



VACANCY ANNOUNCEMENT FOR AN ACADEMIC POSITION

The University of Cyprus was founded in 1989 and admitted its first students in 1992. Within a short time, the University of Cyprus achieved international distinctions. Today, it is ranked as the 89th young university (under 50 years) and among the 401-500 best universities worldwide by the Times Higher Education Rankings 2025.

These notable distinctions, achieved in the highly competitive field of research, are the result of commitment and dedication to continuous development and research excellence, the promotion and strengthening of which constitutes a key strategic objective of the University of Cyprus. Moreover, the University continually extends and develops its undergraduate and graduate programs of study.

To best serve its research and educational aims, the University recruits high-calibre academic staff who can make significant contributions to the development of internationally competitive research projects and to the design and delivery of new curricula.

The University of Cyprus is committed to promoting inclusivity, diversity, and equality, as well as the elimination of all forms of discrimination in order to provide a fair, safe and pleasant environment for the entire university community, where students and staff members will feel supported both in their professional and personal development, within and beyond their multiple identities. To this end, the University of Cyprus seeks to create the necessary conditions that will encourage and respect diversity and ensure dignity both in the workplace and society at large. Moreover, the University has adopted specific policies to promote equal opportunities, as well as respect and understanding of diversity, while it is committed to promoting and maintaining a working, teaching, and learning environment, free from any form of discrimination, whether direct or indirect.

MEDICAL SCHOOL

The Medical School of the University of Cyprus is a newly established and rapidly growing School, which aims to play a decisive role in enhancing medical education and research in the wider Euro-Mediterranean area and aspires to establish itself among the best Schools in the world. It is the first medical school in Cyprus that was successfully certified, after being evaluated by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education (CYQAA), based on the criteria of the World Federation for Medical Education (WFME). The Medical School of the University of Cyprus has been ranked 251-300 in «Medicine, Dentistry and other Medical Subjects» in the 2025 Times Higher Education (THE) World University Rankings by subject. The Medical School, committed to its vision of excellence, to provide high-quality and state-of-the-art medical education, to pioneer and innovate in research and to make a significant contribution to the upgrading of medical services in public hospitals, seeks to recruit high caliber academic staff, who can lead and participate in internationally competitive research projects and can make significant contributions to the design and delivery of new curricula.

The University of Cyprus invites applications for **one (1)** tenure-track position at the rank of **Associate Professor or Professor** in the Medical School, in the field of “**Internal Medicine**”.

The minimum requirements for each academic rank are available at <https://rb.gy/e9oi7> and include: previous academic experience, outstanding research achievements and notable scientific contributions, experience in developing and teaching of high quality undergraduate and graduate curricula.

Candidates do not need to be citizens of the Republic of Cyprus.

The official languages of instruction are Greek and Turkish. For the above position, fluency in the Greek and English languages is necessary.

In case the selected candidate is not proficient in the Greek language, the candidate and the School shall ensure that the former acquires sufficient knowledge of the Greek language within 3 years from the date of appointment.

In accordance with the applicable legislation, the annual gross salary (including the 13th salary) for full-time employment is:

Associate Professor	(Scale A14-A15)	€67,643.49 - €96,308.45
Professor	(Scale A15-A16)	€80,094.70 - €104,114.56

Employee contributions to the various State funds will be deducted from the above amounts.

The provision of clinical work in Public Hospitals or in other hospitals with which the University of Cyprus has concluded an agreement, is mandatory in case of election in clinical specialities, unless (upon request) the Senate decides otherwise. In addition to the annual remuneration, those appointed to clinical specialities will receive additional remuneration depending on the position rank, in percentage (up to 50% for the rank of Lecturer, Assistant Professor and Associate Professor, up to 70% for the rank of Professor) of their normal salary, as compensation for their clinical contribution in patient care in a Public Hospital, as well as on-call compensation, under the provisions of the agreement between the State Health Services Organisation of Cyprus (SHSO) or another Hospital and the University of Cyprus. Based on the same agreement, medical academic staff are bound by the same provisions as the rest of public hospitals' medical staff with respect to practicing medicine outside the public hospitals and /or for personal financial gain. The placement of academic staff in the Hospitals for the provision of clinical work presupposes the recognition of specialty by the Medical Council of the Ministry of Health, the registration in the Cyprus Medical Association and the registration in the Health Insurance Organisation (HIO).

It is noted that, according to Circular 4.8 (<http://ucy.ac.cy/legislation/volumea/4.8.html>), members of academic staff have the right to undertake additional activities such as participating in external research programs, additional teaching, provision of consulting services to the private sector, or entrepreneurial activities, subject to approval by the University Council. The Circular's provisions do not provide for practicing private medicine outside the public hospitals and /or for personal financial gain.

It is further noted that the rules concerning the absence of medical members of Academic Staff are adjusted so that these are aligned to the rules and regulations applicable to public hospitals' medical staff.

The Cyprus Income Tax Laws of 2002 to 2024 (Amendment) (Article 8, (21) & (23)):

The above Laws stipulate the following:

- « (21) [Exemption of] twenty percent (20%) of the remuneration from any employment in the Republic of Cyprus of an individual who was not resident in Cyprus before the commencement of the employment in the Republic, or €8,550, whichever is the smallest. The exemption begins on January 1st of the year following the year in which the employment started and, irrespective of this, it applies until the year 2025, regarding employment that started in or after the year 2012, with five (5) years being the maximum time period for which the exemption is granted. »
- « (23) [Exemption of] fifty percent (50%) of the remuneration from any employment in the Republic of Cyprus of an individual who was not resident in Cyprus before the commencement of the employment in the Republic.

It is understood that:

- (i) The exemption is granted for ten (10) years of employment in the Republic of Cyprus, beginning with the year of employment, provided the income from said employment exceeds one hundred thousand (€100,000) Euros per annum.
- (ii) This exemption is not granted to an individual who was resident in the Republic of Cyprus in any three (3) of the five (5) tax years preceding the year in which employment started, or to an individual who was resident in the Republic of Cyprus in the year preceding the year in which employment started.
- (iii) The exemption is available in respect of any tax year in which income from employment exceeds one hundred thousand (€100,000) Euros per annum, irrespective of whether the income falls below that amount in any year, provided that when the employment started the income exceeded one hundred thousand (€100,000) Euros per annum and the tax authorities are satisfied that the variations in the annual income are not made for the purpose of obtaining this tax benefit.
- (iv) The exemption provided by (21) does not apply when the exemption provided by this paragraph is applied.
- (v) The provisions of (ii) apply in the case of an individual whose employment starts on or after the date the Cyprus Income Tax (Amendment) (Nr. 2) Law 2015 enters into force. »

APPLICATION SUBMISSION PROCESS:

Candidates are invited to submit their applications electronically by uploading the following documents in **English** and in PDF format at the following link: <https://applications.ucy.ac.cy/recruitment>

1. Cover Letter
2. Curriculum Vitae, based on the sample given below, including, among others: (a) any teaching experience, (b) a brief summary of previous research work (including a complete list of publications), (c) a statement of future research plans, (d) any administrative experience, and (e) a teaching plan of the relevant subject for the School curriculum.
3. Copy of ID/Passport.

4. Copy of a bachelor's degree from an accredited University is required.
5. Copy of a PhD degree from an accredited University is required (Wherever deemed as compulsory, according to the vacancy's requirements).
6. Review of previous research work and a brief description of future research projects (up to 3 pages).
7. List of publications.
8. Representative publications (up to 3 publications which should be submitted separately).
9. The names and email addresses of three professors from whom confidential letters of recommendation (in English) will be automatically requested upon submission of the application. Letters of recommendation may be submitted up to 7 days following the deadline for submission of applications. It is the responsibility of each candidate to ensure that the references are submitted. In case the letters of recommendation are not submitted on time, the application will not be considered.

The above documents (1-8) must be uploaded as separate PDF documents.

No change will be possible following the submission of your application.

The deadline for applications is **Wednesday the 07th of May 2025.**

The selected applicants will be required to submit copies of degree certificates certified by the Ministry of Education (if the degrees were obtained from universities in Cyprus) or from the Issuing Authority (if the degrees were obtained from foreign universities).

The selected candidate will be responsible for ensuring that the authenticity of the degrees, certificates, and other relevant documents submitted in his/her application is certified by the competent Institutions, by sending a relevant email to the Human Resources Services.

The University of Cyprus reserves the right to ask from the selected candidate(s), and prior the offering of any position, to have their degrees submitted and evaluated upon by the relevant authority within Cyprus Democracy, "The Cyprus Council for the Recognition of Higher Education Qualifications (KY.S.A.T.S.)".

Applications, supporting documents and recommendation letters submitted in response to previous vacancy announcements **will not be considered and must be resubmitted.**

Applications not providing all the required documents specified in the online application form at the above link **will not be considered.**

The applicant shall ensure that their application has been successfully submitted. Upon submission, the candidate will receive an automated confirmation email.

For more information, candidates may contact the Medical School, (tel.: +357 2289 4352) or the Human Resources Service (tel.: +357 2289 4146).

February 07, 2025

CV Sample

PERSONAL INFORMATION

- Name -Surname:
- Contact Address:
- Contact Telephone Number:
- E-mail Address:
- Date of Birth:
- Nationality:

POSITION YOU ARE APPLYING FOR:

EDUCATION:

[Studies, Level of Studies (Undergraduate, Graduate, Postgraduate), Degrees/Diplomas awarded, Name of Academic Institution/Education Centre, dates (from – to)]

PROFESSIONAL/ ACADEMIC EXPERIENCE

PRESENT POSITION(S)

[Title, University/ Hospital of Appointment and Responsibilities]

PREVIOUS EXPERIENCE

[Academic and/or Clinical Positions (University and Hospital Appointments, Title, Name and Place of University/ Hospital), dates (from – to)]

TEACHING EXPERIENCE

SUMMARY OF RESEARCH WORK

[Publications, Citations, h-index in Scopus, Google Scholar & Web of Science, Impact Factor per publication and in total, Presentations at conferences, Research projects, Grants, etc.]

STATEMENT OF FUTURE RESEARCH PLANS

SUMMARY OF ADMINISTRATIVE EXPERIENCE/ EXPERIENCE IN MEDICAL EDUCATION/ HEALTH CARE EDUCATION

[Administrative Positions (Name of organization/duties/responsibilities), dates (from – to)]

TEACHING PLAN OF THE RELEVANT SUBJECT

LANGUAGES

MOTHER TONGUE:

OTHER LANGUAGES:

HONOURS AND AWARDS:

DATE ON WHICH YOU ARE ABLE TO ASSUME DUTIES IN THE EVENT OF SELECTION:

CONTACT DETAILS OF REFEREES: