

82325/02/24-07-2023 “Call for applications for a ranking evaluation process and selection of Principals and Vice-Principals of the Medresses, pursuant to Law 4821/2021 (A’ 134)”

The Secretary General for Religious Affairs invites educators who are a) members of the Muslim Minority of Thrace and part of the staff teaching courses in Islamic religious specialization at the respective Medresse of Thrace, and b) teachers of the public Secondary Education teaching at the respective Medresse of Thrace and fulfill the requirements of article 115 of Law 4821/2021 (A’ 134) and the provisions of Ministerial Decision No. 160214/02/23-12-2022 (B’ 6863/29-12-2022), to submit an application to participate in the selection process for the appointment, for a term of one (1) school year of two (2) positions of Principals and two (2) positions of Vice-Principals of the Medresses of Thrace (Medresse of Xanthi and Medresse of Komotini).

Their term of office may be renewed for up to three (3) additional school years, in accordance with paragraph 3, article 12 of Ministerial Decision No. 160214/02/23-12-2022 (B’ 6863), by decision of the Head of the Directorate of Religious Education and Interfaith Relations of the Ministry of Education, Religious Affairs, and Sports, issued upon the recommendation of the Regional Director of Primary and Secondary Education of Eastern Macedonia and Thrace.

Applications shall be submitted either by post or mail from Monday, 31-07-2023, at 08:00 a.m. until Friday, 04-08-2023, at 16:00 p.m.

Each candidate’s application must be accompanied by all required supporting documents.

Candidates may submit an application only for the Medresse of Thrace where they are currently employed as educators.

A. ELIGIBILITY REQUIREMENTS

1. Eligibility Requirements

Candidates for the positions of Principals of the Medresses of Thrace may be teachers who are members of the Muslim minority of Thrace, selected from among the staff teaching courses of Islamic religious specialization at the respective Medresse, in accordance with the provisions of paragraph 14 of article 115 of Law 4821/2021 (A’ 134).

Candidates for the positions of Vice-Principals of the Medresses of Thrace shall be teachers from the staff teaching subjects of public Secondary Education at the respective Medresse, in accordance with the provisions of paragraph 14 of article 115 of Law 4821/2021 (A’ 134).

2. Disqualifications from Selection

The disqualifications applicable to candidates for the positions of Principals of public secondary schools, pursuant to paragraph 11 of article 31 of Law 4823/2021 (A’ 136), shall also apply to candidates for the positions of Principals and Vice-Principals of the Medresses of Thrace.

The grounds for disqualifications must not exist either at the time the application deadline expires or at the time of appointment by the competent authority.

Furthermore, teachers whose certificates of formal qualifications (paragraph 5 of article 115 of Law 4821/2021) submitted during the selection process are invalid or who submit false statements in the course of this process shall be excluded from the selection process.

The application submitted by the interested parties shall serve as a statement with regard to the above.

B. DUTIES AND TERM OF OFFICE OF THE PRINCIPAL AND VICE PRINCIPAL

The Principal and the Vice-Principal of a Medresse of Thrace, together with the Teachers' Council, constitute the administrative bodies of the school.

The responsibilities and duties of the Principals and the Vice-Principals of the Medresses of Thrace shall be governed by Ministerial Decision No. 6287/8-2-1978 (B' 139/1978).

The term of office of the Principals and Vice-Principals in a Medresse shall be one (1) school year and may be renewed for up to three (3) additional school years by decision of the Head of the Directorate of Religious Education and Interfaith Relations of the Ministry of Education, Religious Affairs and Sports, issued upon a recommendation of the Regional Director of Primary and Secondary Education of Eastern Macedonia and Thrace. Teachers appointed as Principals and Vice-Principals at each Medresse shall retain their personal permanent positions, respectively.

If no applications are submitted for a given Medresse, or if the applications submitted do not meet the criteria of article 2 of Ministerial Decision No. 160214/02/23-12-2022 (B' 6863), the Principal and Vice-Principal shall be appointed from among the teachers of the respective Medresse who meet the requirements of paragraph 1 or paragraph 2, respectively, of article 1 thereof, by decision of the Secretary General for Religious Affairs, following a recommendation by the three-member selection committee of paragraph 6 of article 115 of Law 4821/2021 and the opinion of the Supervisory Council of the Medresses of Thrace of article 40A of Law 3536/2007 (A' 42), by way of derogation from any general or specific provision.

If, for any reason, a position of Principal or Vice-Principal of a Medresse becomes vacant after the expiration of the list referred to in paragraph 4 of this article, a new appointment shall be made by decision of the Secretary General for Religious Affairs, following a recommendation by the three-member selection committee of paragraph 6 of article 115 of Law 4821/2021 and the opinion of the Supervisory Council of the Medresses of Thrace of article 40A of Law 3536/2007 (A' 42), by way of derogation from any general or specific provision.

C. SCORING OF SELECTION CRITERIA

The selection criteria for Principals and Vice-Principals of the Medresses of Thrace are as follows:

- a. the candidates' ranking on the evaluation list drawn up during their selection process as fixed-term teaching staff at the respective Medresse,
- b. their administrative experience, and
- c. the overall qualifications and personality of the candidates for the position of Principal or Vice-Principal of a Medresse, in conjunction with their knowledge and understanding of the unique nature and mission of the Medresse, as assessed through a structured oral interview before the three-member selection committee of paragraph 6 of article 115 of Law 4821/2021.

The total number of evaluation points to criteria (a) to (c) shall amount to twenty (20) points. Criteria (a) and (b) shall each be given up to five (5) points, while criterion (c) shall be given up to ten (10) points.

For criterion (a), candidates for the position of Principal or Vice-Principal shall be scored as follows: the first candidate on the evaluation list shall receive five (5) points, the second four (4) points, the third three (3) points, the fourth two (2) points, and candidates from fifth place and below one (1) point. For criterion (b), administrative experience, from five (5) to one (1) point. For criterion (c), overall qualifications and personality, from ten (10) to one (1) point.

D. PROCEDURE FOR SUBMITTING SUPPORTING DOCUMENTS

1. Application and Submission Deadline

Interested parties are invited to submit their application on time to the Regional Directorate of Primary and Secondary Education of Eastern Macedonia and Thrace, either by post (Terma Sismanoglou, 69100 Komotini) or electronically (www.pdeamthr@sch.gr), accompanied by the necessary supporting documents relating to criterion (b) of article 2 of Ministerial Decision No. 160214/02/23-12-2022 (B' 6863).

E. SELECTION PROCESS

1. Preparation of Provisional Selection Lists

The three-member selection committee of paragraph 6 of article 115 of Law 4821/2021 shall meet within five (5) days from the expiration of the deadline for submission of applications and shall identify the candidates who meet the requirements of article 1 and draw up a provisional list of eligible candidates, in alphabetical order, as well as a list of ineligible candidates, indicating only the application reference numbers of the rejected applications and the grounds for their rejection. The lists shall be posted on the websites of the Ministry of Education, Religious Affairs and Sports, the Regional Directorate of Primary and Secondary Education of Eastern Macedonia and Thrace, the Directorates of Secondary Education of Xanthi and Rodopi, and the Medresses of Xanthi and Komotini. Candidates not included in the list of eligible applicants may file an appeal (either by post or electronically) before the Committee within an exclusive deadline of three (3) working days from the day following their posting on the website of the Regional Directorate of Primary and Secondary Education of Eastern Macedonia and Thrace. Within five (5) working days from receiving the appeals, the three-member selection committee of paragraph 6 of article 115 of Law 4821/2021 shall issue a reasoned decision on the objections, update the lists accordingly, and inform the interested parties.

2. Candidate Interview Process

1. Following the provisional candidate selection lists, the examination of objections, and the revision of the ranking lists, the three-member selection committee shall be responsible for the collection, verification, processing and evaluation of candidates' applications and supporting documents with regard to criterion (b) of article 2 of Ministerial Decision No. 160214/02/23-12-2022 (B' 6863) and shall also determine the dates on which eligible candidates shall be invited to an interview, which shall be audio-recorded.
2. The invitation specifying the dates on which candidates are called to interview shall be posted on the websites of the Ministry of Education, Religious Affairs and Sports, the Regional Directorate of Primary and Secondary Education of Eastern Macedonia and Thrace, the Directorates of Secondary Education of Xanthi and Rodopi, and the Medresses of Xanthi and Komotini, at least three (3) days before the interview process starts. Candidates who fail to attend the interview for any reason shall be excluded from the selection process.
3. If there is a particularly serious reason, the interview may be conducted remotely, via a teleconference platform, under the responsibility of the three-member selection committee

and in accordance with the same process. Candidates must submit a written and reasoned request to the three-member selection committee for the conduct of the interview remotely, within one (1) day from the publication of the interview invitation, as provided for in paragraph 2 above.

4. The three-member selection committee shall meet at the premises of the Regional Directorate of Primary and Secondary Education of Eastern Macedonia and Thrace.
5. Candidates included in the evaluation list following its revision, in accordance with the final subparagraph of article 5 of Ministerial Decision No. 160214/02/23-12-2022 (B' 6863), shall be invited to the interview. After the interview, each member of the three-member selection committee shall record, in a reasoned and concise manner, the scores given to the candidate under criterion (c) of article 2 of the aforementioned Ministerial Decision.
6. Standardized evaluation forms may be used for the evaluation, including the criteria assessed and their weighting, and requiring each committee member to assign an individual score accompanied by a brief justification. The minutes of the selection committee shall briefly summarize the content of the interview. Furthermore, the minutes of the meeting following the completion of all interviews, record each committee member's score, along with a brief justification. Each candidate's final score for the interview criterion shall be the average of the scores awarded by the committee members. The candidate's performance in this criterion shall constitute the committee's individual assessment of the candidate's personality and overall character.
7. During the interview, the candidate's overall character and personality are assessed for the position of Principal or Vice-Principal of a Medresse, in conjunction with their knowledge and understanding of the unique nature and mission of the Medresses of Thrace.

3. Interview Recording Procedure

An audio recording system shall operate in the meeting room under the responsibility of the three-member selection committee. Once the candidate enters the meeting room, the audio recording system shall be activated. The recording shall begin when the candidate's name is announced, shall continue for the entire time the candidate is in the room, and shall stop at the end of the interview and before the candidate leaves. The audio recording shall be stored as an audio file, kept together with the minutes of the selection committee, and shall be subject to the provisions of the General Data Protection Regulation (GDPR).

4. Keeping of Interview Minutes

During the interview, the secretary of the selection committee shall be responsible for keeping the minutes of the proceedings, which shall include a summary of the interview's content, with specific reference to the candidate's self-presentation, as well as to the questions posed by the committee members and the answers provided by the candidate. Furthermore, the minutes shall also record the invitation of candidates to the interview and the date of its posting on the websites of the Ministry of Education, Religious Affairs and Sports, the Regional Directorate of Primary and Secondary Education of Eastern Macedonia and Thrace, the Directorates of Secondary Education of Xanthi and Rodopi, and the Medresses of Xanthi and Komotini, the arrival of candidates in the order and at the time they have been invited, and, finally, the conclusion of the proceedings.

5. Final Ranking List

1. After all candidates have been interviewed, the three-member selection committee shall draw up a ranking list of candidates for the positions of Principals and Vice-Principals for

appointment at the Medresse of Komotini and the Medresse of Xanthi, based on the total points earned by each candidate who participated in the process.

2. Each candidate's total points shall be calculated as the sum of all points earned under the individual criteria of article 2 of Ministerial Decision No. 160214/Θ2/23-12-2022 (B' 6863). In the event of a tie in total points, the candidate obtaining a higher score under criterion (c) of article 2 of the aforementioned Ministerial Decision shall be ranked higher in the final list. Upon completion of the process, the three-member selection committee shall certify the minutes kept throughout the proceedings, under the responsibility of the secretary of the three-member committee.

6. Approval of the Final Ranking List

1. Once Finalized, the final ranking list prepared by the three-member selection committee shall be submitted without delay to the Head of the Directorate of Religious Education and Interfaith Relations of the Ministry of Education, Religious Affairs and Sports for ratification, following a check of its legality.
2. Upon ratification, the above list shall be posted on the websites of the Ministry of Education, Religious Affairs and Sports, the Regional Directorate of Primary and Secondary Education of Eastern Macedonia and Thrace, the Directorates of Secondary Education of Xanthi and Rodopi, and the Medresses of Xanthi and Komotini for the information of candidates. The list shall be valid from the date of its ratification until 31 July of the year in which the term of office of the Principals and Vice-Principals at the Medresses of Thrace expires.

7. Appointments

1. The appointment of Principals and Vice-Principals at the Medresse of Xanthi and the Medresse of Komotini, as applicable, shall be made by decision of the Head of the Directorate of Religious Education and Interfaith Relations of the Ministry of Education, Religious Affairs and Sports, based on the final ranking list, in accordance with the provisions of paragraph 6 above. A prerequisite for appointment to the position of Principal or Vice-Principal is that the candidate fulfills the mandatory working hours of the position of principal or Vice-Principal at the respective Medresse.
2. Principals and Vice-Principals of the Medresses of Thrace shall continue to perform their duties until the appointment of the new Principals and Vice-Principals.