



Funded by the  
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**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 "Aquaponics from wastewater recovery", funded under the European Commission, in the framework of the Horizon 2021-2027 Programme, with Academic Head Prof. Ms. Eleni Mente, Professor of the Department of Veterinary Medicine of the Aristotle University of Thessaloniki, invites candidates to submit proposals for seven (7) positions as described below, through the award of a project contract, starting from the signing of the contract until 31/08/2024 and with a total anticipated remuneration 38000€ (VAT and taxes included).

The contract can be extended/Contracts can be extended until the end date of the project 31/08/2026 (in case of extension until its completion) and within the approved limits of its budget.

#### **1 person / Ichthyologist, PhD / until 31-08-2024/ 5.000€**

##### **Project Description (A)**

The selected Researcher will be engaged in the implementation of the work package WP2 "Design, operation and monitoring of RAS aquaculture systems" and in particular with the development of a pilot aquaculture unit in a closed fish farming and plant cultivation system with water recirculation aiming at the use of water from urban wastewater and zero waste production. In particular, the researcher will deal with the physiology of fish nutrition in the laboratory aquarium system.

##### **Required Qualifications**

- Bachelor's degree (PE/TE) in science of ichthyology
- Holders of a doctoral degree in fish biology and physiology of fish nutrition
- Two (2) publications in peer-reviewed international scientific journals related to aquaculture
- One (1) announcement paper in international scientific conferences related to aquaculture
- 24 months of professional\* experience related to aquaculture and fish farming in intensive and closed-circuit systems
- Good knowledge of English language (B2)

##### **Additional Qualifications**

- Master's degree in a subject related to environmental sciences and sustainable management of water resources
- Research experience\*\* in the field of fish feeding physiology
- Additional publications in international scientific journals in aquaculture
- Additional Announcements at scientific conferences in the field of aquaculture
- Additional knowledge of English language

- Interview

## Qualifications Assessment

	Qualifications criteria	Credits (Researchers)
1	Bachelor's degree mark	mark * 40
2	Master's degree	200
3	Experience (per month) -60 months max <i>Note: only months beyond the Required Experience are graded</i>	7 (per month)
4	Publications in scientific journals (per publication) – 6 max	40 (per publication)
5	Announcements in scientific conferences (per announcement) – 6 max	15 (per announcement)
6a	Foreign language (Level C2)	70
6b	Foreign language (Level C1)	50
7	interview	≤ 100

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

**1 person / Ichthyologist / until 31-08-2024 /14.500€**

### Project Description (B)

The selected Researcher will be engaged in the implementation of the work package WP2 "Design, operation and monitoring of aquaculture RAS systems". In particular, the researcher will be involved in the feeding of fish with insect meal, rearing them in the laboratory aquaculture system together with the cultivation of plants to perform the fish and plant growth experiments and the corresponding analyses as described in work package 2.

### Required Qualifications

- Bachelor's degree (PE/TE) in science of ichthyology.
- Research experience\*\* of 24 months from participation in projects related to the biology/pathology/microbiology of aquatic animal organisms
- Good knowledge of English (B2).

### Additional Qualifications

- Master's degree in University Education (MA) related to aquaculture and microbial load analysis of farmed aquatic animal species
- Additional research experience\*\* from participation in projects related to the biology/pathology/microbiology of aquatic animal organisms
- Additional knowledge of English language
- Publications in international scientific journals or presentations at international peer-reviewed scientific conferences relevant to the nutritional physiology and microbiology of aquatic animal species
- Announcements at peer-reviewed international scientific conferences related to the biology/pathology/microbiology of aquatic animal organisms
- Interview.

### Qualifications Assessment

	Qualifications criteria	Credits (Researchers)	
1	Bachelor's degree mark	mark * 40	
2	Master's degree	200	
3	Experience (per month) - 60 months max <i>Note: only months beyond the Required Experience are graded</i>	7 (per month)	
4a	Foreign language (Level C2)	70	
4	Foreign language (Level C1)	50	
5	Publications in scientific journals (per publication) – 6 max	40 (per publication)	
6	Announcements in scientific conferences (per announcement) – 6 max	15 (per announcement)	
7	<i>interview</i>	≤ 100	

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

**1 person / PhD in Agriculture / up to 3.500€/ until 31-08-2024**

**Project Description (C)**

The selected Researcher will be employed in the framework of the project commissioned by the consortium of researchers that make up the international research team and is to participate in the implementation of the work package WP2: Design, operation and monitoring of RAS aquaculture systems. In particular, the researcher will work on zero waste production in an aquaculture system, including the conversion of solid fish waste into insect proteins and fertilizer.

**Required Qualifications**

- Bachelor's Degree in University Education (BE) in Agriculture
- PhD degree related to biocontrol of plant parasitic nematodes and environmental risk assessment
- Two (2) publications in peer-reviewed international scientific journals on a subject related to insect reservoir insects or insects as a source of nutrients and their husbandry
- One (1) announcement in a peer-reviewed international scientific conference on a subject related to insect bunkers or insects as a source of nutrients and their husbandry
- 24 months of research experience\*\* from participation in projects related to insects as a source of nutrients and their husbandry
- Good knowledge of English language (B2)

**Additional Qualifications**

- Master's degree in University Education (MA) related to environmental management and stream water quality
- Professional\*/research\*\* experience relevant to insect rearing as a source of nutrients and the rearing of insects
- Additional knowledge of English language
- Additional publications in peer-reviewed international scientific journals related to insects as a source of nutrients and their husbandry
- Additional announcements at scientific conferences on insects as a source of nutrients and their husbandry
- Interview

**Qualifications Assessment**

	Qualifications criteria	Credits (Researchers)	
1	Bachelor's degree mark	mark * 40	
2	Master's degree	200	
3	Experience (per month) - 60 months max <i>Note: only months beyond the Required Experience are graded</i>	7 (per month)	
4a	Foreign language (Level C2)	70	
4b	Foreign language (Level C1)	50	
5	Publications in scientific journals (per publication) – 6 max	40 (per publication)	
6	Announcements in scientific conferences (per announcement) – 6 max	15 (per announcement)	
7	interview	≤ 100	

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

**1 person / PhD Biologist / until 31-08-2024/ up to 3000€**

### **Project Description (D)**

The selected Researcher will be employed in the framework of the project commissioned by the consortium of researchers that make up the international research team and is to participate in the implementation of the working package WP2: Design, operation and monitoring of RAS aquaculture systems. Specifically, the selected Researcher will be engaged in plant growth, physiology and nutrition in the laboratory aquaculture experiments described in working package 2: Design, operation and monitoring of RAS aquaculture systems with the aim of cultivation.

### **Required Qualifications**

- Bachelor's degree in Biology (BE)
- Doctoral degree in biology
- Two (2) publications in peer-reviewed international scientific journals related to aquaculture
- One (1) announcement in peer-reviewed international scientific conferences on a subject related to aquaculture
- 24 months of professional\*/research\*\* experience from participation in projects related to aquaculture
- Good knowledge of English language (B2)

### **Additional Qualifications**

- Additional professional\*/research\*\* experience gained through participation in projects related to aquaculture
- Additional publications in peer-reviewed international scientific journals related to aquaculture or plant physiology
- Additional knowledge of English language
- Additional announcements at scientific conferences related to aquaculture or plant physiology
- Interview

### **Qualifications Assessment**

	Qualifications criteria	Credits (Researchers)	
1	Bachelor's degree mark	mark * 40	
2	Experience (per month) -60 months max <i>Note: only months beyond the Required Experience are graded</i>	7 (per month)	
3a	Foreign language (Level C2)	70	
3b	Foreign language (Level C1)	50	
4	Publications in scientific journals (per publication) – 6 max	40 (per publication)	
5	Announcements in scientific conferences (per announcement) – 6 max	15 (per announcement)	
6	interview	≤ 100	

**All the qualifications listed above are in relevance with the project requirements and objectives.  
1 person / PhD in Agriculture or Food Technology / up to 3.500€/ until 31-08-2024**

### **Project Description (E)**

The selected Researcher will be employed in the framework of the project commissioned by the consortium of researchers that make up the international research team and is to participate in the implementation of the work package WP2: "Design, operation and monitoring of RAS aquaculture systems". In particular, the selected Researcher will be engaged on the development of insects as food to study the feeding physiology and welfare of farmed fish in a pilot laboratory aquaculture system using water from municipal wastewater.

### **Required Qualifications**

- Bachelor's degree in Agricultural Science or Food Technology
- Doctoral degree in a subject related to entomology
- 36 months of research experience\*\* from participation in research projects on insects
- Two (2) publications in scientific journals on a subject related to insects in storage facilities

- One (1) announcement at an international peer-reviewed scientific conference on a subject related to insects in bunkers
- Good knowledge of English language (B2)

#### Additional Qualifications

- Additional research experience\*\* in projects related to bunker insects
- Additional knowledge of English language
- Additional publications in scientific journals on a subject related to bunker insects
- Additional announcements in peer-reviewed international scientific conferences on a subject related to bunker insects
- Interview

#### Qualifications Assessment

	Qualifications criteria	Credits (Researchers)	
1	Bachelor's degree mark	mark * 40	
2	Experience (per month) - 48 months max <i>Note: only months beyond the Required Experience are graded</i>	7 (per month)	
3a	Foreign language (Level C2)	70	
3b	Foreign language (Level C1)	50	
4	Publications in scientific journals (per publication) – 6 max	40 (per publication)	
5	Announcements in scientific conferences (per announcement) – 6 max	15 (per announcement)	
6	interview	≤ 100	

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

#### **1 person / PhD in Agriculture up to 3.500€/ until 31-08-2024**

#### Project Description (F)

The selected Researcher will be employed in the framework of the project commissioned by the consortium of researchers that make up the international research team and is to participate in the implementation of the working package WP2: "Design, operation and monitoring of RAS aquaculture systems". In particular, the selected Researcher will be engaged in the development, rearing and feeding of insects for use in fish feed in a pilot laboratory aquaculture system for the production of protein from insects.

#### Required Qualifications

- Bachelor's degree in Agricultural Science (BE)
- PhD in Fish Nutrition
- Two (2) publications in scientific journals on a subject related to insect nutrition in fish
- One (1) announcement in an international peer-reviewed scientific conference related to insect nutrition of fish
- 36 months of research experience\*\* from participation in research projects related to fish nutrition
- Good knowledge of English language (B2)

#### Additional Qualifications

- Master's degree in University Education (MA) related to aquaculture
- Additional research experience\*\* in research projects in the field of aquaculture
- Additional knowledge of English language
- Publications in peer-reviewed scientific journals in the field of aquaculture or fish nutrition
- Additional announcements at international peer-reviewed scientific conferences in the field of aquaculture or fish nutrition
- Interview

## Qualifications Assessment

	Qualifications criteria	Credits (Researchers)	
1	Bachelor's degree mark	mark * 40	
2	Master's degree	200	
3	Experience (per month) - 48 months max <i>Note: only months beyond the Required Experience are graded</i>	7 (per month)	
4a	Foreign language (Level C2)	70	
4b	Foreign language (Level C1)	50	
5	Publications in scientific journals (per publication) – 6 max	40 (per publication)	
6	Announcements in scientific conferences (per announcement) – 6 max	15 (per announcement)	
7	interview	≤ 100	

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

**1 person / Planning and Development Engineer / until 31-12-2023/ up to 5.000€**

### Project Description (G)

The selected Researcher will be involved in the implementation of the WP2 work package: "Design, operation and monitoring of aquaculture RAS systems" Specifically, the selected Researcher will be involved in the digital-spatial design of the system, the study of its environmental impact, the management of its waste with the aim of its economically sustainable development in the urban environment.

### Required Qualifications

- Bachelor's degree in Planning and Development Engineering
- computer literacy in (a) word processing, (b) spreadsheets and (c) internet services
- Knowledge of English (level B2)

### Additional Qualifications

- Proven knowledge of the subject of the job in:
  - Waste Management in the Urban Environment
  - digital design
  - Environmental impact assessment: theory-applications
  - Theories and policy of regional development

Note: Knowledge is documented by a relevant certificate or a relevant bachelor/diploma/doctoral thesis or with a certificate, a thesis/dissertation/dissertation or with relevant courses in the course of studies (analytical grade and if the title of the course does not directly indicate the correlation, the analytical grade must be accompanied by the description of the course in the Guide to Studies) or with teaching of relevant courses (certificate of institution and/or contract)

- Interview.

## Qualifications Assessment

	Qualifications criteria	Credits (Researchers)	
1	Bachelor's degree mark	mark * 40	
2a	Proven knowledge in digital design, waste management in the urban environment, environmental impact study for an economic and sustainable development	30	
2b	Proven knowledge in project management and administration	20	
3	interview	≤ 100	

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

### 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.

The topics of the questions and the scoring system to be used are shown in the following table:

A/A	Interview topics	Knowledge level/Scoring units	Scoring range
1	Communication skills	Elementary Satisfactory 1-10 Satisfactory 11-20 Excellent 21-25	1-25
2	Organisational skills	Elementary Satisfactory 1-10 Satisfactory 11-20 Excellent 21-25	1-25
3	Ability to deal with crises	Elementary Satisfactory 1-10 Satisfactory 11-20 Excellent 21-25	1-25
4	Understanding of job requirements, project objectives and critical success factors	Elementary Satisfactory 1-10 Satisfactory 11-20	1-25

Proposals and required documents should be submitted either via e-mail to [psymeoni@vet.auth.gr](mailto:psymeoni@vet.auth.gr) or by post to: **the Secretariat of the Department of Veterinary Medicine of the Aristotle University of Thessaloniki, Ground Floor, 10.00 a.m. to 12.00 p.m. (tel. 2310 99 5218)**, no later than **09/06/2023**. 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 **+30 2310-999821**. For information on the proposal submission process candidates may contact ELKE AUTH at **00302310-994082-22-52-53**.

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](mailto: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,C ...G)

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 <sup>(1)</sup>	Task of Employment
			Months of Employment	Days of Employment			

**TOTAL** ..... **GENERAL TOTAL MONTHS OF EXPERIENCE** <sup>(2)</sup>

**(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).