

## ANNOUNCEMENT

### **Employment of Persons Employed Under Fixed-Term Contract to the Public Service**

The Ministry of Agriculture, Rural Development and Environment announces that, according to the provisions of the Law of 2016 Regulating the Employment of Persons employed under Open-Ended and Fixed-term Contract (L.70(I)/2016), intends to employ twelve (12) researchers for fixed term at the Agricultural Research Institute within the frameworks of the Recovery and Resilience Plan.

**It should be noted that ONE application per applicant must be submitted. Namely, in case that a candidate desires to submit an application for two or more positions with a different description, they must state in the application the position numbers, as mentioned below.**

#### **Agricultural Research Officer (fixed-term position) for the program Monitoring and Reduction of GHG emissions in agriculture – POSITION NO. 1**

##### **1. Duties**

- Participation in the design and carrying-out of field experiments
- Collection of environmental samples
- DNA extraction from environmental samples and sequencing on NGS platforms and analysis of the output data
- Carrying-out laboratory molecular biology analyses, presentation and publication of results
- Preparation of reports required for the project
- Conducting any other duty, assigned to the officer, relevant to project implementation/management.

##### **2. Required Qualifications**

1. University Degree or diploma or equivalent qualification in Biology or in Biochemistry and/or in Biotechnology or in Agronomy or in Chemistry or in Chemical Engineering. Note: The term “University Degree or diploma” also covers the postgraduate degree or diploma.
2. Good knowledge of the Greek or English Language according to the criteria set by the Public Service Commission.

##### **Additional Qualifications**

3. Postgraduate Degree or diploma at MSc level in Molecular Biology or in Biotechnology or in Molecular Genetics or in Microbiology will be considered an advantage.
4. Doctoral Degree (PhD) in Molecular Biology or in Biotechnology or in Molecular Genetics or in Microbiology will be considered an advantage.
5. Previous research experience and occupation with research programs relevant to the duties/object of the position as described in point 1, will be considered an advantage.
6. Participation in peer-reviewed scientific journals will be considered an advantage.

In particular, the fixed-term researcher shall be able to implement the following methods and activities and only these will be considered for evaluation within the framework of research experience:

1. To isolate DNA from soil, plant tissues, microorganisms
2. To have training certification in using next generation sequencing NGS for evaluating the microorganisms' ecology
3. To be familiar with applications for recombinant DNA technology for creating genetic material libraries for sequencing. More specifically the researcher must be able to carry out:
  - i. Transfer and binding of DNA into plasmid vectors
  - ii. Insertion of vectors into bacteria
  - iii. Selection and isolation of bacterial colonies bearing the selected DNA
  - iv. Isolation and purification of plasmid DNA

**3.** The basic remuneration will be at the first step of A8 Scale, reduced according to article 10 of the Budget Law of 2019.

**4.** The employment duration of the fixed-term personnel will be from the date of employment until project completion in December 2025. In the case of the project being extended, the contract will be renewed until the completion of the project. It is highlighted that the fixed-term employees cannot be converted into open-ended personnel and in case the Project is completed before the expiry of the contract of the employed person or if during the annual evaluation of the employed person he/she is considered as inadequate, then the provisions of the Employment Termination Law of 1967 to 2003 will be applied. Upon contract termination, employment of the individual is automatically terminated, without the provision of termination compensation or fulfilling any other formality.

**5.** Applications by the interested parties must be submitted in the special Form I, available at the Agricultural Research Institute. The Form can also be found on the website of the Agricultural Research Institute [www.ari.gov.cy](http://www.ari.gov.cy) and on the website of the Ministry of Agriculture, Rural Development and Environment [www.moa.gov.cy](http://www.moa.gov.cy). Applications must be **submitted at the head offices of the Agricultural Research Institute** or must be sent via Post by registered mail, **no later than 11/02/2022**, to the following address: **Agricultural Research Institute, P.O.Box 22016, 1516 Nicosia, Cyprus**. The application form must be duly

completed, with all the information and details required. All certificates or confirmations relevant to the academic or other qualifications and the professional experience must be attached to the application form. Only the information supported by certificates or confirmations will be considered during the application evaluation procedure.

6. Submitted applications will be evaluated according to the following criteria:

Qualifications	Points
Grade Average	Excellent: 2, Very Good: 1.5, Good: 1
Postgraduate Degree at MSc level	2
Doctoral Degree (PhD)	4
Experience relevant to the following:	(Total:3.5)
DNA Isolation from soil, plant tissues, microorganisms etc.	0.25
Experience in using NGS for evaluating microorganisms' ecology	1.75
Transfer and binding of DNA into plasmid vectors	0.25
Insertion of vectors into bacteria	
Insertion of vectors into bacteria	0.25
Selection and isolation of bacterial colonies bearing the selected DNA	0.25
Isolation and purification of plasmid DNA	0.25
Participation in research programs relevant to the position	0.5
Publications:	(Total:1.5)
Scientific publications in peer-reviewed journals and book chapters both relevant to the position	0.5 points for at least 2 publications and 0.2 points for every additional publication, with maximum total scoring equal to 1.5 points.
Note: Conference participation or conference proceedings will NOT be taken into account	

Note: In case of candidates with equal final score, the average grade of the Lyceum Apolyterion (Graduation Certificate) will be taken into account.

**Agricultural Research Officer (fixed-term position) for the program Monitoring and Reduction of GHG emissions in agriculture – POSITION NO. 2**

**1. Duties**

- Participation in the design and carrying-out of field experiments
- Collection of environmental samples and isolation of anaerobic microorganisms participating in denitrification
- Determination of bacterial and archaeal communities that contribute to greenhouse gas emissions, particularly that of nitrous oxide (N<sub>2</sub>O)
- DNA sequencing on next generation sequencing platforms (NGS) and analysis of the output data
- Preparation of reports required for the project, presentation and publication of results
- Conducting any other duty, assigned to the officer, relevant to project implementation/management.

**2. Required Qualifications**

1. University Degree or diploma or equivalent qualification in Microbiology or in Biotechnology or in Biology. Note: The term "University Degree or diploma" also covers the postgraduate degree or diploma.
2. Good knowledge of the Greek or English Language according to the criteria set by the Public Service Commission.

**Additional Qualifications**

3. Postgraduate Degree or diploma at MSc level in Microbiology or in Biotechnology will be considered an advantage.
4. Doctoral Degree (PhD) in Microbiology or in Biotechnology or in Microbiology and Biotechnology will be considered an advantage.
5. Previous research experience and occupation with research programs relevant to the object of the position as described in point 1, will be considered an advantage.
6. Participation in peer-reviewed scientific journals will be considered an advantage.

In particular, the fixed-term researcher shall be able to implement the following methods and activities and only these will be considered for evaluation within the frameworks of research experience:

1. Isolation of microorganisms from soil, plant tissues etc. and implementation of classical and molecular microbiology.
2. DNA extraction from soil, plant tissues, microorganisms etc.
3. Application of methods for quantitative assessment of microbial and archaeal populations using Real Time Polymerase Chain Reaction (qPCR)
4. Cultivation and growth of microorganisms in anaerobic conditions.
5. To have training certification in using NGS for evaluating the microorganisms' ecology

3. The basic remuneration will be at the first step of A8 Scale, reduced according to article 10 of the Budget Law of 2018.

4. The employment duration of the fixed-term personnel will be from the date of employment until project completion in December 2025. In the case of the project being extended, the contract will be renewed until the completion of the project. It is highlighted that the fixed-term employees cannot be converted into open-ended personnel and in case the Project is completed before the expiry of the contract of the employed person or if during the annual evaluation of the employed person he/she is considered as inadequate, then the provisions of the Employment Termination Law of 1967 to 2003 will be applied. Upon contract termination, employment of the individual is automatically terminated, without the provision of termination compensation or fulfilling any other formality.

5. Applications by the interested parties must be submitted in the special Form I, available at the Agricultural Research Institute. The Form can also be found on the website of the Agricultural Research Institute [www.ari.gov.cy](http://www.ari.gov.cy) and on the website of the Ministry of Agriculture, Rural Development and Environment [www.moa.gov.cy](http://www.moa.gov.cy). Applications must be **submitted at the head offices of the Agricultural Research Institute** or must be sent via Post by registered mail, **no later than 11/02/2022**, to the following address: **Agricultural Research Institute, P.O.Box 22016, 1516 Nicosia, Cyprus**. The application form must be duly completed, with all the information and details required. All certificates or confirmations relevant to the academic or other qualifications and the professional experience must be attached to the application form. Only the information supported by certificates or confirmations will be considered during the application evaluation procedure.

6. Submitted applications will be evaluated according to the following criteria:

Qualifications	Points
Grade Average	Excellent: 2, Very Good: 1.5, Good: 1
Postgraduate Degree at MSc level	2
Doctoral Degree (PhD)	4
Experience relevant to the following:	(Total:3.5)
Isolation of microorganisms from soil, plant tissues and implementation of classical and molecular microbiology methods	0.25
DNA extraction from soil, plant tissues, water etc.	0.25
Application of methods for quantitative assessment of microbial and archaeal populations using Real Time Polymerase Chain Reaction (qPCR)	1
Training certificate in using NGS	0.75
Culture and growth of microorganisms in anaerobic conditions	0.75
Participation in research programs relevant to the position	0.5
Publications:	(Total:1.5)
Scientific publications in peer-reviewed journals and book chapters both relevant to the position	0.5 points for at least 2 publications and 0.2 points for every additional publication with maximum total scoring equal to 1.5 points.
Note: Conference participation or conference proceedings will NOT be taken into account	

Note: In case of candidates with equal final score, the average grade of the Lyceum Apolyterion (Graduation Certificate) will be taken into account.

### **Agricultural Research Officer (fixed-term position) for the program Monitoring and Reduction of GHG emissions in agriculture – POSITION NO. 3**

#### **1. Duties**

- Participation in design and carrying-out field experiments, meso- and microcosms
- Collection of samples of livestock waste from the ARI Stations and their processing (composting, biochar creation etc)
- Collection of gas samples from observation stations for the emissions in the Republic of Cyprus
- Determination of gases causing the greenhouse effect by using gas chromatography coupled with multiple detectors and mass spectrometer and carrying-out laboratory analyses.
- Data analysis and calculation of emission rate and gas emission factors causing the greenhouse effect
- Preparation of reports required for the project, presentation and publication of results
- Conducting any other duty, assigned to the officer, relevant to project implementation/management.

#### **2. Required Qualifications**

1. University Degree or diploma or equivalent qualification in Chemistry or in Chemical Engineering. Note: The term "University Degree or diploma" also covers the postgraduate degree or diploma.
2. Good knowledge of the Greek or English Language according to the criteria set by the Public Service Commission.

#### **Additional Qualifications**

3. Postgraduate Degree or diploma at MSc level in Chemistry or in Chemical Engineering will be considered an advantage.
4. Doctoral Degree (PhD) in Chemistry or in Chemical Engineering will be considered an advantage.
5. Previous research experience and occupation with research programs relevant to the duties/object of the position as described in point 1, will be considered an advantage.
6. Participation in peer-reviewed scientific journals will be considered an advantage.

In particular, the fixed-term researcher shall be able to implement the following methods and activities and only these will be considered for evaluation within the frameworks of research experience:

1. Analysis of gaseous pollutants in gas chromatography systems coupled with mass spectrometer.
2. Solid and waste water management including the waste from the agricultural sector.
3. Implementation of instrumental chemical analysis methods and specifically analysis methods for soil evaluation.

3. The basic remuneration will be at the first step of A8 Scale, reduced according to article 10 of the Budget Law of 2018.

4. The employment duration of the fixed-term personnel will be from the date of employment until project completion in December 2025. In the case of the project being extended, the contract will be renewed until the completion of the project. It is highlighted that the fixed-term employees cannot be converted into open-ended personnel and in case the Project is completed before the expiry of the contract of the employed person or if during the annual evaluation of the employed person he/she is considered as inadequate, then the provisions of the Employment Termination Law of 1967 to 2003 will be applied. Upon contract termination, employment of the individual is automatically terminated, without the provision of termination compensation or fulfilling any other formality.

5. Applications by the interested parties must be submitted in the special Form I, available at the Agricultural Research Institute. The Form can also be found on the website of the Agricultural Research Institute [www.ari.gov.cy](http://www.ari.gov.cy) and on the website of the Ministry of Agriculture, Rural Development and Environment [www.moa.gov.cy](http://www.moa.gov.cy). Applications must be **submitted at the head offices of the Agricultural Research Institute** or must be sent via Post by registered mail, **no later than 11/02/2022**, to the following address: **Agricultural Research Institute, P.O.Box 22016, 1516 Nicosia, Cyprus**. The application form must be duly completed, with all the information and details required. All certificates or confirmations relevant to the academic or other qualifications and the professional experience must be attached to the application form. Only the information supported by certificates or confirmations will be considered during the application evaluation procedure.

6. Submitted applications will be evaluated according to the following criteria:

Qualifications	Points
Grade Average	Excellent: 2, Very Good: 1.5, Good: 1
Postgraduate Degree at MSc level	2
Doctoral Degree (PhD)	4
Experience relevant to the following:	(Total:3.5)
Use and analysis of data and results from gas chromatography	1.75
Solid and waste water management including the waste from the agricultural sector	0.75
Implementation of instrumental chemical analysis methods and specifically analysis methods for soil evaluation	0.5
Participation in research programs relevant to the position	0.5
Publications:	(Total:1.5)
Scientific publications in peer-reviewed journals and book chapters both relevant to the position	0.5 points for at least 2 publications and 0.2 points for every additional publication, with maximum total scoring equal to 1.5 points.
Note: Conference participation or conference proceedings will NOT be taken into account	

Note: In case of candidates with equal final score, the average grade of the Lyceum Apolyterion (Graduation Certificate) will be taken into account.

**Agricultural Research Officer (fixed-term position) for the program Monitoring and Reduction of GHG emissions in agriculture – POSITION NO. 4**

**1. Duties**

- Participation in the design and carrying-out field experiments.
- Development of automated static chambers and analyzers network at Agricultural Research Institute experimental stations for the determination of greenhouse gas emissions.
- Data analysis and determination of greenhouse gas emission factors from soils.
- Preparation of reports required for the project
- Conducting any other duty, assigned to the officer, relevant to project implementation/management.

**2. Required Qualifications**

1. University Degree or diploma or equivalent qualification in Biology or in Chemistry or in Chemical Engineering. Note: The term “University Degree or diploma” also covers the postgraduate degree or diploma.
2. Good knowledge of the Greek or English Language according to the criteria set by the Public Service Commission.

**Additional Qualifications**

3. Postgraduate Degree or diploma at MSc level in Biology or in Chemistry or in Chemical Engineering will be considered an advantage.
4. Doctoral Degree (PhD) in Biology or Chemistry or in Chemical Engineering will be considered an advantage.
5. Previous research experience and occupation with research programs relevant to the duties/object of the position as described in point 1, will be considered an advantage.
6. Participation in peer-reviewed scientific journals will be considered an advantage.

In particular, the fixed-term researcher shall be able to implement the following methods and activities and only these will be considered for evaluation within the frameworks of research experience:

1. Analysis of gases causing the greenhouse effect by using portable equipment e.g. Mass spectrometers (MS) or FTIR
2. Experience in testing and calibration of portable greenhouse gas emission analyzers
3. Solid waste management for the reduction of greenhouse gas emissions

3. The basic remuneration will be at the first step of A8 Scale, reduced according to article 10 of the Budget Law of 2018.

4. The employment duration of the fixed-term personnel will be from the date of employment until project completion in December 2025. In the case of the project being extended, the contract will be renewed until the completion of the project. It is highlighted that the fixed-term employees cannot be converted into open-ended personnel and in case the Project is completed before the expiry of the contract of the employed person or if during the annual evaluation of the employed person he/she is considered as inadequate, then the provisions of the Employment Termination Law of 1967 to 2003 will be applied. Upon contract termination, employment of the individual is automatically terminated, without the provision of termination compensation or fulfilling any other formality.

5. Applications by the interested parties must be submitted in the special Form I, available at the Agricultural Research Institute. The Form can also be found on the website of the Agricultural Research Institute [www.ari.gov.cy](http://www.ari.gov.cy) and on the website of the Ministry of Agriculture, Rural Development and Environment [www.moa.gov.cy](http://www.moa.gov.cy). Applications must be **submitted at the head offices of the Agricultural Research Institute** or must be sent via Post by registered mail, **no later than 11/02/2022**, to the following address: **Agricultural Research Institute, P.O.Box 22016, 1516 Nicosia, Cyprus**. The application form must be duly completed, with all the information and details required. All certificates or confirmations relevant to the academic or other qualifications and the professional experience must be attached to the application form. Only the information supported by certificates or confirmations will be considered during the application evaluation procedure.

6. Submitted applications will be evaluated according to the following criteria:

Qualifications	Points
Grade Average	Excellent : 2, Very Good: 1.5, Good: 1
Postgraduate Degree at MSc level	2
Doctoral Degree (PhD)	4
Experience relevant to the following:	(Total:3.5)
Analysis of gases causing the greenhouse effect by using portable equipment e.g. Mass spectrometers (MS) or FTIR	1.75
Experience in testing and calibration of portable greenhouse gas emission analyzers	1
Solid waste management for the reduction of greenhouse gas emissions	0.25
Participation in research programs relevant to the position	0.5
Publications:	(Total:1.5)

Scientific publications in peer-reviewed journals and book chapters both relevant to the position  Note: Conference participation or conference proceedings will NOT be taken into account	0.5 points for at least 2 publications and 0.2 points for every additional publication, with maximum total scoring equal to 1.5 points.
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Note: In case of candidates with equal final score, the average grade of the Lyceum Apolyterion (Graduation Certificate) will be taken into account.

**Agricultural Research Officer (fixed-term position) for the program Monitoring and Reduction of GHG emissions in agriculture – POSITION NO. 5**

**1. Duties**

- Creation of electronic database, data entry, result presentation and publication/reporting
- Processing and analysing metagenomic data occurring from NGS sequencing
- Sample and data collection from greenhouse gas emission observation units, data analysis and preparation of reports.
- Conducting any other duty, assigned to the officer, relevant to project implementation/management.

**2. Required Qualifications**

1. University Degree or diploma or equivalent qualification in Biology or equivalent to Biology degree or in Biochemistry and/or Biotechnology or in Genetics or in Agronomy or in Mathematics, or in Statistics, or in Physics, or in Chemistry or in Chemical Engineering. Note: The term “University Degree or diploma” also covers the postgraduate degree or diploma.
2. Good knowledge of the Greek or English Language according to the criteria set by the Public Service Commission.

**Additional Qualifications**

3. Postgraduate Degree or diploma at MSc level in Bioinformatics or in Biostatistics, or in Computational Biology will be considered an advantage.
4. Doctoral Degree (PhD) in Bioinformatics or in Biostatistics, or in Computational Biology will be considered an advantage.
5. Previous research experience and occupation with research programs relevant to the duties/object of the position as described in point 1, will be considered an advantage.
6. Participation in peer-reviewed scientific journals will be considered an advantage.

In particular, the fixed-term researcher shall be able to implement the following methods and activities and only these will be considered for evaluation within the frameworks of research experience:

1. Main tools for bioinformatics analysis for the interpretation and data analysis of sequencing output.
2. Use of Python and R
3. Design of bioinformatics systems (pipelines) for implementing data of high computational intensity.
4. Analysis of metagenomic data

3. The basic remuneration will be at the first step of A8 Scale, reduced according to article 10 of the Budget Law of 2018.

4. The employment duration of the fixed-term personnel will be from the date of employment until project completion in December 2025. In the case of the project being extended, the contract will be renewed until the completion of the project. It is highlighted that the fixed-term employees cannot be converted into open-ended personnel and in case the Project is completed before the expiry of the contract of the employed person or if during the annual evaluation of the employed person he/she is considered as inadequate, then the provisions of the Employment Termination Law of 1967 to 2003 will be applied. Upon contract termination, employment of the individual is automatically terminated, without the provision of termination compensation or fulfilling any other formality.

5. Applications by the interested parties must be submitted in the special Form I, available at the Agricultural Research Institute. The Form can also be found on the website of the Agricultural Research Institute [www.ari.gov.cy](http://www.ari.gov.cy) and on the website of the Ministry of Agriculture, Rural Development and Environment [www.moa.gov.cy](http://www.moa.gov.cy). Applications must be **submitted at the head offices of the Agricultural Research Institute** or must be sent via Post by registered mail, **no later than 11/02/2022**, to the following address: **Agricultural Research Institute, P.O.Box 22016, 1516 Nicosia, Cyprus**. The application form must be duly completed, with all the information and details required. All certificates or confirmations relevant to the academic or other qualifications and the professional experience must be attached to the application form. Only the information supported by certificates or confirmations will be considered during the application evaluation procedure.

6. Submitted applications will be evaluated according to the following criteria:

Qualifications	Points
Grade Average	Excellent: 2, Very Good: 1.5, Good: 1
Postgraduate Degree at MSc level	2

Doctoral Degree (PhD)	4
Experience relevant to the following:	(Total:3.5)
Knowledge in using Python	0.25
Knowledge in using the statistical package R	0.25
Knowledge in using the main tools of bioinformatic analysis for data interpretation and analysis of sequencing. A list must be provided with the packages/tools the candidate knows to implement as well as the implementation field of these tools.	0.2 for every package/tool mentioned in the list with maximum scoring equal to 1 point
Documented work experience of at least one year in analysis of bioinformatic data	1 point for at least one year and 0.5 points for every 6 months of additional experience with maximum total scoring equal to 2 points
Publications:	(Total:1.5)
Scientific publications in peer-reviewed journals and book chapters both relevant to the position	0.5 points for at least 2 publications and 0.2 points for every additional publication, with maximum total scoring equal to 1.5 points.
Note: Conference participation or conference proceedings will NOT be taken into account	

Note: In case of candidates with equal final score, the average grade of the Lyceum Apolyterion (Graduation Certificate) will be taken into account.

**Agricultural Research Officer (fixed-term position) for the program Monitoring and Reduction of GHG emissions in agriculture – POSITION NO. 6**

**1. Duties**

- Creation of electronic database, data entry, result presentation and publication/reporting
- Analysis, digitalization, modelling and mapping the data occurring from the analysis of soils, greenhouse gas emissions and metagenomic data from soil sequencing.
- Sample and data collection from greenhouse gas emission observation units, data analysis and preparation of reports.
- Conducting any other duty, assigned to the officer, relevant to project implementation/management.

**2. Required Qualifications**

1. University Degree or diploma or equivalent qualification in Mathematics, in Statistics, in Geography, in Physics, in Chemistry or in Chemical Engineering or in Biology or equivalent to Biology degree or in Agronomy or in Forestry. Note: The term "University Degree or diploma" also covers the postgraduate degree or diploma.
2. Good knowledge of the Greek or English Language according to the criteria set by the Public Service Commission.

**Additional Qualifications**

3. Postgraduate Degree or diploma at MSc level in Bioinformatics or in Biostatistics, or in Computational Biology or in Edaphology with specialization in modelling will be considered an advantage.
4. Doctoral Degree (PhD) in Edaphology with specialization in modelling or in Bioinformatics or in Biostatistics or in Computational Biology will be considered an advantage.
5. Previous research experience and occupation with research programs relevant to the duties/object of the position as described in point 1, will be considered an advantage.
6. Participation in peer-reviewed scientific journals will be considered an advantage.

In particular, the fixed-term researcher shall be able to implement the following methods and activities and only these will be considered for evaluation within the frameworks of research experience:

1. Use of Python and R.
2. Use of analytical packages for big data interpretation and analysis and modelling.
3. Imaging/Mapping data on geographic information systems.
4. Experience in designing computer systems for applications of high computational intensity data.

**3.** The basic remuneration will be at the first step of A8 Scale, reduced according to article 10 of the Budget Law of 2018.

**4.** The employment duration of the fixed-term personnel will be from the date of employment until project completion in December 2025. In the case of the project being extended, the contract will be renewed until the completion of the project. It is highlighted that the fixed-term employees cannot be converted into open-ended personnel and in case the Project is completed before the expiry of the contract of the employed person or if during the annual evaluation of the employed person he/she is considered as inadequate, then the provisions of the Employment Termination Law of 1967 to 2003 will be applied. Upon contract termination, employment of the individual is automatically terminated, without the provision of termination compensation or fulfilling any other formality.

5. Applications by the interested parties must be submitted in the special Form I, available at the Agricultural Research Institute. The Form can also be found on the website of the Agricultural Research Institute [www.ari.gov.cy](http://www.ari.gov.cy) and on the website of the Ministry of Agriculture, Rural Development and Environment [www.moa.gov.cy](http://www.moa.gov.cy). Applications must be **submitted at the head offices of the Agricultural Research Institute** or must be sent via Post by registered mail, **no later than 11/02/2022**, to the following address: **Agricultural Research Institute, P.O.Box 22016, 1516 Nicosia, Cyprus**. The application form must be duly completed, with all the information and details required. All certificates or confirmations relevant to the academic or other qualifications and the professional experience must be attached to the application form. Only the information supported by certificates or confirmations will be considered during the application evaluation procedure.

6. Submitted applications will be evaluated according to the following criteria:

Qualifications	Points
Grade Average	Excellent: 2, Very Good: 1.5, Good: 1
Postgraduate Degree at MSc level	2
Doctoral Degree (PhD)	4
Experience relevant to the following:	(Total:3.5)
Knowledge in using Python	0.25
Knowledge in using the statistical package R	0.25
Knowledge in using tools for big data interpretation and analysis and modelling. A list must be provided with the packages/tools the candidate knows to implement as well as the implementation field of these tools.	0.2 for every package/tool mentioned in the list with maximum scoring equal to 1 point
Documented work experience of at least one year in analysis of bioinformatic data	1 point for at least one year and 0.5 points for every 6 months of additional experience with maximum total scoring equal to 2 points
Publications:	(Total:1.5)
Scientific publications in peer-reviewed journals and book chapters both relevant to the position	0.5 points for at least 2 publications and 0.2 points for every additional publication, with maximum total scoring equal to 1.5 points.
Note: Conference participation or conference proceedings will NOT be taken into account	

Note: In case of candidates with equal final score, the average grade of the Lyceum Apolyterion (Graduation Certificate) will be taken into account.

**Agricultural Research Officer (fixed-term position) for the program Monitoring and Reduction of GHG emissions in agriculture – POSITION NO. 7**

**1. Duties**

- Design and carrying-out field experiments,
- Collection of samples, performing analyses related to plant nutrition
- Data analysis and preparation of reports.
- Conducting any other duty, assigned to the officer, relevant to project implementation/management.

**2. Required Qualifications**

1. University Degree or diploma or equivalent qualification in Agronomy/Plant Production Note: The term “University Degree or diploma” also covers the postgraduate degree or diploma.
2. Good knowledge of the Greek or English Language according to the criteria set by the Public Service Commission.

**Additional Qualifications**

3. Postgraduate Degree or diploma at MSc level in Plant Production or in Plant Physiology will be considered an advantage.
4. Doctoral Degree (PhD) in Plant Production or in Plant Physiology will be considered an advantage.
5. Previous research experience and occupation with research programs relevant to the duties/object of the position as described in point 1, will be considered an advantage.
6. Participation in peer-reviewed scientific journals will be considered an advantage.

In particular, the fixed-term researcher shall be able to implement the following methods and activities and only these will be considered for evaluation within the frameworks of research experience:

1. Use of statistical computational tools
2. Execution of chemical analyses of samples from plant tissues

3. The basic remuneration will be at the first step of A8 Scale, reduced according to article 10 of the Budget Law of 2018.

4. The employment duration of the fixed-term personnel will be from the date of employment until project completion in December 2025. In the case of the project being extended, the contract will be renewed until the completion of the project. It is highlighted that the fixed-term employees cannot be converted into open-ended personnel and in case the Project is

completed before the expiry of the contract of the employed person or if during the annual evaluation of the employed person he/she is considered as inadequate, then the provisions of the Employment Termination Law of 1967 to 2003 will be applied. Upon contract termination, employment of the individual is automatically terminated, without the provision of termination compensation or fulfilling any other formality.

5. Applications by the interested parties must be submitted in the special Form I, available at the Agricultural Research Institute. The Form can also be found on the website of the Agricultural Research Institute [www.ari.gov.cy](http://www.ari.gov.cy) and on the website of the Ministry of Agriculture, Rural Development and Environment [www.moa.gov.cy](http://www.moa.gov.cy). Applications must be **submitted at the head offices of the Agricultural Research Institute** or must be sent via Post by registered mail, **no later than 11/02/2022**, to the following address: **Agricultural Research Institute, P.O.Box 22016, 1516 Nicosia, Cyprus**. The application form must be duly completed, with all the information and details required. All certificates or confirmations relevant to the academic or other qualifications and the professional experience must be attached to the application form. Only the information supported by certificates or confirmations will be considered during the application evaluation procedure.

6. Submitted applications will be evaluated according to the following criteria:

Qualifications	Points
Grade Average	Excellent: 2, Very Good: 1.5, Good: 1
Postgraduate Degree at MSc level	2
Doctoral Degree (PhD)	4
Experience relevant to the following:	(Total:3.5)
Participation for at least 2 years in research programs	0.5
Knowledge in statistical and computational tools. A list with the packages/tools that the candidate is familiar with is required.	0.5 point for every statistical package stated with maximum total scoring equal to 2 points
Knowledge in executing chemical analyses on samples of plant tissues and measurements of plant physiology parameters.	1
Publications:	(Total:1.5)
Scientific publications in peer-reviewed journals and book chapters both relevant to the position	0.5 points for at least 2 publications and 0.2 points for every additional publication, with maximum total scoring equal to 1.5 points.
Note: Conference participation or conference proceedings will NOT be taken into account	

Note: In case of candidates with equal final score, the average grade of the Lyceum Apolyterion (Graduation Certificate) will be taken into account.

### **Agricultural Research Officer (fixed-term position) for the program Monitoring and Reduction of GHG emissions in agriculture – POSITION NO. 8**

#### **1. Duties**

- Design and carrying-out field experiments,
- Collection of samples, performing analyses related to soil fertility
- Data analysis and preparation of reports.
- Conducting any other duty, assigned to the officer, relevant to project implementation/management.

#### **2. Required Qualifications**

1. University Degree or diploma or equivalent qualification in Agronomy/Plant Production or in Edaphology Note: The term "University Degree or diploma" also covers the postgraduate degree or diploma.
2. Good knowledge of the Greek or English Language according to the criteria set by the Public Service Commission.

#### **Additional Qualifications**

3. Postgraduate Degree or diploma at MSc level in Plant Production or in Edaphology will be considered an advantage.
4. Doctoral Degree (PhD) in Plant Production or in Edaphology will be considered an advantage.
5. Previous research experience and occupation with research programs relevant to the duties/object of the position as described in point 1, will be considered an advantage.
6. Participation in peer-reviewed scientific journals will be considered an advantage.

In particular, the fixed-term researcher shall be able to implement the following methods and activities and only these will be considered for evaluation within the frameworks of research experience:

1. Use of statistical computational packages
2. Execution of chemical analyses of samples of soil

3. The basic remuneration will be at the first step of A8 Scale, reduced according to article 10 of the Budget Law of 2018.

4. The employment duration of the fixed-term personnel will be from the date of employment until project completion in December 2025. In the case of the project being extended, the contract will be renewed until the completion of the project. It

is highlighted that the fixed-term employees cannot be converted into open-ended personnel and in case the Project is completed before the expiry of the contract of the employed person or if during the annual evaluation of the employed person he/she is considered as inadequate, then the provisions of the Employment Termination Law of 1967 to 2003 will be applied. Upon contract termination, employment of the individual is automatically terminated, without the provision of termination compensation or fulfilling any other formality.

5. Applications by the interested parties must be submitted in the special Form I, available at the Agricultural Research Institute. The Form can also be found on the website of the Agricultural Research Institute [www.ari.gov.cy](http://www.ari.gov.cy) and on the website of the Ministry of Agriculture, Rural Development and Environment [www.moa.gov.cy](http://www.moa.gov.cy). Applications must be **submitted at the head offices of the Agricultural Research Institute** or must be sent via Post by registered mail, **no later than 11/02/2022**, to the following address: **Agricultural Research Institute, P.O.Box 22016, 1516 Nicosia, Cyprus**. The application form must be duly completed, with all the information and details required. All certificates or confirmations relevant to the academic or other qualifications and the professional experience must be attached to the application form. Only the information supported by certificates or confirmations will be considered during the application evaluation procedure.

6. Submitted applications will be evaluated according to the following criteria:

Qualifications	Points
Grade Average	Excellent: 2, Very Good: 1.5, Good: 1
Postgraduate Degree at MSc level	2
Doctoral Degree (PhD)	4
Experience relevant to the following:	(Total:3.5)
Participation in research programs for at least 2 years	0.5
Knowledge in computational tools of statistical analysis. A list with the packages/tools that the candidate is familiar with is required.	0.5 point for every statistical package stated with maximum total scoring equal to 2 points
Knowledge in executing chemical analyses on samples of soil. A list with the methods that the candidate is familiar with is required.	1
Publications:	(Total:1.5)
Scientific publications in peer-reviewed journals and book chapters both relevant to the position	0.5 points for at least 2 publications and 0.2 points for every additional publication, with maximum total scoring equal to 1.5 points.
Note: Conference participation or conference proceedings will NOT be taken into account	

Note: In case of candidates with equal final score, the average grade of the Lyceum Apolyterion (Graduation Certificate) will be taken into account.

**Agricultural Research Officer (fixed-term position) for the project Genetic Improvement of the Cyprus Sheep and Goat Population- POSITION NO. 9**

**1. Duties**

- Creation of electronic database, data entry and processing, result presentation and reporting/publication.
- Processing and analysis of genetic and genomic data, genomic evaluation and selection.
- Sample and data collection from selected farm units, laboratory analysis, data analysis and reporting.
- Conducting any other duty, assigned to the officer, relevant to project implementation/management.

**2. Required Qualifications**

1. University Degree or diploma or equivalent qualification in Genetics or in Biochemistry or in Biotechnology or in Mathematics or in Statistics or in Physics or in Chemistry or in Chemical Engineering or in Agronomy or in Biology or equivalent to Biology degree. Note: The term "University Degree or diploma" also covers the postgraduate degree or diploma.
2. Good knowledge of the Greek or English Language according to the criteria set by the Public Service Commission.

**Additional Qualifications**

1. Postgraduate Degree or diploma at MSc level in Bioinformatics or in Biostatistics or in Statistical Genetics or in Computational Biology will be considered an advantage.
2. Doctoral Degree (PhD) in Bioinformatics or in Biostatistics or in Statistical Genetics or in Computational Biology will be considered an advantage.
3. Participation in peer-reviewed scientific journals will be considered an advantage.

In addition, the fixed-term employee will need to have knowledge and skills for fulfilling his/her duties, as described below, and which will be considered for evaluation of research/professional experience, as described below:

1. Use of main bioinformatics tools for interpreting and analysing DNA microarray and sequencing data.
2. Use of R and/or Python.
3. Design of bioinformatics pipelines for applications to computationally intensive data.
4. Experience in analyzing genetic and genomic data.

3. The basic remuneration will be at the first step of A8 Scale, reduced according to article 10 of the Budget Law of 2018.
4. The employment duration of the fixed-term personnel will be from the date of employment until project completion in June 2026. In the case of the project being extended, the contract will be renewed until the completion of the project. It is highlighted that the fixed-term employees cannot be converted into open-ended personnel and in case the Project is completed before the expiry of the contract of the employed person or if during the annual evaluation of the employed person he/she is considered as inadequate, then the provisions of the Employment Termination Law of 1967 to 2003 will be applied. Upon contract termination, employment of the individual is automatically terminated, without the provision of termination compensation or fulfilling any other formality.
5. The fixed-term employee will be based in Nicosia and will travel to all districts in accordance to project needs.
6. Applications by the interested parties must be submitted in the special Form I, available at the Agricultural Research Institute. The Form can also be found on the website of the Agricultural Research Institute [www.ari.gov.cy](http://www.ari.gov.cy) and on the website of the Ministry of Agriculture, Rural Development and Environment [www.moa.gov.cy](http://www.moa.gov.cy). Applications must be **submitted at the head offices of the Agricultural Research Institute** or must be sent via Post by registered mail, **no later than 11/02/2022**, to the following address: **Agricultural Research Institute, P.O.Box 22016, 1516 Nicosia, Cyprus**. The application form must be duly completed, with all the information and details required. All certificates or confirmations relevant to the academic or other qualifications and the professional experience must be attached to the application form. Only the information supported by certificates or confirmations will be considered during the application evaluation procedure.
6. Submitted applications will be evaluated according to the following criteria:

Qualifications	Points
Grade Average	Excellent: 2, Very Good: 1.5, Good: 1
Postgraduate Degree at MSc level	2
Doctoral Degree (PhD)	4
Experience relevant to the following:	(Total:3.5)
Use of R	0.5
Use of Python	0.5
Knowledge in using the main bioinformatics tools for interpreting and analysing genotyping or sequencing data. A list must be provided with the packages/tools the candidate knows to implement as well as the implementation field of these tools.	0.1 for every package/tool mentioned in the list with maximum total scoring equal to 0.5 point
Documented work experience of at least one year in analysis of bioinformatic and/or genomic data	1 point for at least one year and 0.5 points for every 6 months of additional experience with maximum total scoring equal to 2 points
Publications:	(Total:1.5)
Scientific publications in peer-reviewed journals and book chapters both relevant to the position	0.5 points for at least 2 publications and 0.2 points for every additional publication, with maximum total scoring equal to 1.5 points.
Note: Conference participation or conference proceedings will NOT be taken into account	

Note: In case of candidates with equal final score, the average grade of the Lyceum Apolyterion (Graduation Certificate) will be taken into account.

**Three (3) Positions for Agricultural Research Officer (fixed-term position) for the project Genetic Improvement of the Cyprus Sheep and Goat Population-POSITIONS NO. 10 to 12**

**1. Duties**

- Preparation, publication, promotion of Funding Scheme, application evaluation and monitoring of Project implementation.
- Sample and data collection from selected farm units, laboratory analysis, data analysis and reporting/publication.
- Conducting any other duty, assigned to the officer, relevant to project implementation/management.

**2. Required Qualifications**

1. University Degree or diploma or equivalent qualification in Agronomy/Animal Production/Animal Science or in Zoology or in Biology or equivalent to Biology degree. Note: The term "University Degree or diploma" also covers the postgraduate degree or diploma.
2. Good knowledge of the Greek or English Language according to the criteria set by the Public Service Commission.

**Additional Qualifications**

1. Postgraduate Degree or diploma at MSc level in Animal Production or in Animal Science or in Biology and related subjects will be considered an advantage.
2. Doctoral Degree (PhD) in Animal Production or in Animal Science or in Biology and related subjects will be considered as an advantage.

3. Participation in peer-reviewed scientific publications will be considered an advantage.

In addition, the fixed-term employee will need to have knowledge and skills for fulfilling his/her duties, as described below, and which will be considered for evaluation of research/professional experience, as described below:

1. Manual and electronic recording and processing of various types of measurements and data
2. Laboratory analysis for DNA isolation from animal tissues/samples
3. Laboratory analysis for DNA mapping using DNA microarray hybridization and scanning technology.

3. The basic remuneration will be at the first step of A8 Scale, reduced according to article 10 of the Budget Law of 2018.

4. The employment duration of the fixed-term personnel will be from the date of employment until project completion in June 2026. In the case of the project being extended, the contract will be renewed until the completion of the project. It is highlighted that the fixed-term employees cannot be converted into open-ended personnel and in case the Project is completed before the expiry of the contract of the employed person or if during the annual evaluation of the employed person he/she is considered as inadequate, then the provisions of the Employment Termination Law of 1967 to 2003 will be applied. Upon contract termination, employment of the individual is automatically terminated, without the provision of termination compensation or fulfilling any other formality.

5. Applications by the interested parties must be submitted in the special Form I, available at the Agricultural Research Institute. The Form can also be found on the website of the Agricultural Research Institute [www.ari.gov.cy](http://www.ari.gov.cy) and on the website of the Ministry of Agriculture, Rural Development and Environment [www.moa.gov.cy](http://www.moa.gov.cy). Applications must be **submitted at the head offices of the Agricultural Research Institute** or must be sent via Post by registered mail, **no later than 11/02/2022**, to the following address: **Agricultural Research Institute, P.O.Box 22016, 1516 Nicosia, Cyprus**. The application form must be duly completed, with all the information and details required. All certificates or confirmations relevant to the academic or other qualifications and the professional experience must be attached to the application form. Only the information supported by certificates or confirmations will be considered during the application evaluation procedure.

6. Submitted applications will be evaluated according to the following criteria:

Qualifications	Points
Grade Average	Excellent: 2, Very Good: 1.5, Good: 1
Postgraduate Degree at MSc level	2
Doctoral Degree (PhD)	4
Experience relevant to the following:	(Total:3.5)
Manual and electronic recording and processing of various types of measurements and data	0.5 point for at least one year of experience and 0.1 points for every 6 months of additional experience with maximum total scoring equal to 1 point
Laboratory analysis for DNA extraction from animal tissue and/or samples	0.5 point for at least one year of experience and 0.1 points for every 6 months of additional experience with maximum total scoring equal to 1 point
Laboratory analysis for DNA mapping using DNA microarray hybridization and scanning technology	1 point for at least one year of experience and 0.1 points for every 6 months of additional experience with maximum total scoring equal to 1.5 points
Publications:	(Total:1.5)
Scientific publications in peer-reviewed journals and book chapters both relevant to the position	0.5 points for at least 2 publications and 0.2 points for every additional publication with maximum total scoring equal to 1.5 points.
Note: Conference participation or conference proceedings will NOT be taken into account	

Note: In case of candidates with equal final score, the average grade of the Lyceum Apolyterion (Graduation Certificate) will be taken into account.