

KIOS RESEARCH AND INNOVATION CENTER OF EXCELLENCE

Special Scientist for Research – Senior Software Engineers (Full-Stack Development)

Title	: Special Scientist for Research (Senior Software Engineer)
No. of Positions	: Two (2)
Category	: Employment contract
Location	: University of Cyprus, Nicosia, Cyprus

The KIOS Research and Innovation Center of Excellence (www.kios.ucy.ac.cy) at the University of Cyprus announces two (2) Special Scientist for Research (**Senior Software Engineer**) positions, **with a focus on full-stack development**, for full-time employment. The successful candidates will analyze, design, implement, maintain and document software solutions under multiple KIOS CoE projects funded by the European Union, as well as national or industry-funded projects. Additionally, they will lead a team responsible for building high-quality, innovative and fully performing software in order to support KIOS CoE goals and objectives and contribute to the sustainability and development of the Center.

Who we are:

The **KIOS Research and Innovation Center of Excellence** is the largest research center at the University of Cyprus and in 2017 was upgraded to a European Research Center of Excellence through the KIOS CoE Teaming project. Currently, the Center employs more than 180 people who are supported by externally funded research and innovation projects. The KIOS CoE operates in a diverse environment as an equal opportunity employer.

What we do:

KIOS provides an inspiring environment for carrying out top level research and innovation in the area of Information and Communication Technologies, with emphasis on the Monitoring, Control and Security of Critical Infrastructures. Such infrastructures include power and energy systems, water networks, transportation networks, telecommunication networks and emergency management and response. The Center instigates interdisciplinary interaction and promotes collaboration between industry, academia, and research organizations in high-tech areas of global importance.

Why work at KIOS:

You will have the opportunity to work on various high-profile projects with great impact on society and the environment, not only on a local but also on a global scale.

In KIOS we strive to create a multicultural, diverse and inclusive workplace and we strongly support the continuous personnel involvement and development, both personally and professionally, to fulfill your long-term goals. We offer internal and external professional training, covering both technical and soft skills.

Job Details

The successful candidates are expected to:

- Develop software solutions, identifying software system requirements, perform software system analysis, design and implement software programs/systems, maintain (review, troubleshoot, debug and upgrade) existing systems, develop program and/or system documentation, including

description reports, user-manuals, administrator-manuals, flowcharts/layouts/diagrams.

- Manage and/or coordinate teams and/or projects related to their expertise, identify and allocate tasks, communicate and arrange meetings with all the stakeholders involved in a project, be responsible for the preparation of reports and project deliverables as well as identify risks associated to projects/deliverables.
- Contribute to agreements and proposal writing, assist in the training, education and dissemination activities of the Center, be involved in the committees of the Center as well as attend training programs, seminars, competitions and other KIOS CoE educational and networking activities.

The required skills and expertise for the announced positions include the following areas:

- Programming languages such as Python, JavaScript, HTML5, CSS3, Other.
- Server related backend development such as Apache, Nginx, Linux.
- Frameworks/Libraries such as Django, Flask, FastAPI, JQuery, Bootstrap, Other.
- APIs such as RESTful API, SOAP and Other.
- Containerization such as Docker.
- Advanced knowledge of the application of principles used in the field of engineering, to the design, development, testing, deployment and management of software systems.
- Knowledge in technical fields used to handle digital information and communication.

Profile of the ideal candidate:

- Leadership, project coordination skills
- Decision-making and initiative
- Analytical, critical thinking and complex problem solving skills
- Communication, interpersonal and team-working skills
- Organizational skills
- Technical skills
- Reliability and trustworthiness
- Self-management and self-discipline and self-motivation
- Professionalism and networking
- Time management skills
- Ability to respond and perform effectively under stressful situations
- Advanced knowledge of the English language

Qualifications and Experience:

- Bachelor's and/or Master's degree in Computer Engineering or Computer Science or other relevant field from an accredited institution.
- Minimum of 5 years of experience as a Software Engineer or in a similar position with similar duties and responsibilities.

Employment Terms:

The positions are on a contract basis. Initially, a two-year contract will be offered, with a 6-month probation period, which is renewable based on performance. The gross monthly salary depends on the candidate's qualifications and experience and will be between €3500 – €6000. From this amount, employee contributions to the Cyprus government funds will be deducted. A 13th salary bonus is incorporated in the monthly salary. Maternity leave will be granted based on Maternity Protection Law 1997(N.100(I)/1997), and the existing amendment laws.

Application:

Interested candidates should submit the following items online through the link:

<https://applications.ucy.ac.cy/recruitment>

- Cover letter explaining the interest of the applicant in pursuing a career at the KIOS CoE, along with employment availability date
- Short summary of prior work experiences, activities and accomplishments (can be combined with the cover letter) (2 pages maximum)
- A detailed curriculum vitae in English or in Greek
- Copies of transcripts of BSc/MSc or other degree(s)
- Copy of an English language certificate
- Identify at least two referees that can provide reference letters

The applications should be submitted as soon as possible, but not later than **Friday, 25th of July 2025, at 5 pm**. The evaluation of the applications will begin immediately. At least the best three candidates that satisfy the required qualifications will be interviewed by a 3-member the Selection Committee. **Candidates will be informed of the result of their application by the KIOS CoE.**

Applicants need not be citizens of the Republic of Cyprus. Applicants should however ensure, before applying, that in case they are selected they will be residing in Cyprus on a full-time basis during the employment period and submission of application implies acceptance of this condition.

The University of Cyprus shall collect and process your personal data according to the provisions of the General Regulation on Personal Data 2016/679 (EU).

The University of Cyprus (UCY) 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, UCY seeks to create the necessary conditions that will encourage and respect diversity and ensure dignity both in the workplace and society at large. Moreover, UCY 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.

For more information, please contact the KIOS Center of Excellence, by phone at +357 22893460 or via e-mail at kioshiring@ucy.ac.cy.