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ABOUT ME

An educational researcher with a strong interest in applied research in the disciplines of Educational Technology, Educational Psychology and Career Guidance. My cross-sectoral experience in the private, public and European sector, as well as the combination of my practice, research and policy background have shaped my research interests and experience so far. My work has been published in (inter-)national scientific journals and conferences, as well as in European reports from the European Publications Office.

EDUCATION AND TRAINING

Doctorate of Philosophy

Aristotle University of Thessaloniki, Faculty of Philosophy, School of Philosophy and Education [13/01/2016 – 21/10/2021]

Address: Thessaloniki (Greece)

Field(s) of study: Interdisciplinary

Level in EQF: EQF level 8

Link: <https://phdtheses.ekt.gr/eadd/handle/10442/50605>

Disciplines: **Pedagogy, Information Communication Technologies in Education and Educational Psychology**

Doctoral Thesis Title: Information and communication technologies in education as cognitive tools: An experimental socio-cognitive approach of digital text production in primary education.

Description:

- experimental design, field research protocol design and design of the intervention program
- survey with multi-level data collection
- use of Inputlog software for digital writing analysis
- use of Rapid-Typing Software for touch-typing skill acquisition
- use of SPSS for correlation and regression analysis of almost 250.000 data entries
- use of CATMA (Computer Assisted Text Mark-up and Analysis) for Qualitative Content Analysis (resembles NVivo and Atlas)
- ethical approval of the research by both the Institute of Educational Policy and the Hellenic Ministry of Education and Religious Affairs
- analysis of the national and EU policies on the use of Information Communication Technologies in school education, as well as the promotion of digital literacy.

Master in Lifelong Learning

University of Macedonia, Department of Educational and Social Policy [18/11/2014 – 29/03/2018]

Address: Thessaloniki (Greece)

Level in EQF: EQF level 7

Link: <https://dspace.lib.uom.gr/handle/2159/21273>

Disciplines: **Lifelong Learning and Adult Learning**

Master Thesis Title: Design, Implementation and Evaluation of an Online Career Counselling Program in the Greek Tertiary Education.

Description:

- literature review on Instructional Design, Online Career Counseling, Online Learning Communities and Career Management Skills
- research design, development of the online community and the learning material (videos, tutorials, assignments, activities)
- digital survey with multi-level data collection (needs assessment, formative and summative assessment)
- qualitative data collection through focus groups
- use of SPSS for correlation and regression analysis
- use of CATMA for thematic content analysis.

Courses: Lifelong learning and labour market, Counseling and guidance techniques for socially vulnerable groups, Work psychology and lifelong learning.

Additional information: 120 ECTS, Grade: 9.69/10.

Diploma in Counselling and Career Guidance

School of Pedagogical and Technological Education [13/10/2016 – 19/06/2017]

Address: Thessaloniki (Greece)

Level in EQF: EQF level 7

Link: [http://files.aspete.gr/eppaikpesyp/diplomatikes/2017/2017.nik.mou.pdf.pdf?](http://files.aspete.gr/eppaikpesyp/diplomatikes/2017/2017.nik.mou.pdf.pdf?fbclid=IwAR1Eg2gYNV_SqAWIY_QZ4RM42ptqPgCf5xCsdITFvmQ--TY4DUaGVd0btsE)

[fbclid=IwAR1Eg2gYNV_SqAWIY_QZ4RM42ptqPgCf5xCsdITFvmQ--TY4DUaGVd0btsE](http://files.aspete.gr/eppaikpesyp/diplomatikes/2017/2017.nik.mou.pdf.pdf?fbclid=IwAR1Eg2gYNV_SqAWIY_QZ4RM42ptqPgCf5xCsdITFvmQ--TY4DUaGVd0btsE)

Disciplines: **Career Counseling, Vocational Guidance and ICT**

Thesis Title: Career Counsellors' views on the use of Information Communication Technologies in counselling provision.

Description:

- literature review on counselors' professionalisation, counseling skills and Code of Ethics
- methodological research design and development of the interview guide
- conduct of ten semi-structured interviews with the participants
- use of CATMA for qualitative content analysis.

Courses: Organisational psychology, Human resources management and labour market, Career counseling and guidance in lifelong learning, Multicultural career counseling for socially vulnerable groups.

Additional information: 60 ECTS, Grade: 9.9/10.

Master in Educational Sciences

Aristotle University of Thessaloniki, Faculty of Philosophy, School of Philosophy and Education [30/09/2011 – 02/02/2014]

Address: Thessaloniki (Greece)

Level in EQF: EQF level 7

Link: <http://ikee.lib.auth.gr/record/133741/files/MOYPATOFΛOY.pdf>

Disciplines: **Pedagogy and Information Communication Technologies in Education**

Master Thesis Title: The use of Greeklish in Computer Mediated Communication: a comparative study among in-service teachers and prospective language teachers.

Description:

- literature review on Language and the Internet, Computer Mediated Communication and Literacy-Multiliteracies
- methodological research design and development of digital questionnaire
- conduct of a large digital survey with SurveyMonkey
- use of SPSS for correlation and regression analysis
- use of NVivo for thematic content analysis of the qualitative data.

Courses: Methodology for educational research (quantitative and qualitative), Information communication technologies as cognitive tools, Intercultural Education.

Additional information: 120 ECTS, Grade: 9.67/10.

Bachelor Degree in Philosophy and Education

Aristotle University of Thessaloniki, Faculty of Philosophy, School of Philosophy and Education [

14/09/2007 – 19/07/2011]

Address: Thessaloniki (Greece)

Level in EQF: EQF level 6

Specialisation Track: **Pedagogy-Education**

Courses:

- Sociology of Education
- Educational Psychology
- Teacher Education in Europe
- Critical Reflection in Adult Education and Learning
- Methodology of Educational Research
- Methodology of Social Research: Survey methods
- Adult and Continuing Education in the EU: policies and practices in the member states.

Additional information: 240 ECTS, Grade: 7.87/10.

POSTGRADUATE TRAINING

Postgraduate Certificate in Intercultural Education

[04/10/2020 – 04/06/2021]

Provider University of Macedonia & Scientific Association for the Promotion of Educational Innovation

Indicative modules:

- Diversity management models - intercultural education - interculturalism
- The characteristics of intercultural interaction
- Intercultural didactics - special cases of intercultural education
- Society, social structure, characteristics of multicultural societies
- Immigration - causes - xenophobia - racism
- Social values in intercultural education
- Advanced educational technologies in the service of intercultural education.

Duration: 500 hours, 9 months.

Postgraduate Certificate in Training Adults in Second Chance Schools

[08/11/2020 – 08/03/2021]

Provider Scientific Association for the Promotion of Educational Innovation

Indicative modules:

- Basic principles for Training Adult Educators
- Philosophical and Curricula dimensions in Second Chance Schools
- The teaching process in Second Chance Schools
- Counselling and empowerment of youth.

Duration: 400 hours, 4 months.

United Nations Intercultural Facilitator

[2017 – 2018]

Title: Advanced Facilitation in Intercultural Erasmus Virtual Exchanges

Provider: Soliya – United Nations.

Indicative modules:

- Connect program foundations in post-secondary curricula in more than 200 universities across 35 nations
- Online cross-cultural collaboration
- Socio-political issues and crucial 21st Century skills

Duration: 20 hours online training and one semester as a facilitator in the Soliya Connect Program..

WORK EXPERIENCE

Researcher

School of Philosophy and Education, Aristotle University of Thessaloniki [31/08/2021 – 30/12/2022]

City: Thessaloniki

Country: Greece

Exchange Project: Convergencies and divergencies in Initial Teacher Education policies and practices: Higher education curricula and future teachers' biographicity

Funded by: Education and Human Development, University of Hong Kong

Tasks:

- develop of a research framework for analysing HE curricula in relation to learning outcomes, pedagogical approaches and graduates' trajectories
- analyse the initial teacher education curricula of the Faculty of Philosophy and Education at the Aristotle University of Thessaloniki and the curriculum of the Faculty of Education and Human Development at the University of Hong Kong
- conduct interviews with university professors, student teachers and relevant stakeholders
- develop a research proposal to be submitted for funding

Duration: 15 months.

Pedagogical and Monitoring Officer

European Schoolnet [01/12/2020 – 30/11/2022]

City: Brussels

Country: Belgium

Tasks:

- identify, analyse, report and further develop the pedagogical elements in eTwinning and School Education Gateway
- support the work of the Pedagogical Working Group involving National Support Services. This also includes the active participation in various taskforces and workshops.
- support in the design, drafting and finalisation of monitoring reports
- monitor the uptake and impact of eTwinning initiatives linked to Initial Teacher Training, eTwinning School and the embedding of eTwinning in national education policies
- Support in the design, preparation, running, evaluation and follow up of eTwinning Professional Development activities
- Support in the organisation of the programme of the eTwinning Annual Conference, Professional Development Workshops and Thematic Conferences and follow up of the evaluation.

Duration: 2 years.

Critical Reader

National Technical University of Athens [01/10/2022 – 30/10/2022]

City: Athens

Country: Greece

Project's Title: Kallipos - the Greek repository for open access digital interactive, multimedia textbooks in Higher Education.

Tasks:

- critical reading of the textbook "**Teaching Scenarios with the support of Digital Media**"
- language editing, proofreading of the textbook
- collaboration with the technical team supporting the process.

Duration: 1 month.

Researcher

Aristotle University of Thessaloniki [10/04/2021 – 31/05/2021]

City: Thessaloniki

Country: Greece

Project: APOLLONIS: National Infrastructure for the Digital Humanities and Sciences and for Language Research and Innovation

Tasks:

- language data collection and data mining
- creation of linguistic corpus and text analysis
- Digital textual analysis using Voyant Tools

Duration: 1,5 month.

Researcher

Hellenic Foundation for Research and Innovation [12/02/2020 – 11/05/2021]

City: Thessaloniki

Country: Greece

Project's Title: Act, Interact and Impact on Combating Hate Speech: Building Critical Digital Literacy Skills in Roma Youth.

Tasks:

- literature review on European and national policies on Roma education and employment
- desk research on intervention programs developed by the Council of the European Union and relevant Erasmus+ projects
- retrieval of European and national statistical data on hate speech and specifically for Roma
- methodological design of the action research
- development of the educational material for the intervention
- field research for needs' assessment (Roma settlements in Thessaloniki)
- conduct of semi-structured interviews and focus groups
- use of CATMA for qualitative content analysis.

Duration: 1 year & 3 months.

Researcher - Policy Analyst

National Organisation for the Certification of Qualifications and Vocational Guidance (EOPPEP) [20/11/2020 – 20/12/2020]

City: Athens

Country: Greece

Topic: "Development of the National Life/Career Competences Framework - Blueprint".

Tasks:

- desk research on the various typologies and definitions of skills and competences (basic, soft, key competences, transversal or generic)
- desk research on methodologies and assessment tools at national and European level
- field research with VET institutions, social partners, career counselors and teachers
- definition of learning outcomes distributed in competence areas with descriptive indicators for each learning outcome of each developmental stage
- creation of videos/webinars related to the competences included in the framework
- compilation/creation of activities for supporting the teaching of each competence
- development of the national Framework for Life and Career Management Skills (Competences Framework - Blueprint).

Duration: 6 months.

Research Support Officer

European Centre for the Development of Vocational Education and Training (Cedefop) [01/10/2019 – 30/09/2020]

City: Thessaloniki

Country: Greece

Department: Learning and Employability.

Projects: Lifelong Guidance and Validation of non-formal and informal learning

Supervisors: Pedro Moreno da Fonseca & Ernesto Villalba-Garcia

Tasks:

- data analysis and co-development of 32 country records for the European Inventory: Lifelong Guidance: systems and practices
- documental quality assurance (consistency analysis, referencing, plagiarism analysis)
- management of the inventory records in the content management system (Cedefop's web-portal) by uploading and updating content.
- support the management of CareersNet (Cedefop's network of national experts)
- development of internal workflows for database consultation and management under supervision
- conduct of analytical work on guidance and validation databases towards the development of in-house research
- database management including EU Erasmus+ projects and organising those based on the European Guidelines for non-formal and informal learning
- organisation of the structure and folders of the Open Text Content Server 10
- update of the database "Handbook for transferability of Information Communication Technologies and Labour Market Information practices"
- content reviewing of the Decision-Making Tool for policymakers and relevant stakeholders
- presentation of outputs (analytical frameworks/proposals) to CareersNet and the Working Group on validation
- editing and proofreading studies/concept notes (e.g. the impact of the Covid-19 pandemic on guidance)
- development of a thematic article on career guidance and validation of skills within lifelong learning policies.

Duration: 1 year.

Research Associate

Aristotle University of Thessaloniki [15/04/2020 – 15/06/2020]

City: Thessaloniki

Country: Greece

Project's title: **Erasmus Skills (Erasmus+ KA2)**

Project's deliverable: **Methodology of Learning Mobility outcomes in curricula**

Tasks:

- development of focus group guide for higher education students and graduates
- conduct of focus groups and transcription of the qualitative data
- qualitative content analysis of focus group data based on CATMA

Duration: 2 months.

Career Guidance Counselor

Vocational Training Center - Synergy and Central Union of Chambers of Greece [12/04/2019 – 30/09/2019]

City: Central Macedonia

Country: Greece

Project's Title: **Personalized counseling and mentoring support, training and certification, job promotion and career counseling guidance for the development of entrepreneurial skills.**

Tasks:

- guidance provision to long-term unemployed, older adults, low-skilled adults, women living in remote areas for labour market integration
- support beneficiaries in developing self-awareness and career management skills
- career assessment and competences assessment
- management of the online registry for job vacancies
- production of descriptive assessment reports.

Duration: 5 months & 18 days.

Scientific Coordinator and Career Guidance Counselor

Employ, Career and Education Counselors [12/09/2018 – 31/08/2019]

City: Thessaloniki

Country: Greece

Tasks:

- redesign of the structure of the counseling services' provision
- development of material for the counseling sessions (e.g. PowerPoints) and intervention tools (e.g. reflective exercises, diaries, e-portfolios)
- development of guides on career management skills development (e.g. social networks, study/job interview, LinkedIn, Europass CV, motivational letter)
- interpretation of results of psychometric tests and tools
- delivery of counseling sessions to school students, university students, graduates, adults (employed and unemployed)
- development of thematic articles on career and learning pathways both at national and European level
- development of undergraduate and postgraduate study/career guides for countries in the EU.

Duration: 6 months (part-time position).

Research Associate

Career Services Office of the Aristotle University of Thessaloniki [07/11/2017 – 30/12/2017]

City: Thessaloniki

Country: Greece

Project's Title: "**Connecting Universities with the Labour Market**".

Tasks:

- contact national and regional stakeholders for informing them about the project
- creation of a database with all the interested stakeholders and social partners
- conduct of research on the regional labour market needs
- transcription and analysis of the quantitative data obtained
- co-development of a synthesis report on the findings and communicating this to the Scientific Responsible of the program.

Duration: 1 month & 23 days.

Research Associate

Career Services Office of the Aristotle University of Thessaloniki [03/10/2017 – 30/10/2017]

City: Thessaloniki

Country: Greece

Project's Title: "**Career Days in Greece for the Mobility of Researchers in the European Research Area: a Contribution to the Decrease of Brain-drain**".

Tasks:

- database update on national and European enterprises, trade unions and Chambers of Commerce, relevant to the network of the University
- management of more than 450 representatives from the world of work related to the project
- support in the design, preparation, implementation and follow-up of the Career Days.

Duration: 1 month.

Research Associate

Career Services Office of the Aristotle University of Thessaloniki [26/07/2017 – 30/08/2017]

City: Thessaloniki

Country: Greece

Project's Title: "**Connecting Universities with the Labour Market**".

Tasks:

- management of 300 national and regional stakeholders related to the project
- database creation with all the interested stakeholders and social partners
- conduct research on the regional labour market needs
- transcription and analysis of the quantitative data obtained
- co-development of a synthesis report visualising the key findings.

Duration: 1 month & 4 days.

Research/Training Associate

eduACT, Action for Education [03/05/2017 – 08/06/2017]

City: Xanthi

Country: Greece

Project's Title: "STEAM yourself with FLL".

Tasks:

- desk research and training provision to trainers, teachers, graduates and parents on the:
 - use of educational robotics as a tool for the development of students' cognitive and socio-emotional development
 - ways of building and maintaining the coherence and coherence of student groups (teambuilding activities)
 - techniques and methods for an effective and playful way of team working
 - cultivation of communication skills (soft skills).

Duration: 1 month.

Research/Training Associate

eduACT, Action for Education [19/01/2017 – 06/03/2017]

City: Xanthi

Country: Greece

Project's Title: "STEAM yourself with FLL".

Tasks:

- desk research and training provision to trainers, teachers, graduates and parents on the:
 - pedagogical actions that robotics instructors can perform during their work with Primary and Secondary School students
 - crisis management and problem solving in teamwork settings
 - emotional management of success and failure
 - development and management of educators' relationship with students' parents (over- and under-engagement).

Duration: 1 month & 6 days.

Management assistant

Aristotle University of Thessaloniki [31/05/2016 – 29/06/2016]

City: Thessaloniki

Country: Greece

Project's Title: Scientific Conference of the Department of Education of the Faculty of Philosophy "Epistemological and Methodological issues in Educational Sciences".

Tasks:

- development of workflows in the reviewing process (receiving papers from authors, eliminating personal data and forwarding them to the reviewers)
- support for the preparation of the event
- arrangement of issues related to communication with the host, logistics, human resources allocation, dissemination of the event
- organisation of the workflow during the event (welcoming-registration of participants, allocation in the conference halls).

Duration: 1 month.

Military Officer

Hellenic Army [08/07/2014 – 08/04/2015]

Address: Kavala (Greece)

City: Kavala

Country: Greece

Duration: 9 months.

ACADEMIC TEACHING EXPERIENCE

Invited Lecturer

[09/05/2022 – 15/05/2022]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Master Programme: Career Counselling, Vocational Guidance and Lifelong Learning

Tasks:

- teaching the modules:
 - **Life/Career Competences in the contemporary educational context**
 - **Planned Happenstance in Career Counselling and Vocational Guidance**
- experiential training on the **Life Construction Intervention “Constructing my Future Purposeful Life”** in the provision of vocational guidance and career counselling
- development of learning material and activities.

Duration: 6 days.

External Teaching Associate

[04/05/2022 – 17/05/2022]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Postgraduate Programme: Training of career counselors and guidance practitioners in the design and development of contemporary interventions with narrative and reflective techniques

Tasks:

- teaching the modules:
 - **Multicultural Career Counseling and Guidance**
 - **Designing and re-designing strategies for Career Decision**
- experiential training on the **Life Construction Intervention “Constructing my Future Purposeful Life”** in the provision of vocational guidance and career counselling
- development of learning material and activities

Duration: 13 days.

External Teaching Associate

[21/02/2022 – 14/03/2022]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Postgraduate Programme: Training of career counselors and guidance practitioners in the design and development of contemporary interventions with narrative and reflective techniques

Tasks:

- teaching the modules:
 - **Multicultural Career Counseling and Guidance**
 - **Designing and re-designing strategies for Career Decision**
- experiential training on the **Life Construction Intervention “Constructing my Future Purposeful Life”** in the provision of vocational guidance and career counselling
- development of learning material and activities

Duration: 20 days.

External Teaching Associate

[24/07/2021 – 31/07/2021]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Postgraduate Programme: Training of career counselors and guidance practitioners in the design and development of contemporary interventions with narrative and reflective techniques

Tasks:

- teaching the modules:
 - **Multicultural Career Counseling and Guidance**
 - **Designing and re-designing strategies for Career Decision**

- experiential training on the **Life Construction Intervention “Constructing my Future Purposeful Life”** in the provision of vocational guidance and career counselling
- development of learning material and activities

Duration: 7 days.

External Teaching Associate

[09/06/2020 – 08/07/2020]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Postgraduate Programme: Training of career counselors and guidance practitioners in the design and development of contemporary interventions with narrative and reflective techniques

Tasks:

- teaching the module: **Narrative Approaches in Career Counseling and Guidance**
- experiential training on the **Life Construction Intervention “Constructing my Future Purposeful Life”** in the provision of vocational guidance and career counselling
- development of learning material and activities

Duration: 1 month.

External Teaching Associate

[28/06/2021 – 09/07/2021]

Institution: University of Macedonia, Greece

Summer school programme: Fashion Entrepreneurs

Tasks:

- teaching the module: **Entrepreneurial skills for primary and secondary students in the context of vocational guidance and career education**
- experiential training on the **Life Construction Intervention “Constructing my Future Purposeful Life”** in the provision of vocational guidance and career counselling
- development of learning material and activities

Duration: 11 days.

External Teaching Associate

[18/06/2021 – 08/07/2021]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Postgraduate Programme: Effective self-presentation skills and employability

Tasks:

- teaching the modules:
 - **Career Management Skills development**
 - **Curriculum vitae, career interview, LinkedIn and networking, Europass.**
- development of learning material and activities

Duration: 20 days.

External Teaching Associate

[10/03/2021 – 30/03/2021]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Postgraduate Programme: Training of career counselors and guidance practitioners in the design and development of contemporary interventions with narrative and reflective techniques

Tasks:

- teaching the module: **Life/Career Construction and Multicultural Career Counseling and Guidance**
- experiential training on the **Life Construction Intervention “Constructing my Future Purposeful Life”** in the provision of vocational guidance and career counselling
- development of learning material and activities

Duration: 20 days.

External Teaching Associate

[10/03/2021 – 16/03/2021]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Postgraduate Programme: Effective self-presentation skills and employability

Tasks:

- teaching the modules:
 - **Career Management Skills development**
 - **Curriculum vitae, career interview, LinkedIn and networking, Europass.**
- development of learning material and activities

Duration: 6 days.

External Teaching Associate

[21/09/2020 – 27/09/2020]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Postgraduate Programme: Training of career counselors and guidance practitioners in the design and development of contemporary interventions with narrative and reflective techniques

Tasks:

- teaching the module: **Life/Career Construction and Multicultural Career Counseling and Guidance**
- experiential training on the **Life Construction Intervention “Constructing my Future Purposeful Life”** in the provision of vocational guidance and career counselling
- development of learning material and activities

Duration: 6 days.

External Teaching Associate

[01/11/2019 – 30/11/2019]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Postgraduate Programme: Parental involvement in education and supporting services

Tasks:

- teaching the module: **Information Communication Technologies and the Role of Parental Engagement in Career Counseling and Guidance**
- development of learning material and activities

Duration: 1 month.

External Teaching Associate

[06/09/2019 – 30/10/2019]

Institution University of the Aegean, Greece

Postgraduate Programme offered by the Lifelong Learning Centre of the University

Tasks:

- teaching the module: **Counseling, Career Counseling and Guidance in Education and Employment**
- experiential training of **counselling techniques and career assessment**
- development of learning material and activities

Duration: 1 month and 24 days.

External Teaching Associate

[15/06/2019 – 14/07/2019]

Institution University of the Aegean, Greece

Postgraduate Programme offered by the Lifelong Learning Centre of the University

Tasks:

- teaching the module: **Counseling, Career Counseling and Guidance in Education and Employment**
- experiential training of **counselling techniques and career assessment**

- **development of learning material and activities**

Duration: 1 month.

External Teaching Associate

[12/04/2019 – 30/06/2019]

Institution University of the Aegean, Greece

Postgraduate Programme offered by the Lifelong Learning Centre of the University

Tasks:

- teaching the module: **Counseling, Career Counseling and Guidance in Special Education: families supporting students with learning difficulties and disabilities**
- experiential training of **counselling techniques and career assessment**
- **development of learning material and activities**

Duration: 2 months & 18 days.

External Teaching Associate

[01/04/2019 – 30/04/2019]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Postgraduate Programme: Training of career counselors and guidance practitioners in the design and development of contemporary interventions with narrative and reflective techniques

Tasks:

- teaching the module: **Narrative Approaches in Career Counseling and Guidance**
- experiential training on the **Life Construction Intervention “Constructing my Future Purposeful Life”** in the provision of vocational guidance and career counselling
- development of learning material and activities

Duration: 1 month.

External Teaching Associate

[01/01/2019 – 31/03/2019]

Institution University of the Aegean, Greece

Postgraduate Programme offered by the Lifelong Learning Centre of the University

Tasks:

- teaching the module: **Principles, Methods and Techniques of Family and Systemic Counseling**
- experiential training of **counselling techniques and career assessment**
- **development of learning material and activities**

Duration: 3 months.

External Teaching Associate

[12/11/2018 – 08/03/2019]

Institution Department of Educational Sciences, National Kapodistrian University of Athens, Greece

Postgraduate Programme: Training of career counselors and guidance practitioners in the design and development of contemporary interventions with narrative and reflective techniques

Tasks:

- teaching the modules:
 - **Multicultural Career Counseling and Guidance**
 - **Designing and re-designing strategies for Career Decision**
- experiential training on the **Life Construction Intervention “Constructing my Future Purposeful Life”** in the provision of vocational guidance and career counselling
- development of learning material and activities

Duration: 4 months.

External Teaching Associate

[01/10/2018 – 31/12/2018]

Institution University of the Aegean, Greece

Postgraduate Programme offered by the Lifelong Learning Centre of the University

Tasks:

- teaching the module: **Counseling, Career Counseling and Guidance in Education and Employment**
- experiential training of **counselling techniques and career assessment**
- **development of learning material and activities**

Duration: 3 months.

External Teaching Associate

[15/11/2017 – 31/12/2018]

Institution University of the Aegean, Greece

Postgraduate Programme offered by the Lifelong Learning Centre of the University

Tasks:

- teaching the modules:
 - **Cognitive Behavioral Therapy Principles and Interventions in Career Counseling and Guidance**
 - **Systemic Counseling Principles and Interventions in Group-based Career Counseling and Guidance**
 - **Family Therapy Principles and Interventions in Group-based Career Counseling and Guidance**
 - **Career Counseling and Guidance support for primary education**
 - **Career Counseling and Guidance for NEETs (Not in Employment, Education or Training)**
 - **Career Counseling and Guidance techniques and sessions' delivery**
- experiential training of **counselling techniques and career assessment**
- **development of learning material and activities**

Duration: 13,5 months.

External Teaching Associate

[15/11/2017 – 31/08/2018]

Institution University of the Aegean, Greece

Postgraduate Programme offered by the Lifelong Learning Centre of the University

Tasks:

- teaching the module: **Counseling, Career Counseling and Guidance in Education and Employment**
- experiential training of **counselling techniques and career assessment**
- **development of learning material and activities**

Duration: 9.5 months.

SUPERVISION OF MASTER THESES

Podcasts as Career information resource in career counselling and vocational guidance: the case of career transitions

[01/06/2022 – Current]

Content:

- Mixed method research study
- literature review of podcasts in career counselling and vocational guidance
- intervention: the use of podcasts with general secondary students and adults

Student: Efthimios Charokopos

Master programme: Career Counselling, Vocational Guidance and Lifelong Learning

Institution: Department of Educational Sciences, National and Kapodistrian University of Athens

The use of gamification in career counselling and vocational guidance: an experimental study with secondary school students

[01/06/2022 – Current]

Content:

- Mixed method research study
- literature review of gamification in career counselling and vocational guidance
- intervention: the use of [ERASMUS+ Project C-Game](#) with students in general secondary education and vocational education and training
- correlation and regression analysis with the following variables: career motivation and self-efficacy

Student: Christos Zacharopoulos

Master programme: Career Counselling, Vocational Guidance and Lifelong Learning

Institution: Department of Educational Sciences, National and Kapodistrian University of Athens

The contribution of planned happenstance skills to the career planning of Greek Higher Education students

[01/06/2022 – Current]

Content:

- Quantitative research study
- confirmatory factor analysis of the Planned Happenstance Career Inventory (PHCI) to the Greek population
- correlation and regression analysis with the following variables: career adaptability, self-efficacy

Student: Adamantia Maria Staurakou

Master programme: Career Counselling, Vocational Guidance and Lifelong Learning

Institution: Department of Educational Sciences, National and Kapodistrian University of Athens

PUBLICATIONS

EU/National Reports/Publications

[Exploring the impact of eTwinning in Early Childhood Education and Care and Initial Vocational Education and Training](#)

[2022]

In English

Mouratoglou, N., Gilleran, A., Pateraki, I. & Scimeca, S. (2022). *Exploring the impact of eTwinning in Early Childhood Education and Care and Initial Vocational Education and Training*. Luxembourg: Publications Office of the European Union.

[Minimising early leaving from vocational education and training in Europe: Career Guidance and Counselling as auxiliary levers](#)

[2022]

In English

Psifidou, I., **Mouratoglou, N.,** Farazouli, A., & Harrison, C. (2022). Minimising early leaving from vocational education and training in Europe: Career Guidance and Counselling as auxiliary levers. *Cedefop Working Paper Series*. Luxembourg: Publications Office of the European Union.

[Our future: beautiful, sustainable, together. eTwinning and the New European Bauhaus](#)

[2022]

In English

Gilleran, A., Honkanen, A., **Mouratoglou** & Pateraki, I. (2022). *Our future: beautiful, sustainable, together. eTwinning and the New European Bauhaus*. Luxembourg: Publications Office of the European Union.

[Bridging Lifelong Guidance and Validation of Non-Formal and Informal Learning through ICT Operationalisation](#)

[2022]

In English

Mouratoglou, N. & Villalba-Garcia, E. (2022). Bridging Lifelong Guidance and Validation of Non-Formal and Informal Learning through ICT Operationalisation. Cedefop Working Paper Series. Luxembourg: Publications Office of the European Union

[Embedding eTwinning in national educational systems: from practice to policy](#)

[2021]

In English

Mouratoglou, N., Gilleramn, A., & Scimeca, S. (2021). *Embedding eTwinning in national educational systems: from practice to policy*. Annual Monitoring Report. Luxembourg: Publications Office of the European Union

[Blueprint for Life/Career Competences](#)

[2021]

In Greek

Papakonstantinou, G., Pasiyas, G., Argyropoulou A., Papakonstantinou, A. **Mouratoglou, N.**, Karavia, A., Belki, P., Samara, A. (2021). Life / Career Competences Framework. Athens: EOPPEP.

[Development of a European Guide of Roma Mediator for Employment Support and on-the-job Training](#)

[2018]

In English

Romani Ambassadors (2018). *Development of a European Guide of Roma Mediator for Employment Support and on-the-job Training*. Erasmus+ Programme, Centre for International Cooperation in Education (DZS).

Peer Review Articles in Journals

[Building competence frameworks for a changing world. The case of the Life/Career Competence Framework in Greece](#)

[2022]

In Greek

Argyropoulou, K., Samara, A., **Mouratoglou, N.**, Karavia, S., & Belki, N. (2022). Building competence frameworks for a changing world. The case of the Life/Career Competence Framework in Greece. *Comparative and International Education Review*, 28, 108-129

Sustainable Career Development Scale: Exploratory Factor Analysis and Implications in Career Counselling and Vocational Guidance

[2022]

In Greek

Mouratoglou, N., Argyropoulou, K. & Charokopaki, A. (2022). Sustainable Career Development Scale: Exploratory Factor Analysis and Implications in Career Counselling and Vocational Guidance. *Review of Counseling and Vocational Guidance*. 128-129. 57-68

Upskilling Teachers and Trainers in Entrepreneurship Education and Entrepreneurial Pedagogy: transforming policies and theories into innovative practice

[2022]

In English

Sarri, K., **Mouratoglou, N.** & Laspita, S. (2022). Upskilling Teachers and Trainers in Entrepreneurship Education and Entrepreneurial Pedagogy: transforming policies and theories into innovative practice. *SEEJE: South-Eastern Journal of Economics*, 20(1), 7-26.

[Reflexivity and Work Orientations: Findings from an Intervention Study in Career Counselors](#)

[2022]

In Greek

Argyropoulou, K., & **Mouratoglou**, N. (2022). Reflexivity and Work Orientations: Findings from an Intervention Study in Career Counselors. *Hellenic Journal of Research in Education*, 11(1), 130-143.

[Guidance and Counselling in Minimising Risk Factors to Early Leaving from Education and Training in Europe](#)

[2021]

In English

Psifidou, I., **Mouratoglou**, N., Farazouli, A. (2021). The role of guidance and counselling in minimising risk factors to early leaving from education and training in Europe. *Journal of Education and Work*. 7-8, 810-825

[Instructional Design In Online Career Counselling Programs](#)

[2021]

In Greek

Mouratoglou, N. (2021). Instructional Design Principles In Online Career Counselling Programs: Counselees Views On Their Learning Experience. *Review of Counseling and Vocational Guidance*. 124-125. 43-55.

[Combating Online Hate Speech through Critical Digital Literacy: Reflections from an Emancipatory Action Research with Roma Youths](#)

[2021]

In English

Agapoglou, T., **Mouratoglou**, N., Tsioumis, K. & Bikos, K. (2021). Combating Online Hate Speech through Critical Digital Literacy: Reflections from an Emancipatory Action Research with Roma Youths. *International Journal of Learning and Development*, 11(2). <https://doi.org/10.5296/ijld.v11i2.18524>

[Promoting Career Counselors' Sustainable Career Development](#)

[2020]

In English

Argyropoulou, K, **Mouratoglou**, N., Antoniou, A.S., Mikedaki, K., & Charokopaki, A. (2020). Promoting Career Counselors' Sustainable Career Development through the Group-based Life Construction Dialogue Intervention: "Constructing My Future Purposeful Life". *Sustainability*, 12, 3645

[The Meaning of Work in the Light of Career Distress: A New Challenge for Career Counseling](#)

[2020]

In Greek

Argyropoulou, K., Terzaki, M., Charokopaki, A. & **Mouratoglou**, N. (2020). The Meaning of Work in the Light of Career Distress: A New Challenge for Career Counseling in the Modern Era. *Nea Paideia*, 175, 42-58

[Forms and Effectiveness of Information and Communication Technologies' Integration in Counseling](#)

[2020]

In Greek

Mouratoglou, N. (2020). Forms and Effectiveness of Information and Communication Technologies' Integration in Counseling Practice: Career Counselors' Experiences. *EducatioNext*, 3, 291-300.

[Life Project Reflexivity Scale in Greek University Students](#)

[2020]

In English

Argyropoulou, K., Antoniou, A.S., **Mouratoglou**, N., Charokopaki, A. & Mikedaki, K. (2020). Life Project Reflexivity Scale in Greek University Students. *Counseling. Giornale Italiano di Ricerca e Applicazioni*, 13(1), 4-20 doi: 10.14605/CS1312001 — ISSN: 2421-2202.

The Code of Ethics in Career Counseling based on Information and Communication Technologies

[2020]

In Greek

Mouratoglou, N. & Argyropoulou, K. (2020). The Code of Ethics in Career Counseling based on Information and Communication Technologies, *Review of Counseling and Vocational Guidance*, 116-117, 247-257.

LEGO®, Learning, and Facilitation: A Reflective Approach

[2019]

In English

Mouratoglou, N. (2018). "LEGO®, Learning, and Facilitation: A Reflective Approach", *International Journal of Management and Applied Research*, 5(4), 281-289. <https://doi.org/10.18646/2056.54.18-021>

Learning and teaching partnership narratives relating to the open course Creativity for Learning

[2018]

In English

Nerantzi, C., Jackson, N., **Mouratoglou, N.** & Baff, D. (2018). Learning and teaching partnership narratives relating to the open course Creativity for Learning in Higher Education (#creativeHE), *Compass: Journal of Learning and Teaching*, 11(2), 1-11.

Chapters in Books

Teenagers" and Youths' Career Decision Making Process: Factors, Dimensions and Interventions. A practical guide for career counselors and teachers

[2021]

In Greek

Argyropoulou, K., Karavia, A., Lorentzos, A., Mikedaki, K., **Mouratoglou, N.**, & Charokopaki, A. (2021). *Teenagers" and Youths' Career Decision Making Process: Factors, Dimensions and Interventions. A practical guide for career counselors and teachers*. Athens: Grigoris.

The Contribution of Information Communication Technologies in Online Career Counseling: Case Study of an Online Community Within Higher Education

[2021]

In English

Mouratoglou, N., & Zarifis, G. K. (2021). The Contribution of Information Communication Technologies in Online Career Counseling: Case Study of an Online Community Within Higher Education. In I. Management Association (Ed.), *Research Anthology on Navigating School Counseling in the 21st Century* (pp. 376-398). IGI Global.

The Planned Happenstance Learning Theory in Career Counseling

[2020]

In Greek

Mouratoglou, N. (2020). The Planned Happenstance Learning Theory in Career Counseling: Qualitative and Quantitative Approaches. In Argyropoulou, K. & Antoniou, S.A. (Eds). *Career Management and Skills Development in Modern Education and Working Environment*. Athens: Grigoris Publications.

The contribution of reflexivity to the formulation of authentic personal and professional plans

[2020]

In Greek

Argyropoulou, K., Antoniou, S.A., **Mouratoglou**, N. & Terzaki, M. (2020). The contribution of reflexivity to the formulation of authentic personal and professional plans . In Argyropoulou, K. & Antoniou, S.A. (Eds). *Career Management and Skills Development in Modern Education and Working Environment*. Athens: Grigoris Publications.

Reframing career management skills in the light of sustainable career development

[2020]

In Greek

Argyropoulou, K., **Mouratoglou**, N., Mikedaki, K. & Charokopaki, A. (2020). Reframing career management skills in the light of sustainable career development. In Argyropoulou, K. & Antoniou, S.A. (Eds). *Career Management and Skills Development in Modern Education and Working Environment*. Athens: Grigoris Publications.

The Contribution of Information Communication Technologies in Online Career Counseling

[2020]

In English

Mouratoglou, N. & Zarifis, G. (2020). The Contribution of Information Communication Technologies in Online Career Counseling: Case Study of an Online Community Within Higher Education. In Durak, G., & Çankaya, S. (Eds) *Managing and Designing Online Courses in Ubiquitous Learning Environments* (pp. 152-175). Hershey, PA: IGI Global. doi:10.4018/978-1-5225-9779-7

Defining Career Counselors Skills in Online Counseling

[2019]

In Greek

Mouratoglou, N. & Frosi, L. (2019). Defining Career Counselors Skills in Online Counseling. In Korres, G.M. & Papanis, E. (Eds). *Contemporary Child Psychology Research: Theory and Applications*, pp. 207-216. ISBN: 978-618-00-1007-7

The meaning of empowerment in the context of cultural imperialism

[2018]

In Greek

Mouratoglou, N. (2018). The meaning of empowerment in the context of cultural imperialism. In V. Karavakou (Ed.), *Philosophy as dimension and perspective in Lifelong Learning* (pp. 193-203). Thessaloniki: University of Macedonia Press

Conference Proceedings

What purpose does work serve in life?

[2022]

In Greek

Argyropoulou, K. & **Mouratoglou**, N. (2022). What purpose does work serve in life? A case study of meaning-making processes and work orientations in career counselors. *18th Panhellenic Conference on Psychological Research Hellenic Psychological Society*, 5-9 October 2022.

Career Information, Guidance, Training and Research: ICT developments in the Greek Higher Education

[2021]

In English

Mouratoglou, N. (2021). Career Information, Guidance, Training and Research: ICT developments in the Greek Higher Education. In ACADEMIA 2021 LV: Online methods and tools for career guidance, Euroguidance Network.

Sustainable Career Development: an Experimental Case Study on Exploring the Impact of a Dialogue-Intervention in Greek Career Counselors

[2021]

In English

Argyropoulou, K. & **Mouratoglou**, N. (2021). Sustainable Career Development: an Experimental Case Study on Exploring the Impact of a Dialogue-Intervention in Greek Career Counselors. *International Association for Educational and Vocational Guidance (IAEVG) International Conference*, ONLINE from Riga, Latvia, 19-21 October, 2021

Exploring the Social Representations of Roma in Online Hate Speech

[2021]

In English

Mouratoglou, N., Agapoglou, T., Bikos, K. & Tsioumis, K. (2021). Exploring the Social Representations of Roma in Online Hate Speech: findings from a preliminary study. In the 12th International Conference "ICT in Education", organised by Hellenic Scientific Association of Information Communication Technologies in Education.

Emerging Pedagogical Principles in Teachers' Training on Entrepreneurship Education

[2020]

In English

Sarri, A., **Mouratoglou**, N. & Laspita, S. (2020). Emerging Pedagogical Principles in Teachers' Training on Entrepreneurship Education an interdisciplinary intervention. In *15th European Conference on Innovation and Entrepreneurship*, 17-18 September, Università degli Studi Internazionali di Roma (UNINT), Italy

Training Career Counselors in Contemporary Narrative Approaches: Concerns and Future Directions

[2020]

In English

Argyropoulou, K., Mikedaki, K., **Mouratoglou**, N., Kaliris, A. & Papatheodorou, S. (2020) Training Career Counselors in Contemporary Narrative Approaches: Concerns and Future Directions". 43rd IAEVG International Conference "Career Guidance for Inclusive Society", 11-13 September, Bratislava.

Seeing through and behind the conference proceedings of ETPE: a computational linguistic approach

[2020]

In Greek

Mouratoglou, N., Mpikou, A. & Mpikos, K. (2020). Seeing through and behind the conference proceedings of ETPE: a computational linguistic approach. In *3rd Panhellenic Conference on Open Educational Resource and Online Learning*, Hellenic Scientific Association of Information & Communication Technologies in Education (ETPE). Florina, Online, 3-4/10/2020

Lifelong Learning and Lifelong Guidance: Levers for Sustainable Development in Greece

[2019]

In English

Mouratoglou, N. & Zarifis, G. (2019). Lifelong Learning and Lifelong Guidance: Levers for Sustainable Development in Greece. In *Adult educators in times of changing cultures: embracing diversity for empowerment and inspiration*. 6th Biennial Meeting, 16-18 October 2019, Thessaloniki.

Reflection Factors in Teacher Assessment: The Case of Value-Added Models

[2018]

In Greek

Mouratoglou, N. (2018). Reflection Factors in Teacher Assessment: The Case of Value-Added Models. In *2nd Scientific Conference in Educational Assessment "Educational Assessment: current trends and prospects"*, 11-13 May, Athens

Students' World: ICT in their expectations and everyday life

[2013]

In Greek

Tsioupli, E. & **Mouratoglou**, N. (2013). Students' World: ICT in their expectations and everyday life. In *5th CIE "Information Technology in Education"*, 11-13 October, Athens. ISBN: 978-960-6759-92-5

The use of Greeklish in computer mediated communication: Digital natives Vs digital immigrants

[2013]

In Greek

Mouratoglou, N. Tsioupli, E. (2013). The use of Greeklish in computer mediated communication: Digital natives Vs digital immigrants. In *10th Panhellenic Conference of EEPD-DTPE*, 19-20 October, Athens. 1417-1422, ISBN: 978-960-99435-4-3.

The Children's Journey throughout Online Literary Journals

[2013]

In Greek

Tsioupli, E. & **Mouratoglou**, N. (2013). The Children's Journey throughout Online Literary Journals. In *10th Panhellenic Conference of EEPD-DTPE*, 19-20 October, Athens. 1468-1473, ISBN: 978-960-99435-4-3.

When Digital Natives evaluate the Digital Immigrants

[2013]

In Greek

Tsioupli, E. & **Mouratoglou**, N. (2013). When Digital Natives evaluate the Digital Immigrants. In *1st International Conference "Reimagining Schooling"*, 28-29 June, Thessaloniki

Students' Reading Behaviors in Higher Greek Education

[2012]

In Greek

Mouratoglou, N. & Tsioupli, E. (2012). Students' Reading Behaviors in Higher Greek Education. In *8th Panhellenic Conference "Greek Pedagogy and Educational Research"*, 2-4 November, Ioannina

Under Review

European university students' views concerning the impact of Erasmus learning mobility on their competences and employability

In English

Papakota, A. & **Mouratoglou**, N. (Under review). European university students' views concerning the impact of Erasmus learning mobility on their competences and employability. *Academia*.

Delimiting educational and counseling interventions for sustainable professional development: conceptual background, development techniques and evaluation tools

In Greek

Argyropoulou, K., **Mouratoglou**, N., & Charokopaki, A. (Under review). Delimiting educational and counseling interventions for sustainable career development: conceptual background, development techniques and evaluation tools. *Hellenic Journal of Research in Education*.

Digital textual analysis of language resources using Voyant Tools: the case of the ETF proceedings

In Greek

Mouratoglou, N., Bikou, A. & Bikos, K. (Under review). Digital textual analysis of language resources using Voyant Tools: the case of the ETF proceedings. *Journal of Issues of Science and Technology in Education*.

PROJECTS

Techniques and Approaches in Career Counseling/Coaching

[2018 – 2020]

Techniques and Approaches in Career Counseling/Coaching, ReACT Erasmus+ KA2 Project, Olde Vechte Foundation, The Netherlands.

Inclusive Art for People with physical and mental disabilities

[2018 – 2019]

Social workers' capacity building and skills training session, Inclusive Art for People with physical and mental disabilities, FixSmallArt, L'Ovile, Reggio Emilia, Italy.

Training of Romani Trainers and Mediators expressing the EU ambition: Employment of Roma 2018-2028

[2017 – 2019]

Training of Romani Trainers and Mediators expressing the EU ambition: Employment of Roma 2018-2028. Integration through Exchange of experience in Training of Youth Romani. Erasmus+ Romani Ambassadors. Czech Republic and Komunikujeme.

NETWORKS AND MEMBERSHIPS

International Labour Organization (ILO)

[Switzerland, 03/02/2021 – 03/02/2023]

Selected member for the SKILLS Consultancy Roster (ID: 4474, ROSTER/SKILLS/2020)

Hellenic Society for Counseling and Guidance

[Athens , Current]

Hellenic Scientific Association of Information & Communication Technologies in Education

[Ioannina, Current]

Society of Educational Sciences

[Drama, Current]

Pedagogical Society of Greece (Macedonian Annex)

[Thessaloniki, Current]

Hellenic Society for Educational Assessment

[Athens, Current]

Registry of Adult Educators in LAEK (Account for Employment and Vocational Training)

[Athens, Current]

Registry of Adult Educators in the National and Kapodistrian University

[Athens, Current]

Registry of Adult Educators, EOPPEP

[Athens, Current]

EOPPEP is the National Organization for the Certification of Qualifications & Vocational Guidance

International Association for Educational and Vocational Guidance

[Current]

Lifewide Education

[United Kingdom, 2013 – 2018]

SCHOLARSHIPS GRANTS AND AWARDS

University of Hong Kong, Department of Education and Human Development

[2020 – 2022]

Funding for the Research Proposal titled "Convergencies and divergencies in Initial Teacher Education policies and practices: Higher education curricula and future teachers' biographicity".

Hellenic Foundation for Research and Innovation

[2019 – 2021]

Funding for the Research Proposal titled "Act, Interact and Impact on Combating Hate Speech: Building Critical Digital Literacy Skills for Roma Youth". Operational Program Human Resources Development, Education and Lifelong Learning, Special Secretariat for the Management of Sectoral Operational Programme of the European Social Fund. Title of the program Supporting researchers with emphasis on young researchers - cycle B.

State Scholarship Foundation

[2017 – 2021]

Doctorate Scholarship by the **State Scholarship Foundation** in the framework of the project "Reinforcement of the human research potential through the realization of doctoral research - 2nd Call".

Google – Udacity

[2016]

Scholarship for learning HTML in basic level.

Google CS4HS

[2016]

Google CS4HS (Computer Science for High School), national selecting proposal representing Greece.

Youth Parliament

[2006]

Member of the Youth Parliament and in specific of the Educational and Social Policy Committee

LANGUAGE SKILLS

Mother tongue(s): **Greek**

Other language(s):

English

LISTENING C2 READING C2 WRITING C2

SPOKEN PRODUCTION C2 SPOKEN INTERACTION C2

German

LISTENING C1 READING C1 WRITING C1

SPOKEN PRODUCTION C1 SPOKEN INTERACTION C1

DIGITAL SKILLS

Microsoft Office / Outlook / SPSS Statistical Tool / CATMA / NVivo (qualitative analysis software) / Voyant Tools / Moodle LMS (Admin and Teaching Basics) / eclass / elearning / Video Editors (Video maker) / Weebly / Teamviewer

Social Media

Facebook / Instagram / Twitter / LinkedIn

Collaborative Tools

Google Suite (Gmail, Google, Google Drive, Google Slide, Google Docs, Google Forms, Google Meet) / Zoom / Skype / Microsoft Teams

ORGANISATIONAL SKILLS

- a strong multitasker with advanced organisational skills in terms of planning, implementing and delivering outputs
- highly competent in time management, able to work under pressure without compromising the overall quality of work, skills that I have cultivated through my multiple professional involvement in projects
- advanced proactive skills and crisis management skills, mostly in a preventive approach, to eliminate potential emerging problems
- able to lead a team in a respectful way, acknowledging several points of views, a skill that I gained while I was leading and coordinating research teams in projects.

COMMUNICATION AND INTERPERSONAL SKILLS

- an active listener, capable of building trust and establishing rapport, skills that I have gained through my work experience as career counselor
- a team-player, able to work and collaborate effectively with people from different cultural backgrounds, a skill that I have acquired through my professional and mobility experiences
- empathetic, able to provide my support where needed, a skill that I have further cultivated while working as a career counselor
- friendly and social with a good sense of humour.

JOB-RELATED SKILLS

- a fast learner, approaching each activity with the goal of learning new things
- able to link my research and practitioner expertise with policy development, a skill that I further enhanced through my involvement in several projects in Cedefop
- capable of undertaking tasks with a high sense of duty and performing efficiently and effectively throughout all my professional activities
- able to provide critical insights that improve the quality of work, due to my multi-perspective approach
- adaptable and flexible in new conditions and *ad hoc* requests, a skill that I have acquired through my research experience.

RECOMMENDATIONS

References are available upon request.