



**CALL FOR APPLICATIONS OF EMPLOYMENT  
of the SCIENTIFIC DIRECTOR  
of the Cyprus Cancer Research Institute**

**DEADLINE FOR SUBMISSION OF APPLICATIONS: 17 June 2022**

All applications should be submitted via email at [hr@ccri.org.cy](mailto:hr@ccri.org.cy)



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## 1. Introduction – The Cyprus Cancer Research Institute (CCRI)

The Cyprus Cancer Research Institute (CCRI) a Non-For-Profit organization, based in Nicosia, Cyprus, aspires to become a world class interdisciplinary research institute that will operate within a network of leading clinical and academic partners, namely the University of Cyprus (UCY), the Karaiskakio Foundation (KF) and the Bank of Cyprus Oncology Centre (BOCOC). CCRI aims to promote excellence in the field of cancer research and in the development and utilization of innovative diagnostic and therapeutic systems to challenge this devastating disease. The Institute will bring together scientists working across different areas of biology and medical sciences to develop an internationally competitive program of research aiming to improve the current understanding on cancer pathogenesis and develop novel therapeutic approaches against different cancer types.

Through state-of-the-art facilities, networking with world class institutions and a strong multidisciplinary research team, the CCRI will lie at the center of a nexus of cancer service providers, cancer researchers, oncologists, scientists, and academics, to create a National Cancer Research Network of Excellence, in so doing bringing Cyprus to the forefront of cancer research and cancer patient care. The Institute will support basic and translational research projects for cancer prevention, diagnosis, and treatment. Through a rigorous and competitive academic and research program, the CCRI will also create an incubator for young scientists training to drive cancer research and its corresponding high technology infrastructure and instrumentation systems in the near future.

### 1.1 Mission and Scope

The mission of the CCRI is to promote high calibre cancer research in Cyprus and to breed the next generation of cancer research scientists.

The CCRI is anticipated to span a wide spectrum of cancer research from investigating the molecular and cellular basis of cancer, to translational research and promoting the development of new diagnostic and therapeutic approaches and practices.

The CCRI will build bridges with and transfer knowledge from centres of excellence abroad, create synergies with established centers in Cyprus, provide research opportunities, offer training and mentorship to young scientists, and support a culture of entrepreneurship in cancer research.

Working alongside our global network of research teams, partners, and advocates, we will fund scientists conducting the most promising research—all while promoting awareness, sharing up-to-date cancer information, and inspiring lifelong advocacy for cancer research.

## 2. CCRI Partners

The CCRI is comprised of a partnership between three organisations based in Cyprus:

The University of Cyprus, The Bank of Cyprus Oncology Centre and The Karaiskakio Foundation.

The [University of Cyprus](#) founded in 1989, is a young but rapidly expanding university in several research areas including teams focusing on cancer research. The University is a vigorous community of scholars engaged in the generation and diffusion of knowledge. Despite its brief history, the University of Cyprus has earned the respect of the international academic community and the appreciation of Cypriot society.

The [Bank of Cyprus Oncology Centre](#) has been the largest dedicated cancer hospital for solid and hematological malignancies in the country since 1998. It manages approximately 60-70% of all newly diagnosed cases of cancer in Cyprus every year.

The [Karaiskakio Foundation](#) is the largest diagnostic and research centre in the field of haemato-oncology in the country. It is home of the Cyprus Bone Marrow Donor Registry with more than 160000 registered bone marrow volunteer donors.

## 3. The Position

### 3.1 Job Overview

The Scientific Director of the Institute will lead the development of plans and implementation of actions to convert the CCRI's vision into reality. As the Scientific Director of the organization, he/she will be responsible for the direction and overall management of the Institute. The Scientific Director will be an ex-officio member of the Board of Directors (with no voting rights) and Chair of the CCRI Scientific Committee which is responsible for the design and implementation of the CCRI Strategic Research Plan. He/she will lead his/her own research program/team.

The Scientific Director will report to the Board of Directors of the Institute.

## 3.2 Responsibilities and Duties

### The Scientific Director

- Exerts leadership in the research, educational and administration functions of the Institute.
- In collaboration with the Board of Directors and the senior management, develops the vision and mission of the Institute, promotes them and oversees their effective implementation.
- Leads, develops, and implements the Institute's short and long-term research strategy and plan.
- Heads the Institute, provides scientific leadership and assumes full responsibility of the development and promotion of state-of-the-art research activities and innovation.
- Investigates and identifies research funding opportunities and leads funding applications at national and international level to support the entire CCRI's activities.
- Leads his/her own research program/team.
- Carries final responsibility for, and acts as custodian of, the Institute's laboratories, equipment, and other research infrastructure. Oversees the installation and implementation of robust operational management systems.
- Assesses research activities and associated risks to the Institute, ensuring they are monitored and minimized.
- Develops collaborations and networking with local and international academic and other institutions to broaden the depth and breadth of activities of the Institute.
- In collaboration with the International Scientific Advisory Board, he/she evaluates the work of research leaders within the Institute, in order to ensure the provision of efficient, high quality and timely deliverables.
- Oversees the training and supervision of post-doctoral trainees, graduate students, and junior scientists in the Institute and helps the professional growth of the research group leaders.
- Oversees Health and Safety practices at the Institute.
- Presents or otherwise communicates the research conducted by the Institute to external stakeholders including the academic community, health professionals, patients' advocates, political decision makers and the public at large.
- Collaborates with the Operational Director and other senior staff to establish and monitor key performance indicators (KPIs) designed to measure institutional progress toward strategic goals and objectives.

### 3.3 Qualifications

**Education level:**

PhD in any Biological Science, Medicine or associated fields.

**Experience**

The Scientific Director should have:

- Extensive experience in cancer research.
- A strong vision and demonstrated readiness to lead the CCRI into pioneering the development of cancer research and technology capacity building.
- Previous experience in institutional building in cancer research and/or management of projects from development to implementation.
- Excellent interpersonal skills in networking in academic circles and in raising research support.
- Extensive university work or work of equal value (i.e. work at a research centre) after the award of the doctoral title.
- Sufficient managerial experience in a research environment.
- Supervision and successful completion of research and impact of research results.
- Track record of training successful scientists at doctoral and postdoctoral level.
- Extensive experience in successfully leading multiplayer research groups and effectively managing the execution of large research projects in a collaborative team environment.
- Previously demonstrated significant scientific leadership.
- Outstanding peer-reviewed publication record as lead/corresponding author.
- A track record of attracting competitive funding for research projects, as a Project leader.
- Previous international success in coordinating independent research teams.
- Leadership and management skills.

Fluency in English is essential while fluency in Greek will be considered as an advantage, but is not required.

**Personal characteristics**

Excellent interpersonal skills, Team Player, High level of confidentiality, Critical thinking, Motivated, Devoted, Ethical.

## 4. Employment Type and Compensation

### 4.1 Employment Contract

The position of CCRI Scientific Director is on a Full-time basis.

A five (5) years contract will be offered initially to the successful candidate with the possibility of extending this contract following review of the progress made.

The Director should be available to assume duties the latest by January 2023. Otherwise, any alternative dates should be clearly stated in the application.

### 4.2 Remuneration

- A competitive annual compensation in the range of €100.000 - €110.000 will be offered to the successful candidate based on experience and qualifications.
- The Scientific Director will also have the opportunity to secure additional remuneration (up to 75%) through a regulated salary augmentation plan, through externally secured research funding, that will include the option to equally contribute external salary funds towards the researchers' own salary and the institute's research fund.
- In addition, the Scientific Director will receive funding of the amount of €260.000 annually for his/her own research group/program.

### 4.3 Relocation package

A Relocation package is offered to the successful candidate in the case that she/he will have to relocate to Cyprus from abroad. This includes:

- Air Ticket (economy class) to Cyprus.
- Rent allowance for a period of (3) three months.
- Rental Car for a period of (3) three months.

## 5. Submission of Applications

### 5.1 Deadline

**Deadline for the Submission of applications is 17 June 2022.**

### 5.2 Application Procedure

All applications should be submitted in English and should include:

1. A Curriculum Vitae (CV) accompanied by a cover letter where they will state the date when he/she may be able to assume duties in the event of selection.
2. A summary of previous research work and a statement of plans for future research and scientific leadership at the CCRI (up to 1500 words).
3. A list of publications provided as an annex.
4. A list of competitive funding successfully granted projects provided as an annex.
5. The names and e-mails of (3) three referees (academics/researchers), who will be notified to provide recommendation letters, before the candidate's interview. (This will apply only for shortlisted candidates).

All applications should be submitted via email at [hr@ccri.org.cy](mailto:hr@ccri.org.cy) with email Subject: **CCRI Scientific Director position**.

All applicants will receive a confirmation email after their application submission with a unique reference number.

## 6. Contact Information

For any information relating to the position, please contact the CCRI's HR Department via email or phone at below contact details.

Your inquiry will be redirected to the relevant members of the CCRI to be promptly answered.

Email.: [hr@ccri.org.cy](mailto:hr@ccri.org.cy)

Tel.: +357 22 894376

**All Applications will be treated as Strictly Confidential!**