



University of Naples Federico II - Center for Advanced Metrological and Technological Services (CeSMA)

Announcement of selection for

"Ideneers Academy"

Article 1

General Provisions

With regard to the agreement signed between the Advanced Metrological and Technological Services Center (CeSMA) of the University of Naples Federico II and the company Italdesign Giugiaro S.p.A. (hereinafter referred to as Italdesign) on 29/02/2024, an advanced educational initiative called **"Ideneers Academy"** (hereinafter referred to as the *Academy*) is being implemented, aiming at training experts in the sector of automotive engineering, where the company operates, and more specifically within the Electrics & Electronics area and its applications in the field of automotive.

The initiative consists in advanced training activities based on a theoretical-practical approach, combining basic theoretical courses (the so-called "foundational courses") by professors of the University, practical application courses (the so-called "specialized courses") by Italdesign technical experts and introductory contents on Italdesign processes, values and practice (the so-called "Induction Program" including the "Turin Week", taking place at Italdesign offices).

The didactic project is organized in 13 weeks and structured in 400 hours (see timetable as in article 4.4) and may include lectures both in person and from remote, group work and project work activities. The training will be carried out in Italian and in English.

The attendance at the *Academy*, which necessarily requires being present either at the Polo of the University of Naples Federico II – San Giovanni a Teduccio or at Italdesign, is mandatory for at least 80% of the total number of hours per month. Failing to do so will result in the Candidates being immediately excluded from the *Academy* and the right to the payment of the training allowance referred to in Article 2 of this announcement will be forfeited.

In order to identify the participants in the *Academy*, a public selection is announced for the admission of a **maximum number of 15 participants**.



Article 2

Training and work agreement

Candidates selected according to the procedures defined in this announcement will be admitted to the *Ideneers Academy*, subject to the signing of a "Training Agreement" where the following elements will be detailed:

1. Contents of classroom training (foundational courses and specialized courses);
2. Objectives of the Induction Program to be carried out in person both at the Polo of the University of Naples Federico II – San Giovanni a Teduccio and at Italdesign offices;
3. Amount of the monthly allowance paid for the duration of the *Academy*.

With reference to point 3 of this article, the indemnity will be granted to all participants of the *Academy* of the 2024 edition in the amount of € 1,000.00 gross per month for the duration of the *Academy*, provided that at least 80% of the monthly hours are regularly attended .

At the end of the *Academy*, subject to successful completion of the training program and the discretionary evaluation of Italdesign, a job placement in one of Italdesign Italian offices will be offered, in compliance with company policies and contractual forms on this matter.

Article 3

Educational objectives and professional profiles

The training course purpose of this announcement aims at developing experts in the sector of automotive engineering, where the company operates, and more specifically in the Electrics & Electronics area, able to work within the engineering supply chain and the scope of services required by the Volkswagen group. The training activities will be strongly interdisciplinary and transversal, will also provide notions relating to basic business processes and regulations in force in the company and will be supported by Italdesign technical experts during teaching and project-work activities.

Refer to article 4 of this document for more details on the training.



Article 4

Location, duration, structure and organisation of the activities

The didactic project will be divided into 400 hours and will be organised as follows (refer to point 4 here below for the detailed timetable):

4.1. Induction program (total 70 hours)

This module aims at making the Candidates familiar with the basic business processes as well as the regulations in force within the company and introducing them to the values and ethical principles which inspire Italdesign, in order to facilitate their integration into the company and their knowledge of the main processes in place within a modernly organized international group.

The main topics will be as follows:

- Onboarding package: Code of Ethics, Information Security, Antitrust, Anticorruption, Health, Safety and Prevention regulations
- Fundamentals of Italdesign methods and processes
- Analysis and presentation of the production processes and activities carried out in the three different Italdesign plants
- Fundamentals of automotive development (focus on methodologies applied in the VW Group)
- VW Group Projects: Project Management Processes, Decision-Making and Work Models (PEP Development Cycle and USE Methodology)
- Ticket Management (tools: KPM/Jira Confluence) to report problems in the development cycle
- Application tools to support engineering activities and project documentation management (e.g. DOORS / AVW / CAMEO /SYSTEM 42/Vector Day)
- Validation and testing methodologies

It is to be understood that Italdesign may decide to deal with additional and/or different topics than those listed above, if useful for the correct development of the training activities.

4.2. Foundational courses (total 200 hours)

Lectures by University professors on the following topics:

- EMBEDDED SYSTEMS (ING-INF/05): 12 hours
- Automated Software Verification: 12 hours
- Image processing for computer vision (ING-INF/03): 12 hours
- Operating Systems (ING-INF/05): 16 hours
- Computer Systems Design: 16 hours
- Machine Learning (Neural Networks and Deep Learning): 16 hours
- Web and real time communication systems (ING-INF/05): 16 hours
- Multimedia Information Systems (LM Eng Informatica): 16 hours
- Computer Networks II (Eng TLC LM): 8 hours
- INTELLIGENT TRANSPORTATION SYSTEM: 8 hours
- WIRELESS NETWORKS AND IOT TECHNOLOGIES: 8 hours



- SOFTWARE ENGINEERING: 12 hours
- CYBERSECURITY: 12 hours
- ARTIFICIAL INTELLIGENCE AND BIG DATA: 16 hours
- INSTRUMENTATION AND MEASUREMENT TECHNOLOGY: 12 hours
- AUTOMATIC MEASURING SYSTEMS: 8 hours

It is to be understood that Italdesign, the University and/or CeSMA may agree to deal with additional and/or different topics than those listed above, if useful for the correct development of the training activities.

4.3. Specialized courses (total 130 hours)

Designed in collaboration with the University, they will be provided by Italdesign technical experts and will deepen the topics dealt with during the foundational courses in order to show their practical application in the working activities, as well as further technical contents relevant for the Italdesign business.

4.4. Timetable

Selected candidates are required to attend the *Academy* for max. 32 hours per week (with the exception of special initiatives that will be scheduled during the course), in order to participate in the teaching activities that will take place in presence, also for the online sessions, at the Campus San Giovanni a Teduccio of the University of Naples Federico II, as well as at the premises of partner companies or at other university partners.

The training course will take place according to the following structure:

- **Induction program** (see art. 4 point 1):
 - onboarding week in presence at the University of Naples Federico II, San Giovanni a Teduccio Campus (30 hours from Monday to Thursday)
 - Turin week in presence at Italdesign offices (40 hours from Monday to Friday)
- **Foundational courses and specialized courses (see art. 4 points 2 and 3)**

The training program will continue with a combination of basic and specialized courses, provided respectively by university professors and Italdesign technical experts. –These sessions will take place in person at the University of Naples Federico II, Campus of San Giovanni a Teduccio.

Attendance at the activities, which necessarily requires being present either at the Polo of the University of Naples Federico II – San Giovanni a Teduccio or at Italdesign, is mandatory for at least 80% of the total number of hours per month (online and/or in person). Failure to do so will result in the selected Candidates being immediately excluded from the *Academy* and the right to the payment of the training allowance referred to in Article 2 of this announcement will be forfeited. It should also be noted that participants may be excluded from the *Academy* also in case of poor performance and/or bad behaviour.



The completion of the *Academy's* training program is subject to a final evaluation, to be carried out by the end of the training activities.

Participation in the training program is totally free of charge as the costs for its implementation are completely borne by the various partners involved.

Article 5

Admission requirements

The selection is open to Italian citizens, EU citizens residing anywhere, as well as non-EU citizens in possession of a regular residence permit (which enables or is preparatory to the execution of a work activity), who meet the following requirements by the expiration date of this announcement and who are not already employees or collaborators of Italdesign, according to the procedures indicated in Article 6 below:

- **Master's degree students** – in **Electronic Engineering, Mechatronics Engineering, Electrical Engineering, Computer Engineering, Automation Engineering, Information Engineering, Telecommunications Engineering, Data science and similar Degrees**, who still have to take no more than two exams and discuss their dissertation for the achievement of the Master's Degree;
- **Holders of a Master's Degree in Electronic Engineering, Mechatronics Engineering, Electrical Engineering, Computer Engineering, Automation Engineering, Information Engineering, Telecommunications Engineering, Data science and similar Degrees**, or equivalent degree obtained in Italy or abroad;
- **Up to 29 years of age and having achieved the master degree no longer than 2 years ago** at the deadline of this announcement
- **Proficiency in English (B2 level)**

For the sole purpose of the procedure in question, the commission will reserve the right to assess the equivalence of the qualifications.

The principle of equal opportunities will be guaranteed during the selection.

The prescribed requirements must be met by the deadline of the applications. Candidates are admitted to the selection process conditionally and the University may order the exclusion of a candidate for failure to meet the prescribed requirements, by means of a reasoned decision, at any stage of the selection procedure, as well as at the end of it.

The selection will take place according to the procedures and criteria established in art. 8.



Article 6

How to submit the application for admission

Candidates in possession of the minimum requirements referred to in art. 5 of this announcement can submit their application for admission **exclusively online through the web portal <https://www.italdesign-academy.unina.it>, starting from the date of publication of this announcement and irrevocably no later than 2:00 p.m. on 18/03/2024, under penalty of exclusion from the selection procedure,**

In order to register for the selection, each candidate must:

- have a valid e-mail address;
- connect to the website <https://www.italdesign-academy.unina.it>
- Carry out the application process that requires:
 - To fill in the application form, making sure to enter all mandatory data;
 - to attach in .pdf format the letter of introduction/motivation, as well as the curriculum vitae et **studiorum dated and signed** in the form of a declaration in lieu of certifications and the affidavit pursuant to articles 46 and 47 of Presidential Decree no. 445/2000 and with consent to the processing of personal data

Failure to comply with any of the above requirements will result in not being admitted to the selection and being excluded from the procedure itself.

Disabled candidates who need help in carrying out the tests must select "yes" in the "differently abled" field and must e-mail a specific application in which the necessary aid in relation to one's disability is indicated, **to the address italdesign-academy@unina.it and no later than 2:00 p.m. on 18/03/2024**, - under penalty of non-application of the requested benefit.

Candidates suffering from specific learning disabilities (SLD – dyslexia, dyscalculia, dysgraphia and dysorthography), whose diagnosis is certified (the relevant certificate must be e-mailed to italdesign-academy@unina.it within the deadline indicated above) are allowed to use compensatory tools. These candidates must, therefore, submit (in the same way and within the deadlines indicated above) an application in which the compensatory tools required, as resulting from the functional profile contained in the diagnosis, is clearly indicated. For the purposes of authorizing the use of compensatory instruments, diagnoses without the functional profile will not be considered appropriate. Therefore, the certificate containing the clinical diagnosis of ASD must be attached to the application.



The Administration will evaluate the requests for assistance submitted by candidates with disabilities or with a diagnosis of SLD, with the collaboration of the competent University Structure, the University Service Center for the Active and Participatory Inclusion of Students (S.IN. A.P.S.I.).

The outcome of the evaluations will be communicated to the interested parties by email.

Article 7

Selection Committee

The selection of candidates will be carried out by a Committee appointed by Directorial Decree of CeSMA after the deadline for the submission of applications. The composition of the aforementioned commission will be announced by Decree, **published exclusively in the Official Register of the University (available on the www.unina.it website) and on <https://www.italdesign-academy.unina.it> website**. The Committee will be made up of professors and/or technical-administrative staff of the University and representatives of Italdesign.

Article 8

Criteria and selection procedure

The selection to the "*Ideneers Academy*" will take place based on the evaluation of the qualifications presented by the candidate and a following technical-aptitude interview.

The maximum overall score that can be awarded is **100 points**, divided as follows:

- **35 points** reserved for the evaluation of qualifications and *curriculum vitae*
- **65 points** reserved for the technical-aptitude interview

In particular, the qualifications presented by the candidates will be evaluated as follows:

- **Graduating students** of degree courses of Italian or foreign Universities as referred to in Art. 5: up to max. 23 points, depending on the average of grades obtained in the exams;
- **Graduates of a Master's Degree** in degree courses referred to in Art. 5 or equivalent second-level university degree obtained in Italy or abroad, evaluated up to 25 points, depending on the degree grade, the topic of the dissertation and the time taken to obtain the degree;
- **Ph.D.** from an Italian or foreign university, up to 3 points. The possible attribution of a score to the title of PhD will be decided by the commission depending on the relevance of the thesis contents in relation to the activities and development strategies of Italdesign;



- **First or second-level post-graduate Master**, obtained at an Italian or foreign university, up to 2 points. The possible attribution of an additional score will be decided by the commission depending on the relevance of the master thesis contents in relation to the activities and development strategies of Italdesign;
- **Professional, educational experience and linguistic or transversal skills**, evaluated at the discretion of the commission up to further 5 points.

For the sole purpose of the procedure, the selection committee will reserve the right to assess the equivalence of the qualifications held.

Only candidates who qualify among the first 25 of the ranking resulting from the sum of the scores obtained by each candidate in the evaluation of both qualifications and curriculum vitae will be admitted to the technical-aptitude interview.

The technical-aptitude interview will assess the candidates' technical knowledge, their motivation to participate in the training program, their interest in the possible professional evolutions, their aptitude for the topics of the training project, as well as some soft skills such as the ability to work in a team, problem solving, customer orientation, persuasion and assertiveness, the assumption of responsibility and acting according to principles of integrity. During the interview, the knowledge of the English language will also be assessed.

Candidates who have submitted a regular application for participation, within the deadline and as described in Article 6 above, must attend the technical-aptitude interview that will take place in person, according to a calendar that will be published on <https://www.italdesign-academy.unina.it> website. Candidates will be asked to present their degree certificate or the attendance certificate during the interview.

Pursuant to art. 3, paragraph 7, of Law no. 127 of 15 May 1997, as amended by art. 2 of Law no. 191 of 16 June 1998, if two or more candidates obtain the same score at the end of the evaluation procedure, the youngest candidate will be preferred.

The ranking of the winners will be drawn up by adding the score obtained at the technical-aptitude interview to the score resulting from the evaluation of the qualifications.

The notices published on <https://www.italdesign-academy.unina.it> will have the value of official notification and no personal communications will be forwarded to the interested parties.

Candidates who, for any reason, do not take part in the technical-aptitude oral interview will be considered to have automatically withdrawn from the selection procedure.



The start of the *Academy* activities, except in case of postponements, is scheduled to start in April 2024 and the related communication will be published on <https://www.italdesign-academy.unina.it>.

Article 9

Acceptance of admitted students

The 15 candidates declared admitted according to the above-mentioned ranking list must formalize, ***under penalty of forfeiture***, their willingness to participate in the planned training course, by email to the email address italdesign-academy@unina.it no later than 3 days from the publication of the ranking.

Once the deadline for acceptance has passed, if there are still places due to lack of acceptances or subsequent withdrawals, the ranking will be scrolled down, according to its order. Any scrolling procedure and the relative terms to declare the acceptance will be made known **exclusively by electronic publication** on the <https://www.italdesign-academy.unina.it> website.

Article 10

Certificate of the training course

At the end of the Academy, each participant who has successfully attended the course will receive a **certificate of participation** issued by CESMA of the University of Naples Federico II and Italdesign.

Article 11

Publication of the acts of the selection

This call for applications is made public by means of an electronic publication on the <https://www.italdesign-academy.unina.it> website and on the **official notice board of the University (available at www.unina.it)**, as well as on the institutional websites of the promoters of the initiative.

All the documents related to the call will be made public, exclusively, by electronic publication on the website <https://www.italdesign-academy.unina.it>.

The electronic publication on the <https://www.italdesign-academy.unina.it> website has the value of official notification to all intents and purposes and no personal communications will be forwarded to the interested parties.



Article 12

Access to documents, Information on personal data

Candidates are guaranteed access to the documentation relating to the competition proceedings, in accordance with current legislation. This right will be exercised in accordance with the procedures established by the University Regulations, containing rules on administrative procedure and the right of access to documents, issued by Rector's Decree no. 2386/98 and subsequent amendments and additions.

Pursuant to Article 13 of Legislative Decree no. 196/2003, we inform you that the University is responsible for the processing of candidates' personal data, in accordance with the provisions of the Internal Regulations for the implementation of the code for the protection of personal data used by the University, issued with Rector's Decree no. 5073 of 30.12.2005 and subsequent amendments, as well as in compliance with the conditions and limits established by EU Regulation 2016/679.

Article 13

Final provisions

The University of Naples Federico II reserves the right to exclude at any time candidates who participate in the selection announced with this notice for failure to comply with the provisions given therein or within the terms indicated or for lack of the necessary requirements.

Exclusions will be communicated exclusively by electronic publication on the Official Register of the University of Naples Federico II (available on the University website at www.unina.it) and by publication on the website <https://www.italdesign-academy.unina.it>.

The administration reserves the right, at its sole discretion, according to the needs of the project, to extend, suspend, modify, revoke or cancel this notice, without this entailing rights or claims of any kind in favour of the candidates.

The website <https://www.italdesign-academy.unina.it> will be constantly updated with the inclusion of any other information that will be deemed useful for interested parties. It is therefore recommended to consult the aforementioned site. For information, write to italdesign-academy@unina.it.

Naples, 04/03/2024

F.to The Director of CeSMA

Ing. Domenico Ascarido