CYPRUS TECH CAREER FAIR

24-26 NOVEMBER 2022
CYPRUS INTERNATIONAL FAIR

DISCOVER A CAREER IN TECHNOLOGY - THE FASTEST GROWING SECTOR IN THE CYPRUS AND GLOBAL ECONOMY

THE SKILLS & JOBS OF THE FUTURE | MEET YOUR FUTURE EMPLOYER | DEMONSTRATE YOUR TALENT & GET INSPIRED | TECH AND TALENT GET TOGETHER | TAKE THE NEXT STEP AND LET YOUR CAREER BLOOM | TECH IS THE ONLY WAY TO SUCCESS

www.techcareerfair.com.cy

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CYPRUS TECH CAREER FAIR

24 - 26 NOVEMBER 2022

THE EVENT

DATE: 24 - 26 November 2022
VENUE: Cyprus International Fair
OPENING HOURS:
o Thursday 09:00 - 13:00/ 15:00 - 20:00
o Friday 09:00 - 13:00/ 15:00 - 20:00
o Saturday 15:00 - 20:00
LANGUAGE: English - Greek

FREE ENTRANCE

INTRODUCTION

Cyprus has embarked on a mission to accelerate the growth of the technology and innovation ecosystem in Cyprus, by attracting and retaining the top technology employees, companies, and entrepreneurs. The island has the potential to become one of the leading technology hubs in Europe. In recent years, internationally successful technology companies, operating in the fields of Software Development, Financial Services, Electronic Money and Payment, Quality Assurance, Infrastructure, Design, Product & Project Management, Regulation and Compliance, Telecommunications, Entertainment, Gaming, Media, Cyber Security, Data Science, AI & ML, Data Management, and many other sectors, have already either relocated to, or expanded in Cyprus using the country as a base and gateway to and from the EU. Working side by side with local ICT companies, they now constitute a sizable sector of the Cyprus Economy and employ thousands of people. The Government of Cyprus has recently unveiled the Strategy for Attracting Business and Talent to the Island, which includes specific incentives for attracting international companies, which is especially relevant to the ICT sector. Inevitably, all companies, whether they are within the ICT sector or not, have had to adapt and expand their teams to include tech related departments and services.

EXPLORING A CAREER IN TECHNOLOGY

As more and more multinational corporations and local companies look to promote local hires to grow their operations and scale up, there will be huge employment opportunities in the coming years for young people with the right academic studies and professional experience. It is estimated that the ICT-related sectors in Cyprus will soon reach 10% of the island's GDP and will create thousands of new jobs, which require special academic and professional skills.

CYPRUS TECH CAREER FAIR

The Cyprus Tech Career Fair is a major event and the first of its kind, and one which aims to help Cyprus stay ahead in the global innovation race by re-orienting its talent towards technology. The event aims to bring technology companies and technology-related companies closer to students and young professionals in Cyprus and give them the chance to explore new and exciting career paths. At the same time, this event will give the technology companies of Cyprus the opportunity to meet local talent.

TARGET AUDIENCE/ VISITORS

- Teenagers (ages 16-18) and their parents from:
  - o Public Schools
  - o Private Schools
- University Undergraduate and Postgraduate Students, and their parents
- PHD Holders associated with Academia (Universities, Research Institutes etc.)
- Young Professionals who might want to explore a career change
- Professionals from the Academic Sector
- Employers from all sectors of the economy (with their Tech Departments)
- Representatives from related associations:
  - o Cyprus Chamber of Commerce
  - o Cyprus Employers & Industrialists Federation
  - o TechIsland
  - o Cyprus Tech Association
  - o Cyprus Computer Society
  - o Cyprus Information Technology Enterprises Association

PROGRAM

Thursday, 24th November 2022

09:00-20:00 Opening hours 09:00-13:00/15:00-20:00

09:00-12:00 **TECH MEETS TALENT**

09:45-10:00 **PRESENTATION SERIES: STAR EMPLOYER**
"Exness- Career advancement / career paths at Exness"
Xenia Panteli, Head of Human Resources, Exness

10:15-10:30 "Join TheSoul Publishing. Take a leap into the world of creativity"
- **Alesia Shavel**, Talent Attraction Team Lead, TheSoul Publishing
- **Daria Sharova**, Employer Branding Executive, TheSoul Publishing
- **Mikhail Agapov**, Senior Project Manager, TheSoul Publishing

10:45-11:00 **PRESENTATION SERIES: WHAT TO STUDY?**
"New skills for new jobs" Agenda. The new skills needed by the labour market and businesses.
Vangelis Spetzouras, Director of Training and Development Unit, Compass4U

11:30-11:45 **PRESENTATION SERIES: STAR SPEAKERS**
" Why You Should Bring Your Imperfections to the Workplace"
Aleksandra Sulimko, Chief Human Resources Officer, TheSoul Publishing

13:00-15:00 Break

15:30-15:45 **PRESENTATION SERIES: STAR EMPLOYE**
"Join Murex and take the ultimate challenge in the world of fintech"
Ziad AOUAD, Principal Software Architect, Murex

16:00-16:15 **PRESENTATION SERIES: JOBS OF THE FUTURE**
"New career. New technology. Let's innovate together!"
Eleni Vassiliou, Head of Human Capital, PwC Cyprus

16:30-19:00 **TECH MEETS TALENT**

16:30-17:15 **PANEL DISCUSSION**
"Technology, innovation and research: the pillars that are driving economic growth for the future"
- **Antonis Polemitis**, Chairman of Techisland
- **Demetris Nissiotis**, President of CITEA
- **Elena Hadjikakou**, Acting Director of Cyprus Pedagogical Institute, Ministry of Education, Sport and Youth
- **Kyriacos Kokkinos**, Deputy Minister of Research, Innovation and Digital Policy
- **Nikolas Mastroyiannopoulos,** Chief Scientist for Research & Innovation

MODERATOR: **Marios Georgoudis**, General Manager of Techisland

18:00-00:00 Street Food Festival

Friday, 25th November 2022

09:00-20:00 Opening hours 09:00-13:00/15:00-20:00

09:00-12:00 **TECH MEETS TALENT**

09:30-10:00 **PRESENTATION SERIES: STAR EMPLOYER**

10:00-10:15 **PRESENTATION SERIES: JOBS OF THE FUTURE**
"Let's tech together"
Elena Kasinou, HR Senior Manager, Deloitte

11:00-11:15 **PRESENTATION SERIES: WHAT TO STUDY?**
George Constantinou, Senior Manager, KPMG

11:30-11:45 **PRESENTATION SERIES: STAR SPEAKERS**
"Managing software projects in the 21st century"
Askhat Urazbaev, Agile Transformation Lead, Exness

12:00-12:15 **PRESENTATION SERIES: WHAT TO STUDY?**
"Engineer your future at Deloitte"
Elena Kasinou, HR Senior Manager, Deloitte

PROGRAM

12:30-12:45 **PRESENTATION SERIES: STAR EMPLOYER**
- **Evelyne Moussa**, Vice President, Applications System Development-INT, TSYS, A Global Payments Company
- **Andreas Nicolaou**, Senior Director, Applications System Development, TSYS, A Global Payments Company

13:00-15:00 Break

15:30-15:45 **PRESENTATION SERIES**
"Jobs of the Future"
Maria Karantoni, Board Member, Head of People, KPMG Limited

16:00-19:00 **TECH MEETS TALENT**

15:45-16:00 **PRESENTATION SERIES: STAR EMPLOYER**
"Amazing doesn't just happen: Amdocs Cyprus"
Yiannis Tinis, Head of Amdocs Cyprus

16:00-16:15 **PRESENTATION SERIES: JOBS OF THE FUTURE**
"Megatrends of the future of work and the future of skills"
Panayiotis Thrasyvoulou, Partner, Head of People Advisory Services, EY Cyprus

16:30-16:45 **PRESENTATION SERIES: STAR EMPLOYER**
"The future is Jinius"
Diagoras Nicolaides, Software Engineering Lead, Jinius

17:00-17:15 **PRESENTATION SERIES: STAR EMPLOYER**
"Windsor Brokers- Dream Big. Kick Start your Career with us!"
Chrysanthi Matsentidou, HR Executive, Windsor Brokers

17:30-17:45 **PRESENTATION SERIES: STAR EMPLOYER**
"A woman in Tech"
Irene Selia, Head of Global Development, ClearSkies™ - Odyssey Cybersecurity

18:00-00:00 Street Food Festival

18:00-18:15 **PRESENTATION SERIES: STAR EMPLOYER**
"Murex: From start-up to market-leader"
Ziad AOUAD, Principal Software Architect, Murex

Saturday, 26th November 2022

15:00-20:00 Opening hours

15:00-18:00 **TECH MEETS TALENT**

15:30-16:00 **PRESENTATION SERIES: WHAT TO STUDY?**
"New career. New technology. Let's innovate together!"
Anna Loizou, Partner, Assurance, Chief People Officer, PwC Cyprus

16:00-16:15 **PRESENTATION SERIES: WHAT TO STUDY?**
"Gen Z και αγορά εργασίας"
- **Άννα Ξυνιστέρη,** General Manager at KESEA
- **Φωτεινή Ηρωνία,** Associate Consultant at KESEA

16:30-17:20 **PANEL DISCUSSION**
"The Limassol Technology Ecosystem: In search of talent"
- **Marianna Hadjiandoniou**, Group HR Director, Parimatch Tech
- **Nicole Nicola**, EMEA Talent Acquisition Team Lead, Amdocs
- **Sofia Tomashevich**, HR Business Partner, Exness
- **Panayiota Tsiokri**, HR Manager, Windsor Brokers
- **Tatsiana Malinouskaya**, Director of Talent, Diversity & Inclusion, TheSoul Publishing

MODERATOR: **Marios Georgoudis**, General Manager of Techisland

18:00-00:00 Street Food Festival

MASTER PLAN

VENUE:
CYPRUS
INTERNATIONAL
FAIR

ORGANISER

IMH is the largest business knowledge and information transfer organisation in Cyprus. Its services include the coordination and running of conferences, seminars and commercial exhibitions, specialist business media publishing and human resources consulting. Every year, IMH organises more than 110 conferences related to every sector of the market, commercial exhibitions and training seminars, and undertakes the entire process of five business award ceremonies. IMH publishes the only dedicated business magazines in Cyprus: the Greek language monthly IN Business and the English-language monthly Gold, which are read by tens of thousands of Cypriot and non-Cypriot professionals, managers and entrepreneurs. It also operates the magazines' accompanying news portals, the IN Business Portal (www.inbusinessnews.com), the GOLD Portal (www.goldnews.com.cy) and the REPORTER (www.reporter.com.cy). IMH also delivers via e-mail the IN Business Daily Newsletter, the GOLD News Daily Newsletter and the REPORTER Newsletter. The IMH Business Development Department bids for tenders published by local public sector bodies, the European Union and other international organisations. Through its activities, IMH gives businesses a chance to develop, to network, to find new clients and business associates, to communicate with new audiences and discover growth opportunities. www.imhbusiness.com

UNDER THE AUSPISES OF

Cyprus has set forth an aspirational vision for becoming a fit-for-the-future society and knowledge-based economy, enabled by digital technologies and innovation. The ultimate goal: drive economic competitiveness, stimulate business activity, create new jobs, elevate social prosperity and sustainable growth. Embarking towards this ambitious vision, the Deputy Ministry of Research, Innovation and Digital Policy, with horizontal responsibilities over research and innovation and digital policy, has crafted a holistic strategy in the domains of eGovernment and Digital Skills, Connectivity, Communications and Space Technologies, Research as well as Innovative Entrepreneurship. Fostering a transformational ecosystem that goes beyond economic returns, concentrates on social outputs and stresses the importance of knowledge, as the basis of a strong, sustainable and more resilient development model.

PREMIUM SPONSORS

The Bank of Cyprus Group is the leading banking and financial services group in Cyprus, providing a wide range of financial products and services which include retail and commercial banking, finance, factoring, investment banking, brokerage, fund management, private banking, life and general insurance. The Group's digital infrastructure is proving successful, transforming the Bank to a modern, customer-centric hub offering banking and broader financial digital products and services in Cyprus. The Group has set the foundations to enhance its organisational resilience and ESG agenda and continues to work towards building a forward-looking organisation with a clear strategy supported by effective corporate governance aligned with ESG agenda priorities, aiming to lead the transition of Cyprus to a sustainable future.

Jinius connects the entire Cypriot market in a single digital environment. It is the first digital economy platform in Cyprus that connects businesses and individuals in the Cypriot market, by offering to every business and its customers innovative services and tools that digitalize, simplify, and accelerate their daily transactions and activities. It empowers the Cypriot business ecosystem so that businesses, their partners, and their customers can transact in real-time, efficiently, smarter, faster and safely.

PLATINUM SPONSOR

Exness is a multi-asset broker with an international team of approximately 1,800 people, a third of whom work in the Technology and Data offices. In 2008, we set out with a mission to reimagine the online trading industry. We created a market where the word 'ethical' is as much a core value as innovation. It's where traders around the world can manage their capital and know that it's protected by those who have their best interest at heart. Today, we provide financial services to hundreds of thousands of traders daily, with monthly trading volumes exceeding $2.7 trillion. Our chosen path encourages employees to deepen their technical expertise, rely on scientific methods, and seek innovative solutions.

GOLD SPONSORS

Amdocs helps those who build the future to make it amazing. With our market-leading portfolio of software products and services, we unlock our customers' innovative potential, empowering them to provide next-generation communication and media experiences for both the individual end user and enterprise customers. Our 30,000 employees around the globe are here to accelerate service providers' migration to the cloud, enable them to differentiate in the 5G era, and digitalize and automate their operations. Listed on the NASDAQ Global Select Market, Amdocs had revenue of $4.3 billion in fiscal 2021.

Hellenic Bank is one of the leading financial institutions in Cyprus. It provides businesses and households a full spectrum of competitive banking products and services including insurance services through its two insurance subsidiaries (life and general insurance companies). With strong capital adequacy and robust liquidity Hellenic Bank is at the forefront of financing the growth and transformation of the island's most important industries and businesses. The Bank's success is based on its customer centric, personal approach and the wide range of products and services it offers. Hellenic Bank accelerated its digital transformation and introduced first-class technologies to its digital channels offering seamless customer experience.

Odyssey is a leader in Cloud & Information Security, supporting organizations globally into their cyber resilience journey so as to effectively anticipate, respond, swiftly recover, and adapt to the emerging threats and vulnerabilities of the dynamically expanding threat landscape. For more than two decades Odyssey empowers customers to effectively manage their digital risks and adhering to compliance requirements. Odyssey's holistic approach combines the ClearSkies™ Threat & Vulnerability Management Platform, Managed Detection & Response (MDR), Governance, Risk & Compliance, Threat Risk Assessment services, Cloud Security and Integrated solutions.

Parimatch Tech is an international product company that develops technology and marketing solutions for the entertainment industry and the Parimatch brand. A growing number of local operators and partners across Europe, Asia, and Oceania use company's tailored technology solutions and brand to facilitate business in their regions. Parimatch Tech has developed a corporate culture that conveys the spirit of the brand, inspires people to take on new challenges and provides comfortable working conditions. The company's headquarters is located in Limassol.

SILVER SPONSORS

We are a world-class provider of Financial Infrastructure Platform and Open-Banking Orchestration services. We service B2B Wholesale payments, banking, money transfers and KYC solutions using our own built technology platform.

From startup to market leader to game-changer, Murex has led the way in software development for capital markets since 1986. Operating from our 19 offices, 2500 Murexians from over 60 different nationalities ensure the development, implementation, and support of our platform. Want to join a leading fintech company where you can learn and grow? Meet our team at stand #38 to find out more about Murex and our opportunities.

Based on PwC's new global strategy, "The New Equation", we look at problems from different angles and present innovative solutions that make a difference and lead to sustained outcomes. More than 1,000 people in Cyprus join forces with 327,000 professionals of our global network in 155 countries and create an experienced team that combines intelligent approaches, experience and technological innovation. www.pwc.com.cy

TheSoul Publishing is one of the world's most popular online media companies. We produce entertaining, positive and original content — including videos, articles, animation, and music — for our 1 billion followers on social media channels, such as 5-Minute Crafts, Bright Side and 123 GO!. Behind the scenes, there is our team of 2,500+ creative minds working remotely from 70 countries and in 5 offices, including HQ in Limassol. Join us and take a leap into the world of creativity!

EXHIBITORS

Join a diverse team of talented and curious colleagues in our multicultural Cyprus technology hub. You can build and shape products that challenge you and have a meaningful impact. Our agile structure with weekly development cycles lets us iterate quickly and effectively, giving employees an ongoing regular sense of gratification. At Cognyte, you can work with the most innovative technology in the industry and apply it to cutting-edge applications. Join us and be part of our important mission.

Deloitte Limited is among the leading professional services firms in Cyprus, providing audit & assurance, consulting, financial advisory, risk advisory, tax and related services, as well as a complete range of services to international business, through over 750 people in Nicosia and Limassol. Deloitte Limited, is the sub-licensed affiliate for Cyprus of Deloitte NSE LLP. As part of the Deloitte global network, with more than 415,000 people in over 150 countries and territories, Deloitte Limited has the advantage of global sharing of knowledge with local adaptation and personal approach, built on the solid foundations of over 60 years of successful operations on the island.

Founded in 1999, Deriv has become one of the world's largest online brokers. With 1,000+ employees across 18 offices worldwide and a mission to make trading accessible to anyone, anywhere, Deriv offers a range of trading products to clients in 100+ countries.Deriv (Limassol), a hub for Back-end Development, Marketing, and Trading teams, opened in 2020, welcoming talented team players looking for rewarding challenges. Apply today if that's you!

At ECOMMBX we specialize in B2B e-account management, cross-border payments and competitive currency conversions. To ensure the most cost-effective and efficient execution of all your e-banking transactions, our innovative serving model is based on four cornerstones: Advanced technology that connects to the global banking industry, customized connections with banking partners around the world, stringent security and maximum speed. The result is satisfied customers that rely on us for top-notch service.

Our aim is to provide tourists with a unique, modern, customised digital experience before, during and after their visit to Cyprus. This is achieved through the use of cutting-edge technology and interactive content (Virtual, Augmented and Immersive Reality, Reconstructions and Storytelling). Our platform and mobile application provide interactive digital content for more than 100 of the most important tourist sites in Cyprus. • 200+ tourist sites with Digital Content •100+ narrations and audio guides • 50+ 360o Virtual Reality Explorations • 20+ Reconstructions of archaeological sites, monuments, and artifacts.

Epic is one of the largest telecommunications companies in Cyprus and a member of a dynamic European family. Always investing in new technologies, such as Fiber and 5G, we are offering a state-of-the-art network that has been awarded several times by the international organizations umlaut and Ookla. At Epic we take care of our people and we enhance a people centric and learning culture for your professional growth.

EY is a global leader in assurance, tax, strategy, transaction and consulting services with over 300,000 people in over 150 countries. It is the most globally integrated professional services organisation, working with businesses, entrepreneurs and governments around the world. EY distils everything it does down to a single, unified purpose: building a better working world. For over 80 years, the Cyprus practice has been a trusted business advisor and auditor to a broad range of clients and is ideally placed to cater to the needs of our clients in a wider geographic span.

HF Markets is an award winning forex and commodities broker, providing trading services and facilities to both retail and institutional clients. Through its policy of providing the best possible trading conditions to its clients and allowing both scalpers and traders using expert advisors unrestricted access to its liquidity, HF Markets has positioned itself as the forex broker of choice for traders worldwide.

JCC Payment Systems is Cyprus' market leader in payment-processing technologies and financial solutions for merchants and financial institutions. It has been supporting businesses in accepting electronic payments from multiple sales channels for over 30 years, following the decision of the major Cyprus' banking institutions to collaborate for the purpose of administering the processing and settlement of card transactions. Today, JCC is considered the trusted service provider of choice for all financial technology requirements ranging from fraud prevention, card personalisation and ATM management, to hosting and business continuity services. The services offered do not focus solely on payments but on the entire digital transformation spectrum and include trust services.

ISACA Cyprus Chapter, the locally established chapter of ISACA International, is an independent non-profit organisation and its purpose is to help business technology professionals and their enterprises realize the positive potential of technology. Today, ISACA international serves more than 165,000 professionals in 180+ countries, who covers a variety of professional IT-related positions, information systems or IT auditors, internal auditors, governance, security and risk professionals, consultants, educators, and C-suite executives. We serve professionals in nearly every industry. ISACA engages in the development, adoption and use of globally accepted, industry-leading knowledge and practices for information systems and in the provision of the professional qualifications CISA™, CRISC™, CISM™, CGEIT™, CSX-P™, CDPSE™, ITCA™ and CET™.

KPMG has been operating in Cyprus since 1948 and currently employs more than 850 professionals working from 6 offices across the island. It is a member of KPMG International Limited, a global organisation of independent professional services firms providing Audit, Tax and Advisory services. KPMG operates in 144 countries and territories and has approximately 236.000 partners and employees working in member firms around the world. Clients look to KPMG for a consistent standard of service based on high-order professional capabilities, industry insight, local knowledge and expertise.

Mada is a telecom solutions provider with offices in Europe, the Americas, the Middle East, Africa and Southeast Asia. The company works with over 250 million customers in 195 countries, offering them a range of services, including Voice, Messaging, Data Services, Billing Solutions, Fintech Services, Cybersecurity, Digital Transformation, as well as Professional and Managed Services. For more information, please visit www.mymada.com

The Public School of Higher Vocational Education and Training - MIEEK, of the Ministry of Education, Sport and Youth, offers high quality education and training programmes of a duration of two years, certified and accredited by the CYQAA. The programmes cover growing sectors of the economy, aiming to meet the high demand in the labour market for modern occupations. Branches of the MIEEK Public School operate in Lefkosia, Larnaka, Lemesos and Pafos, and are housed in the premises of the Technical and Vocational Schools of Education and Training of each district, where the infrastructure and specialized laboratories are available. Amongst the programmes offered by MIEEK is NETW - Computer and Communication Networks. The purpose of the programme is to enable students to both perform tasks connected to the creation of a Computer Network- from its design to its delivery to the client – and support its operation, and to perform tasks relating to the diagnosis, monitoring and repair of faults in electronic network devices, circuits and communications equipment. The MIEEK Public School is a project co-funded by the European Union and the Republic of Cyprus. It implements the European citizen's ongoing relationship with education and training, which is part of the European Policy.

MS Electronics is a broadline distributor based in Limassol and serving the Cyprus market since 2005. The company offers products and solutions across various industries such as ICT, Audio-visual, Security, Smart Home Automations, Solar Power & Consumer Electronics. Over 800 resellers, professionals and corporations trust MS Electronics to supply their daily needs in equipment and accessories from a range of 4000+ products that the company keeps in regular inventory.

NetU is a leading Information Technology solutions and services organization in the Eastern Mediterranean region, recognized as a major provider of integrated solutions with strong local and international activity. Being a trusted Digital Transformation Partner to medium and large organizations in the Private and Public sectors, for more than 30 years, NetU provides world-class IT solutions in the areas of Systems Integration, Business Solutions, Technology Solutions helping them achieve their corporate objectives.

OpenWay Group (www.openwaygroup.com) is a top-ranked global developer and vendor of the Way4 digital payments software platform. Way4 is recognized for its unique online omni-channel architecture, fast time-to-market for innovative, data-driven payment services, scalability from thousands to millions of clients, and high availability. The award-winning platform enables card issuing, merchant acquiring, digital wallets, and transaction switching on premises and in the cloud. Way4 solutions are used by over 500 financial and non-financial companies in 83 countries, including Ampol, Comdata, Finaro, Lotte Financial Services, Mastercard Processing Services, Network International, Nexi, Payoneer, and Worldline.

Since our inception in 2000, our core mission has been to provide effortless and professional IT & Electronics solutions to businesses operating in the local Cypriot market. Over the years, our IT experts have helped thousands of companies leverage the latest technologies to transform their businesses through customer-focused solutions. We have managed to earn the trust and respect of both our customers, suppliers, and manufacturers across Europe.
Our top priority has always been to trade with internationally renowned electronics brands and ensure our customers receive the highest quality products at the most competitive prices.

At TECHLINK we design and develop bespoke software, intuitive web applications and mobile apps, helping organisations thrive. The company's experience is across diverse sectors (from governmental projects and financial institutions to corporate services and ecommerce). Our strong team of 70+ in-house software developers, project managers, web designers, digital marketers, analysts, and, QA engineers facilitate the worldwide delivery of products and services.

TSYS, a Global Payments company, is a leading global provider of seamless, secure and innovative solutions to financial institutions and retail companies in approximately 80 countries worldwide. Headquartered in Georgia, U.S., with approximately 25,000 team members worldwide, Global Payments Inc. (NYSE: GPN) is a Fortune 500® company and a member of the S&P 500 with worldwide reach spanning over 170 countries throughout North America, Europe, Asia, Middle East, Africa, and Latin America. www.tsys.com

Windsor Brokers is a leading investment firm established in 1988, offering Forex, CFD, Futures, Stocks and Bonds. The company's mission has always focused on facilitating clients' access to the financial markets by providing regulated and transparent trading practices, as well as unrivalled customer support.

SUPPORTERS

The Cyprus Information Technology Enterprises Association (CITEA) was established in 1987 and is an active member of the World Information Technology and Services Alliance WITSA, the European IT Federation DigitalEurope, and the Cyprus Employers and Industrialists Federation (OEB). The Association's objective is to play a determining role in the balanced growth of Information and Communication Technologies in the Cyprus economy, acting as the vehicle of change for the development of the information society. The Association is the principal representative of information communication technology (ICT) enterprises on the island and currently numbers over 50 member companies that cover all ICT areas

The Cyprus Computer Society (CCS) is a professional, scientific and independent non-profit organization, founded in 1984 with the aim of developing, upgrading and promoting the IT sector in Cyprus. CCS seeks to set high standards among industry professionals, recognizing the impact that Information and Communication Technologies (ICT) has on employment, business, society and the quality of life of the citizen. Playing a key role in connecting academics with the professional sector, the Association promotes key issues in the industry, especially in the fields of digital literacy, professional skills, professionalism, education, training and research.

The Cyprus Tech Association, a non-for-profit entity, aspires to provide a dynamic platform for all tech professionals and international ICT companies established in Cyprus to discuss, promote, and address common challenges. It also provides a formal representation to all its members to forums, public and private entities, as well as offers direction on key strategic issues, including the economic importance of the ICT sector and policy advocacy.

The Cyprus Human Resource Management Association was established in 1991 and has grown over the years into a vibrant and valuable source of talent and expertise with over 620 members, professionals from the areas of Human Resource Management, Industrial Employment Relations and Training & Development. Our mission is to actively support, represent and contribute to the development of the HRM Profession throughout Cyprus. We strive to educate the local business community and society in general about the vital importance of human capital to the success of their organizations and to advance the level of HRM professionals in Cyprus through education, research and opportunities for collaboration and exchange.

Invest Cyprus (Cyprus Investment Promotion Agency) is the investment authority of the Government of Cyprus dedicated to attract and facilitate foreign direct investment into the country. In close collaboration with all governmental authorities and public institutions, as well as the private sector, Invest Cyprus is the country's lead agent in establishing Cyprus as a world-class destination for international business activity and investments. Invest Cyprus' mandate is to raise awareness of Cyprus as a destination for FDI across the globe, providing certainty around all aspects of operating a business in Cyprus and supporting potential investors in developing their business case for investment into the country.

The Youth Board of Cyprus was founded in 1994 as a public legal entity pursuant to the Youth Board Law of 1994 (N.33 (I)/94), which was passed unanimously by the House of Representatives. Since the beginning of its operation on the 2nd of June 1994, when the first Board of Directors was appointed, the organization has offered young people multiple opportunities for active participation in social activities in Cyprus and abroad. The organization's main role is advisory but it also undertakes youth related projects, following the approval of the Council of Ministers, either during the approval on the organization's annual budget or under another special decision. As an advisory body, the Board of Directors submits proposals on the formation of a comprehensive and specialized youth policy to the Council of Ministers, via the Minister of Education and Culture. The aim of the YBC policies are: Progress and welfare of all young people in Cyprus, providing opportunities to young people and their organizations to actively participate and be responsible for the social, economic and cultural development of their community and country, young people's creative engagement and entertainment dealing with youth related problems directly and effectively

TechIsland is a non-profit organisation, a Tech Association for IT companies, VC funds & startups, with a mission to help make Cyprus the top destination in the region for world-class technology talents. TechIsland fosters Cyprus' innovative ecosystem through policymaking, ecosystem development projects, social projects, events & networking. The organisation represents more than 184 companies, which employ more than 10,000 employees in Cyprus and employ over 53,000 employees globally.

TRANSPORTATION SUPPORTER

Cyprus Public Transport is part of an international network of transport companies present on four continents with over 40,000 employees. With over 120 years of experience in efficient management of urban transport as well as regional, national and international bus coach and rail transport, the company aspires to upgrade the public transport sector in Cyprus and to serve the public through a European-standards system. The company's management team is young and highly motivated, with a mix of both local and international experience in various aspects of the transportation industry. Currently, the company employs 430 people in Nicosia and 175 in Larnaca. Cyprus Public Transport has begun to implement a long-term plan to continuously improve the overall working environment and level of customer service. It is estimated that the average number of passengers using Cyprus Public Transport per year is 5,558,414 within the Nicosia District and 983,724 within the Larnaca District.

COMMUNICATION SPONSORS

Since its first day of operation in April 2016, ALPHA Television Cyprus has been implementing and maintaining a high level of quality both in production and operation mode. By choosing Alpha Cyprus, the viewer can watch the biggest TV names from Cyprus and Greece as well as informative and entertaining productions high in quality and presentation. Strategically, ALPHA Cyprus continues to invest and create content by setting high goals on the three key pillars of news, entertainment and fiction, with a strong emphasis on quality and variety in content.

GOLD magazine was founded in 2011 as the first English-language business monthly in Cyprus. Today, it is not only synonymous with the promotion of good business practices but it has a unique and valuable readership of High Net Worth Individuals, international company executives, English-speaking Cypriot and non-Cypriot businessmen and women. GOLD provides a comprehensive and informed overview of the local business scene, the economy, and the market and has gained a reputation for its in-depth articles and revealing interviews with key local and international personalities. www.goldnews.com.cy

IN Business magazine has a monthly readership of over 89,000. It is the only monthly business magazine in Cyprus that provides a comprehensive overview of all segments of the economy, from retail to services, as well as reporting on new deals, presenting new faces and, generally, looking at everything that's happening on the local business scene. IN Business has always been a pioneer in local business journalism, thanks to its in-depth analysis and research, often backed by previously unpublished facts and figures. www.inbusinessnews.com

Dedicated to the objective presentation of valid news, with a focus on immediacy, REPORTER is a 24/7 online news and entertainment hub presenting what's happening in Cyprus and the world. IMH's new digital media also includes the REPORTER application for IOS and Android tablets and smartphones, as well as a daily newsletter sent to 100,000 subscribers. REPORTER's large team of journalists publishes authoritative and timely news every minute of every day.

Owned and regulated by IMH, Super FM has been on air since 1998, broadcasting from Nicosia. It's the first music radio of Cyprus and still the one that plays the freshest tracks listeners love. With live radio shows and perfect playlists which specialize in contemporary Greek mainstream music, Super celebrates music with its annual Super Music Awards ceremony.

SPEAKER PROFILES

ALEKSANDRA SULIMKO
Chief Human Resources Officer, TheSoul Publishing

Aleksandra Sulimko is CHRO at TheSoul Publishing. Aleksandra oversees the HR Department, bringing her high level of expertise to help strengthen this function within day-to-day operations. At the same time, her team supports each business division to improve employee well-being, empowerment and development. Aleksandra joined TheSoul Publishing from Exness, an international award-winning financial brokerage company. At Exness, she implemented employee learning programs and focused on personal career development across all company levels. Prior to that, Aleksandra held roles devoted to organizational consulting, employee career path training, and coaching at Team Training International and Japan Tobacco International (JTI).

ALESIA SHAVEL
Talent Attraction Team Lead at TheSoul Publishing

Alesia Shavel is a Talent Attraction Team Lead at TheSoul Publishing with 5+ years of experience in Human Resources. She manages one of the Talent Recruiters teams with the main focus on hiring talents for Cyprus Video Studio and the Visual & Sound Design, IT, and Global Operations departments. Prior to TheSoul, Alesia used to work as an in-house IT recruiter for GMS Software Manufaktur

ANDREAS NICOLAOU
Senior Director, Applications System Development, TSYS, A Global Payments Company

Andreas Nicolaou: Andreas Nicolaou is a Senior Director of Application Systems Development with over 27 years' experience in information technology, software engineering and programming, credit cards payment schemes concepts and certifications, technical and business analysis. He has travelled extensively to over fifty countries across the globe implementing TSYS products, consulting and supporting financial institutions to succeed in their business. As a leader he has extensive experience in directing diverse cross-functional teams, promoting increased work efficiency for the design, delivery and support of software applications. Andreas holds a BSc and MSc degree in Computer Science.

ANNA LOIZOU
Partner, Assurance, Chief People Officer, PwC Cyprus

Anna is the Chief People Officer and member of the management board of PwC Cyprus. She is an Assurance Partner with over 20 years' experience in the auditing of public interest entities, including banks and financial institutions. Anna also leads the Accounting Consulting Services practice for PwC Cyprus, advising clients on complex IFRS matters. She is also a member of the PwC Global Accounting Consulting Services practice, specialising in IFRS related matters for banking and financial services entities. Anna is a fellow member of ICAEW and a member of the Accounting Standards Committee of ICPAP.

ANNA XYNISTERI
General Manager, KESEA

Anna has twenty-five years of experience in human resources management and fifteen years in project management. She has worked in HR departments in small and large organizations, and for the last fifteen years she has been HR consultant and trainer. This includes: diagnostic research on HRM issues, preparation of policies and procedures, personnel manuals, evaluation systems, training needs diagnostic procedures, recruitment, seminar delivery, contract training, IT installation and everything else required in a modern HR department. As a trainer, she has designed and delivered seminars on various topics and holds a Master of Business Administration (MBA), specializing in human resource management and information systems, and a Master of Public Administration (MPA). She also holds a degree in Psychology, and a degree in General Administration, specializing in information systems. She is a certified PMP - Project Management Professional (Project Manager) by PMI - Project Management Institute, USA.

ANTONIS POLEMITIS
Chairman of Techisland, CEO of the University of Nicosia

Antonis Polemitis currently serves as the Chief Executive Officer of the University of Nicosia and EDEX, as a Board member of EDEX and UNICAF, and as a member of the Council of the University of Nicosia. He helped found the world-leading Digital Currency / Blockchain Initiative at the University of Nicosia, co-taught the first university cryptocurrency course in the world, and is regularly quoted as an expert on cryptocurrency issues. Mr. Polemitis was a member of the national committee that designed the blockchain strategy for Cyprus. He is the managing partner of Ledra Capital where he led early-stage investments in, or software development of, Software-as-a-Service platforms in the areas of higher education, cryptocurrency, online video publishing and legal research. He was previously a principal at ACG Capital, a privately held multi-billion-dollar investment firm and a partner based in New York and London in the private equity practice of Mercer Management Consulting (now Oliver Wyman), one of the world's leading strategy consultancies.

ASKHAT URAZBAEV
Agile Transformation Lead, Exness

Askhat is an Agile Coach with 14 years of agile coaching experience. Askhat joined Exness in 2022 and currently leads, trains, and coach teams using an agile approach. In 2007, he founded the company ScrumTrek, which consults, conducts trainings, and helps companies successfully the Agile & Digital transformation. Among the clients of ScrumTrek are Microsoft, Skype, Yandex and others.

CHRYSANTHI MATSENTIDOU

HR Executive, Windsor Brokers

Chrysanthi received her degree in education from the University of Cyprus. She soon discovered that communication and interaction with people is her passion, which led to various responsibilities within the HR Department. Chrysanthi has more than five years of experience in the forex industry, and she is currently working with Windsor Brokers as an HR Executive. She is responsible for recruitment, onboarding and orientation of new employees and managing employee relations.

DARIA SHAROVA

Employer Branding Executive, TheSoul Publishing

Daria Sharova is an Employer Branding Executive at TheSoul Publishing with 5+ years of experience in Human Resources. As a part of her work duties, she organizes and supports various activities and campaigns to share with current and future teammates what it is like to be a part of TheSoul. Before TheSoul Publishing, Daria had in-house experience in KPMG and agency experience in the fields of event organizing, communications, recruitment, and advertising.

DEMETRIS NISSIOTIS

President, Cyprus Information Technology Enterprises Association (CITEA)

Demetris Nissiotis is a highly experienced ICT professional and executive, with 25 years of working experience in various positions in the industry, a broad knowledge of the advances in the international ICT arena and a clear understanding of the ICT landscape in Cyprus, including the initiatives, developments, limitations and challenges of both Cypriot organizations and local ICT enterprises. He has been actively involved in numerous large, mission-critical ICT projects for important organizations in Cyprus and abroad, both in the public and private sectors, helping them achieve their business objectives through the utilization of effective and efficient ICT solutions. He studied at the University of Cyprus where he obtained a BSc degree in Computer Science. He works at NetU Consultants Ltd since 1997 and he holds the CEO position. Demetris Nissiotis is the President of the Cyprus Information Technology Enterprises Association (CITEA).

DIAGORAS NICOLAIDES

Software Engineering Lead, Jinius

Diagoras is the Software Engineering Lead at Jinius, responsible for guiding the development team of 20 engineers, delivering the first digital economy platform in Cyprus. Prior to joining Jinius, Diagoras started off at UBS Investment Bank in London. He then followed his passion in building retail, fintech platforms in various sectors including banking, investments, insurance, and micro-loans. Diagoras holds a MEng in Computing from Imperial College, London, UK.

ELENA HADJIKAKOU

Acting Director of Cyprus Pedagogical Institute, Ministry of Education, Sport and Youth

Dr Elena Hadjikakou is the Acting Director of Cyprus Pedagogical Institute, Ministry of Education, Sport and Youth. She is a graduate of Cyprus Pedagogical Academy and the University of Cyprus. She completed her postgraduate studies (M.A.) and her doctoral studies (Ph.D) at the University of Reading, UK, in the area of Information and Communication Technologies in Education. She has worked as an in-service teacher trainer for many years at Cyprus Pedagogical Institute (C.P.I.), as permanent staff and as teacher on secondment. She has taught in many in-service training programmes for teachers, of all levels (pre-primary, primary and secondary education). She has been participating in various working groups and networks in Cyprus and abroad and her main interest is the effective teachers' learning and the role of teacher in the learning process.

ELENA KASINOU

HR Senior Manager, Deloitte

As a Senior Manager, with over 13 years of experience within the HR practise, my background involves extensive knowledge in implementing best practices and establishing effective initiatives. Through my current role, I have been involved in a broad range of HR matters, having the opportunity to explore new challenges and apply my skillset, with the ultimate goal to evolve the Firm's HR strategy. Also, as an HRDA Certified Vocational Training Instructor, I have been delivering learning and development sessions, as part of my HR role. Having completed my Bachelor's Degree in Psychology, from University of Cyprus and my Master's Degree in Occupational Psychology, from University of Nottingham, I have joined the international environment of Deloitte, through which I had the opportunity to gain the utmost professional development possible. Amongst my main professional goals is focusing on team orientation, through aligning the team roles with the individual strengths and valuing well-being, in order to build and inspire a high performing team.

ELENI VASSILIOU

Head of Human Capital, PwC Cyprus

Eleni Vassiliou is the Head of Human Capital of PwC Cyprus. She graduated from the English School in Nicosia. She holds a BSc in Psychology from the University of York (UK) and an MSc in Human Resource Management from the London School of Economics (UK). Just after graduation in 2007, Eleni joined the HC team of PwC Cyprus. She assumed the role of Head of Human Capital on 1 July 2022. Her 15 years of experience span across all HR areas, including the formulation and execution of HR strategies, performance and talent management, employee experience, rewards and benefits, inclusion & diversity, talent acquisition and employment legislation. In PwC Cyprus she has led the implementation of new HR technologies as well as the implementation and ongoing retention of the Investors in People Framework (Platinum Level).

EVELYNE MOUSSA

Vice President, Applications System Development-INT, TSYS, A Global Payments Company

As Vice President Applications System Development of TSYS, Evelyne Moussa has worldwide responsibility for the vision, strategy, execution, and management of the PRIME applications development teams. Evelyne brings a wealth of payments industry experience to her role, managing cross-functional teams in different locations and driving the PRIME modernization roadmap. She directed the development and evolution of sophisticated, high volume, cost-effective solutions for all segments of the payment industry, aligning technology and business growth strategy. In her current role she is driving the modernization of the PRIME systems and the transformation of her team to be successful in driving the digital transformation forward and bringing innovation to financial services.

FOTINI IRONIA

Associate Consultant, KESEA

Fotini holds a Bachelor's degree in Psychology, a Master's degree in School Counselling and Career Guidance and is completing her Master's degree in Human Resource Management. She has worked for 3 years as Career Counsellor in Secondary Education and has worked with various tutorials in Cyprus where she gave presentations and provided career guidance services to parents and students. Lately she has been professionally involved in the field of Human Resources Management as a Associate Consultant. This includes: diagnostic research in HRM, educational needs diagnosis processes, recruitment, creating and coordinating promotional seminar materials, and everything else required in a modern HR department.

GEORGE CONSTANTINOU

Senior Manager, KPMG

George is a Senior Manager in KPMG Cyprus with experience in Quality Assurance and Testing management, Testing strategy design, Testing Automation design as well as experience DevOps and Software Delivery, applied in projects of varying scope and size in EMEA, APAC and NALA. His main focus is to enable his teams to function efficiently and to bring out the best of their abilities, in order to guarantee that software delivered to customers is of high quality, with a mind on efficiency and automation to minimise costs and ensure timelines are met.

IRENE SELIA

Head of Global Development, ClearSkies™ - Odyssey Cybersecurity

Mrs. Irene Selia is Odyssey's Head of Global Development for ClearSkies™, in charge of developing new business opportunities for the ClearSkies™ line of services. Mrs. Selia provides market feedback to the company leadership, while generating product development ideas and communicating new product developments to prospective clients. Strategic planning is also a key part of her job. With almost 15 years of hands-on experience in the information technology and cybersecurity industries, Mrs. Selia has served as Sales, Business Development and Product Manager at internationally recognized organizations in the European and Asia-Pacific regions. Since joining Odyssey™ in 2008, she has been integral in developing and implementing Odyssey's vision and mission of thought leadership in information security. She holds a BSc. in Computer Science from the University of Piraeus, Greece.

KYRIACOS KOKKINOS

Deputy Minister of Research, Innovation and Digital Policy, Republic of Cyprus

Kyriacos Kokkinos is the Deputy Minister to the President for Research, Innovation and Digital Policy, since March 1st 2020. He previously served as the National Chief Scientist for Research & Innovation of Cyprus and Chairman of the Board of Directors of the Research & Innovation Foundation. He is a distinguished technologist and professional in the high tech sector, with more than 30 years experience in Executive Management, Technology and Business Consulting, served at c-Level Executive roles in global corporations such as IBM Europe (Executive Director & Partner) and PwC. He also served at the Board of Directors of many Organisations, including Invest Cyprus (Cyprus Investment Promotion Agency - CIPA), the Cyprus Tourism Organisation (CTO), the Cyprus Ports Authority (CPA), and the Board of Trustees of the Cyprus Research Institute. His Academic qualifications include Executive MBA in Strategic Management from Henley Management College (UK) and MSc & BSc in Electrical Engineering from New Jersey Institute of Technology (USA).

MARIANNA HADJIANDONIOU

Group HR Director, Parimatch Tech

Marianna Hadjiandoniou is the Group HR Director of Parimatch Tech. She is an Executive HR professional and experienced consultant, with a wide exposure to local and international companies. She also had the opportunity to practice HR Consulting, with a focus on defining and implementing HR strategies, initiating the HR function during start-up operations, and managing the HR aspects of large-scale reorganizations. She has a solid background in managing all HR areas and downsizing exercises, as well as mass recruitment and reorganizations. She is a member of the Chartered Institute of Personnel and Development (CIPD) and she holds an MSc in Human Resource Management from Surrey University, UK. She is a certified CSO Professional as of January 2021 and she serves as the Secretary of the Board of Directors in CSR Cyprus, since 2020. Marianna is a Trainer accredited by HRDA (Human Resource Development Authority of Cyprus).

MARIA KARANTONI

Board Member, Head of People, KPMG Limited

Maria joined KPMG in Cyprus in 2000 and became a Board Member in 2011. She is currently the Head of People at KPMG in Cyprus. Throughout her career, Maria managed the audit of a variety of clients ranging in size and operating in various industries such as financial services, energy and natural resources, information technology, telecommunications, banking and trading. She was a member of the KPMG Cyprus Oil and Gas Team, the KPMG Cyprus IFRS desk and a member of the ICPAC IFRS committee. Maria also served as an IFRS trainer both for internal courses, as well as for the KPMG Academy.

MARIOS GIORGOUDIS

General Manager, TechIsland

Marios holds a Civil Engineering diploma from the National Technical University of Athens (NTUA), an MBA from the Cyprus International Institute of Management (CIIM), and is currently studying for the PhD in Oil, Gas and Energy Engineering, at the University of Nicosia. During the beginning of his professional career, Marios was employed at Civil Engineering companies in Cyprus and then for 3 years at the Embassy of Cyprus in Tel Aviv following Scientific and Commercial matters. Returning back to Cyprus in 2014, he was employed for 5 years as Investment Promotion Officer at the Cyprus Investment Promotion Agency. Afterwards he was employed for 1,5 years as Projects Officer at the newly established Deputy Ministry of Research, Innovation & Digital Policy of the Republic of Cyprus. Currently he is serving as General Manager of TechIsland, a non-profit organization with the mandate of establishing a global brand for Cyprus as a world class destination for international Tech Companies and IT Professionals.

MIKHAIL AGAPOV

Senior Project Manager, TheSoul Publishing

Mikhail Agapov is Senior Project Manager at TheSoul Publishing. He is responsible for the smooth development and operations of IT products highly integrated with social networks. Mikhail coordinates the entire complex of works within the software life-cycle from the requirements elicitation to go-live and further support and continuous improvement, as well as manages the work of the team and stakeholders' expectations. Before TheSoul Publishing, he worked with IT products for Cargo Railway logistics, Salesforce CRM, EDM systems, Oracle eBS ERP, and other business applications. Mikhail held different roles, such as Head of the Applications group at Nokian Tyres, along with heading the Strategic Development Department and CRM Development and Support at large IT companies.

NIKOLAS MASTROYIANNOPOULOS

Chief Scientist for Research & Innovation, Republic of Cyprus

Dr. Nikolas Mastroyiannopoulos has extensive experience and a doctorate in Molecular and Cellular Biology. He also has a degree in Biomedical Sciences. He has been working at the Cyprus Institute of Neurology and Genetics from 2006 and in 2012, he was appointed Lecturer and later Assistant Professor at the Cyprus School of Molecular Medicine (CSMM). On March 4th, 2020 Dr. Mastroyiannopoulos was appointed Chief Scientist of Research and Innovation by H.E. the President of the Republic of Cyprus and Chairman of the Board of Directors of the Cyprus Research and Innovation Foundation. Dr. Mastroyiannopoulos was also appointed as a board member of the JRC Board of Governors, the National Board for Research and Innovation, member of the steering investment committee of the Cyprus Equity Fund in collaboration with the European Equity Fund (EIF) and Chairman of the Ministerial Committee for Research and Innovation.

NICOLE NICOLA

EMEA Talent Acquisition Team Lead, Amdocs

Nicole Nicola is a talent acquisition team lead at Amdocs. She completed her studies in tourism management at the University of Portsmouth, UK. Since the start of her career, she has worked within various industries with a main focus finding talents within the tech world. Her introduction to recruitment began during her studies when she joined a recruitment agency as an intern and that is where my passion for talent acquisition became apparent. Her experience at Amdocs has taught her a great deal, and has given her the exposure to focus on recruitment within the EMEA region.

PANAYIOTIS THRASYVOULOU

Head of People Advisory Services (PAS), EY Cyprus

Panayiotis Thrasyvoulou is the Head of People Advisory Services (PAS) of EY Cyprus. At EY, Panayiotis and his team help organisations transform and become future-proof. He joined EY after 11 years in HR leadership roles in diverse Groups of Companies, which, among others, operate in the fields of automotive, construction, property development, hospitality, FMCG, IT and 3PL. Before joining EY, Panayiotis run his own consulting firm for 3 years. He is a certified Quality Manager, a certified Trainer and assessor of renowned psychometric tests. He holds a BSc (Merit) in Business Management from Essex University, an MSc (Distinction) in International Employment Relations & Human Resources Management from LSE, and a PhD (c) in Management from the University of Cyprus. At LSE he received the "Foundation of Automation and Human Development School Prize for the Best Overall Performance". His academic research revolves around the issues of work and organisational (re) design. He served two terms as President of the Cyprus Human Resources Management Association (CyHRMA).

PANAYIOTA TSIOKRI

HR Manager, Windsor Brokers

Panagiota Tsiokri obtained a Postgraduate Diploma in Business and then a Masters in Human Resource Management from Middlesex University in Great Britain. For over 20 years she has been working either in roles in HR departments or as a Business and/or Recruitment Consultant in London, Athens and Cyprus. Since 2017 she is working as a Human Resources Manager in Windsor Brokers LTD. She is a member of the Cyprus Human Resource Management Association (CyHRMA) since 2009 and has served for two years as the Coordinator of the Publications and Communication Committee. Since January 2012 she holds a professional diploma in Coaching approved by the EMCC (European Mentoring and Coaching Council). Panagiota is a founding member of the EMCC Cyprus.

SOFIA TOMASHEVICH

HR Business Partner, Exness

Sofia is a 5+ years' experience HR expert with a strong background in recruitment, performance and talent management and leadership development. Joining Exness in 2020 as a Talent Acquisition Partner, Sofia was shortly promoted to Talent Acquisition Team Leader. She was leading all recruitment activities by sourcing and engaging the best talents in Tech Engineering, Business Intelligence and Information Security. Today Sofia is HR Business Partner focusing on aligning business objectives with employees & management and driving people-centric and high-performance culture practices in 3 different Divisions in Exness.

TATSIANA MALINOUSKAYA

Director of Talent, Diversity & Inclusion, TheSoul Publishing

As Director of Talent, Diversity & Inclusion at TheSoul Publishing, Tatsiana Malinouskaya is overseeing the following global HR functions: talent attraction, employer branding, people growth, and diversity & inclusion. Tatsiana's team's top priority is to hire only the best candidates for TheSoul and create a culture where everyone can have limitless opportunities to grow, thrive and be their authentic selves. Before TheSoul Publishing, Tatsiana was Lead Recruiter at Wargaming, taking care of global hiring for game dev, tech and corporate roles, and implementing company-wide HR initiatives.

VANGELIS SPETZOURAS

Director of Training and Development Unit, Compass4U

Vangelis Spetzouras is the director of Training and Development of Compass4U. He has more than 10 years' experience as a student advisor. He has an in-depth knowledge of both the Cypriot and European job market, as well as the academic and training institutions, in Cyprus and abroad. Having studied in UK, Belgium, Spain, Greece and Cyprus, in fields varying from political sciences, to business and innovation, he can provide individuals with solid information regarding their professional careers.

XENIA PANTELI

Head of Human Resources, Exness

Xenia has more than 10 years of professional experience in HR. Xenia joined Exness as a HR Business Partner in 2018 and later became a Head of HR (Cyprus). She is focused on developing a high-performance and engaged culture and supports the main Exness career programs in Cyprus. Xenia champions Exness values through strong leadership and inspirational behaviour.

YIANNIS TINIS

Head of Amdocs Cyprus

Yiannis Tinis, Head of amdocs Cyprus. He has been an amdocs senior manager for the last 22 years, responsible for developing and implementing strategy, managing change and large projects, including overall accountability for programs management, with extensive experience in Europe, the Americas and Asia-pacific. With more than 25 years in the field of corporate operations and after a few years spent managing amdocs Americas operations, he returned to Cyprus in 2017 and was appointed as Head of amdocs Cyprus, which he continues to lead on its journey of serving the world's leading communications and media companies. He is also appointed as the Vice Chairman on the Board of Directors of the Cyprus Tech association.

ZIAD AOUAD

Principal Software Architect, Murex

Ziad is a principal software architect who has been working in Murex for the past 15 years. He designs and builds distributed systems for large-scale calculations of financial positions and risk. He is a member of the Computer Science Advisory Board of LAU, and is actively involved in the modernization of the CS curriculum of multiple universities in Lebanon. He holds a computer and communications engineering degree from the Lebanese University.

Booking Form

Cyprus Tech Career Fair

24 - 26 November 2022

Registration deadline: Wednesday, 23 November 2022)

EASY WAYS TO REGISTER

E-mail: events@imhbusiness.com
Fax: +357 22 679820
Website: www.imhbusiness.com

PARTICIPANT INFORMATION

Company / Organisation:

Address: City: Postal Code:

Telephone: Fax:

E-mail: Website:

Invoice Information (if different from above):

1st PARTICIPATION

☐ Mr ☐ Mrs

Name:

Job Title:

Mobile:

E-mail:

2nd PARTICIPATION

☐ Mr ☐ Mrs

Name:

Job Title:

Mobile:

E-mail:

3rd PARTICIPATION

☐ Mr ☐ Mrs

Name:

Job Title:

Mobile:

E-mail:

4th PARTICIPATION

☐ Mr ☐ Mrs

Name:

Job Title:

Mobile:

E-mail:

For more information about the processing of your personal data please read our Privacy Notice.

☐ I wish to receive information about future Events and Media of IMH

PARTICIPATION FEE PER PERSON

ADMISSION IS FREE

Registration is essential

CLICK HERE for ONLINE REGISTRATION

GOLD
THE BUSINESS MAGAZINE OF CYPRUS

1 year free access to the digital edition

Your attendance at the Cyprus Tech Career Fair entitles you to **one year's free access** to the **digital edition of GOLD magazine**. Once your conference registration fee has been paid, you will be contacted by IMH with details of how to take advantage of this special offer.

CONFERENCES: TERMS & CONDITIONS OF PARTICIPATION

Confirmation of your registration will be sent as soon as possible once we have received your application in writing – either online or by fax or mail. Please note that, in order for you to take part in the conference, your participation fee must be paid in full two days before the first day's deliberations. Please note, furthermore, that the organisers reserve the right to make changes to the details – though not to the substance – of the conference without prior warning, even if these do not appear in the programme because they occurred after printing and due to unforeseen circumstances. Additionally, you should be aware that, if the organisers are obliged to cancel a conference, they have a responsibility to reimburse any fees paid. They cannot be held responsible, however, for any consequential damage or loss. Finally, please note that an application to participate and an online registration are considered legally binding.

EVENT PRIVACY NOTICE

1. WHAT IS THE PURPOSE OF THIS DOCUMENT?

IMH CSC Ltd is committed to protecting the privacy and security of your personal information. This privacy notice tells you about the information we collect from you when you register to attend one of our events. In collecting this information, we are acting as a data controller. By law we are required to provide you with information about us, about how and why we use your data and about the rights you have over your data.

2. DATA PROTECTION PRINCIPLES

We will comply with data protection law and principles, which means that your data will be:

- Used lawfully, fairly and in a transparent way.
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Accurate and kept up to date.
- Kept only as long as necessary for the purposes we have told you about.
- Kept securely.

3. THE KIND OF INFORMATION WE HOLD ABOUT YOU

When you register to attend one of our events, we will collect, store, and use the following categories of personal information about you:

- The information you have provided us when completing a booking form or when registering online to attend our events, including organisation, title, first name, last name, job title, telephone number, mobile number, email address, address, city and postal code.
- As there is a participation fee to attend the event we also ask for payment and if you choose credit card as a method of payment we ask for card number, expiry date, cardholder name and signature.
- Communication information. When you send us an e-mail or other communication we retain that communication in order to process your enquiries and respond to your requests.
- Surveys you may be requested to fill out in some events.

ONLINE EVENTS

Additionally, when you register to attend one of our online events, our online events platform provider collects the following information about you on our behalf:

Account information. To access various parts of the platform you must have an online account. To register for an account on the platform, you must provide your name, email address, telephone number, company name, and other information necessary to confirm that you are authorised to use the platform.

End User Information. To access webinars, virtual environments and other events administered by us via the online platform, you may be required to register. The requested personal information typically includes name, email address, telephone number, company name and job title as well as information about your company such as country and industry sector.

4. HOW IS YOUR PERSONAL INFORMATION COLLECTED?

We collect personal information about you from the following sources:

- You directly.
- From our online platform service provider
- Your employer/organisation.
- Other companies wishing to invite you to an event organized by IMH

5. HOW WE WILL USE INFORMATION ABOUT YOU

We will only use your personal information when the law allows us to. Most commonly, we will use your personal information in the following circumstances:

- Where we need to perform the contract, we have entered into in order to provide a service to you and your organisation. In other words, we will use your information in order to arrange that you attend our events.
- Where we need to provide you with the information, products and/or services that you request from us.
- Where we need to comply with a legal obligation.
- We may in some circumstances rely on your consent. In those circumstances, we will specifically ask whether you agree to us using your data in specified ways. You can withdraw your consent and ask us to delete your information at any time - please see section 11.
- Where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests. As you have shown interest in attending our events, we rely on this legal basis to send you information and updates about future events that may be of interest to you. If you DO NOT wish to receive this information, you have the right to object to this at any time, by contacting our Data Protection Officer at gdpr@imhbusiness.com or by clicking the unsubscribe link at the bottom of our e-mails.

Some of the above grounds for processing will overlap and there may be several grounds which justify our use of your personal information.

6. AUTOMATED DECISION-MAKING

You will not be subject to decisions that will have a significant impact on you based solely on automated decision-making.

7. DATA SHARING

We may share your data with third parties, including the event organisers, event sponsors and third-party service providers, where it is necessary to administer the working relationship with your business or where we have another legitimate interest in doing so, such as the planning, organisation and realisation of our events. We may also share your information where this is required by law.
We use data processors to help facilitate the organization of events.
We may sometimes charge a fee to attend an event. If this happens, our communications about the event will provide details of the data processor, we use to collect payments.
We require third parties to respect the security of your data and to treat it in accordance with the law and we have appropriate agreements in place.

8. TRANSFERING INFORMATION OUTSIDE THE EU

Our online platform service provider will have access to some of your information when you register for one of our online events. Our online platform service provider is located in the US and is committed to protecting the privacy and security of your personal information, in accordance with the General Data Protection Regulation, under Standard Contractual Clauses.

If you have any questions about this or you need any further information please contact our Data Protection Officer on 22505555 or at gdpr@imhbusiness.com.

9. DATA SECURITY

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal information to those employees and agents who have a business need-to-know. They will only process your personal information on our instructions and they are subject to a duty of confidentiality. Details of these measures may be obtained from our Data Protection Officer.

We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

10. DATA RETENTION

We will retain your personal information only for as long as we need it or until you withdraw your consent, (in those instances where we process your information based on your consent)or you object to processing when exercising your rights in accordance with section 11 below. You can contact our Data Protection Officer at gdpr@imhbusiness.com to find out more about our retention times.

11. RIGHTS OF ACCESS, CORRECTION, ERASURE, AND RESTRICTION

Under certain circumstances, by law you have also the right to:

- Request access to your personal information (commonly known as a "data subject access request". This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it.
- Request correction of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.
- Request erasure of your personal information. This enables you to ask us to delete or remove persona l information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).
- Object to processing of your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground. You also have the right to object where we are processing your personal information for direct marketing purposes.
- Request the restriction of processing of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.
- Request the transfer of your personal information to another party but only for information processed by automated means and where the processing is based on your consent or on contract.
- Right to withdraw consent at any time for processing for any purpose for which you have given consent.

If you want to exercise any of the above rights, please contact our Data Protection Officer at gdpr@ imhbusiness.com.

12. DATA PROTECTION OFFICER

We have appointed a Data Protection Officer to oversee compliance with this privacy notice. If you have any questions about this privacy notice or how we handle your personal information, please contact our Data Protection Officer at gdpr@imhbusiness.com. You have the right to make a complaint at any time to the office of the Commissioner of Personal Data Protection, the Cyprus supervisory authority for data protection matters. You can find out more about this at www.dataprotection.gov.cy

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