



**MINISTRY OF EDUCATION, RELIGIOUS AFFAIRS AND SPORTS  
GENERAL SECRETARIAT OF EDUCATION AND RELIGIOUS AFFAIRS  
DIRECTORATE OF GREEK STUDIES ABROAD, INTERCULTURAL EDUCATION  
AND MINORITY SCHOOLS  
EUROPEAN SCHOOLS DEPARTMENT**

**SUPPLEMENTARY VACANCY ANNOUNCEMENT 7788/23-1-2026  
FOR FILLING PRIMARY EDUCATION TEACHER POSITION IN THE ENGLISH SPEAKING SECTION OF THE  
PRIMARY CYCLE AT THE EUROPEAN EDUCATION SCHOOL IN HERAKLION**

The Minister of Education, Religious Affairs and Sports, having taken into account the provisions of Law 4622/2019 (Official Gazette 133, Section A'), 3376/2005 (Official Gazette 191, Section A') and Ministerial Orders 81651/Z2/2005 (Official Gazette 1158, Section B'), 82335/Z2/2005 (Official Gazette 1173, Section B') and 48/102381/Z2/26-8-2009 (Official Gazette 1853, B) and in order to fill a primary teaching position for the school year 2025-2026 in the School of European Education (S.E.E.) in Heraklion, stipulated by official request of the European School of Heraklion in Crete, publishes this vacancy announcement, which is independent from the official list of substitute and hourly paid teachers, to call for primary school teachers noting that priority will be given to **native speakers**:

**PRIMARY CYCLE**

- One (1) full-time primary education teacher, native English speaker, hired under a fixed term contract for Primary Cycle of the English-speaking section.

**A. REQUIRED FORMAL AND ADDITIONAL QUALIFICATIONS**

**I. Candidates must:**

1. Be native speakers of the English language.
2. Hold a degree that qualifies them to perform teaching duties as a primary school teacher, in schools providing primary education in an English-speaking country.
3. Not be disqualified from appointment under the provisions of Article 8 of Law 3528/2007 (A' 26) — Civil Service Code.
4. Have the health and physical fitness required to perform the duties of the position.
5. There is no age limit for candidates, in accordance with Article 10, paragraph 11 of Law 3051/2002 (A' 220), as applicable.

II. As an exception, teachers who are not native speakers of a language taught as a mother tongue may be hired to teach it if no candidate meeting the criteria under section I is available, provided that:

1. They hold the qualifications required by Greek legislation for teaching the specific languages or subjects and have excellent knowledge of English, as applicable.
2. They are not disqualified from appointment as per section I, point 3.
3. There is the agreement of the respective National Inspector of the European Schools for Primary Education.

Please note that teachers under this paragraph are listed in a separate ranking table, which comes into effect only after the exhaustion of the list of teachers who are native speakers of the language to be taught, in accordance with paragraphs 7 and 8 of Article 2 of Ministerial Joint Decision No. 81651/ΖΖ/18-8-2005 (B' 1158), as applicable, and paragraph 4 of Article 2 of Ministerial Joint Decision No. ΑΣ 48/102381/ΖΖ/26-8-2009 (B' 1853).

## B. REQUIRED DOCUMENTS

Applicants must submit the following along with their application:

1. **A photocopy of the original degree certificate**, indicating the date of issue and final grade. If this information is not included on the certificate, a supplementary certificate from the higher education institution specifying the date and final grade is required. In cases where no exact grade is stated, the lowest grade of each of the following Greek grading scales will be considered: "Excellent" – 8.50, "Very Good" – 6.50, and "Good" – 5.00.

For teachers who hold degrees from foreign institutions, the following are specifically required:

- a) A photocopy of the original degree certificate, stating the grade and date of award, accompanied by an official certified translation.
- b) A certificate of equivalency and correspondence of the degree with those awarded by Greek universities. This certificate may be issued, as applicable, by the **Hellenic National Academic Recognition and Information Center (DOATAP)** [formerly DIKATSA].

Alternatively, one of the following may be submitted:

- A **Recognition Act of Professional Equivalence** of the degree with a domestic qualification or a **Recognition Act of Professional Equivalency**, issued by:
  - The **Council for the Recognition of Professional Qualifications (SAEP)**, under Article 55 and Article 1(2) of Presidential Decree 38/2010, as amended and in effect.
  - The **Council for the Recognition of Professional Equivalency of Higher Education Degrees (SAEITTE)**, under Article 10 of Presidential Decree 165/2000.
  - The **Council for the Recognition of Professional Training Qualifications (SEATEK)**, under Article 13 of Presidential Decree 231/1998.
  - The **Independent Department for the Implementation of EU Legislation (ATEEN)**, under Presidential Decree 38/2010, as amended.

**Note:** For degrees from Cypriot universities listed in Presidential Decree 299/1997 (Α' 214) and obtained before Cyprus's full accession to the EU (01-05-2004), equivalency is not required.

If no grading equivalency to the 10-point scale is submitted, the lowest passing grade required to obtain a degree from equivalent Greek university departments, i.e., "5", will be used for evaluation.

Alternatively, a **certificate from the competent educational or diplomatic authority** of the relevant country may be submitted, stating that the holder of the degree is authorized to perform teaching duties at the equivalent educational level in their home country (applies to foreign nationals).

2. **A copy of an ID card, passport**, or other official document proving the applicant's country of origin.
3. **A Solemn Declaration (Affidavit)** by which candidates declare that:
  - They have not been dismissed from a public service position due to disciplinary offense, incompetence, or for any reason that implies permanent dismissal.
  - They are not fugitives or wanted persons.

- They are in good health and will submit an original medical certificate from an internist or a general practitioner and a psychiatrist (from a public or private provider), issued within the last three months, confirming they are fit to perform teaching duties.
- They are not owners of a private tutoring school (frontistirio) or pensioners.
- They meet all appointment requirements in accordance with Greek public sector temporary teacher hiring legislation.

4. **A curriculum vitae (CV)** stating:

- Any additional studies, further training, or specialization (supported by appropriate certifications).
- Any previous teaching experience and the institutions where it was acquired.
- Knowledge of other foreign languages beyond the mother tongue.
- Level of knowledge of the Greek language.

In addition to the above, candidates must also submit, where applicable:

- Photocopies of **certified and translated** postgraduate degrees, further training, or specialization certificates mentioned in their CV.
- **Employer or authority-issued certificates** attesting to any prior teaching experience and the institutions where this took place.
- **Certificates of teaching service** in a European School or in the SEP Heraklion.
- Certificates from the relevant educational or other authority confirming the duration of any further training or professional development.
- Certified photocopies of degrees or **certificates verifying foreign language knowledge** or Greek language proficiency, in accordance with Law 4250/2014 (Official Gazette 74, A', 26-3-2014).

**Important:** All foreign academic degrees must be accompanied by an **official translation into Greek, except for language proficiency certificates in English, French, German, Italian, and Spanish**, which are accepted without translation. When submitted electronically, these language certificates are accepted without official certification.

- **Published academic works or writings**, if any.
- For **male candidates**, a solemn declaration stating they have fulfilled their military obligations in their country of origin or have been legally and permanently exempted. They must submit the relevant certificate upon assuming their duties. If military service status does not constitute a barrier to public sector employment in their country, they must submit a relevant certificate from the competent authority upon assumption of duty.

## C. DEADLINE AND SUBMISSION OF APPLICATIONS AND SUPPORTING DOCUMENTS

The candidates will have to submit an application form accompanied by copies of their qualification documents to the **Regional Directorate of Primary and Secondary Education in Crete (9, Ikarou Avenue, 71 306 Heraklion, Crete)** or to [mail@kritis.pde.sch.gr](mailto:mail@kritis.pde.sch.gr) from **28-1-2026 to 3-2-2026 at 15.00 hours**.

**No supplementary documents will be accepted after the submission deadline.**

## D. EXAMINATION OF DOCUMENTS AND SELECTION CRITERIA

The examination of the documents and the selection of candidates will be carried out by a Committee as mentioned in paragraph 6b, Article 1 (Article 3) of Ministerial Order No 377/65936/Z2/21-6-2007 (Official Gazette 1074 Section B').

The selection criteria, according to the previously mentioned Ministerial Order, are assessed overall at a hundred (100) points, as follows:

<b>I. SCIENTIFIC AND PEDAGOGICAL BACKGROUND AND TRAINING</b>	
<b>CRITERIA</b>	<b>POINTS</b>
1. PhD relevant to the candidate's specialisation or in Education Sciences	8
2. PhD irrelevant to his/her specialisation	4
3. Postgraduate degree (master's or other equivalent degree) relevant to the candidate's specialisation	4
4. Postgraduate degree (master's or other equivalent degree) irrelevant to his/her specialisation <i>In the case that the candidate holds both a PhD and master degree in the same discipline, only the PhD is taken into consideration.</i>	2
5. Knowledge of Greek	
A) Very good knowledge of Greek <i>Very good knowledge of Greek is proved by: i) the Greek language certificate issued by the Ministry of Education Religious Affairs and Sports ii) the Greek language certificate level B (at least) issued by the Greek Language Centre iii) a certificate proving that its holder has completed at least four years of studies in a Greek school or educational institution.</i>	10
B) Good knowledge of Greek <i>Good knowledge of Greek is proved either by the Greek language certificate level A issued by the Greek Language Centre or a certificate proving that its holder has attended a Greek secondary school for at least two years.</i>	5
6. Publications	3
7. Other university degree relevant to the candidate's specialisation or in Educational Sciences	2
8. Knowledge of other languages, apart from the candidate's mother tongue and the Greek language (three at the most are taken into account). The knowledge of these languages is proved by the necessary qualification documents at least at Level B2.	4
<b>II. ADMINISTRATIVE STATUS AND TEACHING EXPERIENCE</b>	
Teaching experience in a European School or the School of European Education in Crete for each year (5 years at the most are rated)	5
<b>III. INTERVIEW</b>	
1. Knowledge of spoken Greek	20
2. The candidate's overall performance and personality	10

**In the case that a candidate has already been evaluated for the same reason in an interview for the same position in a previous year prior to their current application, they may, upon request, be exempted from undergoing a new interview, and the score from their most recent interview may be taken into account.**

The **dates for inviting candidates to the oral interview**, as well as the **location and method of conducting it**, are determined by the aforementioned committee.

After the completion of the personal interviews and the assessment of the **selection criteria** and the overall performance of each candidate, as demonstrated during the interview, and following a

comparison of all candidates, the committee **draws up ranking lists** by subject and specialization in order of merit.

In the event of a **tie**, priority is given to the candidate with **better knowledge of the Greek language**. If a tie still remains, a **public draw is held** in the presence of the candidates, after they have been invited, with the **date and place of the draw** duly specified.

According to Joint Ministerial Decision (J.M.D.) No. 81651/Z2/18-8-2005 (Government Gazette B' 1158), as amended, and J.M.D. No. AΣ 48/102381/Z2/26-8-2009 (Government Gazette B' 1853), the following elements are particularly valued in the selection process:

- Knowledge of the **Greek language**
- **Postgraduate degrees** in a specialization or in educational sciences
- **Previous experience** in a similar school
- **Computer literacy**

Other qualifications that are also taken into consideration include:

- Postgraduate degrees **not directly related** to the specialization
- **Published writtenworks**
- **Knowledge of additional foreign languages**
- **Training in the relevant specialization**
- **Seminars**

#### **E. APPOINTMENT OF SELECTED CANDIDATES**

1. The **final selection list** is submitted by the **President of the Committee**, through the **General Directorate of Greek Studies Abroad, Intercultural Education and Minority Schools** of the Ministry of Education, Religious Affairs and Sports (ΥΠΑΙΘΑ), to the **Minister of Education, Religious Affairs and Sports** within **five (5) days** of its compilation. This list is **ratified by the Minister** and is **not published in the Government Gazette**. It is **valid only for the school year** for which it is drawn up.
2. By decision of the **Regional Director of Primary and Secondary Education of Crete**, candidates listed on the final selection lists are **appointed to vacant teaching positions** in the S.E.P. (European School of Heraklion), **in descending order**, and **until all vacancies are filled**, in accordance with their branch and specialization.

In the event that a selected candidate **formally declines the appointment in writing**, the **next candidate on the list** is appointed.

The same procedures are followed as those applicable to the **hiring of hourly-paid or fixed-term contract teachers** in public education.

**Marousi, 23-1-2026**

**THE MINISTER**

**SOPHIA ZACHARAKI**