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## **Personnel Support Agreements - Call for expression of interest**

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# 1 Introduction

The Cherenkov Telescope Array Observatory (CTAO) will be the world's largest and most powerful observatory for gamma-ray astronomy. Its unparalleled accuracy and broad energy range (20 GeV- 300 TeV) will help to address some of the most perplexing questions in astrophysics. The CTAO Central Organisation is in charge of the construction and operation of the Observatory and was established as an ERIC (European Research Infrastructure Consortium) in January 2025. The interim legal entity, CTAO gGmbH, will co-exist until all assets are transferred.

The CTAO has four locations: the Headquarters in Bologna (Italy), the Science Data Management Centre (SDMC) in Zeuthen (Germany), and the two array sites. The CTAO's northern hemisphere array site is located on the existing site of the Instituto de Astrofísica de Canarias' (IAC's) Observatorio del Roque de los Muchachos on the island of La Palma in Spain. The southern hemisphere array site is located less than 10 km southeast of the European Southern Observatory's (ESO's) existing Paranal Observatory in the Atacama Desert in Chile. Three classes of telescope are required to cover the CTAO's broad energy range (20 GeV to 300 TeV): Large-Sized Telescope (LST), Medium-Sized Telescope (MST), and Small-Sized Telescope (SST). More than 60 telescopes will be distributed across both sites.

As the CTAO enters its construction phase, additional expertise is needed to serve the specific project needs of this phase. Thus, the CTAO Central Organisation is launching a call for personnel support agreements from research organisations and institutes to fulfil temporary full- or part-time positions with various departments within the Organisation. In general, a supporter can work remotely from the home institute. Only in special cases based on job requirements will the supporter be asked to relocate to one of the CTAO sites.

The agreement brings benefits to all parties. While the CTAO gains specific technical and scientific expertise needed for the development of the Observatory, the home institutes can make a significant contribution to a world class research infrastructure and benefit from the special competencies their employees gain through their experience. Finally, the supporter is provided an opportunity to enhance their professional career and network.

The general information and the related procedures for personnel support agreements are outlined in the following.

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## 2 Collaboration Agreement Details

The call is addressed to worldwide research institutes or organisations, both CTAO shareholders and non-shareholders.

The CTAO ERIC is an equal opportunity organisation. Applications are accepted without distinction on any grounds of gender, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, gender identity, property, birth, disability, age or sexual orientation.

Personnel supporters always remain employees of the home institution ("the Employer"). The Employer will remain responsible for all labour law and social security issues concerning the collaborator.

The disciplinary supervisor of the supporter remains with the home institution. The supporter is assigned to a functional supervisor within CTAO and reports directly to him/her in context of the CTAO tasks.

The CTAO and the institute/organisation ("the Employer") will enter into an agreement in order to regulate the terms and conditions of the personnel support agreement.

The support is requested for a temporary period of generally one year and can be performed part-time or full-time. Depending on the job requirements and the availability of the candidate, the working time will be agreed for the individual case. The collaboration should represent a large part of the total working time and be understood as a priority task for the person.

Travel and lodging for the activities performed in the context of personnel support agreements will be organised and paid by the home institution and then reimbursed by CTAO.

Each personnel support agreement will be provided as an in-kind contribution (IKC) to the CTAO and will correspond to a value (CTAO Cost Book IKC value) which will depend on the percentage of working time performed for the CTAO. This IKC value will be approved by the Council, both for shareholders and non-shareholders.

The personnel supporter with an active contract at the Transfer Date (date when all assets, rights and obligations will be transferred from CTAO gGmbH to CTAO ERIC), will be transferred to the CTAO ERIC. In this case, the renewed recognition of the IKC allocation by the ERIC Council is required.

### 2.1 Application process

Research organisations and institutes are invited to nominate potential candidates for the announced positions via the human resources (HR) platform, [BambooHR](#), and on the [CTAO website](#).

A short application of the candidates shall be submitted via the CTAO HR platform, BambooHR by 15.04.2025. The application shall include a short CV, a cover letter and an indication of the available period and working time (FTE).

After the deadline for applications, a selection process ensuring transparency and equality will be coordinated by CTAO HR – suitable candidates will be invited to an interview with CTAO HR and the supervisor.

After approval by the CTAO Managing Director, the CTAO will enter into an appropriate agreement with the personnel supporter's home institute. The outcome of the selection process (name and home institute) will be presented to the CTAO Council for final approval on the allocation of the IKC within the budget approval process.

## **2.2 Supporters at the CTAO Central Organisation**

All personnel supporters will be invited to a short onboarding organised by CTAO Human Resources.

All personnel supporters will be asked to respect the CTAO Code of Conduct.

All personnel supporters will be evaluated according to their performance of carrying out assigned tasks, according to our internal regulation. Renewal is subject to a positive evaluation of their performance.

## Annex I: Supporters positions at CTAO

### 2.3 Project Science Team

**Data Challenge Scientist:** Coordinate some Science Data Challenge activities either from a technical perspective or from a managerial perspective.

**Instrument Scientist:** Serve as atmospheric scientist acting as interface between the ACE department and the science department; support the definition of the atmospheric characterization workflows; support the flow down of the high-level requirements to the telescope requirements, acting as the interface between the science department and other departments.

**Calibration Scientist:** Responsible for the data calibration (excluded atmospheric characterization) of the data produced with the intermediate array configurations; support the definition of operation workflows for the calibration procedures.

**Gamma-ray Data Analysis Scientist:** Analyse gamma-ray data, in particular data taken with the first telescopes to support the system commissioning, as well as simulated data in the context of optimizing selection cuts and studying systematic uncertainties.

**Scheduler:** Prepare mock catalogue of scheduling blocks from the Science Data Challenge observation projects; get prepared for preparing the schedule for the intermediate configurations. Support the definition of workflows for observation planning.

### 2.4 Computing Team

**Data Modeler:** Assist and define data models in agreement and collaboration with the data model group.

**DPPS AIV Support:** Support and drive the end-to-end AIV tests within DPPS in close collaboration with the DPPS coordinator and Lead Developer.

**Off-site ICT Liaison:** Support the CTAO off-site ICT Coordinator and liaison with the off-site data centres and, possibly, also with the National Research and Education Networks.

**Test Engineer for Clock Team:** Help to prepare test procedures, executes tests, document results, it might involve basic programming (bash/python).

**Software Developer for Clock Team:** Take existing software, upgrade to CTAO standards and clock hardware and test/document. Required advanced knowledge of python. The secondees will work close to hardware and interfaces.

**AIV Support for SUSS Team:** Adopt from ACADA and DPPS what is useful. Create necessary documentation and infrastructure. Provide teams with working examples.

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**Use Cases Support for SUSS Team:** Document use cases at a SUSS level and those that capture the user needs (in overlap with higher level).