

# Curriculum vitae of Spyridon Avdimiotis



## Personal information

Associate Professor at the Department of Management of Marketing and Tourism

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## Short cv

Spyros Avdimiotis is an associate professor at the International Hellenic University, Department of Management of Marketing and Tourism Organizations. He has received a PhD from the Cyprus University of Technology in the field of knowledge management in human resources. He is deputy director of the Tourism Management & Services laboratory of the International University, while at the same time he performs the duties of independent non-executive member of the Board of Directors of the IT company Epsilon Net.

The main research interests focus on human resource management, the management and transfer of explicit and tacit knowledge, the diffusion of knowledge in complex networking structures, as well as sustainable tourism development. Among the studies it has carried out is that of the Intelligent Specialization strategy for Research, Technology and Innovation (RIS3) in Cyprus, the environmental impact study of the spatial framework (ESDP) for tourism Mrs. He has collaborated with several Greek and foreign universities and has published his scientific work in scientific journals and conference proceedings.

*Self-reliant teaching in the undergraduate program of study in the courses at the rank of Associate Professor*

1. Human Resource Management and Organizational Behavior (Core course in the 3rd semester of the new Curriculum)
2. Yield Management of Hospitality Businesses (in the 6th semester in the direction of Tourism Management in the new Program of Study)
3. Knowledge Management (specialization in Organization Management, in the 4th semester - New Curriculum)
4. Entrepreneurship and Innovation in Tourism (Tourism Direction, at 8<sup>th</sup> semester in the new Curriculum )
5. Applications of Information Systems in Hospitality Businesses (TEI Curriculum )
6. Management Information Systems (TEI Curriculum )
7. Entrepreneurship and Innovation in Turism (TEI Curriculum )
8. Business Communications and Public Relations (TEI Curriculum )

*Teaching (self-reliant) in Postgraduate Programs*

**International Hellenic University**

1. MBA -in Business Administration the Course: "Organizational Behavior, Leadership and Management"
2. MSc - Management of Tourism Enterprises and Organizations:
  - "E-business and distribution channels in tourism, for the academic semester 2016-2017 and 2017-2018
  - "Tourism Business Management" since 2017
  - "Policy and Strategy of Tourism Enterprises & Organizations" since 2017
3. MSc - Management and Organization of Educational Units
  - "Innovation in education" in the academic year 2016-2017
  - "Human Resource Management" in the academic year 2018-2019
  - "Management of Educational Units" since 2017
4. MSc - Management of Health and Welfare Units
  - "Human Resources Management of Health and Welfare Units" in the academic years 2018-2019 and 2019-2020 (two-2- academic years)
  - "Management of Health and Welfare Units" in the academic years 2018-2019 and 2019-2020 (two academic years)
5. MSc in Nutrition and Dietetics
  - Teaching part of the course "Management " in the academic years 2018-2019, 2019-2020 and 2020-2021
6. MSc in Tourism and Hospitality Management (School of Humanities, Social and Economic Sciences, teaching in English)
  - Teaching part of the course "Special Interest Tourism" in the academic years 2019-2020 and 2020-2021

**Aristotle University of Thessaloniki**

7. "Tourism Principle Introduction" at the Theological Pilgrimage tourism Postgraduate Program

From 2016 to 2018 as a member teaching the thematic unit of Management

*Books*

- Avdimiotis (2020): Basic Principles of Management of Explicit and Tacit Knowledge (First Volume, Disigma Publications)
- Avdimiotis (2022) Organizational Behavior: Broken Hill Publishing House: Member of the editing team (writing case studies)

*Peer-reviewed scientific journals*

1. Avdimiotis, S., Avlonitis, M., Maragoudakis, M., Pampouktsi, P. (2021), Applied Machine Learning Techniques on Selection and Positioning of Human Resources in the Public Sector, Open Journal of Business and Management (Accepted, under publication)
2. Avdimiotis, S., Avlonitis, M., Pampouktsi, P. (2021), A Personnel Evaluation Approach in Public Sector, International Journal of Human Resources Development and Management (under publication)
3. Avdimiotis, S., Bellali, T., Manomenidis, G., Galanis, P. (2021), Translation and validation of the influenza vaccination acceptance (MoVac-flu) and vaccination advocacy (MovAd) short scales, in a Greek sample of health professionals, Journal of Nurse Measurement (Accepted, under publication)
4. Avdimiotis, S. (2020): SECI Model Knowledge Transfer Questionnaire Validation for the Tourism Research Field (SMKM-T), Journal of Tourism, Heritage & Services Marketing (Accepted, under publication)
5. Theocharous, A., Avdimiotis, S., & Karakitsios, A. (2019). Tourism Entropy as a Critical Factor for Destination Sustainability: Assessment of Carrying Capacity Through IoTs and Determination of Tourism Satisfaction. Journal of Tourism and Hospitality Management, 7(2), 61-71.
6. Avdimiotis, S. (2019). Emotional intelligence and tacit knowledge management in hospitality. Journal of Tourism, Heritage & Services Marketing, 5(2), 3-10.
7. Avdimiotis, S., Papadopoulou, E. (2019). Educational Innovation affects Leadership and Interpersonal Relations in an Experimental School in Northern Greece. International Journal of Educational Research Review, 5(1), 61-69.
8. Avdimiotis, S., & Poulaki, I. (2019). Airbnb impact and regulation issues through

destination life cycle concept. *International Journal of Culture, Tourism and Hospitality Research*.

1. Trichas, P. C., & Avdimiotis, S. (2020). Leadership styles in special education. *Journal of Contemporary Education Theory & Research*, 4(1), 3-7.
2. Avdimiotis, S., and Tilikidou, I. (2016). Smart Tourism Development. The case of Halkidiki. *Handbook of Research on Entrepreneurial Development and Innovation within Smart Cities*. Editor: Carvalho, L. Lisbon: IGI-Global.
9. Avdimiotis, S. (2016). "Management and transfer of empirical knowledge to hospitality businesses". Publication of a "Collective Volume" - *Compendium of Greek Tourism*. Curators: Tsartas, P. Athens: Papazisis.
10. Avdimiotis, S. (2016). We do more than we can tell. Perspectives of tacit knowledge transfer in tourism accommodation establishments.
11. Avdimiotis, S. and Boemi, S. (January 2016). Sustainability assessment in tourist facilities. *Journal of Environmental Protection and Ecology*. 16(4) pp.1560-1564.
12. Avdimiotis (2014). Tacit Knowledge Transfer in Hospitality Establishments. Revealing the body of the iceberg (accepted for publication 1/7/2016 *International Journal of Knowledge Management*).
13. Avdimiotis, S. (2012). Tacit knowledge transfer in tourism organisations, based on the development of fuzzy rules. *International Journal of Tourism Policy*. Volume 4(Number 3/2012):222-237.
14. Avdimiotis, S., Kokkinis, G., Kamenidou, E. (2012). "Sharing knowledge between the peers of a Winery Network: The case of wine routes in Northern Greece", *China-USA Business Review*, Volume 11, Issue 1 p. 38-51
15. Golumbeanu, M., Vosniakos, F. K., Avdimiotis, S., Mentzelou, P., Constantin, C., & Teohareva, M. (2010). Upgrade black sea scene. Developing a research infrastructure for the black sea. *J Environ Prot Ecol*, 11(3), 1150.
16. Avdimiotis, S., Golumbeanu M. (2008). "The necessity of the Early Warnings system for the development of a new form of Tourism. The case of Chios Island, North Aegean". *Journal of Environmental Protection and Ecology [JEPE]*, vol. 9, Issue 2.

17. Avdimiotis, S. et al. (2007), "Evaluation of transboundary pollution levels in the Axios River. Direct and indirect impacts on humans and environment", Journal of Environmental Protection and Ecology [JEPE], vol 8, Issue 3.
18. Avdimiotis, S., Mavrodontis, T., Dermetzopoulos, A. and Riavoglou, K. (2006). "GIS applications as a tool for sustainable tourism planning and education: The case study of Chalkidiki". Interdisciplinary Journal Tourism, Vol. 54, No. 4.
19. Christou, E., Avdimiotis, S., Kassianidis, P. and Sigala, M. (2004) Examining the factors influencing the adoption of web based ticketing: Etix and its adopters. Information & Communication Technologies in Tourism 2004 (ENTER) Conference. Cairo, Egypt: International Federation of Information Technologies in Tourism (IFITT). 26 January – 28 January, 2004. ISBN10: 321120669
20. Avdimiotis, S. (2005). "The sustainability of ecotourism: Future trends and needs". Journal of Environmental Protection and Ecology [JEPE], vol. 6, Issue 1.
21. Avdimiotis, S. and Christou, E. (2004), "GIS applications in tourism planning: A tool for sustainable development involving local communities". Journal of Environmental Protection and Ecology [JEPE], vol. 5, Issue 2.
22. Avdimiotis, S., Christou, E., Sigala, M., Serketzis V. (2008). Development of central electronic destination management software: Basic structures. DROTE, vol 6 p.16-36 [in Greek]
23. Vosniakos, F., Almpanis, T., Vasilikiotis, G., Diamantopoulos, K., Christoforidou, E., Karida, A., ... & Kougolos, A. (2007). Evaluation of transboundary pollution levels in the Axios river (Greece, former Yugoslavian republic of Macedonia)-Direct and indirect impacts on man and environment.
24. Avdimiotis, S., Bonarou, C., Dermetzopoulos, A., Karamanidis, I., Mavrodontis, T., Kelessidis, V., & Kalonaki, E. (2009). Global SWOT Analysis. Technical University of Crete,

*Papers in peer-reviewed scientific conferences*

1. Avdimiotis, A., Moutzidou, E., Georgiou, C. (2020) "Critical Evaluation of Mentorship During the Elaboration of Dissertation Theses (ICOMEU Conference\_2020)
2. Asdre, K., Avdimiotis, S. (2020) Synchronous and Asynchronous Education: The case of an Evening Vocational High School of Northern Greece (ICOMEU Conference\_2020)
3. Pampouktsi, P., Avdimiotis, S., Kermanidis, K., Avlonitis, M (2020) "Employing Machine Learning for Identifying Recruitment and positioning parameters affecting total organizational performance" (ICCM 2020 conference)
4. Pampouktsi, P., Avdimiotis, S., K., Avlonitis, M (2020) "A Human Resources' Selection and 2-way Positioning Evaluation System in Public Sector" (ICCM 2020 conference)
5. Moschotoglou, P., & Avdimiotis, S. (2019). Methodology to Measure the impact of Airbnb Platform in the City of Thessaloniki, Greece: Preliminary Results. In International Conference on Economic Sciences and Business Administration (Vol. 5, No. 1, pp. 143-147). Spiru Haret University.
6. Pampouktsi, P., Avdimiotis, S., & Avlonitis, M. (2019). Exploring Measurable Criteria to Improve Evaluation Procedures of Human Resources. In International Conference on Economic Sciences and Business Administration (Vol. 5, No. 1, pp. 174-180). Spiru Haret University.
7. Asdre K., Avdimiotis, S. (2019): "Utilization of synchronous and asynchronous forms of education in the educational organization
8. Karagianni, S., Avdimiotis S (2019) Work Stress and Burnout Syndrome to the Population of Primary School Teachers: Myth or Reality?
9. Kritoglou, K., Avdimiotis, S. (2019): Gifted Children. A Neglected Category of Students Within the Contemporary Greek Education System
10. Merenditis, C., Avdimiotis, S. (2019): The Function of the School Unit as a Learning Community
11. Touramani, A., Avdimiotis, S. (2018): Substitute Teachers in Greece: Job Satisfaction and Factors Leading to Burn Out Syndrome,

12. Papadopoulou, E., Avdimiotis, S. (2018) Innovative Acts and Human Resources Management in an Experimental Primary School
13. Trichas P., Avdimiotis, S. (2018): Leadership Styles in Special Education Units
14. Zaprousi A., Avdimiotis S., (2018): Innovative Educational Approaches. Research in Depth Education
15. Avdimiotis, S. (2019) Addressing the issue of tacit knowledge transfer in hotels: The association between Emotional Intelligence and Tacit Knowledge Management, Rhodes, October 29, 2018. Thessaloniki, 1, 581-586
16. Delianidi, E., Avdimiotis, S. (2018): Emotional Intelligence and Human Resource Management in Hospitality Establishments (2018), Rhodes, October 29, 2018. Thessaloniki, 1, 587-592
17. Karakistios, A., Avdimiotis, S., Theocharous A., (2018): Assessment of Tourism Carrying Capacity Through I.o.T's and Determination of Tourism Satisfaction Rhodes, October 29, 2018. Thessaloniki, 1, 592- 597
18. Kyriakou, E., Palisidis G., Rakicevikj S. (2018) Destination Management and Quality in Hospitality, Implementation of Quality Standards in Hotels in Halkidiki Rhodes, 29 October 2018. Thessaloniki, 1, 471-476
19. Avdimiotis, S. (2018) New spatial planning models : The case of Smart Tourism 20th SCIENTIFIC CONFERENCE of the ASSOCIATION OF GREEK REGIONALISTS Harokopio University, Kallithea, 4-5 June 2018
20. Papadopoulos, P., & Avdimiotis, S. (2016, June). Rules Customization: Correlation with Trust and Communication within the Tacit Knowledge Transfer Mechanism. In International Conference on Contemporary Marketing Issues (ICCMi).
21. Theocharous, A. L., Avdimiotis, S., Papadopoulos, C., & Zopiatis, A. (2015, October). Smart Specialization (S 3): The new frontier in tourism research... and funding. In ATLAS Annual Conference 2015 Risk in travel and tourism: Geographies, behaviours and strategies Lisbon, Portugal 21-23 October, 2015 (p. 51).
22. Kokkinis, G., Stalidis, G., & Avdimiotis, S. The role of social media advertising in travel

*information search: A preliminary study of the Greek market.*

23. Avdimiotis, S. (2011) "Tacit Knowledge Transfer in Tourism Organization based on the development of Fuzzy Logic Rules" ICOT international conference Rhodes, Greece 26-28 April 2011. (Best Paper award).

24. Avdimiotis, S. (2009). "The influence of GRID computing innovation and new infrastructures on the shaping of the contemporary tourism". 4th International Scientific Conference, University of the Aegean, Rhodes, Greece, 3-5 April.

25. Avramidou, P. Riavoglou, K. Chalkiti, K. Syrakis, I. Avdimiotis, S. (2009). "Online ventures promoting lodgings in Greece: Current state and future prospects". 4th International Scientific Conference, University of the Aegean, Rhodes, Greece, 3-5 April.

26. Avdimiotis, S. Aravantinou, P. Papagiannopoulou A. (2009), The Mediocre Residence of The Nature Through Bioclimatic Design And Energy Saving In Greece, Sustainable Development in SE Europe, June 16-18.

27. Avdimiotis, S. Papadopoulos, P. (2009), Questions About Teaching Quantitative Methods And Statistics To Students In Departments Related To Tourism Managements , Sustainable Development in SE Europe, June 16-18.

28. Avdimiotis, S. Golumbeanu, M. Mentzelou, P. Vosniakos, F. (2009), Up-Grade Black Sea Scene Scientific Network, Sustainable Delopment in SE Europe, June 16-18.

29. Avdimiotis, S. (2009). "The influence of GRID computing innovation and new infrastructures on the shaping of the contemporary tourism". 4th International Scientific Conference, University of the Aegean, Rhodes, Greece, 3-5 April.

30. Avramidou, P. Riavoglou, K. Chalkiti, K. Syrakis, I. Avdimiotis, S. (2009). "Online ventures promoting lodgings in Greece: Current state and future prospects". 4th International Scientific Conference, University of the Aegean, Rhodes, Greece, 3-5 April.

31. Karamanidis, I., Mavrodontis, Th., Avdimiotis, S. Dermetzopoulos, A., Bonarou C., Nikolaidou, A. (2009). "Infrastructure and human resources of Northern Greece in conference tourism". 5th Panhellenic Hapco Conference & Workshops on Regional Development Strategies for Conference Tourism in a Recession, Thessaloniki, 6-7 March



32. Avdimiotis, S. (2008). "Destination Management Systems: Managing the Tourism of tomorrow". 2nd International Symposium: E-business in Travel Tourism and Hospitality, Athens 2008.

33. Avdimiotis, S. (2008). "Carrying Capacity: The Framework for measuring the local community satisfaction and tourism quality experience". International Workshop: Planning for sustainable development and implementation of strategies for the protection of wetlands, lakes and protected areas along the Black Sea Coast, May 2008, Constanta Romania.

34. Avdimiotis, S. (2008). "Development of a Holistic Electronic Destination Management System. The general overview of the proposed structure". 2nd International Conference on Balkan Collaboration. The must for better life and environment in SE Europe. Florina, Greece, 6-9 November.

35. Avdimiotis, S. (2007). "Software development for identifying the early warnings of decline for tourism destinations". Spatial Analysis workshop: The Importance of Ecological Belts surrounding Metropolitan Cities, Istanbul 12-16 April.

36. Avdimiotis, S. (2007). "The necessity of the e-warning systems for the development of new sustainable forms of tourism: the case of Chios Island, North Aegean". ICAI Conference 2007: sustainable development in the Balkan Area. Vision and Reality. Alba Iulia Romania.

37. Avdimiotis, S., Papavasileiou, E. (2007). Greek Hotel Employees' Perceptions of Corporate Socially Responsible Activities: 25 years of Showcasing Innovation in Education, Training and Research through Tourism, Hospitality and Events. EuroCHRIE conference , Manchester UK

38. Avdimiotis, S. (2007). "Greek Hotel Employees' Perceptions of Corporate Socially Responsible Activities". EuroChrie 2007 Leeds, UK.

39. Avdimiotis, S. (2007). "ICT application in sustainable tourism destination management". First International symposium E-business in Travel Tourism and Hospitality, Athens, National Industrial and Commercial Chambers, 2007.

40. Avdimiotis, S. (2006). "Sustainable Development Theory and Action". The Green Consumer in the Hospitality Industry, 3rd Balkan Conference of Environment, Katerini,

Greece 13- 16 March.

41. Avdimiotis, S., (2006). "Personalizing a trip: Using next generation electronic tourism guides" 2nd International Scientific Congress, Thessaloniki 6/2006.
42. Avdimiotis, S., Riavoglou, K., Dermetzopoulos, A. (2006). "E-Marketing accessibility: a marketing approach to accessible tourism". 2nd International Scientific Congress, Thessaloniki 6/2006.
43. Avdimiotis, S., Kilipiris, F. (2006). "The changing tourism market: The case of Cronnotour. A tool for SME's within the European Economy of the 21st Century". 18th biannual International Congress Tourism and hospitality Industry, Opatija, Croatia, May 2006.
44. Avdimiotis, S., Mavrodontis, T. (2006), "Development of an EPEAEK project in the Department of Tourism Management: Creating a web site". 3rd International scientific Conference, F.Y.R.o.M., Ohrid, 10/2006.
45. Dermetzopoulos, A., Tsimitakis, E., Avdimiotis, S., Karamanidis, I., Klipiris, F. (2006). "New product development and sustainability in nature based tourism. The case study of the European Long Distance path E4 in Crete", EuroCHRIE Thessaloniki, Greece 25-28 October.
46. Avdimiotis, S., Riavoglou, K. (2006). "Tourism for the disabled: The importance of accessibility in Tourism destinations and resorts". EuroCHRIE Thessaloniki, 25-28 October.
47. Avdimiotis, S., Riavoglou, K. (2006). "Feedback as an integral part of tourism planning and development on a local and regional level. The case of Chios Greece". EuroCHRIE Thessaloniki, 25-28 October.
48. Avdimiotis, S. (2006). "Carrying Capacity: The framework for measuring the satisfaction of quality experience". International Symposium on: Quality of Life and Environment: A Must for the European Integration. Constanta Romania, October 13th-15th, 2006.
49. Avdimiotis, S. (2006). "Applied Information technologies in a hotel sitting decision". EuroCHRIE, Thessaloniki, 25-28 October.

50. Avdimiotis, S., Mavrodontis, T., Dermetzopoulos, A., Riavoglou, K., (2005). "G.I.S. Applications in tourism planning: A tool for sustainable development involving local communities". 23rd EuroCHRIE Conference: Facing Change in Tourism and Hospitality, Paris, 26-30 October.

51. Avdimiotis, S., Christou, E., Sigala, M., Kassianidis, P. (2004). "Examining the factors influencing the adoption of Web-based ticketing: etix and its adopters". ENTER 2004 Conference: Information and Communication Technologies in Tourism. Cairo, Egypt: International Federation of Information Technology in Travel & Tourism (IFITT).

#### Monographs - Studies

1. Ministry of Environment and Climate Change: Elaboration of the Strategic Environmental Impact Study, which was used to support the Law on Spatial Planning and Sustainable Development in Tourism (Government Gazette Number 3155/12 Dec 2014), YPEKA body, Member of the team for the preparation of the Strategic Environmental Impact Study for the sustainable development of tourism in Greece. The SEA was used as the justification for the development of the new special spatial framework for development and sustainability in tourism, from 2/2013 to 7/2013
2. Chalkidiki Hotels Association: Spatial structure and sustainable development of the tourist product in NE Halkidiki,
3. Planning Bureau of the Ministry of Finance in Cyprus: Implementation of the Smart Specialization Strategy (3S) in Cyprus.
4. Limassol Development Agency: 'Wanderings in disadvantaged areas of Cyprus'. Awarding body: Cyprus University of Technology and tasks: Management and Planning of deliverables and the exploitation of mountain routes of the Limassol district.
5. National Research and Technology Network "e-business forum": "Management systems and marketing of tourist destinations. Current Trends and Prospects", participation as rapporteur

## Research project (indicative projects)

1. "Innovation Investment Plans" entitled: "Digital Thessaloniki 2030: Promotion of the digital profile of Metropolitan Thessaloniki through blockchain and digital tourism card: #Thessaloniki\_Tourism\_Blockchain" and participants the International Hellenic University, CERTH / FHW and softweb.
2. "Oenotouristic cross-border capacity building: A transition from promoting wine production to oenotourism experience", Interreg GR-FYROM, position in the project: Project manager, in the time period: 8/2018- today.
3. "Strategic Branding Planning of Thessaloniki". Participation in the elaboration of primary research and study (Public benefit Pro bono action), which was presented at the International Tourism Exhibition PHILOXENIA / Helexpo
4. Unpaid cooperation with IT companies for the development of channel manager applications.
5. Submission of a proposal in collaboration with the Thessaloniki Tourism Organization and CERTH/ HIT for the development of a study of access for disabled and disabled people to work and tourist resources of the city
6. Submission of a proposal in collaboration with the Thessaloniki Tourism Organization for the creation of a City Brake network of destinations
7. "LIMEN-Black Sea Cross Border Cooperation" in order to support and promote the institution "Cultural Port in the Black Sea", organization Black Sea Cross Border Cooperation, member Project team in the design of a special cultural / tourist product. The main deliverable of the study is the justification of the feasibility and the methodology for the promotion of a new institution (equivalent to the institution of the Cultural Capital) of the "Cultural Port", in the period from 12/2014 to 6/2015
8. Assignment of a Study by the Ministry of Environment and Climate Change for the elaboration of the Strategic Environmental Impact Study, which was used to support the Law on Spatial Planning and Sustainable Development in Tourism (Government Gazette Number 3155/12 Dec 2014), YPEKA body, Member of the team for the preparation of the Strategic Environmental Impact Study for the sustainable development of tourism in Greece. The SEA was used as the justification for the development of the new special spatial framework for development and sustainability in tourism, from 2/2013 to 7/2013
9. Strategic and Operational Planning of the Municipality of Aristotle, body Municipality of Aristotle, participation as: Unpaid external consultant with the task of drafting the Strategic and Operational Planning of the Municipality of Aristotle and the elaboration of proposals at stage B of the Regional Spatial Planning of the region of Central Macedonia, Elaboration of a five-year strategic plan for the tourism development of the Municipality, Member of the drafting team for UNESCO for the proclamation of 2016 as the World Year of Aristotelis, from 11/2014-today

10. Commissioning of a Study by the Chalkidiki Hotel Association for the spatial structure and the sustainable development of the tourist product in NE Halkidiki, a body of the Chalkidiki Hotel Association with the duties of study coordinator, the development of a long-term and sustainable Tourism Development Plan of NE Halkidiki and formulation of Proposals for spatial improvement (stage consultation of ESDP A2 and B) for the improvement of the tourist product in the whole of Halkidiki. Period from 12/2013-7/2014
11. Assignment of a Study by the Planning Bureau of the Ministry of Finance in Cyprus for the implementation of the Smart Specialization Strategy (3S) in Cyprus. Institution of the Technological University of Cyprus with the following tasks: Member of a three-member Project Team, Elaboration of a strategy for smart specialization which has emerged as the main model of development of tourism, but which is vitally interconnected with the primary and secondary sectors. Period from 4/2013-11/2014
12. Research associate of the Cyprus University of Technology in the research project "HERMES, Improving the Accessibility of People with Mobility Problems". INTERREG IV Greece Cyprus at the Cyprus University of Technology with the following tasks: Management & Design of deliverables and the creation of a digital map for the support of mountain routes, navigation and description of the whole of the tourist resources of Cyprus, focusing on improving the accessibility of tourist resources for people with disabilities. Period from 1/2013 - 12/2014
13. Commissioning of a study by the Limassol Development Agency for the exploitation of the mountain routes "Wanderings in disadvantaged areas of Cyprus". Awarding body: Cyprus University of Technology and tasks: Management and Design of deliverables and exploitation of mountain routes of the Limassol district. Period 6/2013-12/2013.
14. Mediterranean Sea Basin Joint Operational Programme "ShMile2 From experimentation to the dissemination of the Ecolabel ecolabel in the Mediterranean", Halkidiki Hotel Association Body with the task of organizing educational programs for the environmental management of accommodation, from 05/2013 – 12/2013
15. Research associate of the Cyprus University of Technology in the research project "PARAMARE TOURISM, Promotion and Digital Support of Maritime Tourism and Creation of a Tourism Observatory in Cyprus, Crete and Kos", implementing body INTERREG IV Greece-Cyprus, University of Technology Cyprus with tasks of managing deliverables and member of the project team designing sustainable, alternative specific tourism products of maritime tourism in Cyprus. Implemented from 1/2011 - 9/2013.
16. MED program: Innovation in the public sector «IKTIMED, Increasing Knowledge Transfer and Innovation in the Mediterranean Area» Research associate of the Cyprus University of Technology in the research project from 4/2010 - 5/2013
17. Research associate of the Cyprus University of Technology in the research project "ECOTOUR, New knowledge by innovation, new jobs by knowledge transfer", LLP Energy Efficiency Management In Tourism Industry at the Cyprus University of Technology with the task of developing and designing educational resources for the

sustainable development and exploitation of mountain routes and activities, from 10/2011 - 9/2013.

18. Erasmus Mundus External Co Operation Window LOTS (Special Grant Agreement Number 2008/1961/001-001 MUN CEW), Erasmus Mundus organization, as Project Manager(program organization) with deliverable student education at Valmiera University in Latvia, from 01/03/2010- 31/01/2011
19. Elaboration of the implementation of a project entitled: "Business Plan of the Organization of Tourism Promotion and Marketing of the Prefecture of Thessalonica", body of the Municipality of Thessaloniki, as a member of a project team for the development of a business plan for the development of a special body for the promotion and management of Thessaloniki as a modern and competitive tourist destination, from 7/2011-9/2011.
20. Participation or as Rapporteur in the work of the National Research and Technology Network "e-business forum" on: "Management and Marketing Systems of Tourist Destinations. Current Trends and Prospects", implementing body GRNET / University of the Aegean with assignment to the development of a deliverable concerning electronic systems and sustainable management of tourist destinations, from 4/2007-2/2008.
21. Production of educational material and provision of educational work for the purpose of training eco-guides in the framework of the program BG0202.02/ESC/G/DBET-009, implemented by the municipality of Kotel in Bulgaria with assignment to the management of an interregional program in Bulgaria and as a project manager in the design of a special thematic tourism focusing on walking routes in its area Kotel, Bulgaria, from 12/2005- 6/2006.
22. 7th FRAMEWORK PROGRAMME Member of the study group commissioned in the framework of the TOUREG project "Competitiveness and knowledge in the tourism industry Improving competitiveness and strategic position by creating a platform for knowledge creation and transfer. Global analysis of tourism issues", with implementing bodies the Alexandrio TEI of Thessaloniki - Technical University of Crete as a Member of a Project Team in Cross-Border Project Management, responsible conducting a global analysis of the strengths, weaknesses, opportunities and threats of international tourism. The main axis was the sustainability and sustainability of the destinations with the main beneficiaries being the countries of Greece, Bulgaria, Romania, Portugal, Spain and Sweden, from 1/5/2009 to 31/10/2009.
23. Participation in the student internship program of the TEI of Thessaloniki (Phase C, Subproject 18, with Dr. Fotis Kilipiris as academic coordinator (2006-2008 and 2010-2012 ).
24. 6th FRAMEWORK PROGRAMME Up Grade Black Sea Scene, with implementing body Balkan Environmental Association (BENA) and commissioned to strengthen the coastal management infrastructure in the Black Sea, the management of bathing waters and the dissemination of the results of the project, from 2009-2011.

25. Participation in "Archimedes" research projects in the period 2004-2005 and 2006 with tasks of data analysis and statistical analysis.