



**SHIELDING FOOD SAFETY AND SECURITY BY ENABLING THE FORESIGHT OF  
FUNGAL SPOILAGE AND MYCOTOXINS THREATS IN THE MEDITERRANEAN REGION  
UNDER CLIMATE CHANGE CONDITIONS**

## **D4.1 - Career development plan of participating young researchers**

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<b>DELIVERABLE TITLE</b>	Career development plan of participating young researchers
<b>RESPONSIBLE AUTHOR</b>	Vasilis Valdramidis (NKUA)



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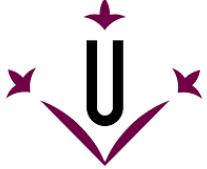


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## ACRONYMS LIST

ELGO	Ellinikos Georgikos Organismos (Hellenic Agricultural Organisation) - DIMITRA
ITAP	Institute of Technology of Agricultural Products
STSEs	Short-Term Staff Exchanges
STEVs	Short-Term Expert Visits
ESRs	Early-Stage Researchers
M	Month
EU	European Union
HE	Horizon Europe EU Framework Programme for Research and Innovation
R&I	Research and Innovation
SO	Specific Objectives
QMEA	Quantitative Mycological Exposure Assessment
ECSs	Early-Career Scientists
CDP	Career Development Plan
F	Female
M	Male
GR	Greece
UK	United Kingdom
IT	Italy



## EXECUTIVE SUMMARY

The present “Deliverable 4.1: Career development plan of participating young researchers” will present the vocational progress of participating ELGO-ITAP’s personnel considered researchers under an early-stage level during their involvement in FunShield4Med. The report includes the mobility outcomes of researchers and laboratory technical personnel of ITAP through the programmed Short-Term Staff Exchanges (STSEs) and the outcomes of relevant training (Seminars, Workshops, and Summer Schools) offered through the advanced partners’ and other universities Short-Term Expert Visits (STEVs). The objective of STSEs & STEVs, and overall FunShield4Med training is to unlock scientific potential of ELGO-ITAP’s personnel, with a special focus to Early-Stage Researchers (ESRs) by facilitating their increased mobility and learning of novel skills, techniques, and knowledge. The multidisciplinarity of project’s consortium will facilitate expanding of their scientific work to different research avenues. ESRs will take the lead in this Work-package (WP4), which will be particularly beneficial to the ELGO-ITAP as it will foster scientific talent within institute and enhance their potential in becoming independent research leaders. Their progress is presented under a Career Development Plan as fulfilled by specific objectives related to their career.

The document presents an introduction to career development of ELGO-ITAP personnel under 1<sup>st</sup> chapter, the personnel participating in the project under chapter 2, and the career development plan’s aims & objectives and metrics for the first 17 months of the project under chapter 3. Deliverable 4.1 will be updated in its final form by adding personnel’s long-term goals at M24 of FunShield4Med lifespan, after completing all relevant training.



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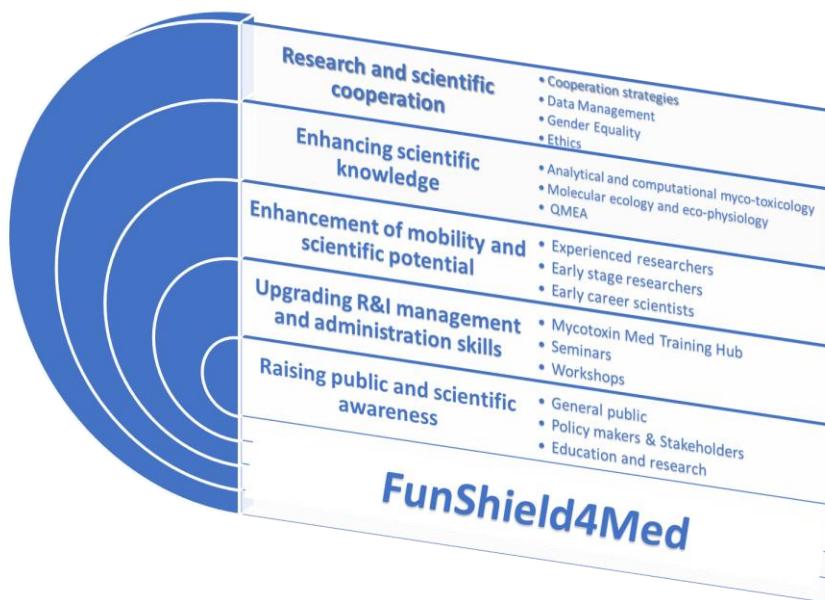
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## 1. Introduction.

FunShield4Med is an EU-funded project that focuses on food safety against mycotoxigenic spoilage fungi and mycotoxins under climate change challenges. According to the HE Twinning call objectives, FunShield4Med aims at the reinforcement of Research and Innovation (R&I) capacity of the Institute of Technology of Agricultural Products of the Hellenic Agricultural Organisation – DIMITRA (ELGO-ITAP). To achieve its scope, FunShield4Med has built a network of excellence between the widening country participant and coordinator, ELGO-ITAP, and the 4 advanced research institutions, all presenting international recognition in the scientific area of mycotoxigenic fungi and mycotoxins in food and drinks. Under this network of excellence 3 out of the 5 Specific Objectives (SO) correspond directly to the reinforcement of R&I of ITAP personnel (Figure 1) through training received by advanced partners and other experts in mycotoxins area. These are SO2 “Increase of knowledge, expertise, and skills of ELGO-ITAP research staff in the field of spoilage mycotoxigenic fungi and mycotoxins prevalence for the further development of quantitative mycological exposure assessment (QMEA) considering the current climate change context”, SO3 “Development of educational/training activities for academia and industry aiming at development of professional skills”, and SO4 “Level-up ELGO-ITAP administrative and financial staff’s skills on attracting and managing internationally funded projects”.



**Figure 1.** Specific objectives of FunShield4Med.

ELGO-ITAP personnel consist of 3 discrete groups of scientists. The first two groups that training is addressed to are the Senior Researchers and Early-Stage Researchers (ESRs) of ELGO-ITAP. The discrimination of the 2 groups is made according to the year of PhD awarding (before 2010 considered seniors, while 2010 and after as ESRs). For the personnel not having a PhD (e.g. laboratory technical personnel), or researchers having awarded a PhD before 2010, but having less than 10 years employed by ELGO-ITAP (>2015), the discrimination is made according to their employment in the Institute, with those having more than 10 years presence considered as Seniors, while those with less years as ESRs. Apart from research personnel, administrative and financial personnel is also included in the Research Team of FunShield4Med as training include modules to level-up staff’s skills on attracting and managing internationally funded projects. A complete upgrading of R&I capacity is directly correlated with the



increase of skills of administrative staff through infrastructural and training measures. The third group of ITAP personnel relates under- and post-graduate students, either contacting their university thesis, or their studies' final year practice (vocational training), at Institute's premises. ELGO-ITAP hosts many under- and post-graduate students originating either from several Greek or foreign universities, enabling a wider dissemination of FunShield4Med educational/training activities. Additionally, training under FunShield4Med is open apart its personnel to any other individual interested in enhancing its R&I potential, like Early-Career Scientists (ECSs) and interested individuals.

The means foreseen to support FunShield4Med aim and objectives, include a series of training activities as these are presented under Table 1.

**Table 1.** FunShield4Med training activities and target groups.

Training activities	ITAP personnel	Other audience
5 Seminars	Senior & ESRs	ESRs, ECSs, under- & post-graduate students
4 Workshops	Senior & ESRs	ESRs, ECSs, under- & post-graduate students
2 Summer Schools	Senior & ESRs	ESRs, ECSs, under- & post-graduate students
12 STSEs	Senior & ESRs	-
International conferences organisation	Senior & ESRs	ESRs & post-graduate students

FunShield4Med training focus on developing QMEA for fungal and (modified) mycotoxin contaminants of national interest using food production and usage data to assess mycotoxin and fungal contamination risk, respectively, and finally conclude to the development of risk assessment case studies for (emerging) mycotoxins. Additionally, computational toxicology activities are developed aiming at compiling computational tools to support integrative approaches for toxicological research and chemical safety assessments via predictive modelling, and the analyses of complex and multifaceted data sets. The widening country coordinator ELGO-ITAP and its research personnel will boost in excellence which will be evident by the participation to international conferences, scientific meetings and forums related to mycotoxins and fungi, publications in high impact factor journals, etc.

Finally, the scope of the Career Development Plan (CDP) is to assist the ESRs in achieving career objectives and goals. The organization of their expectations under a CDP will increase the likelihood of achievement, while will helps ESRs setting realistic career growth by suggesting time frames for specific milestones to be achieved. In a longer term, FunShield4Med CDPs will enable the attenuation of the overall R&I gap with scientifically advanced member states.

## **2. ELGO-ITAP personnel involved with FunShield4Med training activities.**

In the following Table 2 is presented the personnel involved in FunShield4Med. As national law for research in Greece prohibits expenses to be foreseen for persons not actively enrolled in a project, Table 2 presents the Research Team of FunShield4Med as reported in project's System of Grand Management, but it is not an exhaustive presentation of ITAP personnel. The Career Development Plan of ESRs presented under Chapter 3 (following Table 2) corresponds to the specific personnel involved directly to FunShield4Med and being ESRs according to the definition in Chapter 1. More individuals, either from Institute's personnel or not, are being trained under the project, but are not monitored through a career development plan.



**Table 2.** ELGO-ITAP's personnel involved in FunShield4Med project (ESRs highlighted with blue colour).

#	First Name	Surname	Gender	Career Stage	Contract duration	Latest degree before entering project (Degree   Year Awarded   Country)	Last professional position (if any) before entering project (Career Stage   Country)	Present professional position (M16)
1	Chrysoula	Tassou	F	Category A - Top Grade Researcher	Permanent	PhD / 1993 / UK	A / Greece	A / Greece
2	Dimitris	Arapoglou	M	Category B - Senior Researcher	Permanent	PhD / 2004 / GR	B / Greece	A / Greece
3	Aspasia	Nisiotou	F	Category B - Senior Researcher	Permanent	PhD / 2008 / GR	B / Greece	A / Greece
4	Olga	Papadopoulou	F	Category B - Senior Researcher	Permanent	PhD / 2013 / GR	B / Greece	B / Greece
5	Giorgos	Katsaros	M	Category C1 - Recognised Researcher	Permanent	PhD / 2009 / GR	C1 / Greece	B / Greece
6	Pantelis	Natskoulis	M	Category C1 - Recognised Researcher	Permanent	PhD / 2010 / UK	C1 / Greece	B / Greece
7	Anthoula	Argyri	F	Category C1 - Recognised Researcher	Permanent	PhD / 2011 / UK	C1 / Greece	B / Greece
8	Giorgos	Markou	M	Category C1 - Recognised Researcher	Permanent	PhD / 2013 / GR	C1 / Greece	B / Greece
9	Panagiota	Diamantopoulou	F	Category B - Senior Researcher	Permanent	PhD / 2012 / GR	B / Greece	B / Greece
10	Charoula	Psallida	F	Category C1 - Recognised Researcher	Permanent	PhD / 2010 / GR	C1 / Greece	C1 / Greece
11	Maria	Metafa	F	Category C1 - Recognised Researcher	Permanent	PhD / 2010 / GR	C1 / Greece	C1 / Greece
12	Dimitris	Argyropoulos	M	Category C1 - Recognised Researcher	Permanent	PhD / 1998 / UK	C1 / Greece	C1 / Greece
13	Dimitris	Miliordos	M	Category C2 - Recognised Researcher	Temporary > 2 years	PhD / 2015 / IT	C2 / Greece	C2 / Greece



14	Giorgos	Froutis	M	Category D1 - First Stage Researcher (PhD student)	Temporary > 2 years	MSc / 2020 / GR	D1 / Greece	D1 / Greece
15	Patra	Sourri	F	Category D2 - Other First Stage Researcher (Technical personnel)	Permanent	PhD / 2022 / GR	D2 / Greece	C2 / Greece
16	Georgia	Charvourou	F	Category D2 - Other First Stage Researcher (Technical personnel)	Permanent	BSc / 1989 / GR	D2 / Greece	D2 / Greece
17	Polyxeni	Chrysanthou	F	Category D2 - Other First Stage Researcher (Technical personnel)	Permanent	MSc / 2001 / UK	D2 / Greece	D2 / Greece
18	Paraskevi	Merkouri	F	Category D2 - Other First Stage Researcher (Technical personnel)	Permanent	BSc / 1991 / GR	D2 / Greece	D2 / Greece
19	Ioanna	Panagopoulou	F	Category D2 - Other First Stage Researcher (Technical personnel)	Permanent	BSc / 1991 / GR	D2 / Greece	D2 / Greece
20	Anastasia	Liatiri	F	Administration personnel	Permanent	Other / 1987 / GR	D2 / Greece	D2 / Greece
21	Eleni	Trifylli	F	Administration personnel	Permanent	Other / 1989 / GR	D2 / Greece	D2 / Greece



### **3. Career development plan of ELGO-ITAP personnel.**

ELGO-ITAP's personnel involved in FunShield4Med project is going to present a CDP based on the training outcomes of the project and their personal scientific interests, in line with the disciplines they are curing, and expertise acquired during project's lifespan and beyond. The assessment of personnel CDPs will be based on a list of short-term (M1-M17 & update M18-M24) career objectives and long-term (M24-M36 and beyond) career goals.

#### **Short-term objectives**

##### **a. Research results:**

- i. Publications (to scientific journal with peer review process)
- ii. Patents (submitted)
- iii. Conferences (oral/posters presentations)

##### **b. Research skills & techniques:**

- i. Seminars (attendance)
- ii. Workshops (attendance)
- iii. Summer Schools (attendance)

##### **c. Research management:**

- i. Fellowships (awarded)
- ii. Proposals (number of submissions)
- iii. Funded projects (partner and/or coordinator)
- iv. Participation to Committees (international and/or national scientific journals, ELGO-ITAP's Committees, etc.)

##### **d. Communication & Networking:**

- i. Participation in events (other than conferences, e.g. round tables, fairs)
- ii. Participation in open events for the public (e.g. European Researchers' Night, ELGO-ITAP Open Days)
- iii. Meetings (networking) with other international projects

##### **e. Other professional training:**

- i. Courses & Teaching activities (lectures, laboratory lessons etc.)
- ii. Supervisions (projects defined as number of students' practices and/or as number of theses per student category, i.e. BSc, MSc, PhD)
- iii. Secondments (Short-term Staff Exchange – STSE)

#### **Long-term goals**

- a. Promotion (achievement of a higher-level position e.g. Senior Researcher, Research Director etc.)
- b. Employment (employment goal to another organization e.g. University, Ministry etc.)
- c. Distinction (acknowledgment from a scientific association, community etc.)
- d. Leadership (acquisition of a research team)



**Table 3.** Personal Career Development Plans achievements during M1-M17 of FunShield4Med for ELGO-ITAP's personnel under early-career stage.

Name	Position	Level	Research results			Research skills & techniques			Research management			Communication & Networking			Other professional training			
			Pub.	Pat.	Conf. <sup>1</sup>	Sem.	WS	S.S.	FS	Pro.	F. P.	Com.	Events	Open E.	Meet.	C. & T.	Sup. <sup>2</sup>	STSE
Dr O. Papadopoulou	Res.	B	6	0	3/12	1	0	0	0	3	0	4	0	2	2	1 BSc; 1 MSc	10 BSc; 5 MSc; 1 PhD	0
Dr G. Katsaros	Res.	C1	12	0	7/17	1	1	0	0	5	2	8	4	0	2	6 MSc	6 BSc; 1 MSc; 3 PhD	0
Dr P. Natskouli	Res.	C1	0	0	0/2	3	2	1	0	1	0	3	2	3	2	0	4 BSc; 2 MSc	0
Dr A. Argyri	Res.	C1	5	0	2/8	0	1	0	0	5	6	5	1	2	3	0	1 BSc; 2 PhD	0
Dr G. Markou	Res.	C1	6	0	3/4	0	1	0	0	4	1	3	2	0	3	1 MSc	0 BSc; 2 MSc; 3 PhD	1
Dr P. Diamantopoulou	Res.	C1	12	0	1/7	0	0	0	0	4	3	2	0	2	0	1 BSc	2 MSc; 8 PhD	0
Dr C. Psallida	Res.	C1	1	0	0/1	0	1	0	0	1	4	1	0	0	1	0	1 BSc	0
Dr M. Metafa	Res.	C1	1	0	0/1	4	2	1	0	1	1	4	1	2	1	0	1 BSc; 1 MSc	0
Dr D. Miliordos	Res.	C2	5	0	1/3	3	2	0	0	1	2	2	0	1	0	1 BSc; 1 MSc	3 BSc; 1 MSc	0
Mr G. Froutis	PhD	D1	0	0	0/2	3	2	1	0	0	0	0	0	1	0	1 BSc	1 BSc	0
Dr P. Sourri	T.P.	D2	0	0	0/1	5	2	1	0	0	0	0	0	2	1	0	0	0

Abbreviations: Res.: Researcher; T.P.: Technical Personnel; Pub.: Publications; Pat.: Patents; Conf.: Conferences; Sem.: Seminars; WS: Workshops; SS: Summer Schools; FS: Fellowships; Pro.: Proposals submitted; F.P.: Funded Projects; Com.: Participation to Committees; Open E.: Open Events; Meet.: Meetings with other projects; C. & T.: Courses & Teaching; Sup.: Supervisions; STSE: Short-term Staff Exchange (secondment).

1: oral/poster presentation

2: BSc: Undergraduate students; MSc: Master in Science students; PhD: Doctoral candidate students



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