



Empowering Researchers Careers: Policies and Skills for a Thriving European Research Ecosystem



Thursday, January 23, 2025



8:30 AM – 2:30 PM



UCY - Hall 010 "Evi Sofianou"

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Keynote speakers



Dario Capezzuto has got a legal background and is a policy officer at the European Commission, DG Research and Innovation, Unit ERA, Spreading Excellence and Research Careers. He deals mainly with EU policies and instruments for researchers, including skills for researchers. Before joining the Commission in 2020, he served for over 10 years as policy advisor to a Member of the European Parliament and vice-president of a political group in the chamber. He was in charge of EU policies with a specific focus on foreign affairs, security and defence, regional development.



Saša Zelenika graduated from the University of Rijeka, Croatia, in 1991 and earned a Ph.D. from the Polytechnic University of Turin, Italy, in 1996. After working in industry, he led Mechanical Engineering at Switzerland's Paul Scherrer Institute. Since 2004, he has been a professor at the University of Rijeka, where he heads the Precision Engineering Lab and is Vice-Rector for Strategic Projects. His work spans precision engineering, microsystems technologies, and science policy. He has published over 220 works, led numerous EU and national projects, and is active in innovation, open science, and AI policy reforms.



Gareth O'Neill is the Principal Consultant on Open Science at Technopolis Group and Scientific Coordinator of the SECURE Project. The European Union Council recently adopted a European Framework for Research Careers to attract and retain research, innovation, and entrepreneurial talents in Europe. SECURE, a European-funded project, develops coordination and support measures to improve researchers' careers and reduce career precarity. The project is translating high-level recommendations into actions for research-performing and funding organizations. This talk will present the SECURE Research Career Framework and discuss how to improve research careers and reduce precarity in Europe.

organized by



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Support Service

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University of Cyprus
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Policy Round Table



Deputy Ministry RIDP



Dario Capezzuto



Gareth O'Neill



Prof. Georgia Panayiotou



Prof. Sasa Zelenika

Moderator



Dr. Marios Demetriades

Researchers Round Table



Dr. Dimitris Dimitriou



Dr. Maria Terzi



Dr. Anixi Antonakoudi



Dr. Christina Orphanidou

Moderator



Panos Moiras

SECURE project partners





REGISTRATION

1



8:30-9:30

WELCOME & INTRODUCTORY ADDRESS

- Dr. Marios Demetriades – Director, RISS
- Deputy Ministry of Research, Innovation and Digital Policy
- Dario Capezzuto - EU Policy Officer

2



9:30-9:45

Keynote 1

EU COUNCIL RECOMMENDATIONS ON RESEARCHERS CAREERS

Gareth O'Neill - Principal Consultant at Technopolis Group

3



9:45-10:10

Keynote 2

RESEARCH CAREERS: THE NEED TO PERISH OR A SECURE FUTURE?

Prof. Sasa Zelenika - Vice Rector at the University of Rijeka

4



10:10-10:35



Break 25'

Policy Round Table

NAVIGATING CHANGE: CURRENT REALITIES AND FUTURE DIRECTIONS FOR RESEARCH CAREER POLICIES

- Deputy Ministry of Research, Innovation and Digital Policy
- Dario Capezzuto
- Gareth O'Neill
- Prof. Georgia Panayiotou
- Prof. Sasa Zelenika

5



11:00-11:45

agenda

Research Round Table

BREAKING BOUNDARIES: REAL-LIFE EVIDENCE AND EXPERIENCES OF RESEARCHERS THRIVING THROUGH AND BEYOND ACADEMIA

- Dr. Dimitris Dimitriou
- Dr. Maria Terzi
- Dr. Anixi Antonakoudi
- Dr. Christina Orphanidou

6



11:45-12:30



lunch 60'

Keynote 3

EU MLE ON RESEARCH CAREERS

Dario Capezzuto - EU Policy Officer

7



13:30 -13:55

Special Keynote

AN OSCAR IN OPEN SCIENCE VS. FREE RESEARCHERS' LABOUR FOR BIG PUBLISHERS

Prof. Sasa Zelenika - Vice Rector at the University of Rijeka

8



13:55-14:30

DISCUSSION AND CLOSING REMARKS

9



14:30



REGISTER NOW

Policy Round Table



Deputy Ministry RIDP



Dario Capezzuto

Dario Capezzuto has got a legal background and is a policy officer at the European Commission, DG Research and Innovation, Unit ERA, Spreading Excellence and Research Careers. He deals mainly with EU policies and instruments for researchers, including skills for researchers. Before joining the Commission in 2020, he served for over 10 years as policy advisor to a Member of the European Parliament and vice-president of a political group in the chamber. He was in charge of EU policies with a specific focus on foreign affairs, security and defence, regional development.



Gareth O'Neill

Gareth O'Neill is the Principal Consultant on Open Science at Technopolis Group and Scientific Coordinator of the SECURE Project. The European Union Council recently adopted a European Framework for Research Careers to attract and retain research, innovation, and entrepreneurial talents in Europe. SECURE, a European-funded project, develops coordination and support measures to improve researchers' careers and reduce career precarity. The project is translating high-level recommendations into actions for research-performing and funding organizations. This talk will present the SECURE Research Career Framework and discuss how to improve research careers and reduce precarity in Europe.



Prof. Georgia Panayiotou

Georgia Panayiotou earned her Bachelor's in Psychology and Sociology from New College of the University of South Florida in 1991, her Master's (1994), and Ph.D. (1998) in Clinical Psychology from Purdue University. She completed her clinical internship at McLean Hospital of Harvard Medical School. She joined the University of Cyprus in 2001 after serving as Assistant Professor at Mississippi State University. Her research explores emotion's role in psychopathology, focusing on fear reactivity, emotion regulation, and social challenges. She directs the Clinical Psychology Lab, co-founded the Center for Applied Neuroscience, and is affiliated with the Phaethon Center of Excellence.



Prof. Sasa Zelenika

Saša Zelenika graduated from the University of Rijeka, Croatia, in 1991 and earned a Ph.D. from the Polytechnic University of Turin, Italy, in 1996. After working in industry, he led Mechanical Engineering at Switzerland's Paul Scherrer Institute. Since 2004, he has been a professor at the University of Rijeka, where he heads the Precision Engineering Lab and is Vice-Rector for Strategic Projects. His work spans precision engineering, microsystems technologies, and science policy. He has published over 220 works, led numerous EU and national projects, and is active in innovation, open science, and AI policy reforms.

Moderator



Dr. Marios Demetriades

Marios Demetriades is the Director of the Research and Innovation Support Service at the University of Cyprus, alongside his role as Executive Director of the European Office of Cyprus. Holding a PhD in Economics from the University of Birmingham, UK, his expertise lies in R&I policy, funding allocation efficiency, open science, and research metrics. With over 18 years of experience managing 200+ research projects and securing €7M+ in EU funding, he is a certified Project Management Professional (PMP). Dr. Demetriades has also contributed as an external expert for the European Commission, notably authoring R&I Observatory reports for Cyprus in 2017 and 2019.

Research Round Table



Dr. Anixi Antonakoudi

Anixi Antonakoudi is a seasoned professional with over 20 years of experience in the ICT sector. She holds a PhD in Electrical and Electronic Engineering from Imperial College London and an MBA from the University of Cyprus. Her career spans roles as a Digital Signal Processing Engineer in the UK, academia-industry collaborations in Cyprus, and positions in international telecom organizations managing ICT portfolios. Since 2017, she has contributed to the KIOS Center of Excellence and the Cyprus Institute, focusing on innovation. In 2023, she became Manager of DiGiNN, Cyprus's European Digital Innovation Hub.



Dr. Dimitris Dimitriou

Dr. Demetris Demetriou is a Lecturer in Geoinformation and Land Management at the Department of Civil Engineering & Geomatics, Cyprus University of Technology, since August 2023. Previously, he dedicated 26 years to the public sector in Cyprus, serving in engineering and management roles across three departments. He holds a BSc(Eng.) in Rural and Surveying Engineering (Aristotle University of Thessaloniki), an MSc(Eng.) in Transport Planning and Engineering, an MSc in GIS, and a PhD in Land Management and GIS (University of Leeds). Dr. Demetriou has led research projects, including coordinating the "Transport Analytics Centre of Excellence" (TrACE). His expertise lies in Land Management and GIS.



Dr. Maria Terzi

Maria Terzi is the Co-Founder & CEO of Malloc, a pioneering AI-driven cybersecurity startup focused on mobile security and the first Cypriot company to join Y Combinator. She holds a BSc in Computer Science Innovation and a PhD in Machine Learning from the University of Lancaster. Maria worked at Google Zurich during her PhD and later served as a Research Associate at leading Cypriot institutions. A winner of two Google hackathons and a Facebook AI Scholar, she left academia in 2020 to lead Malloc. Under her leadership, Malloc secured \$2M in funding and launched a mobile app with over 1M downloads.



Dr. Christina Orphanidou

Christina Orfanidou is a Director at Deloitte Cyprus, leading Artificial Intelligence & Data services. She advises private and public organizations on AI strategies and heads technical teams developing AI-driven decision-support tools. An expert in AI development and ethical adoption, she collaborates with public bodies in Cyprus, the EU, and the Middle East, delivering AI policies, strategies, and studies. She also advises European Commission institutions, managing projects on public sector AI adoption and evidence-based policy development for entities.

Moderator



Panos Moiras

Panagiotis (Panos) Moiras, MSc, BA (Hons), MCIM, is a Senior Research & Project Manager at the University of Cyprus' Research and Innovation Support Service with over 15 years of experience. He specializes in managing EU-funded projects and designing business development strategies. Panagiotis has led teams on EU, National Structural Funds, and EEA-funded projects and contributed to tourism and sustainability research in Greece and Cyprus. A PRINCE2-certified project manager, he is also an external communications expert for the European Commission and European Parliament. He is a member of the UK's Chartered Institute of Marketing and active in Civil Society organizations in Cyprus.