

OPEN UNIVERSITY OF CYPRUS

ANNOUNCEMENT OF ACADEMIC PERSONNEL VACANCY

The Open University of Cyprus (OUC) was established in 2002 and commenced its operations in 2006. In its short yet dynamic course of development, it has achieved significant international distinctions in the highly competitive and constantly evolving field of research. These successes are attributed to its commitment to excellence and continuous improvement. The promotion and enhancement of research activity is a core strategic objective of the Open University of Cyprus. At the same time, the University continually upgrades, expands, and modernises its undergraduate and postgraduate programmes of study by adopting and effectively applying the flexible methodology of open and distance learning. (<https://www.ouc.ac.cy/index.php/en/prospective-menu-eng/prospective-methodology>).

Since its establishment, the Open University of Cyprus (OUC) has been developing dynamically, offering university-level studies at undergraduate and postgraduate levels (master's and doctoral) in the contemporary scientific fields covered by its three Faculties:

- Faculty of Humanities and Social Sciences
- Faculty of Pure and Applied Sciences
- Faculty of Economics and Management

In order to strengthen its research and educational mission, the Open University of Cyprus seeks to attract distinguished academic staff to fill the following positions:

The Open University of Cyprus invites applications for the following academic positions in the Faculty of Economics and Management:

- One (1) academic position at the rank of Professor and/or Associate Professor in the area of "Management".

According to the laws governing the Open University of Cyprus, in the event of abolition or merger of Modules or Programmes of Study, academic staff members are immediately reassigned to other Modules or Programmes of Study that are currently offered or are planned to be offered.

For all academic ranks, a doctoral degree from a recognized University is required to the relevant subject area of the position. The minimum qualifications for each academic rank are:

1. For the position of **Lecturer**: A doctoral degree from a recognized University is required, along with evidence of the ability to teach and conduct research at the university level.
2. For the position of **Assistant Professor**:
 - The qualifications for the Lecturer position, and at least three years of independent university teaching or research experience after obtaining the doctoral degree from a recognized university or research center.
 - Original publications in renowned international scientific journals or other publications of acknowledgment merit, which augur an important contribution to the discipline/scientific area.
3. For the position of **Associate Professor**:
 - The qualifications for the Assistant Professor position, and in addition:
 - At least a total of seven years of university work or work of equal value following the award of the doctoral title, at least four of which must be years of university work or holding a post of equivalent rank in an accredited University.
 - Publication of works, such as articles in renowned international scientific journals or monographs or books by reputable publishing firms, substantiating a remarkable, autonomous research work
 - Ability to instruct/guide and promote research, including the supervision of graduate students, instruction/guidance or significant contribution to research programmes or securing funding for research activities.
 - Indications of international recognition of the candidate's contribution to a specific research area,

such as research reports, invitations to deliver scientific lectures, assignments relating to the evaluation of articles, research reports or doctoral theses, participation in committees for the publication of scientific journals or participation in the organisation and/or publication of the minutes of scientific conferences.

- Contribution to the promotion of the University's academic and administrative work.

4. For the position of **Professor**:

The qualifications for the Associate Professor and, in addition:

- At least a total of eleven years of university work or work of equal value following the award of the doctoral title, at least four of which must be years of University work, or holding a post at the rank of Professor in an accredited University.
- International recognition of scientific work.
- Significant contribution to the University's academic and administrative work.
- Supervision and successful completion of research programmes or doctoral theses

In the selection of academic staff members, experience and qualifications in open and distance learning are also taken into consideration.

The main duties of the appointed candidates will include:

- The development of high-level research activity with international recognition.
- The organization, coordination, and leadership of a research group, where appropriate.
- The attraction of external research funding, depending on the needs and requirements of the field.
- The development of new programmes of study, the continuous improvement of teaching methodology and program content, and the preparation of digital educational material suitable for distance education.
- The supervision of doctoral students and/or postdoctoral researchers, as well as the supervision of undergraduate and Master's theses.
- Distance teaching, which includes the extensive use of asynchronous and synchronous technologies.
- The organization, coordination, guidance, and quality assurance of teaching staff teams.
- Contribution to the administrative functions of the University.

Candidates are not required to be citizens of the Republic of Cyprus. Academic staff members are employed on a full-time and exclusive basis and must reside permanently in Cyprus after their appointment.

The languages of instruction at the Open University of Cyprus are Greek, English, and/or Turkish. For the announced positions, good knowledge of the Greek language is required. If a candidate who does not have sufficient knowledge of the Greek language is selected, the appointee must acquire good knowledge (as defined by the Common European Framework of Reference for Languages –, <https://www.coe.int/en/web/language-policy/home>) of the Greek language, within a period of three (3) years from the date of appointment. The total annual gross emoluments (including the 13th salary), according to the current legislation, is:

Professor	(Scale A15-A16) € 80,172.95 - €104,216.32
Associate Professor	(Scale A14-A15) € 70,712.72 - €96,402.54
Assistant Professor	(Scale A13-A14) € 59,381.79 - €88,984.09
Lecturer	(Scale A12-A13) € 55,723.33 - €81,606.33

It is noted that the remuneration and pension arrangements of the appointees are governed by the relevant legislation of the Republic of Cyprus, including any applicable deductions.

Note:

The Open University of Cyprus is committed to an Equal Opportunities Policy in relation to hiring and supporting the career development of all people, and encourages individuals, irrespective of gender or gender reassignment, to apply for academic, research and administrative job openings. The Open University of Cyprus does not discriminate on the grounds of racial or ethnic origin, colour, religion or belief, gender, gender reassignment, ethnicity, nationality, age, disability, marriage or civil partnership, or sexual orientation in accordance with the relevant laws and regulations of the Republic of Cyprus.

SUBMISSION OF APPLICATIONS

- Applications must be complete and may be submitted only through the OUC e-recruitment portal (<https://careers.ouc.ac.cy/apply>).
Opening date for applications: 3rd of April 2026
- **Deadline for applications: 8th of July 2026 at 13:00.**
- To be considered, an application must include all the required certificates and documents and must be submitted online through the portal. Original certificates must be presented when requested. Applications that do not include the required documentation will not be considered.

Applicants must submit the following:

1. Copy of passport/ identity card.
2. Copies of academic degrees.
3. Copies of the three most representative publications.
4. Names and contact information of at least three university Professors who will be asked to provide letters of recommendation directly to the Open University of Cyprus
5. Curriculum Vitae.
6. Cover Letter stating the position and the rank/ranks applied for.
7. A short description of the applicant's future research plans (up to 1500 words).
8. A short description of the teaching methods that the applicant uses (up to 1500 words).

The documents in numbers 4-8 must be submitted in English language.

All the above documents must be uploaded as separate PDF files.

Applications not conforming to the specifications of this announcement will not be considered. Once the application is submitted and the deadline has passed, no changes or additions can be made. All candidates invited for an interview are expected to attend the interview at the Open University of Cyprus on their own expenses. Any applications, documents, or letters of recommendation that may have been submitted in the past will not be taken into consideration and must be re-submitted.

Following the submission of their application, applicants will receive an automated message confirming the successful submission of the application. In case such a message is not received, it is the applicant's responsibility to contact the Open University of Cyprus to confirm the successful submission of his/her application.

For more information concerning procedural issues, candidates may contact the Human Resources Services of the Open University of Cyprus at <https://support.ouc.ac.cy/portal>.