



Panagiotis KAVALLARIS

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WORK EXPERIENCE

Police Captain-INTERNATIONAL POLICE COOPERATION

HELLENIC POLICE, [01/12/2020 – Current]

City: Athens | **Country:** Greece

Police Captain at the EUROPOL'S NATIONAL UNIT of INTERNATIONAL POLICE COOPERATION with duties:

- Draft intelligence reports in various crime areas such as terrorism, illegal immigration, trafficking, organised crime
- Process high volumes of data in the most efficient and effective way
- Participate in meetings, working groups and conferences and present analytical results as and when required
- Cooperation with national, International authorities and the HQ of Europol
- Handling and using analytical tools and programs
- Developing frameworks for structured cooperation with authorities of third countries,
- Processing and disseminating reports
- Collection, evaluation, storage, integration, process and analysis of significant amounts of information and intelligence .
- Open sources monitoring, research and intelligence.
- Providing international police co-operation and mutual judicial assistance
- Provide real-time technical analysis and advises .
- Participate in the measurement of the delivery of services and products by means of performance indicators including KPI
- Implementation and supervision of the coordination between Europol National Unit and Hellenic Authorities
- Administration of the Europol Information System and Information Exchange Network of Member States.

ALSO FROM 01-04-2019 UNTILL 01-08-2019 I WAS AT THE SAME DEPARTMENT.

SECONDED NATIONAL EXPERT

EUROPOL [01/04/2023 – 01/10/2023]

Address: Eisenhowerlaan 73 2517 KK The Hague (The Netherlands) Eisenhowerlaan 73 2517 KK The Hague (The Netherlands), 2517 The Hague (Netherlands)

Also seconded from 23/09/2018 until 01/04/2019 , from 01/06/2020 until 01/12/2020

Seconded -Coordinator of EUROPOL'S team on Lesbos Island as a national expert (GUEST OFFICER) with the following duties: - Supporting national authorities on terrorism and illegal immigration - Secondary security checks for migrants with suspicious profiles - Participate in meetings, trainings, presentations and other educational programs - Cooperation with Local authorities (Hellenic Police, Hellenic Coast Guard, Hotspot) and International organizations (FRONTEX-EASO-UNHCR)-

- Support the implementation of operational activities in the field in compliance with operational plan - Perform logistics support analyses - Coordinate activities related to gathering information on irregular migration, cross-border crime and terrorism. - 18 months seconded on Lesbos Island . - Participate in monitoring, briefing, inspection of vendor service activities - Working inside the hot spots of Moria and Karatepe which were included more than 12.000 migrants in a very demanding environment. - Contribute to the development of security policies, procedures, processes and other organisational regulations and ensure that these are complete, accurate and kept up to date.

SUPERVISOR AND RESPONSIBLE SECTOR COMMANDER OF POLICE SPECIAL TACTICAL TEAMS (O.P.K.E)

HELLENIC POLICE [10/03/2010 – 22/09/2018]

City: Athens | Country: Greece

Police first lieutenant and warrant officer at the Sub-Directorate of Special Operations of the Attica Security Division. Responsible and in charge of seven(7)special tactical teams consisting of 10 Policemen each, who were responsible for the prevention and repression of criminality. Duties:-Coordinating Police operations -Organizing operational plans - assistance to the anti-terrorist Department -coordinate and supervise resources on a tactical level -Safety and Security of infrastructure - Combat organized Crimes Groups -Lead, supervise and coordinate the work of middle size teams- Coordinate activities and reporting according to the structures including advising on decisions to be taken, as well as taking decisions on a tactical level-Support the implementation of operational activities -security of hot spots-cross border crime operations -Participate in special Police operations across the country- Active participation in special operational plans-special investigations-working in a very demanding and risky environment across the country for persecuting dangerous criminals-immediate and appropriate response corporate security related incidents and/or crises-Contribute to the development and adaptation of the corporate security services-Contribute to the conduction of risk assessments- Take immediate and appropriate response to all security related incidents and/or crises-close protection activities

CERTIFIED EDUCATOR/PROFESSOR -EDUCATIONAL ADVISOR AND EVALUATOR ON SECURITY ISSUES-CONSULTANT ON CORPORATE SECURITY

Vocational Training Institutes-Lifelong learning centers- Police Academy and other institutions [01/10/2015 – Current]

City: Athens | Country: Greece

Certified Adult Educator/Professor after examinations of the National Qualifications and Vocational Guidance Organization (EOPPEP).**Holder of educational Certificate** .Certification code: EB 3207

Experience:

1)01-10-2021 until today:Lifelong learning centers/Athens,Greece

Permanent professor for the certification of private security personnel .The following courses were taught : 1) crises management 2)organized crime 3)money transport escort 4)security of infrastructures 5)drugs 6)hostages 7)close protection 8)legal framework 9)Money laundering 10)self defence-self protection 11)issues of professional ethics 12)patrols 13) fire protection 14)General security issues 15)Security equipment issues (2500 teaching hours)

2)15-01-2022 until 01-03-2023 : National school of emergency policy planning/Athens,Greece

Permanent professor ,teaching the courses crisis management and combating natural disasters

3)01-02-2019 until today: National public administration center,Athens, Greece

Selection as Professor at the National public administration center of Greece on crisis management issues and national protection plans.

4)01-10-2015 until 01-02-2023 : Vocational Training Institutes, Athens, Greece

Permanent professor at the Vocational Training Institutes of: 1) Agios Dimitrios 2) Metaxourgeio 3) Halandriou 4) Chaidariou. The following courses were taught in several semesters: 1) Practical-training issues 2) Bombs and explosives 3) Self -defence/self -protection -vehicle inspections 4)Close protection-security of infrastructures-money transport escort (1500 teaching hours).

5)01-04-2020: Provide lessons and participate in the educational project for the newly established special action teams DRASI .Lessons: a) appearance and behavior of a police officer personnel b)legal framework for the apprehension of suspects and the use of weapons C) police investigations and d) case studies

6)01-10-2015 until 01/07/2020 Hellenic Police officers Academy

Teaching staff in courses:1) Self-defense 2) Self-protection 3) Simulation exercises 4) Weapon techniques-Shooting 5) Riot issues 6) Traffic police Issues. Permanent professor in courses: 1)simulation exercises 2)self-defense Patrols-Vehicle inspections

7)2017-2018 School of Education of warrant officer's Department

Selection as a Professor-teaching staff in the courses 1) Patrols-General Police Department issues 2) Riot issues 3) Traffic police Issues

8)2017 until today :Scientific cooperator/consultant and Certified Member of the National Qualifications and Vocational Orientation Organization (EOPPEP) Certified as Assessor-Examiner- Supervisor, Expert, evaluator for the Certification for Graduates of Vocational Training Institutes.

9)16/11/15 until today : Special cooperator (Assessor-examiner) of the Center for Security Studies for Certification of Private Security Personnel - Providing a specialized educational project.

10) 2018 :Member of the Hellenic Police author's team.

CONSTABLE AND SERGEANT AT SEVERAL POLICE DEPARTMENTS

HELLENIC POLICE [30/10/2001 – 10/03/2010]

Country: Greece

Constable and Sergeant at the following Departments:

- Police Department of Nea Smirni and Alimos-Attica
- Olympic Facilities of Paleo Faliro during the Olympic games in Athens 2004
- Aliens Division of Attica
- Patrol Cars
- Security Section of Voula -Attica(undercover actions)

Main Duties:

- Administrative Support
- Patrols-Participation in security operations
- Active participation in the Olympic and Paralympic Games of 2004
- Head of Shift in foreign detention centers
- Department Service officer
- Disciplinary examinations
- preliminary investigation
- Transfer of prisoners
- Undercover actions
- Security Checks-border checking procedures
- Collect and assess Information-investigations
- Cooperation with other Departments
- Handling issues of migrants
- Arrest of criminals
- handling of security systems
- Corporate Security
- Close Protection

PROFESSIONAL POLICE TRAINING

HELLENIC POLICE [2000 – 2001]

Country: Greece

Police Department of Moschato-Athens and Police Department of the Island of Thira-Cyclades

Main Duties:

- Administrative Support
- Patrols
- Transfer of prisoners
- Security Checks
- **Collect and assess Information**
- Cooperation with other Departments

- Handling issues of migrants
- handling of security systems
- **security checks at the airport of Thira**

EDUCATION AND TRAINING

Master's degree of administration and management of health and social care services

University of west Attica [01/10/2022 – 28/03/2024]

Address: 12243 Athens (Greece) | **Field(s) of study:** Business, administration and law: • Management and administration | **Final grade:** 9,23 | **Thesis:** Social Protection of Environmental refugees 2

Main Subjects :Social Policy and Economics of Social Protection- European and Comparative Social Law -Applied Information and Communication Technologies (ICT) -Organizational Change and Development of Health and Social Care Services- Applications of Bioethics in Health and Social Care Services - Management of QualitySystems -Strategic and Operational Planning - Management of Health and Social Care Services

Bachelor degree of business administration of health and welfare units

University of West Attica [01/09/2017 – 01/03/2023]

Address: 12243 ATHENS (Greece) | **Field(s) of study:** Business, administration and law: • Management and administration | **Final grade:** 6,97 | **Thesis:** Social Protection of Environmental refugees

Field(s) of study: Business, administration and law: Management and administration . Subjects :social protection - management-health systems in Europe- economics courses-organization of welfare structures- European Law- statistics-Management of welfare structures-Risk management-SWOT analysis-administration and personnel management-financial accounting principles -organization statistics-microeconomic analysis-macroeconomic analysis-databases & multimedia-organizational behavior in health services-healthcare information systems-human resources- social economics

Diploma of warrant officer's Academy/Graduate as a Police Second Lieutenant

POLICE ACADEMY [07/10/2013 – 07/02/2014]

City: ATHENS | **Country:** Greece | **Final grade:** 18,447

Graduation with final performance rating Excellent (18,447)

SUBJECTS:

- Criminal Law-Criminal Procedure-Investigation-
- Personnel Management - Public Security - Police Class Issues

Bachelor degree of Hellinic Police Constable Academy

POLICE ACADEMY [29/10/1999 – 30/10/2001]

City: CRETE | **Country:** Greece | **Final grade:** 16,179

Graduation with final performance rating VERY GOOD (16,179) (six academic semesters)

Criminal Law / procedure - Constitutional / Civil Law - criminal cases-Disciplinary Laws - Public Security - Trafficking issues -Greek Literature-English -Self-Defense-Self-Protection-weapon techniques-Shooting-Administrative Law - Scientific Police-Criminology -Drugs-forensic medicine-Explosives-Public/Governmental security .

GENERAL HIGH SCHOOL diploma

6th Lyceum of Kallithea [01/09/1993 – 01/06/1999]

City: ATHENS | **Country:** Greece

LANGUAGE SKILLS

Mother tongue(s): Greek

Other language(s):

English

LISTENING C2 READING C2 WRITING C2

SPOKEN PRODUCTION C2 SPOKEN INTERACTION C2

Spanish

LISTENING C1 READING C1 WRITING C1

SPOKEN PRODUCTION C1 SPOKEN INTERACTION C1

French

LISTENING B2 READING B2 WRITING B2

SPOKEN PRODUCTION B2 SPOKEN INTERACTION B2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

DIGITAL SKILLS

microsoft access / Microsoft Office (Word, Excel, Outlook, Power Point) / Video Conferencing (Zoom, Cisco Webex, Skype) / Google Maps / Google Earth / Email Communication / SIENA (Secure Information Exchange Network Application), EUROPOL / EIS / INDEX / SPOC / SIS / POL

DRIVING LICENCE

Driving Licence: A1

Driving Licence: B

ORGANISATIONAL SKILLS

Organisational skills

- leadership skills
- Taking initiatives in the performance of tasks with a view to optimizing work quality
- Excellent responsiveness to working pressure

JOB-RELATED SKILLS

Job-related skills

- Confidentiality
- Responsibility
- Problem-solving skills
- Persistence and patience
- Ability to work as individual and as a team member
- Collaborative skills
- Handling emergency and difficult situations
- Trustworthiness
- Creativity
- strong resistance to stress
- ability and willingness to work in an intercultural environment; knowledge of culture of main countries of origin of migration
- experience in providing and developing written materials related to specific third countries cultural/political backgrounds

COMMUNICATION AND INTERPERSONAL SKILLS

Communication and interpersonal skills Excellent communication skills acquired through:

- My cooperation with international organizations (EUROPOL) as a Seconded national expert and my daily contact with people of different nationalities
- My long career at several managerial positions
- My experience as a professor in various organizations and institutions (more than 2000 teaching hours)

COLLABORATIONS WITH EUROPEAN ORGANIZATIONS

[01/10/2019 – Current]

National Expert - Evaluator on Security issues

2021-2023 :Member of Europol's **Product Management Forum** (SIENA, EIS, IAM, EPE) and member of **Europol's Impact Project** in Trafficking in human beings.

07/08/2020: Selection as a **national expert by CEPOL** for the provision of specialized educational work in the thematic areas: 1) Migration and facilitation of illegal migration 2) Critical infrastructure protection 3) Public order and prevention-

12/05/2020: **Selection as Trainer for the training of the executives of Category 1** of the Permanent Standing Corps of the European Border and Coast Guard (FRONTEX)-

01/10/2019: Selection as a **national expert by the European Border and Coast Guard (FRONTEX)** for the thematic unit "Security Field Advisor"

[01/06/2022 – Current]

RAN Expert / Pool of Practitioners- Practitioner-Participation in European Forums-meetings

01-06-2022: until today: **RAN Expert / Pool of Practitioners- Practitioner** of the RAN (Radicalisation Awareness Network) for prevention radicalisation with focus in the fields of police, policy advice, Youth and Education, intelligence and academic research .

22-23/11/2022: Participation in the Youth and Education Working Group of RAN with title titled 'Artistic methods and values in prevention work' (Stockholm, 22-23/11/2022)

14/12/2022: Participation in the Youth and Education Working group of RAN with title titled 'Digital literacy for practitioners – inspiration from youth work' (online, 14/12/2022)

07-08/03/2023: Participation in the Youth and Education Working Group of RAN with title titled 'Tools for post-lockdown resilience building in youth' (online webinar 07-08/03/2023)

27-28/03/2023: Participation in the Mental health Working Group of RAN with title titled 'Enhancing the cooperation between mental health practitioners and security forces in P/CVE'. (The Hague Netherlands, 27-28/03/2023)

26/04/2023: Participation in the Cross-cutting event of RAN with title titled 'The impact of the Russian war of aggression against Ukraine on P/CVE' (Brussels, 26/04/2023)

12-13/06/2023: Participation in the Youth and Education Working Group of RAN with title titled 'How can youth practitioners deal with current polarisation around masculinity' (Berlin, 12-13/06/2023)

22-23/11/2023: Participation in the Youth and Education Working Group of RAN with title titled 'Explorative meeting on dealing with problematic manifestations of the extreme left'(Rome, 22-23/11/2023)

CERTIFICATIONS IN DIGITAL SECURITY SYSTEMS

[20/05/2016 – 01/03/2023]

Certifications in digital security systems

01/03/2023: Holder of a certificate from the University of Western Attica for knowledge in the following subjects within the field of informatics and computer use: a) statistical data processing, b) databases and multimedia in health, c) healthcare information systems, and d) introduction to informatics.

28/11/2022 - 01/12/2022: Certification and Participation in the Online Course of CEPOL, with title "Interoperability".The aim was strengthening the knowledge of the Law enforcement Executives on the interoperability of IT systems,(EIS,EES,VIS,EURODAC,ECRIS –TCN,ETIAS) for the possibility of exchanging data and information with targeted and smart way.Certificate holder.

03/10/2018: Certified and experienced user of the international digital security systems: **SIENA, INDEX, EIS**. Daily use during my duties as a seconded national expert of EUROPOL and as a Police Captain at Europol's National Unit.

20/05/2016: Certification as an intermediate user in the modules: Word-excel -internet -access-powerpoint-use of windows

Certification from GLOBAL CERT

TRAININGS AND SEMINARS ON SECURITY AND CRISIS MANAGEMENT ISSUES

[2017 – 2024]

Trainings and seminars on security issues

EUROPOL

23/09/2018 to 03/10/2018: Special **training by EUROPOL** as a seconded national expert (GUEST OFFICER) held at EUROPOL headquarters in the Hague and Athens at the Hellenic Police Intelligence Department.

Training topics:

- radicalization - terrorism - illegal immigration
- forged documents - trafficking and organized crime
- Management of digital security systems (EIS, INDEX, SIENA)

2023-2024 :COUNCIL OF EUROPE HELP PROGRAMME

1)Violence against Women and Domestic Violence for Law Enforcement

2)Personal Data Protection in Publication of Judicial Decisions

2015-2018: CENTER OF SECURITY STUDIES

1)Protection of vital infrastructures

2)Actions against radicalization and Terrorism

3) 25/06/2018 to 29/06/2018: **Attend of the 3rd Summer Academy of Security Studies**, organized by the Center for Security Studies , with a central theme Radicalization and Terrorism

Total hours: 72

NATIONAL PUBLIC ADMINISTRATION CENTER (EKDDA)

2016-2017: 1)formulating operational plans 2)Emergency Management 3)City in crisis 4)Trafficking 5)effective management of organizational changes

Total hours: 165

SPECIAL POLICE TRAININGS AND RETRAININGS

[2010 – 2019]

Special Police trainings and retrainings

2010 -2019 :Numerous trainings and further re trainings on issues of: police self-defense, self protection,tactics of unknown-high-risk, patrols, Vehicle inspections,ongoing investigations of crimes, scene of crime,tactical battle,close protection-corporate security- physical condition, building investigations, ambushes,transfer of prisoners,weapon techniques from recognized and certified Police trainers.

26 to 27-07-2018: Attendanve of a special training organised by **FBI specialists with title " active shooters"** .**Operational and simulation training.** - Certificate holder

22-03-2016: Training on First Aid (BLS)

14-15/10/ 2010: Training on shooting, individual tactical combat, , building surveys, ambushes ,self-defence,self-protection,active shooting **by instructors of Hellenic Police special forces E.K.A. M**

TRAININGS-SEMINARS ON ADULT EDUCATION

Trainings-Seminars on Adult Education

07/12/2017 to 09/12/2017 :Attend of a three-day training seminar entitled "Career Counseling for the Support of Entrepreneurship of Youth and Adults" Total hours of follow-up: 25. Organizing by National Qualifications and Vocational Orientation Organization.

16/12/2017 to 17/12/2017: Attend of a two-day training seminar entitled: Basic principles of Adult education and the use of the team in the educational process in prison. The role of the volunteer. The institutional framework of prison education. Total hours of follow-up: 30. Organization: Network for Culture and Education in Prison "Georgios Zouganelis"

COORDINATION-PARTICIPATION OF OPERATIONAL EXERCISES

Coordination-Participation of Operational Exercises

2017: Participation as a Coordinator and professor for organization and conduction of the actual exercise under the name of "KLEPSYDRA 2017" organized under the responsibility of the Police Academy and the Unified Coordination Center for operations and Crisis Management (ESKEDIK) which includes a)Operational Exercises on paper b) actualization of the exercise c) Assessment of the results of the actual exercise.

2022:Participation as liaison officer of the Hellenic National Unit of Europol for the simulation exercise under the name of "MEDUSA" organized by the MINISTRY OF IMMIGRATION for combating trafficking . "Medusa 2022" lasted three days (10-11-12 May 2022) was the first International Exercise with the participation of 15 National Authorities, international and European organizations, six diplomatic delegations (Belgium, France, Cyprus, Netherlands, United Kingdom, USA)

PARTICIPATION IN CONFERENCES AND INTERNATIONAL FORUM-MEETINGS

[28/09/2022 – 29/09/2022]

Participation in the preparatory meeting within the framework of the bilateral Actions interest of the Financial Program entitled "Development of Capabilities of Management of the National Asylum and Immigration Systems"

1)Participation and representation of the Hellenic Police in matters concerning international police cooperation and fight against crime, in the preparatory meeting held in Sofia of Bulgaria, in the framework of the Actions of bilateral interest of the Financial Program entitled "Development of the Management Capabilities of the National Asylum and Immigration Systems" ("CapacityBuilding of National Asylum and Migration Management Systems") of the Financial Mechanism European Economic Area (EEA) period 2014-2021"

2)26-05-2016: **Presentation and speech** at a 5-hour conference with main theme **"The Private Security Sector in Greek and European Reality"** organized by Vocational Training Institute of Agios Dimitrios in cooperation with European Security Academy (ESA) as part of the training programs of the specialty "Personnel and Infrastructure Security Officer"

EXPERIENCE IN CIVIL DEFENSE-CIVIL PROTECTION ISSUES

[01/06/2014 – Current]

Educational and operational projects

1) **Academic years 2022 -2023.** Selection as a regular Professor in the school of National school of emergency policy planning in the courses 1) Dealing with extreme weather phenomena in the context of Civil Protection 2)XENOKRATIS Civil Protection Plan

2)**11-03-2022:** Selection as head of the administrative care team(civil defense) of the public independent institution Ministry of Citizen Protection and Hellenic Police Headquarters

3) Teaching staff at the National public administration center of Greece on crisis management issues and national protection plans.Selection as a regular trainer on 24-2-2021 and 15-09-2021 to provide educational work on Civil Protection Issues .

4) **23-27/07/2018:** Active participant as head-supervisor Officer of the special tactical operational teams

(OPKE) for rescuing citizens and dealing with the catastrophic fire in Mati Attiki. Coordinating Police operations - Organizing operational plans, supervision of police actions and develop special plans for the protection of citizens and their properties.

5) **15 - 21/11/2017**.Active participant as head-supervisor Officer of the special tactical operational teams

(OPKE) for rescuing citizens and dealing with the catastrophic flood in Mandra Attiki. Coordinating Police operations - Organizing operational plans, supervision of police actions and develop special plans for the protection of citizens and their properties.

AUTHOR'S WORK ON SECURITY ISSUES

Author's Work on security issues

2018: **Member of the Hellenic Police author's team** for the Update of professional manuals(security issues) for use by students of the Police Academy.Providing specialized knowledge on the section General Police security issues.

CEPOL SEMINARS

[01/08/2017 – 13/12/2022]

CEPOL seminars

13-12-2022: Transnational left-wing and anarchist extremism

12-12-2022: Islamist groups in the Syrian armed opposition

26-02-2022: Violence against Women and Domestic Violence for Law Enforcement (Council of Europe HELP Programme)

16-02-2021: Battlefield Evidence for prosecuting Foreign Terrorist Fighters

29-06-2020: VAT Frauds Investigations and EU Cooperation, MTIC fraud and Money Laundering

17-06-2020: 'Facilitated Illegal Immigration: JOT MARE - coordinated and intelligence-driven actions against human smugglers

18-05-2020:The prevention of victimization of minors - online and offline

11-12-2019: Hate Crime and Migration

27-11-2019: CARPOL - Network of EU law enforcement contact points for tackling cross-border vehicle crime

06-11-2019: Facilitation of Illegal Immigration and Illegal Print-shops

29-10-2019: OSINT and Counterterrorism

28-08-2019: Introduction to INTERPOL Global Guidelines for Digital Forensics Laboratories

21-08-2019: ENFAST (European Network of Fugitive Active Search Teams)

07-02-2019: Document Fraud related to Trafficking in Human Beings

07-12-2018: Judicial challenges and asset recovery issues in MTIC fraud

14-03-2018 : LE Cyber Awareness Programmes in order to dissuade youngsters from Cybercrime related activities

31-01-2018: Document Fraud: presenting iFADO (Intranet False and Authentic Documents Online)

28-11-2017: Speech Comparison

30-10-2017: Managing borders during migration crisis"

25-10-2017: Approaches to tackle drug addictions

19-10-2017 : International police cooperation in the field of 'legal highs

20-09-2017: English language learning for lawenforcement Confirmation

22-08-2017: Leadership and Police Performance

HONOURS AND AWARDS

Honours and awards 5/10/2004: **Olympic parchment** awarded by the Ministry of the Interior for my contribution to the successful and safe conduct of the Olympic and Paralympic Games of 2004.

2010 until today:**Award of eleven (11) honour awards from the Hellenic Police** for the demonstration of professionalism and duty zeal in the fight against crime.

INTERVIEWS IN THE MEDIA

Interviews in the Media

04-06-2018: **Interview** as representative of Special tactical Crime Prevention Teams (O.P.K.E) on the T.V show "Police and Society" of the National Channel BLUE SKY.

Link: https://www.youtube.com/watch?v=m9h-mYw_yRg&t=2128s