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Ministry of Digital Governance

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Date: 2026.11.24 12:14:04 EET
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ΑΝΑΡΤΗΤΕΑ ΣΤΟ ΔΙΑΔΙΚΤΥΟ

TO BE PUBLISHED ON LINE

HELLENIC REPUBLIC
MINISTRY OF DEVELOPMENT
GENERAL SECRETARIART FOR RESEARCH AND INNOVATION

FOUNDATION FOR RESEARCH AND TECHNOLOGY - HELLAS (FORTH)
Institute of Computer Science
Postal address: 100 N.Plastira
70013 Heraklion, Crete, Greece

Pr. Ref. Nr 243060
Heraklion , 24-11-2026

Call for expression of interest for two (2) temporary staff positions through the conclusion of a contract for the assignment of work, within the framework of the Project titled 'Enabling Circular Value Chains via Production Digitization and Human Empowerment' with acronym 'ENCIRCLE'
Position Ref. code Nr. "2575"

Position(s): 2 (two) Software Engineers, MSc, Project: "Enabling Circular Value Chains via Production Digitization and Human Empowerment - ENCIRCLE", Grant Agreement (GA) ref.nr 101178230, funded under HORIZON EUROPE.
Desired Starting date: 01/01/2027

Duration: Nine (9) months. The contract may be renewed or extended without limitation by decision of the Board of Directors (BoD) of the Foundation for Research and Technology – Hellas (FORTH), provided that the required project/position/grant/funding appropriation is available in the project, without a new Call being carried out, until the end date of the Project as per the GA.

Location: Institute of Computer Science of FORTH, 100 N. Plastira, Vassilika Vouton, 70013, Heraklion, Greece

Opening date: 24-11-2026

Closing date: 04-12-2026, deadline for submission: 16:00 (Athens time zone)

The Director of the Institute of Computer Science of FORTH, Prof. Panayiotis Tsakalidis

having taken into account:

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1. Law 4310/2014 "*Research, Technological Development and Innovation and other provisions*", as amended and in force (Government Gazette A 258).
2. Articles 243, 244, 245 and 246 of Law 4957/2022 "*New Horizons in Higher Education Institutions: Enhancing the quality, functionality and connection of Higher Education Institutions with society and other provisions*" (Government Gazette A 141).
3. Law 4314/2014 "*A) On the management, control and implementation of developmental interventions for the programming period 2014–2020, B) Incorporation of Directive 2012/17 of the European Parliament and of the Council of 13 June 2012 (EU L156/16.06.2012) into Greek law, amendment of Law 3419/2005 (A 297) and other provisions*", as in force, and in particular Article 30 thereof (Government Gazette A 265).
4. Decision No ΔΙΠΑΑΔ/Φ.ΕΠ.1/934/6966/21-4-2023 of the Ministers of Finance and Interior "*Exceptions from the annual human resources planning of the public sector under Article 51 of Law 4622/2019*" (Government Gazette B 2614).
5. Law 4270/2014 "*Principles of fiscal management and supervision (incorporation of Directive 2011/85/EU) – Public Accounting*", concerning the control of expenditure based on the Budget of FORTH (Government Gazette A 143).
6. The provisions of Articles 75 to 83 of Law 4727/2020 "*Digital Governance (Transposition into Greek Legislation of Directive (EU) 2016/2102 and Directive (EU) 2019/1024) – Electronic Communications (Transposition into Greek Law of Directive (EU) 2018/1972) and other provisions*" (Government Gazette A 184), as in force.
7. The General Data Protection Regulation, Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016.
8. Presidential Decree 432/1987 "*Establishment of a legal entity under private law under the name 'Foundation for Research and Technology – Hellas'*" (Government Gazette A 204).
9. The Internal Regulation of FORTH (Government Gazette B 1584/31.07.2009), as amended and in force (Government Gazette B 2193/31.12.2010).
10. Decision No 15520/2025 of the Minister and Deputy Minister of Development "*(a) Acceptance of the resignation of Vassilios Harmandaris from the position of Director of the Institute of Astrophysics (IA) of the Foundation for Research and Technology – Hellas (FORTH), (b) Appointment of Vassilios Harmandaris to the position of Director of the Central Administration of the Foundation for Research and Technology – Hellas (FORTH), (c) Appointment of him as President of the Board of Directors of the said entity, and (d) Reconstitution of the Board of Directors of the said entity*" (Government Gazette YODD 152).
11. Decision No 10282/09-02-2026 of the Minister and Deputy Minister of Development on the (a) Appointment of Prof. Panayiotis Tsakalidis to the position of Director of the Institute of Computer Science of the Foundation for Research and Technology – Hellas (FORTH), (b) appointment of him as member of the Board of Directors of FORTH, and (c) reconstitution of the Board of Directors of FORTH (Government Gazette YODD 129)
12. Decision No 72151/26.08.2026 of the Minister and Deputy Minister of Development on the (a) Appointment of Emmanouil Stratakis to the position of Director of the Institute of Electronic Structure and Laser (IESL) of the Foundation for Research and Technology – Hellas (FORTH), (b) appointment of him as member of the Board of Directors of FORTH, (c) reconstitution of the Board of Directors of FORTH (Government Gazette YODD 1376).
13. Decision No 585/50-7/04.09.2026 of the Board of Directors of FORTH authorising the Directors of the Institutes to approve the call for positions of temporary staff for the implementation of research projects.
14. Grant Agreement Ref. Nr 101178230 for the Project titled 'Enabling Circular Value Chains via Production Digitization and Human Empowerment' with acronym 'ENCIRCLE', funded by the European Union under Horizon Europe – the Framework Programme for Research and Innovation (2021–2027), established by Regulation (EU) 2021/695 of the European Parliament and of the Council of 28 April 2021.
15. Decision No 545/43-6/22-10-2024 of the Board of Directors (BoD) of FORTH, approving the management of the implementation of the project titled 'Enabling Circular Value Chains via Production Digitization and Human Empowerment' with acronym 'ENCIRCLE' by/at FORTH.

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16. Decision No 590/50-7/20-11-2026 of the Board of Directors (BoD) of FORTH approving the call of expression of interest for the position of two (2) temporary staff for the implementation of the project at/by FORTH.
17. The general policy and relevant decisions of FORTH BoD.

APPROVES this CALL FOR EXPRESSION OF INTEREST

For filling two (2) positions of temporary staff under the project 'Enabling Circular Value Chains via Production Digitization and Human Empowerment' and with acronym 'ENCIRCLE' at the Institute of Computer Science of FORTH.

CALL FOR EXPRESSION OF INTEREST

POSITIONS

Under this Call, **two (2) positions** of temporary staff are announced, to be employed at FORTH- ICS through the conclusion of a contract for the assignment of work, which will specify the employment in the project.

POSITION 1

DESCRIPTION

The candidate will be responsible for participating in the daily project implementation activities and software development for the tasks that FORTH is responsible for or participates in.

Individual tasks will include:

- Contribution to the development of Unity-based interactive applications and visual components
- Participation in the project's daily activities including technical meetings, end-user training, system integration

REMUNERATION

The total cost of the contract is set at up to the amount of EUR 40.000,00 in accordance with the budgeted expenditure of the work to be assigned and the terms of the funding. The above amount includes the contractor's remuneration, all statutory deductions of any kind, employer's social security contributions, provided that the beneficiary falls under the provisions of Article 39(9) of Law 4387/2016, and VAT, in the event that the contractor is subject to VAT. In the event that the contractor is not subject to VAT, their contract shall be reduced by the corresponding amount, by deducting the amount of VAT.

QUALIFICATIONS

ESSENTIAL (MINIMUM REQUIRED) QUALIFICATIONS:

- MSc degree in Computer Science or equivalent
- First Degree - University Degree (Higher Education Institution) in Computer Science or equivalent
- Excellent knowledge of Unity Game Engine
- Excellent knowledge of C / C++ / C# / Java / JavaScript / SQL
- Experience in the development of VR Games and XR gamified environments
- Experience in human-centered design process (requirements elicitation, interface, interaction and experience design, expert/heuristic evaluation and user testing)
- Experience in the design and development of software applications for ambient intelligence environments
- Previous experience in EU-funded RTD project participation

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- Physical presence at FORTH, Heraklion, Crete for the duration of the position

DESIRABLE QUALIFICATIONS:

- Experience in VR Headsets including Oculus (Rift, Quest, Quast II), Pico G2
- Communication, coordination and management skills
- Good knowledge of English

EVALUATION CRITERIA

The selection of candidates is based on the scoring of submitted applications according to the following criteria:

No.	Evaluation criterion	Maximum score	Means of proof
1	Certified experience in software development based on Unity Game Engine	**Up to 20:** < 36 months: 4 ≥ 36 months: 10 ≥ 42 months: 20	Employer certificate / certificate from the Principal Investigator or Supervising Professor
2	Certified experience in the development of VR Games and XR gamified environments	**Up to 20:** < 36 months: 4 ≥ 36 months: 10 ≥ 42 months: 20	Employer certificate / certificate from the Principal Investigator or Supervising Professor
3	Certified experience in human-centered design process (requirements elicitation, interface, interaction and experience design, expert/heuristic evaluation and user testing)	**Up to 20:** 1 point per month of experience, up to a maximum of 20	Employer certificate / certificate from the Principal Investigator or Supervising Professor
4	Certified experience in VR Headsets including Oculus (Rift, Quest, Quast II), Pico G2	**Up to 15:** 1 point per month of experience, up to a maximum of 15	Employer certificate / certificate from the Principal Investigator or Supervising Professor
5	Certified experience in design and development of software for Ambient Intelligence Environments	**Up to 25:** 1 point per month of experience, up to a maximum of 25	Employer certificate / certificate from the Principal Investigator or Supervising Professor
TOTAL		**100**	

POSITION 2

DESCRIPTION

The candidate will be responsible for participating in software development for the tasks that FORTH is responsible for or participates in.

Individual tasks will include:

- Contribution to the development of Unity-based interactive applications and visual components
- Participation in the project's daily activities including technical meetings, end-user training, system integration

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REMUNERATION

The total cost of the contract is set at up to the amount of EUR 40.000,00 in accordance with the budgeted expenditure of the work to be assigned and the terms of the funding. The above amount includes the contractor's remuneration, all statutory deductions of any kind, employer's social security contributions, provided that the beneficiary falls under the provisions of Article 39(9) of Law 4387/2016, and VAT, in the event that the contractor is subject to VAT. In the event that the contractor is not subject to VAT, their contract shall be reduced by the corresponding amount, by deducting the amount of VAT.

QUALIFICATIONS

ESSENTIAL (MINIMUM REQUIRED) QUALIFICATIONS:

- MSc degree in Computer Science or equivalent
- First Degree - University Degree (Higher Education Institution) in Computer Science or equivalent
- Experience in the development of 3D objects
- Experience in the development of VR and AR environments
- Experience in the development of accessible XR applications addressing individuals with disabilities
- Experience in the human-centered design process (requirements elicitation, interface, interaction and experience design, expert/heuristic evaluation and user testing)
- Experience in EU-funded RTD projects
- Experience in the design and development of software for Ambient Intelligence Environments
- Experience in XR/Game Development with Unity, OpenXR, Meta Quest, Magic Leap SDK, and Blender
- Physical presence at FORTH, Heraklion, Crete for the duration of the position

DESIRABLE QUALIFICATIONS:

- Good knowledge of C#, Java, Kotlin, C++, Python, Javascript, HTML, CSS, C
- Good knowledge of English

EVALUATION CRITERIA

The selection of candidates is based on the scoring of submitted applications according to the following criteria:

No.	Evaluation criterion	Maximum score	Means of proof
1	Certified experience in the development of 3D objects	**Up to 20:** < 36 months: 4 ≥ 36 months: 10 ≥ 42 months: 20	Employer certificate / certificate from the Principal Investigator or Supervising Professor
2	Certified experience in the development of VR and AR environments	**Up to 20:** < 36 months: 4 ≥ 36 months: 10 ≥ 42 months: 20	Employer certificate / certificate from the Principal Investigator or Supervising Professor

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No.	Evaluation criterion	Maximum score	Means of proof
3	Certified experience in the development of accessible XR applications, addressing individuals with disabilities	**Up to 20:** 1 point per month of experience, up to a maximum of 20	Employer certificate / certificate from the Principal Investigator or Supervising Professor
4	Certified experience in XR Development with Unity, OpenXR, Meta Quest, Magic Leap SDK, and Blender	**Up to 15:** 1 point per month of experience, up to a maximum of 15	Employer certificate / certificate from the Principal Investigator or Supervising Professor
5	Certified experience in the design and development of software for Ambient Intelligence Environments	**Up to 25:** 1 point per month of experience, up to a maximum of 25	Employer certificate / certificate from the Principal Investigator or Supervising Professor
TOTAL		**100**	

Candidates who do not meet the required qualifications of the Call are excluded from the procedure. Applications of candidates with a total score lower than 60 will not be considered for the position.

APPLICATION SUBMISSION

Interested candidates can submit their applications via http://www.ics.forth.gr/jobs/en , using the link "Apply for the position" under the announcement.

Should a candidate wish to amend an application—whether to correct information or provide missing supporting documents—they must resubmit the entire application, including all relevant supporting documents. This is permitted only until the application submission deadline. Only the most recent submission will be considered valid; any prior submissions will be disregarded. Applications submitted after the aforementioned date will be rejected as late and will not be evaluated. Incomplete applications will not be taken into consideration. Qualifications mentioned in either the application or the curriculum vitae, but not substantiated by the submission of the corresponding supporting documents, will not be taken into account and will not be awarded points for the final ranking of candidates.

APPLICATIONS MUST INCLUDE:

• A detailed Curriculum Vitae (CV)

• Clear photocopies of academic degrees, transcripts for each program of study (undergraduate, postgraduate) completed, certificates, and any other documentation substantiating the applicant's qualifications

• Letters of recommendation and/or certificates of prior employment substantiating the required experience, as well as any other documents or evidence the applicant wishes to include to verify the experience mentioned in their CV

CONTACT INFORMATION:

• For information and questions regarding the application and selection procedure, please contact Iosif Klironomos (iosif@ics.forth.gr).

• For information and questions regarding the announced call for this position, the activity of the group of the Institute, please contact the Principal Investigator (PI) for the project, Dr. Stavroula Ntoa, (stant@ics.forth.gr).

EVALUATION PROCEDURE

Applications are evaluated by an Evaluation Committee, which consists of three (3) regular and three (3) alternate members drawn from the staff of FORTH-ICS. One regular member must be the Principal

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Investigator of the Project. The Committee is appointed by decision of the BoD of FORTH. The composition of the Committee remains unchanged throughout the duration of the project. Failure to comply with the following requirement shall result in the **rejection** of the application, members of the Evaluation Committee must not have any kinship by blood or marriage up to the third degree with any candidate. In the event that a Committee member, other than the PI, is subject to such a conflict of interest, as aforementioned, (he/she) must notify the other Committee members in writing and request his/her own replacement, whereas, if the PI is subject to such a conflict of interest, the application shall be rejected. The Committee's recommendation is forwarded to the BoD of FORTH. The members of the Objections Committee are appointed in the same manner. The Committee's recommendation is forwarded to the Director of FORTH-ICS.

Should the selected candidate fail to appear to sign the contract, or resign while the contract is in force, the Contracting Authority may conclude a contract with the next candidate in the order of ranking, without any further procedure.

SELECTION ANNOUNCEMENT

The results of the evaluation are announced/posted on the website of FORTH-ICS (http://www.ics.forth.gr/jobs/en).

SUBMISSION OF OBJECTIONS

Candidates who submitted an application for a position under this Call have the right to:

(a) Submit an objection regarding their ranking within a period of five (5) calendar days from the day following the publication of the provisional results, by means of a written application to the secretariat of FORTH-ICS.

(b) Access the contents of their own individual application file, as well as the evaluation/scoring sheets of other candidates and the evaluation minutes/report, upon submission of a written request to FORTH –ICS within FIVE (5) calendar days from the day following the results' posting/announcement. Access to personal data of other candidates is limited to the personal data, relevant information, and supporting documents that formed the basis for the evaluation of candidates for the specific position(s) to be filled. Prior to the disclosure of any personal data and/or information concerning other candidates to the applicant, FORTH shall notify the respective data subjects in an appropriate manner depending on the circumstances.

Objection applications may be submitted in one of the following ways: in person, via an authorised representative; **by email to iosif@ics.forth.gr;** by post; or by courier to FORTH address: FORTH - ICS, N. Plastira 100, Vassilika Vouton, 70013 Heraklion, Crete Greece; In the case of submission by mail/postal or courier, the date of submission is the date shown on the postal or courier service postmark or stamp. If the deadline expires on/falls on a non-working day, it shall be extended to the next working day. Late objections will not be considered.

Objections are examined by the Objections Committee, which is appointed by decision of the BoD of FORTH. The Objection Committee consists of three (3) regular and three (3) alternate members drawn from the staff of FORTH-ICS. The members of the Objections Committee are not permitted to have kinship relations by blood or by affinity up to the third degree with any candidate. If no objections are submitted, the provisional results become final.

OTHER CONDITIONS

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1. For applicants/candidates whose higher education qualifications (undergraduate and postgraduate) constitute a required or assessed formal qualification and were awarded by institutions abroad, these institutions must be included in the National Register of Recognised Foreign Higher Education Institutions and the National Register of Types of Recognised Qualifications of Foreign Higher Education Institutions, or a certificate from the Hellenic National Academic Recognition and Information Centre (DOATAP) must be submitted, in accordance with Law 4957/2022. Applicants/Candidates whose higher education qualifications (undergraduate and postgraduate) were awarded by foreign institutions included in the "List of Foreign Institutions awarding qualifications through franchise agreements with private entities in Greece" must submit a 'Certificate of Place of Study' issued and sent by the entity where the studies were actually conducted.
2. Throughout the duration of the Project, should it be necessary to replace individuals selected in accordance with this Call, such replacement shall be effected by selecting another candidate(s) based on their score/ranking – from the established from the ranking list (drawn up).
3. In the event that the funding allocated for the project is terminated for any reason, FORTH-ICS reserves the right to terminate the performance of the contract by means of a formal notice of termination and without incurring any liability for damages.
4. FORTH-ICS does not assume any obligation to enter into a contract and reserves the right to cancel or repeat the procedure without any obligation to pay compensation, any related claims by the candidates being expressly excluded.
5. Participation implies full acceptance of the terms of this Call for Expression of Interest.

GDPR DISCLAIMER

FORTH is compliant with all legal procedures for the processing of personal data as defined by the **Regulation EU/2016/679 on the protection of natural persons with regard to the processing of personal data.**

FORTH processes the personal data and relevant supporting documents that you have submitted to us. Processing of that data is carried out exclusively for the needs and purposes of this specific call. Such data shall not be transmitted to or communicated to any third party unless required by law.

FORTH retains the above data until the announcement of the final results of the call, unless further retention is required by law or for the purposes of the establishment, exercise or defence of legal claims, as provided for in Regulation (EU) 2016/679 and/or the applicable national legislation.

Under Regulation (EU) 2016/679, you have the right to be informed about, access, rectify and erase your personal data, as well as the right to restriction of processing and the right to object, as provided for by the applicable EU and national legislation.

You also have the right to lodge a complaint with the Hellenic Data Protection Authority. For further information and for the exercise of your personal data protection rights, you may contact the Data Protection Officer of FORTH at dpo@admin.forth.gr.

You have the right to withdraw your application and consent for the processing of your personal data at any time. We inform you that, in this case, FORTH shall destroy such documents and/or supporting documents submitted and shall delete the related personal data.

This call is published on the website of FORTH - ICS **[http://www.ics.forth.gr/jobs/en]**, on Diavgeia (ΔΙΑΥΓΕΙΑ - the Government's Transparency programme) and wherever else required by the funding body.

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