

SCOTIA SEEDS

VACANCY - Research Assistant

Annex II

Additional Information

1. The Early Stage Researcher position is part of NASSTEC, a Marie Curie Initial Training Network funded by the EU in the people programme of FP7 (full reference: NASSTEC - The NATive Seed Science, TEchnology and Conservation Initial Training Network - Contract N. PITN-GA-2013-607785 running from 1.4.2014 to 31.3.2018; http://cordis.europa.eu/projects/rcn/109248_en.html).
2. The successful candidates will register for the PhD Programme at the University of Pavia (Italy), into the NASSTEC path, submitting an application at the official opening of the Pavia PhD calls (expected in July 2014). The PhD has a legal duration of three years. The qualification required for access is a second-level University degree (i.e. an MSc.) or equivalent in the relevant disciplinary field. PhD students will carry out their research under the supervision of one or more tutors. Each student has to gain a total of 180 credits: at least 30 through high-quality teaching delivered in English, the remaining through research activities and a final thesis. Part of these credits will be obtained during a specific induction course run in October 2014 in Pavia and part through the training and research activities carried out at the NASSTEC network training events and at the hosting institution where each ESR will be based. At the beginning of each year of the course, the students will be required to submit a short activity report illustrating the research work carried out in the previous year and its dissemination (i.e. congresses, papers, secondments in private companies). This report will be submitted in September in the form of a scientific paper and will be discussed in October with an oral presentation in front of the other students and the Teachers Board that will decide on the admission to the following year of the course. First year students will present an outline of their planned activities. Last year students will submit an original thesis to be evaluated by two reviewers, who will decide on their admission to the final discussion, suggesting amendments, if any, to be implemented within six months. In addition, students must submit two papers to ISI journals on their research topic with their name as first author and at least one must have been accepted for publication. The PhD requires the payment of specific tuition fees (at present 300 € per year) that will be covered by the respective NASSTEC partner institution. The PhD is awarded after the discussion of the thesis, upon fulfilment of all the aforementioned requirements. Further information can be found @ <http://phdsta.unipv.eu/site/en/home.html> ;
3. The salary is calculated under the provisions of the EU for the ESR positions in Marie Curie Actions. For UK the salary is calculated applying the country correction coefficient of 1.344 to the base amount of € 38,000.00 per annum for a corrected total of €51,072.00 per annum. This base salary is supplemented by a mobility allowance for a base amount of € 8,400.00 per annum corrected for UK to a total of € 11,289.60 per annum. In the case of a Researcher with a family this amount is supplemented by a further contribution of € 4,838.40 per annum. The definition of a family complies with the one accepted under the UK legislation. All the amounts quoted are gross

amounts that include all compulsory deductions under national legislation (i.e. all direct taxes and social security contributions, both those charged to the employers and those charged to the employee. Consequently the net amount might vary according to the special situation of each ESR and to the possible variation during the project duration of the compulsory deductions under the national legislation.

4. About Scotia Seeds: the leading producers of native wildflower seeds in Scotland with seeds used in projects ranging from hectares of meadows established for biodiversity to wildflowers in domestic gardens. With a background in seed technology, Scotia Seeds continues to improve the quality of seed produced.
Established in 1995, Scotia Seeds has 40 acres of wildflower crops on Mavisbank, a farm in Angus. As well as providing the highest quality & most appropriate wildflower seed for customers, they are committed to working in a way that improves the biodiversity of the site.
5. Career development prospects and job opportunities: NASSTEC connects 14 institutions in an Initial Training Network creating an international, dynamic and multidisciplinary working environment, integrating academic and industrial research and production across public and private sectors. The ESRs will have the unique opportunity to get to know the main actors, the technology and the potential for native seed production in Europe. The possibility to explore and experience the well-established Australian and American (US) markets of native seeds will offer ideas and opportunities to transfer and adapt the relevant technology to the European market that is lagging behind with a significant unexpressed potential. At the end of the training offered by NASSTEC, the participating researchers will be in an ideal position to fill a significant gap in the European seed production market, offering their expertise to industries interested in native seed production and to agencies, companies and Universities involved in habitat restoration. The interaction with the 3 NASSTEC industrial partners will make NASSTEC people aware of the complexities and current issues of seed production and marketing, stimulating their entrepreneurial skills and facilitating the access to European resources for business, with the ambition to start up new companies involved in native seed production.
Please be aware that this description of the likely career development prospects and job opportunities, albeit accurate and realistic, does not constitute an offer of employment at the end of the project. It is provided for information only. The successful advancement of the applicant's career at the end of the project will largely depend of each individual's resourcefulness and entrepreneurship.