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Project Code: 98502

Thessaloniki, 11-05-2023
Ref. No. Call: 128312/2023

TO BE PUBLISHED ONLINE

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 "Redesigning Equality and Scientific Excellence Together – RESET (GA No 101006560)" funded under the European Union's Horizon 2020, with Academic Head, Prof. Dimitra Hadjipavlou-Litina, invites candidates to submit applications for two (2) positions as described below, through the award of a project contract, starting from the signing of the contract until 31/12/2023 and with a total anticipated remuneration 20.700€ (VAT and taxes included).

The contracts can be extended until the end date of the project 31/12/2024 (in case of extension until its completion) and within the approved limits of its budget.

1 individual / Phd Candidate - Graduate of University Education of School of Humanities / up to 13.200€

Project Description

The candidate is going to be involved in the following:

- Design and implementation of Gender Equality Plans, based on the principles of Responsible Research and Innovation (RRI)
- Evaluation of Gender Equality Plans
- Enhancing the development of policy-making that promotes gender equality and diversity
- Promotion of the practices and results of the project based on gender-sensitive language

The above objects will be implemented within the framework of the Work Packages:

- WP1: Design, implement and mainstream GEPs as a regular, intersectional and co-designed, institutional practice
- WP2: Monitoring and Evaluating changes towards gender sensitive organisations
- WP3: Supporting data-driven GE and diversity policy-making in designing qualitative assessment tools and processes
- WP8: Promote RESET, disseminate its good practices and exploit its results

Required Qualifications

- Degree of University Education of School of Humanities
- PhD candidate with a subject related to gender policies in organizations
Note: The status is documented by a recent certificate from the relevant Department, from which it can be seen that the candidates have the relevant status at the time of submitting the proposal
- At least Upper Intermediate level of Knowledge of the English Language (B2)
- 1 announcement in scientific conferences in relation to gender issues or to Responsible Research and Innovation (RRI)
- 1 publication in scientific journal in relation to gender issues or Responsible Research and Innovation (RRI)

Additional Qualifications

- Computer skills
- Proven knowledge in the field of sociolinguistics
Note: The knowledge is documented with a relevant certificate or with a relevant bachelor / master's dissertation / doctoral thesis or with relevant courses of the study cycle (detailed grade and if the correlation does not immediately result from the title of the course, the detailed course score must be accompanied by description of the course in the Study Guide) or with teaching of relevant courses (certificate of institution and / or contract).
- Higher Level of Knowledge of the English Language
- Knowledge of a second foreign language (German or French or Italian or Spanish)
- Interview

Qualifications Assessment

	Qualifications criteria	Credits (Researchers)
1	Bachelor's degree mark	degree * 40
2	Computer skills	50
3	Proven knowledge in the field of sociolinguistics	50
4a	Knowledge of German or French or Italian or Spanish language (Level C2)	70
4b	Knowledge of German or French or Italian or Spanish language (Level C1)	50
4c	Knowledge of German or French or Italian or Spanish language (Level B2)	30
5a	Knowledge of the English Language (Proficient C2)	70
5b	Knowledge of the English Language (Advanced C1)	50
6	Interview (Evaluation criteria are determined and scored)	≤105

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

Interview

The topics of the questions and the credit system that will be used are depicted in the following table:

A/A	Topic	Level of knowledge/ Credits max	Credits range
1	Communication skills	Roughly acceptable 1-10 Acceptable 11-25 Excellent 26-35	1-35
2	Understanding of position requirements, project objectives and critical success factors	Roughly acceptable 1-10 Acceptable 11-25 Excellent 26-35	1-35
3	Knowledge of topics and issues in relation to gender equality	Roughly acceptable 1-10 Acceptable 11-25 Excellent 26-35	1-35

1 individual / Graduate of University Education of School of Social Sciences/Economics / up to 7.500€

Project Description

The object to be assigned includes data collection and analysis and reporting on high quality insights, enabling the integration of co-design to support the GEPs redrafting, and managing the project's GE database and dashboard and analyzing RESET's meaningful data and insights, to support data-driven policy-making and the implementation of structural changes in Higher Education Institutions.

The abovementioned project will be implemented within the context of WP3 – Supporting data-driven GE and diversity policy-making in designing qualitative assessment tools and processes.

Required Qualifications

- BSc in Social Sciences or Economics
- PhD in Computer Science
- At least 9 months of research experience in activities concerning data collection, processing, and analysis in the context of research projects.
- At least Upper Intermediate level of Knowledge of the English Language (B2)

Additional Qualifications

- MSc in Information Systems
- Higher Level of Knowledge of the English Language
- Proven knowledge on
 - Databases
 - Data Analysis
 - Web Information Systems

Note: The knowledge is documented with a relevant certificate or with a relevant bachelor's / master's dissertation / doctoral thesis or with relevant courses of the study cycle (detailed grade and if the correlation does not immediately result from the title of the course, the detailed course score must be accompanied by description of the course in the Study Guide) or with teaching of relevant courses (certificate of institution and / or contract).

- Interview

Qualifications Assessment

	Qualifications criteria	Credits (Researchers)
1	MSc in Information Systems	200
2a	Knowledge of the English Language (Proficient C2)	70
2b	Knowledge of the English Language (Advanced C1)	50
3	Proven knowledge on Databases	20
4	Proven knowledge on Data Analysis	20
5	Proven knowledge on Web Information Systems	10
6	Interview	≤30

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

Interview

The topics of the questions and the credit system that will be used are depicted in the following table:

A/A	Topic	Level of knowledge/ Credits max	Credits range
1	Organizational skills	Roughly acceptable 1-5 Acceptable 6-10	1-15

		Excellent 11-15	
2	Specialized knowledge in knowledge extraction from web data	Roughly acceptable 1-5 Acceptable 6-10 Excellent 11-15	1-15

Required Documents:

1. Submission of Proposal - Statement (see appendix)
2. Detailed table data for the proof of experience, if needed (see appendix)
3. Detailed Curriculum Vitae
4. Copies of the Degrees (Note: In case the specialization / direction do not result from the Degree, the Detailed Score should be attached. In cases where the degree is a grading criterion and is not indicated in the copy of the degree then the detailed score is submitted additionally)
5. Copies of certificates and certifications of previous service, 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.
6. Copy of certificate of military stats or discharge papers / Copy of deferral of enlistment (for male candidates)

*** Proof of Professional Experience:**

A. For professional experience in the private sector

Certificate from the relevant insurance company is required. If the certification of the insurance company does not show the specialized experience, it is required to present a contract or service voucher that covers the duration of the specialized experience.

B. For professional experience in the public sector

Certificate of the employer and / or contract with the employer, proving the period and the object of employment is required.

**** Proof of Research Experience:**

Research or participation in research centers or programs can be counted as experience time provided that the proposal includes: certificate of the employer proving the period of employment, the subject of employment, the title and the Academic Head for each research program or project. If the object of the project does not result from the above then a relevant certification from the Academic Head is required for each research program, in which the object of the research will be mentioned.

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.

Male candidates must have fulfilled their military obligations or have been legally discharged from them or have been deferred for the entire duration of the project. In case the time for which a deferral of enlistment has been received does not cover in its entirety the duration of the project, ELKE AUTH is obliged to terminate the respective contract at the expiration time of the above deferral. Both the contractor of the Special Account and the

Academic Head Officer of the project are obliged to immediately inform ELKE AUTH one (1) month before the end of the deferral.

Proposals and required documents should be submitted either via e-mail to hadjipav@pharm.auth.gr or in person or by post to the following address: Faculty of Science Biology – Pharmacy Building, Office 408B, 4th floor, zip code 54124, AUTH Campus within hours 10:00 to 12:00 no later than 22/05/2023 .Proposals will be attributed a reference number from the Secretariat of the Department of the Academic Head of the project.

This Invitation 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 **(0030) 2310- 997627, 2310-997613** For information on the proposal submission process candidates may contact ELKE AUTH at **(0030) 2310- 994082, 994022, 994052-53**

Submitted proposals will be evaluated by a three-member Evaluation Committee based on the requirements/provisions of the call.

The candidate who wishes to submit an objection to the result (Decision for Approval of Results) is entitled to recourse either via e-mail to prosk@rc.auth.gr or in person or by post to the Special Account of Research Authorities of the Aristotle University of Thessaloniki (Research Committee AUTH, 1st floor, Office 101 - 3rd September Str., University Campus 546 36, Thessaloniki, Greece) within five (5) days from the day following the posting of the Decision for Approval of Results on the website of ELKE AUTH and Diavgeia. The candidate has the obligation to be informed about the posting of the results from the website of ELKE <https://rc.auth.gr/proskliseis-gia-apasholisi-se-erga> in the online posting of this call for expression of interest in Diavgeia. Candidates are entitled to access the data of the individual proposal file and the assessment and evaluation papers of their own and of their other co-candidates, upon written request within five (5) days of the day following announcement of the results on the website of Diavgeia and under the conditions of articles 5 of Law 2690/1999, 42 of Law 4624 / 2019 and 6 par. 1 lit. f of the GCC (EU 2016/679).

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>

EVALUATION PROCEDURE – 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 announcement 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. Any diplomas of higher education (undergraduate, postgraduate and doctoral) which are included in the Required or Additional Qualification and have been awarded by institutions abroad, must be accompanied by certificates of recognition by the Hellenic National Academic Recognition and Information Center (Hellenic NARIC). In case the diplomas mentioned above have not been recognized during the submission of the proposal, the relevant application for recognition by NARIC can be submitted. It is pointed out, however, that a contract cannot be concluded without the submission of the recognition of the academic titles by NARIC. In any case, ELKE AUTH reserves the right and discretion, depending on the needs of each research project and especially the time of its implementation, to finally contract with the next candidate that holds such certificates. In addition, when the call for expression of interest stipulates a grading/points scale of the degree, it is required to submit a certificate of the equivalent degree grade issued by NARIC. In the case that, all certificates for the recognition of a degree are provided but the certificate of the equivalent degree grade by NARIC is not submitted, the candidate's proposal will be accepted but no points for the degree will be awarded.
5. In case the diplomas of higher education have been awarded by institutions in Greece and the call requires a grading /points scale of the degree, it is required that the grade is indicated in the presented degree. If the grade is not indicated in the degree, then the detailed course score is presented. In case the degree does not indicate the grade and a detailed course score has not been submitted, the proposal of the interested person is not rejected, but the specific required qualification is not graded.
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 duration of the project, it is possible that the selected candidate(s) may be replaced, if necessary, by other candidate(s) of the present call and in accordance with the ranking list.
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" (A' 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" (A' 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 provisions of paragraph 14 of Article 12 of YAKED 110427/EYTHY1020/01.11.2016

The President of the Research Committee

Professor Efstratios Stylianidis
Vice Rector Research and Lifelong Learning

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

Mobile phone: E-mail: VAT number:

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

(To be completed by the candidate):

1. The protocol number of this call

2. The code of project object you would like to participate (A,B)

I affirm that the information given in
this proposal - statement is accurate and true

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)	(b)	Institution of Employment - Employer	Employer Category ⁽¹⁾	Task of Employment
			Months of Employment	Days 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).