

Call for the selection of no. 1 short-term Research Associate position:

The University of Pisa announces the public selection for the assignment of n. 1 research activity grant (hereinafter referred as Research Grant):

“Explainable and Fair Ranking Methods in Artificial Intelligence for HR Decision Making: advanced eXplainable AI (XAI) paradigms in support of hiring decision making algorithms and processes. XAI methods will be designed and implemented for post-hoc explanation of fairness-aware ranking algorithms, and for explainable-by-design fairness-aware ranking algorithms. A multi-disciplinary approach will be taken, including legal, ethical, and computational requirements of the designed methods”

at the Department of Computer Science

Scientific sector INF/01 - Informatics

Contract duration: 24 months

Gross annual salary: € 38.912,30

Admission requirements:

Master’s Degree and a professional scientific CV relevant for the scientific activities. All qualifications must be awarded by the application’s deadline.

Applications:

Applications must be submitted online only, using the following link: <https://pica.cineca.it/unipi/>

or shall be invalid. An e-mail inbox is required to login and complete the application.

Candidates can login into PICA platform using the digital identifier SPID (Sistema Pubblico d’Identità Digitale - Public Digital Identity System), selecting the University of Pisa among the available Institutions. If candidates have no SPID, they can request it according to the procedures set forth on the website www.spid.gov.it.

Candidates can also login with the credentials issued directly by PICA platform (please note: in order to apply online, the system requires an e-mail inbox for self-registration), with their LOGINMIUR, REPRISE or REFEREES account.

Applicants should provide all the required data and upload all documents in PDF format.

The system allows saving an application draft within the application deadline, recording the online application’s date and sending a receipt with an automatic reply. After the deadline, the system will not allow login nor application submission.

Each application will be assigned a unique identification number to be referred to in all subsequent communications, along with the selection code provided by the application form.

Under penalty of exclusion, the application shall be valid only if including all the required data, the copy of a valid ID and:

- if submitted **without** accessing with digital identifier SPID, the applicant’s signature is compulsorily required;
- If submitted by accessing with digital identifier SPID, the application will be automatically processed by the system and the applicant’s signature is not required.

Applicants undertake to promptly communicate in writing any variations of what declared in the application form.

The communication shall be edited in PDF format, signed and forwarded to the Rector of the University of Pisa by the Italian certified e-mail system address (P.E.C. Posta Elettronica Certificata): protocollo@pec.unipi.it or emailed to concorsi_assegni@unipi.it, within the application's submission deadline.

An applicant's valid identification document shall be annexed.

For further information on application submission, please refer to concorsi_assegni@unipi.it.

For technical problems support only, please click on the bottom link available at <https://pica.cineca.it/unipi>.

Applications shall be completed with the following annexes:

1. A self-attested Curriculum of the personal educational, teaching and scientific activities, dated and signed;
2. The qualifications the applicant considers eligible for this selection;
3. The Publications the applicant considers eligible for this selection;
4. A list of Publications and qualifications, dated and signed;
5. A copy of the fiscal code (if applicable) and identification card/passport;

All publications should not exceed 30 megabyte and must be submitted in PDF format only, using the specific section of the application form.

If the file produced exceeds that size, it is possible to forward it by PEC (the Italian certified e-mail system address) to protocollo@pec.unipi.it with reference to the application.

Publications must be uploaded.

Selection procedure:

For each selection procedure, the Director of the Department concerned will appoint a Committee, consisting of three members.

The selection is assessed by qualifications and a possible interview.

The possible interview will be aimed at assessing whether the candidate is provided with adequate knowledge of the topics relating to the scientific field that underlies the research programme, as well as aptitude and potential for the programme development.

The total rating allowed is 100/100. Academic qualifications and publications will be assigned up to 90 points. The interview will be assigned up to 10 points, with a minimum passing rate of 6/10. The ranking list will be compiled considering both ratings.

The Committee might resolve to interview candidates in the event the qualifications and publications assessment doesn't result in an exhaustive outcome.

The possible interview will be held remotely using a video meeting platform, or in presence in Pisa, on **12th april 2023 at 2.30 pm**.

During the two days before the interview's date, candidates are required to check the relevant page on the University website <https://bandi.unipi.it/public/Bandi?type=ASR> in order to verify:

- whether the committee resolved on the interview: all the instructions for the remote interview or in presence interview and/or further information about possible interview's date postponement;
- whether the committee resolved not to carry out the interview: the related explanatory statement.

Please note that the English version is given as a matter of courtesy, for the only purpose of information. It cannot be legally used in the event of a dispute or a claim arising from the interpretation of this translation and concerning the contents, a possible uncertainty, contradiction, or discrepancy. Should this occur, the Italian version of the call should prevail as the only valid. For full Italian text see: <https://bandi.unipi.it/public/Bandi?type=ASR>