Department:	Human Resources Department,	Thessaloniki, 14-05-2025
	Research Committee AUTH	Ref. No. Call: 124614/2025
Info:	Eva Angelidou	
Tel.:	2310-994052	**TO BE PUBLISHED ONLINE**
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Project Code:	75336	

CALL FOR EXPRESSION OF INTEREST
(For submission of proposals for the conclusion of a project lease contract)

The Research Committee (Special Account for Research Funds) of Aristotle University of Thessaloniki (ELKE AUTh), in the framework of the project **"Integrating SOil Biodiversity to Ecosystem Services: testing cost-effectiveness of soil indicators to build better land management solutions that effectively implement the soil health and food mission (SOB4ES)"** funded under the European Union under HORIZON 2021-2027, with Academic Head Prof. Georgios Zalidis, invites candidates to submit proposals for **five (5) positions** as described below, through the award of a project contract, starting from the signing of the contract until **31/12/2025** and with a total anticipated remuneration **34.000,00€** (VAT and taxes included).
Contracts can be extended until the end date of the project **31/05/2028** (in case of extension until its completion) and within the approved limits of its budget and up to the amount of **46.000,00€.**

One (1) person / Graduate of Science – Master's Degree holder / until 31-12-2025 / up to €6.000,00€ /(extension amount up to 10.000,00€)

1. **Project Description (A)**
• Clarification of the various collected factors, such as land use intensity and land cover, affecting soil biodiversity and community structure, applying Machine Learning approaches
• Application of deep learning to develop empirical models that capture the relationships between soil biodiversity and fundamental ecosystem functions, use of biogeochemical models and artificial intelligence-based methods to assess potential soil and ecosystem risks under future IPCC climate scenarios
• Contribution to the communication and dissemination strategy of the project results
The above will be carried out in the framework of Work Packages 2 "Soil biodiversity analysis under various intensities of major land uses in pedoclimatic regions representative for the EU: composition, network structure, indicators, drivers and pressures of change", 3 "Quantification of ecosystem performance in delivering ES: Linking SOB activities to the potential synergies and trade-offs between ES across different LUI and pedoclimatic regions", and 6 "Long term communication strategy, project outputs exploitation and data interoperability for more integrative land management solutions"

2. **Required Qualifications**
   • University degree in Sciences
   • Postgraduate degree in related to biotechnology
   • Good knowledge of English language (Level B2)
   • Experience* of six (6) months in creating digital tools for monitoring biodiversity in the environment

3. **Additional Qualifications**
   • Doctoral degree in Informatics
   • Additional knowledge of English language
   • Experience* in dissemination activities of research project results
   • Experience* from participating in funded projects related to the environment
   • Publications in international peer-reviewed scientific journals related to biotechnology

4. **Qualifications Assessment**

	Qualifications criteria	Credits (Researchers)
1	Bachelor's degree mark	mark * 40
2	PhD	400
3a	Very good knowledge of English language – C1 level	50
3b	Excellent knowledge of English language – C2 level	70
4	Experience (per month) - 78 months max *Note: only months beyond the Required Experience are graded*	7 (per month)
5	Publications in scientific journals (per publication) and up to 6 publications	40 (per publication)

All the qualifications listed above are in relevance with the project requirements and objectives.

One (1) person / Biologist / until 31-12-2025 / up to €3.000,00€ /(extension amount up to 3.000,00€)

1. **Project Description (B)**

• Contribute to disentangling the effects of collected factors, such as land use intensity and land cover, on soil biodiversity and community structure, using Machine Learning approaches

• Apply deep learning techniques to create data-driven frameworks that help understand how soil biodiversity supports critical ecosystem functions, and interpret statistical modeling results, ensuring that findings translate into reliable insights on potential soil and ecosystem risks under climate change scenarios

• Contribute to the communication and dissemination strategy of the project results

The above will be carried out in the framework of Work Packages 2 "Soil biodiversity analysis under various intensities of major land uses in pedoclimatic regions representative for the EU: composition, network structure, indicators, drivers and pressures of change", 3 "Quantification of ecosystem performance in delivering ES: Linking SOB activities to the potential synergies and trade-offs between ES across different LUI and pedoclimatic regions", and 6 "Long term communication strategy, project outputs exploitation and data interoperability for more integrative land management solutions"

2. **Required Qualifications**
    • University degree in Biology
    • Good knowledge of English language (Level B2)
    • Experience* of six (6) months in monitoring biodiversity in the environment and in bioinformatics

3. **Additional Qualifications**
    • PhD in Biology
    • Additional knowledge of English language
    •   Experience* in dissemination activities of research project results
    • Additional Experience* in monitoring biodiversity in the environment and in bioinformatics
    • Research** experience from participating in funded projects related to the environment
    • Publications in international peer-reviewed scientific journals related to soil biodiversity

4. **Qualifications Assessment**

	Qualifications criteria	Credits (Researchers)
1	Bachelor's degree mark	mark * 40
2	PhD	400
3a	Very good knowledge of English language – C1 level	50
3b	Excellent knowledge of English language – C2 level	70
4	Experience (per month) - 78 months max *Note: only months beyond the Required Experience are graded*	7 (per month)
5	Publications in scientific journals (per publication) and up to 6 publications	40 (per publication)

All the qualifications listed above are in relevance with the project requirements and objectives.

One (1) person / Graduate of Science – Master's Degree holder / until 31-12-2025 / up to €3.000,00€ /(extension amount up to 3.000,00€)

1. Project Description (C)

• Apply statistical methods, such as multivariate analyses and structural equation modeling, to investigate the responses of soil biodiversity to soil types, abiotic soil factors and soil life, and contribute to the analysis of how land use intensification, management practices, landscape structure and geospatial changes affect the complexity of soil biodiversity communities

• Coordinate research activities and provide data to support the assessment of ecosystem service interactions

• Promote the practical application of ecological knowledge on soil biodiversity

The above will be carried out in the framework of Work Packages 2 "Soil biodiversity analysis under various intensities of major land uses in pedoclimatic regions representative for the EU: composition, network structure, indicators, drivers and pressures of change", 3 "Quantification of ecosystem performance in delivering ES: Linking SOB activities to the potential synergies and trade-offs between ES across different LUI and pedoclimatic regions", and 6 "Long term communication strategy, project outputs exploitation and data interoperability for more integrative land management solutions"

2. Required Qualifications
• University degree in Sciences
• Postgraduate degree in environmental biology
• Good knowledge of English language (Level B2)
• Six (6) months of Experience* in organic farming, and in the development of soil quality tools

3. Additional Qualifications
• PhD in Biology
• Additional knowledge of English language
• Additional Experience* in organic agriculture, and in the development of tools for soil quality
• Experience* from participating in funded projects related to the environment
• Publications in international peer-reviewed scientific journals related to soil biodiversity

4. Qualifications Assessment

	Qualifications criteria	Credits (Researchers)
1	Bachelor's degree mark	mark * 40
2	PhD	400
3a	Very good knowledge of English language – C1 level	50
3b	Excellent knowledge of English language – C2 level	70
4	Experience (per month) - 78 months max *Note: only months beyond the Required Experience are graded*	7 (per month)
5	Publications in scientific journals (per publication) and up to 6 publications	40 (per publication)

All the qualifications listed above are in relevance with the project requirements and objectives.

One (1) person / Graduate of Science or Social Science - PhD candidate / until 31-12-2025 / up to €11.000,00€ /(extension amount up to 15.000,00€)

1. Project Description (D)

• Study of the social impact of the effects of land use intensification, management practices, landscape design and geospatial modifications on the complexity of soil biodiversity communities, and apply statistical methods to assess how soil biodiversity responds to a variety of abiotic factors

• Oversee research efforts and provide data to facilitate assessments of ecosystem service interactions

• Contribute to conducting analysis and stakeholder engagement

The above will be carried out in the framework of Work Packages 2 "Soil biodiversity analysis under various intensities of major land uses in pedoclimatic regions representative for the EU: composition, network structure, indicators, drivers and pressures of change", 3 "Quantification of ecosystem performance in delivering ES: Linking SOB activities to the potential synergies and trade-offs between ES across different LUI and pedoclimatic regions", and 6 "Long term communication strategy, project outputs exploitation and data interoperability for more integrative land management solutions"

2. Required Qualifications
- University Degree in Science or Social Sciences
- PhD candidate with a subject related to soil biodiversity
- Good knowledge of English language (Level B2)

3. Additional Qualifications
- Postgraduate degree in Environmental Studies
- Additional knowledge of English language
- Experience* in soil sample analysis and statistical processing of environmental data
- Experience* from participating in funded projects related to the environment
- Publications in international peer-reviewed scientific journals related to soil biodiversity

4. **Qualifications Assessment**

	Qualifications criteria	Credits (Researchers)
1	Bachelor's degree mark	mark * 40
2	Master's Degree	200
3a	Very good knowledge of English language – C1 level	50
3b	Excellent knowledge of English language – C2 level	70
4	Experience (per month) - 84 months max	7 (per month)
5	Publications in scientific journals (per publication) and up to 6 publications	40 (per publication)

All the qualifications listed above are in relevance with the project requirements and objectives.

One (1) person / Biologist – Master's Degree holder / until 31-12-2025 / up to €11.000,00€ (extension amount up to 15.000,00€)

1. **Project Description (E)**
- Using Machine Learning to elucidate how factors such as land use intensity and land cover shape soil biodiversity and community structure
- Developing deep learning techniques to create data-driven frameworks that capture the relationships between soil biodiversity and fundamental ecosystem functions, improving biogeochemical models and artificial intelligence-based approaches to enable the assessment of potential threats to soils and ecosystems under climate change scenarios
- Conducting analysis and stakeholder engagement

The above will be carried out in the framework of Work Packages 2 "Soil biodiversity analysis under various intensities of major land uses in pedoclimatic regions representative for the EU: composition, network structure, indicators, drivers and pressures of change", 3 "Quantification of ecosystem performance in delivering ES: Linking SOB activities to the potential synergies and trade-offs between ES across different LUI and pedoclimatic regions", and 6 "Long term communication strategy, project outputs exploitation and data interoperability for more integrative land management solutions"

2. Required Qualifications
- University degree in Biology
- Postgraduate degree in Bioinformatics
- Good knowledge of English language (Level B2)

3. Additional Qualifications
- Additional knowledge of English language
- Experience* in biodiversity in the environment
- Experience* from participating in funded projects related to the environment

4. **Qualifications Assessment**

	Qualifications criteria	Credits (Researchers)

1	Bachelor's degree mark	mark * 40
2a	Very good knowledge of English language – C1 level	50
2b	Excellent knowledge of English language – C2 level	70
3	Experience (per month) - 84 months max	7 (per month)

All the qualifications listed above are in relevance with the project requirements and objectives.

5. Required Documents:

1. Submission of Proposal - Statement (appendix)
2. Detailed table data for the proof of experience, if needed (appendix)
3. Detailed Curriculum Vitae (CV)
4. Copies of Degrees
   Special cases:
   a) In cases where the grade is a grading criterion and is not indicated on the relevant copy of the degree, then the detailed grade must be submitted additionally, otherwise the degree will not be graded.
   b) In order to prove the status of a doctoral candidate or a postgraduate student, a recent (within the last trimester) certificate from the relevant Department must be submitted, which shows that the candidates have the relevant status at the time of submitting the proposal,
   c) In the event that the specialization/field of study does not result from the Degree in the case of a bachelor's degree and a postgraduate degree, the Analytical Grade must also be attached,
   d) In the case of doctoral candidates, to prove the specialization/field, in the event that it does not result from the topic of the doctoral thesis, as reflected in the relevant certificate of the Secretariat, any appropriate document that documents the relevance must be submitted, signed by the Secretariat or the supervisor or the three-member committee.
   e) In the case of doctoral candidates, to prove the specialization/direction, if this does not result from the Doctoral Diploma, the electronic address of the doctoral thesis from the National Archive of Doctoral Theses should be indicated in the CV or the title and a summary thereof should be included in the CV for cases of doctorates obtained from foreign institutions.Copies of certificates and certifications of previous experience, as well as any other document that will certify the information mentioned in the CV and which are related to the Required or Additional qualifications-criteria of this call for expression of interest.
5. In order to prove the fulfillment of the criterion of publications in journals and/or presentations at conferences, reference is required in the detailed CV as the minimum information for journals is the title of the journal, the issue, the date of publication, the title of the publication, the authors, and for conferences, their title, date, venue and a copy of the program.
6. In order to prove that the criterion of publications in journals and/or conference announcements has been fulfilled, the candidate should include the required minimum information in the detailed CV, for journals, the title of the journal, the issue, the date of publication, the title of the publication, the authors, and for conferences, the title, the date and venue, a copy of the programme and a certificate of participation.

* Proof of Experience:

Certificate of employment or/and employment contract, detailing the duration and the job duties and responsibilities.

All the above concerning the experience apply if the candidates during their participation held the required basic qualification or the required professional license or other professional license or certificate.

6. Submission of proposals

Proposals and required documents should be submitted either via e-mail to **zalidis@agro.auth.gr**, or in person or by post to the following address Aristotle University Farm, Stone Buildings, Remote Sensing, Spectroscopy and Geographic Information Systems Laboratory, 57001, Thermi Thessaloniki, within hours **09:00 – 14:00** no later than **26/05/2025** at **14:00** Proposals will be attributed a reference number from the Secretariat of the Department of Land Improvement, Soil Science, and Agricultural Engineering.

7. Publication – Information

This Call will be published on the website of ELKE AUTh https://rc.auth.gr/proskliseis-gia-apasholisi-se-erga and on the website of "Diavgeia".

For more information and questions regarding the position, candidates may refer to **00302310-991778** For information on the proposal submission process candidates may contact ELKE AUTh at ***00302310-994052, 994053, 994055, 994082.***

8. Evaluation

Submitted proposals will be evaluated by a three-member Evaluation Committee in accordance with the procedure provided for in article 244 of Law 4957/2022 and in article 20 of the Funding and Project Management Guide of ELKE AUTh as applicable.

9. Objection

Candidates are responsible for checking the results on their own through the website of the Research Committee of Aristotle University of Thessaloniki (https://rc.auth.gr/proskliseis-gia-apasholisi-se-erga) in the electronic section for posting the current call, as well as on the Diavgeia platform. The candidate has the right to submit an appeal against the results of this call (decision of acceptance of results) within an exclusive deadline of five (5) calendar days from the day after the posting of the decision on the website of the Research Committee of Aristotle University of Thessaloniki. The appeal must be written and legally signed, accompanied by a photocopy of the identity card of the person submitting the appeal, and can be submitted either electronically to the address prosk@rc.auth.gr, in person, or by mail to the Special Research Funds Account of AUTh (KDEEA Building, 3rd September - University Campus, Thessaloniki, Postal Code: 54636, 1st Floor, Office 101). Appeals/Objections concerning the interview, knowledge examination, or testing of skills and work efficiency are not allowed.

The procedure for appeals/objections is defined by article 245 of Law 4957/2022 and article 20A of the Funding and Project Management Guide of the ELKE AUTh as applicable.

If the appeal/objection concerns the qualifications of one or more candidates, it will be communicated to them by the MODY via email. Each of the aforementioned individuals has the right to submit comments either electronically or in paper form to the MODY within three (3) calendar days from the relevant notification. The comments will be forwarded to the Appeals Committee. A co-candidate who does not submit comments according to the procedure in the previous paragraph will not be able to appeal against the new Acceptance of Results Decision of the Research Committee, which is issued after the approval of the Appeals Committee's recommendation for the acceptance of the appeal..

For the effective exercise of the right to submit an objection, candidates have the right to access the data of their individual candidature file and the evaluation-scoring documents, both of themselves and of their other candidates, upon written request within the objection submission deadline and under the conditions of articles 5 of Law 2690/1999, 42 of Law 4624/2019 and 6 par. 1(f) of the GDPR (EU 2016/679). The application shall be submitted in the same way as the objection.

Taking into account that the data of the candidates' individual files submitted for participation in this Call for Expression of Interest constitute personal data within the meaning of Article 4 of the General Data Protection Regulation 2016/679, the access of the other candidates to these data is possible under the terms of the legislation on personal data and Article 5 of the Code of Administrative Procedure, as well as in accordance with the conditions consistently accepted by the Hellenic Data Protection Authority (decision 28/2018). In any event, by submitting their application, candidates accept that the documents and supporting documents they submit may be issued to their fellow candidates, subject to the above conditions.

Both objections and requests for access to candidate file data must be legally signed, i.e. either with an electronic-digital signature (gov.gr or other legally granted digital signature), or with a handwritten signature. A photocopy of a document with a handwritten signature (scanned pdf file) will be given a same-day incoming file number but will be examined only if the original document will be submitted within five (5) calendar days.

Requests for access to data and objections that do not meet the above requirements will not be examined.

10. Personal data

ELKE AUTh takes all appropriate measures for the protection of personal data during the evaluation process and it is strongly recommended that you read about the data protection policy and your rights on the AUTh website https://www.auth.gr/gdpr.

OTHER CONDITIONS

1. From all the proposals submitted according to the above specifications, the one that best meets the project's requirements will be selected and awarded a work contract on the basis of contractual freedom.

2. Only proposals / objections that will be received by the set date and time will be considered. In the case of postal submission, the deadline is judged on the basis of the date mentioned in the shipping file, provided that it will be received by ELKE AUTh no later than the approval of the results. ELKE AUTh bears no responsibility for the content of the candidacy files that will be sent.

3. Changes to the proposals (replacements, corrections or submission of additional documents) are not allowed after the expiration of the deadline.

4. For the employment of teaching, research and scientific staff, the recognition of academic qualifications awarded by foreign institutions that are not accompanied by DOATAP - Hellenic National Academic Recognition and Information Center (Hellenic NARIC) recognition certificates, is based on the National Registry of Foreign Recognized Higher Education Institutes and the National Registry of Foreign Recognized Academic Title Types, https://www.doatap.gr/anagnorish/mitroa. If the degree is awarded by a foreign institution included in the list of article 307 of Law 4957/2022 (list of foreign institutions with a franchise agreement with private institutions in Greece), the candidate must submit a Certificate of Place of Study from the foreign institution. If the place of study or part of the studies is confirmed as the Greek territory, the degree is not recognised, unless the part of the studies undertaken in the Greek territory is in a public higher education institution. In addition, if the call for applications has a grading/marking scale for the degree, candidates must provide a certificate of the Overall Mark from the foreign institution. The matching of marks is carried out according to the system of matching marks of domestic and foreign qualifications as defined by the decisions of the Plenary Board of the DOATAP (Proceedings 144/7.2.2014 and 145/14.2.2014) https://www.doatap.gr/anagnorish/systima-antistoichias-vathmologisis-imedapon-kai-allodapon-titlon-spoudon/. In case of failure to provide a certificate of the overall final grade, the proposal will not be rejected, but the specific qualification requested will not be marked.

5. For the employment of administrative, technical and other staff, academic qualifications, if they are required or taken into account and have been awarded by foreign institutions, must be accompanied by certificates of recognition of DOATAP-Hellenic National Academic Recognition and Information Center (Hellenic NARIC). In addition, if the call for applications has a grading/marking scale for the degree, a certificate of equivalence issued by the DOATAP is required. If the certificate of equivalence of marks is not provided, and only the certificates of recognition issued by the DOATAP are submitted, the candidate's proposal will not be rejected, but the specific qualification requested will not be marked.

6. It is pointed out that the procedure for submitting proposals for the conclusion of a project lease contract is not competitive, while the selection of a contractor has the character of accepting the proposal and not "recruitment". The evaluation process will be completed by compiling a ranking list and / or a list of excluded, while those selected will be notified individually. In case of a tie, the proposal of the interested person is selected in order a) with the longest experience, b) with the highest bachelor's degree mark, c) with the highest master's degree mark.

7. The proposal that is first in the ranking table and has the highest score in all the scoring criteria will be the one that will be selected. In case of obstruction of the person who submitted it, the next proposal is selected until the ranking order is exhausted.

8. Any submitted proposal that does not meet the criteria of the call of the expression of interest will not be examined any further and will be automatically rejected.

9. Throughout the execution of the project and according to the terms of the contract, following a relevant decision of the Research Committee, the selected person may be replaced by the next candidate in the ranking order, either due to his/her resignation or due to improper execution of the contract, following a written notice of termination of the contract that will be duly served on him/her and after the deadline for compliance set in the same document has expired without effect.

10. The contract may be extended without restriction, following a decision of the competent body of ELKE AUTh and if the required budget of the project allows it, without a new invitation, until the end date of the project (and in case of extension of the project until its new end date).

11. ELKE AUTh does not undertake any commitment to conclude a contract, as it is left to its full discretion to conclude or not contracts, as well as their number, excluding any claim of the interested parties.

12. The project assignment will take place in accordance with the provisions of the Program Implementation Guide.

13. The knowledge of foreign languages is certified in accordance with the provisions of the Presidential Decree 85/2022 "Determining the qualifications for appointment to positions of public sector" (Α΄232/17.12.2022), especially according to the articles 10, 14 par. 3 and 15 par. 7.

14. Foreign documents must be accompanied by photocopies of their official translation into the Greek language except for English, French, German, Italian and Spanish language certificates which, if they meet the conditions of the P.D. 85/2022, are accepted without requiring their translation.

15. For candidates, computer skills shall be certified according to the Presidential Decree 85/2022 "Determining the qualifications for appointment to positions of public sector" (Α΄232/17.12.2022), especially according to the article 9.

16. It should be noted that the project assignment to candidates employed in the Public Sector, in Public and Private Bodies, etc. is subject to the prohibitions/restrictions imposed by national legislation, the regulatory framework of the project management and the Funding and Management Guide of ELKE AUTh.

The Legal Representative

Kyriakos Yakinthos
Vice-Rector for Research & Innovation of AUTH
Professor, School of Mechanical Engineering

SUBMISSION OF PROPOSAL - STATEMENT*
(with consequences of law on false/inaccurate statement)

Name: ……………………………………. Surname: ……………………………………

Mobile phone: …………………. E-mail: …………………………………. VAT or password number: ………………………………

Please note in this proposal - statement and outside of the postal file the following

(To be completed by the candidate):

1. The reference number of this call

2. The code of project object you would like to participate (A or B or C or D or E)

I affirm that:

a. I have read and understood all the terms of this Call, which I accept unconditionally,
b. the information given in all the forms in this proposal is accurate and true,
c. I give my explicit and unconditional consent to the collection and processing of my personal data, as indicated in this proposal and in the documents submitted with it, exclusively for the purposes of implementing this Call for expressions of interest, including the posting of the results thereof on DIAVGEIA, in accordance with the provisions of the General Data Protection Regulation (GDPR) and Law 4624/2019.

SIGNATURE

Date :   ___/___/_____

Find attached : 1.
                 2.

Incomplete filling of the proposal – statement constitutes a criterion for exclusion

DETAILED TABLE DATA FOR PROOF OF EXPERIENCE
(The person concerned records all relevant experience to the subject of the call **if required**)

a/a	From	To	(a) Months of Employment	(b) Days of Employment	Institution of Employment - Employer	Employer Category [1]	Task of Employment

TOTAL ………… …………. .   **GENERAL TOTAL MONTHS OF EXPERIENCE** [2]

(1) Complete as appropriate with 'PR' or 'PU' depending on the category of the Employment Office, where PR: Private sector, individuals or private legal entities (corporations, etc.) • PU: Public sector, government agencies or public entities or local authorities of first and second degree or private entities in the public sector of par. 1 of Art. 14 of Law. 2190/1994 as in force or bodies of par. 3 of Art. 1 of Law. 2527/1997. In the case of self-employed, complete with the indication "SE".

(2) Complete the GENERAL TOTAL MONTHS OF EXPERIENCE. When, in Column (b) shows experience, the total days of employment divided by 25 (if the experience has been calculated as the number of wages) or by 30 (if the experience has been calculated as the period from the start day until the expiration date of employment) and the resulting integer is added to the total months of employment of the column (a).