

**OPEN UNIVERSITY OF CYPRUS  
SCHOOL OF PURE AND APPLIED SCIENCES**

*WIN project – Researchers & Developers*

Open University of Cyprus (OUC) accepts applications for up to two positions for **Research Scientists / Assistants, and Developers** for employment as part of the project “[WIN - Workplace Inclusion: Neurodiversity](#)”, which is funded under the Erasmus+ KA2 call. The project is designed to tackle the pressing issue of neurodiversity inclusion through a comprehensive approach involving desk research, creation of online resources, educator and stakeholders’ training, and public awareness campaigns. The project's primary objectives are to enhance employer awareness, upskill educators, and create a web-based matching application to connect neurodivergent individuals with potential employers. The developer to be hired will be the person primarily responsible for the creation of this website / APP.

Hired applicants will have the opportunity to work with OUC faculty and researchers, as well as the partners of the WIN consortium. Hired Research Scientists (Ph.D. holders) will have the opportunity to co-supervise M.Sc. and Ph.D. students at OUC, and to engage in autonomous teaching of courses at OUC, by submitting separate applications and following the relevant procedures and deadlines that are announced for these positions periodically. Eligible hired Research Assistants will be encouraged to also apply to pursue Masters or Ph.D. studies at OUC.

**EMPLOYMENT TERMS**

Positions will be filled through short-term part-time contracts of employment until the end of June 2025, with the possibility of extension for up to six additional months. The project provides insurance through the national health system, but does not cover a 13th month bonus salary.

Based on the gross full-time monthly salary, the pro rata rate for 50% part-time employment ranges between €875 – €1500 euros, including employer contributions. The salary will depend on the hired applicant’s qualifications and past experience.

**DUTIES AND RESPONSIBILITIES**

For the Developer position, the hired applicant(s) will be expected to contribute to the following activities of the project:

- Market research on existing tools and apps (in EU) that address neurodiversity in the workplace.
- Development of stand-alone web-based programs and smartphone applications.
- Design of novel machine learning algorithms and other AI tools for inclusiveness of neurodivergent populations.

For the Research Scientist / Assistant position(s), the hired applicant(s) will be expected to contribute to the following activities of the project:

- Literature review on good practices and interventions to understanding, accepting and promoting neurodiversity.
- Design and implementation of training programmes and online resources addressed to employers, HR staff, adult educators, neurodivergent individuals and their families.
- Run a broad awareness campaign targeting various stakeholders (businesses, SMEs, adult education centers, support groups, etc).
- Research and monitoring of the impact of the project outputs.

For both positions, additional activities include:

- Participation in project meetings with other members of the consortium.
- Involvement in the preparation of project reports and deliverables.
- Help with project management tasks and dissemination activities.
- Any other task relevant to the project that will be assigned.

### **REQUIRED QUALIFICATIONS**

1. University degree in Computer Science, Neuroscience, Psychology (Cognitive/Neuro Psychology) or in another field related to the project. (Applicants without a relevant university degree, who study towards acquiring one, will be considered on a case by case basis, based on their academic history and performance until their application submission date.)
2. Applicants wishing to pursue an M.Sc. or a Ph.D. degree in Computer Science, preferably with emphasis on Artificial Intelligence, Machine Learning, or interdisciplinary fields of Computer Science and Psychology in topics relevant to the project such as neurodiversity, tech-based interventions, cognitive rehabilitation, etc.
3. Applicants for a research scientist position: a Ph.D. degree in Computer Science, preferably with emphasis on Artificial Intelligence, Machine Learning, or other fields related to the project. Similarly, applicants with a Ph.D. degree in Neuroscience, Cognitive Psychology / Neuropsychology, preferably with emphasis on Neurodiversity, design and implementation of interventions, or other fields related to the project. *Applicants with a Ph.D. in one of these areas and additional degrees or proven training and education in the other area (covering both Computer Science and Psychology) will be considered to have a significant advantage.*
4. Documented past experience and / or employment in positions that require excellent organizational skills, management skills, communication skills, adherence to work ethics, punctuality, capability of taking initiatives, commitment to meeting deadlines and completing tasks with little supervision.
5. Very good knowledge of spoken and written English, and ability to contribute to report writing.
6. Evidence of excellent skills as a researcher and / or a developer, in line with the project's aims, which should be well-documented by participation as a researcher and / or a developer in other projects. Applicants may be asked to complete an assignment to ascertain their researcher / developer skills.
7. Eligibility to live and work in Cyprus and availability for physical presence at the Open University of Cyprus premises is strongly preferred.

### **ADDITIONAL QUALIFICATIONS**

1. Distinctions, awards, research or other publications.
2. Knowledgeable in the design of graphical and interactive interfaces.
3. Experience with website designing and APP development.

4. Experience with similar scale funded projects.
5. Knowledgeable in Artificial Intelligence / Machine Learning.
6. Knowledgeable in Natural Language Processing and Generation.
7. Knowledgeable in Neurodiversity, Acquired and Developmental Disorders.
8. Good knowledge of research methods and statistics.
9. Experience with the design, implementation and evaluation of educational projects and materials.
10. Experience with grant proposal writing.
11. Availability for participation in other ongoing and future projects.
12. Interest to pursue Ph.D. studies at OUC (for non-Ph.D. holders).

## **APPLICATION PROCESS**

Applicants should ensure that all of the following are submitted by the application deadline:

1. A brief introductory note (1-2 pages long) explicitly stating which of the two roles you are applying for (developer or research scientist/assistant position), along with a brief justification on how the applicant's background and experience covers each of the required and additional qualifications.
2. A full biographical note (up to 10 pages), including the contact details of all past employers.
3. Letters of recommendation to be submitted by two referees (not the applicant) to [konstantinos.tsagkaridis@ouc.ac.cy](mailto:konstantinos.tsagkaridis@ouc.ac.cy).
4. List of research publications, annotated with an explanation of the contribution of the applicant in each article.
5. Copies of all the degree titles of the applicant, along with the corresponding transcripts.
6. For developers: Documents and / or portfolio that demonstrate experience and involvement of the applicant in code development projects, along with a sample of code developed by the applicant.
7. For researchers: Documents and / or portfolio that demonstrate experience and involvement of the applicant in research projects that relate to the project and the additional qualifications of the applicant.
8. A note that explicitly mentions the extent of the availability of the applicant to be physically present at the Open University of Cyprus premises during their employment period.

Applications should be submitted electronically at <https://careers.ouc.ac.cy/apply> by **October 25th, 2024**. Candidates and their referees may contact Dr. Konstantinos Tsagkaridis, OUC's Principal Investigator for the WIN Project, at [konstantinos.tsagkaridis@ouc.ac.cy](mailto:konstantinos.tsagkaridis@ouc.ac.cy), using the subject title "WIN – Researchers & Developers".

### **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, color, 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.