giacchetti is the responsible of the competition proceedings relevant to this competition announcement (e-mail: [mirella.giacchetti\[at\]inaf.it](mailto:mirella.giacchetti@inaf.it)).

### **Art. 12 – Applicable regulation**

The Astronomical Observatory 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, the Observatory shall act in compliance with the regulations in force concerning public selection procedures, when applicable by analogy.



Trieste, February 9, 2023

Director  
Dott. Fabrizio Fiore