



europaeanprofiles^{S.A.}



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European Profiles is a Greek based consultancy established in 1991 as Ltd and changed to “Societe Anonym” (S.A.) in 1997.

It offers integrated services to organisations of the public and the private sector both at national and international level, from a highly qualified permanent staff with expertise in all relative fields of management and organisation.



European Profiles since its establishment has successfully concluded a large number of national and international projects, with active presence *in 50 countries*, in the EU, Central and East Europe, the NIS, Africa, Asia, Latin America & the Caribbean, attaining high rates of growth and expansion.

Activities



- **I. BUSINESS AND MANAGEMENT CONSULTANCY SERVICES (PUBLIC & PRIVATE SECTOR)**

(Business plans, Operational and strategic design, Funding, Market research in the domestic market and abroad, Business Process Re-engineering (BPR) studies, Feasibility studies, Marketing plans, Business partners research)

- **II. TECHNICAL ASSISTANCE & DEVELOPMENT PROGRAMMES**

(Project management , Project evaluation, Implementation of technical assistance programmes)

- **III. STUDIES AND INFORMATION TECHNOLOGY APPLICATIONS**

(Management Resource Planning (MRP) studies , Development of information security applications, Development of linguistics applications, Design and development of Internet and Web based applications, Development of training tools and multimedia applications for distance learning, etc)

- **IV. HUMAN RESOURCES DEVELOPMENT**

(Design and implementation of training and vocational programmes, design of evaluation systems, Development of training tools etc)

Fields of specialisation



A. Public Sector Consulting

- Vocational Education and Training
- EU Legal Approximation
- Social Care and Welfare Development
- Employment Policy
- Local and Regional Development
- Development of Small & Medium Enterprises
- Consumer Protection Policy
- Establishment and Restructuring of Public Institutions
- Institutional Support for the Planning, Management and Administration of Programmes
- Quality Infrastructure (Technical Regulations, Standards, Conformity Assessment, Metrology, Market Surveillance)
- Macro economy, Public Finance & Budget Support
- Programme Planning, Monitoring and Evaluation
- Applied Research & Information Technology Applications

Fields of specialisation

B. Private Sector Consulting

- Strategic & Business Planning
- Re – organization / Restructuring
- Market surveys (Greece & abroad)
- Marketing Planning
- ICT, R&D, Innovation
- HR Development
- Subsidies
- Project Management
- Exploration of Business Opportunities in Developing Markets



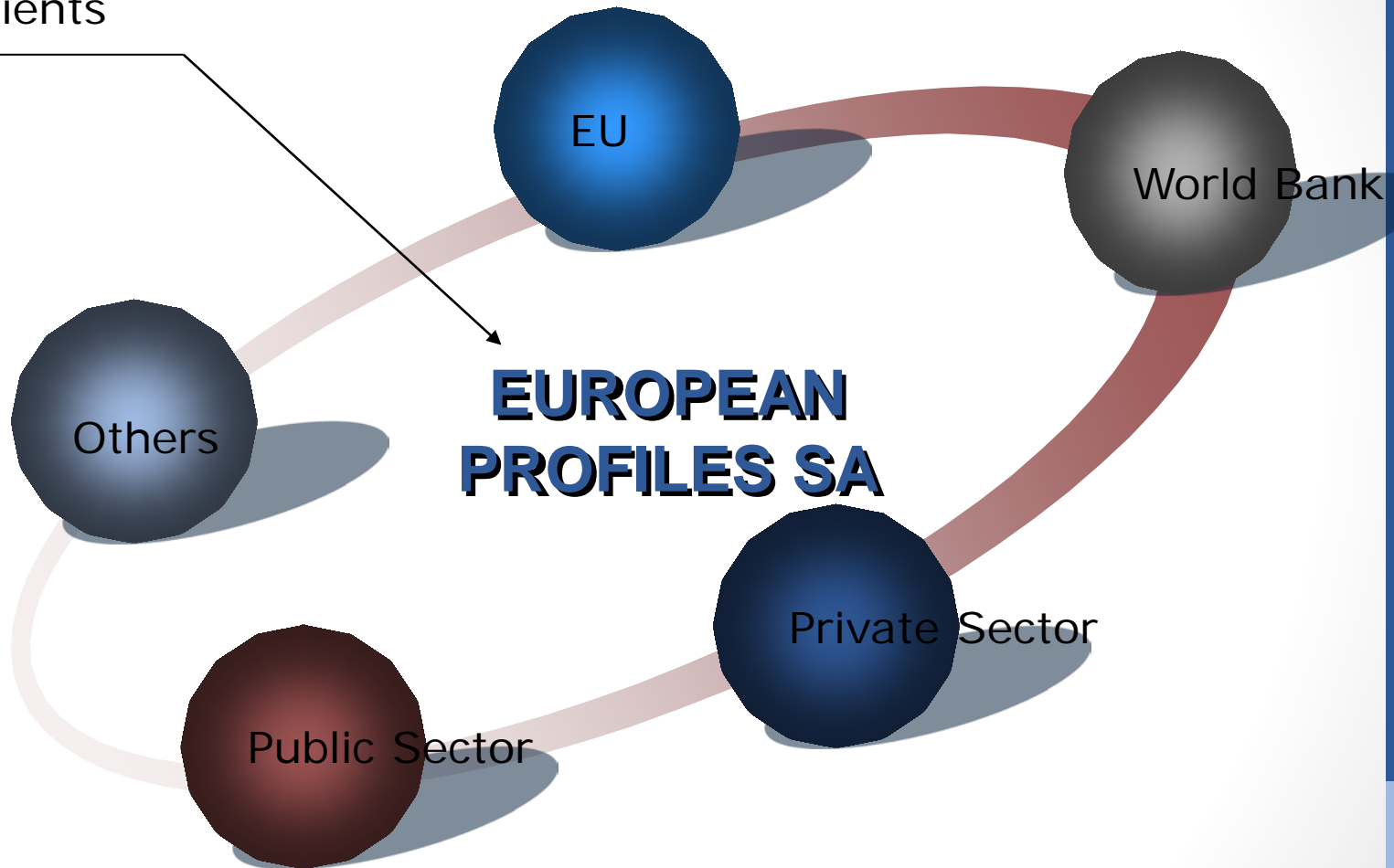
Expertise in Tourism Sector

- **“Support to sustainable tourism development in Belarus”**
(EuropeAid/136586/DH/SER/BY). Contract no. ENPI/2015/365-203). Budget: *1.717.686,00 € (2015-2018)*
- **COSME 2019 - "STAR GROW": “Boosting sustainable tourism development and capacity of tourism SMEs through transnational cooperation and knowledge transfer”.**
Country: Albania, Bulgaria, Cyprus, Greece, Italy, Romania, Slovenia. Budget: *999.912 €*
- ***“Travel Agents” (sustainable tour planning and tourism).***
Country: *Greece, Cyprus, Italy, Germany, Slovakia, Czech Republic, Portugal, Estonia, Poland, Finland*
Budget: *668.308,60€*

Clients



Our clients





European Profiles:

- Is established today among the **top 10** Europe Aid Contractors in Europe in the last 3 years.
- Holds a **strategic partnership cooperation** with a number of leading European consulting firms.

European Profiles S.A.:

- Is accredited with **ISO 9001:2000 & ISO 27001:2013**
- Runs **SAP software**

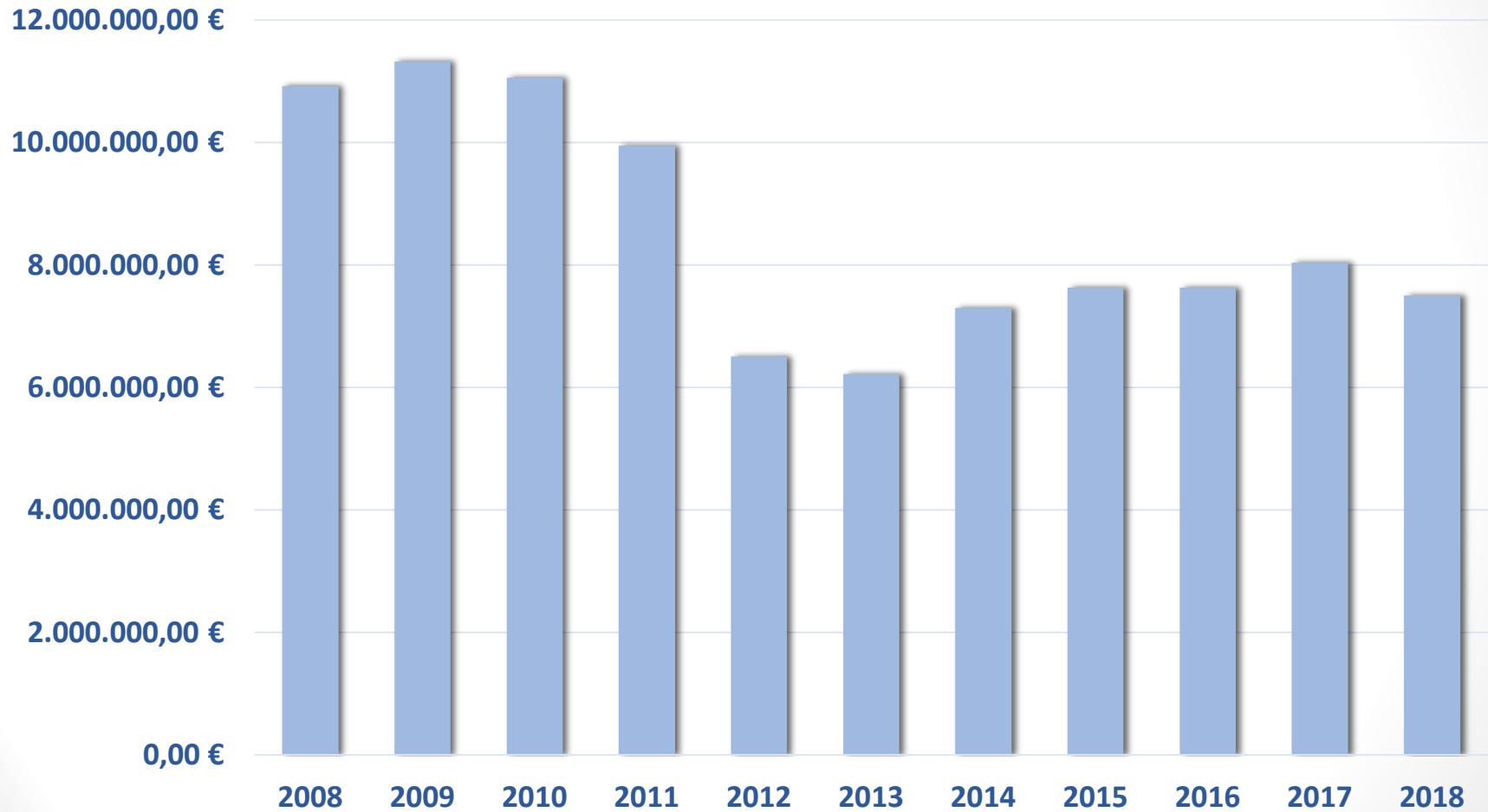
Major clients are the European Commission, the World Bank, European Training Foundation and many national governments and Municipalities.



COMPANY HISTORY AND MAJOR MILESTONES

Year	MAJOR MILESTONES
1991	Establishment of European Profiles Ltd by executives of the Greek Productivity Center(ELKEPA)
1992	Award of the first major Technical Assistance project in the local market (IT Mediterranean Programme)
1995	Award of the first major EU Technical Assistance project (TACIS) in Russia
1996	Company expands its activities to Russian and Ukrainian markets
1997	Award of the first, large scale, EU co-funded project in the applied research area
1998	Conversion of the company legal status to “Societe’Anonyme”
2000	Entry of Quality & Reliability S.A. in the capital share
2001	Consolidation of strategic alliances with research institutes and universities for the development of innovative IT products / services
2002-2003	Expansion in new sectors(Vocational education& training, EU legal Approximation, Local and Regional development, Justice)
2004	Quality Assurance Certifications according to the ISO 9001:2000
2005	Expansion to new geographical areas (Syria, Lebanon, Egypt, Jordan)
2006	Establishment to new -privately owned- offices of 1300m2
2007	Company climbs to the TOP-10 of the greek management consulting firms
2008	Buyback share capital hold by Quality & Reliability
2009	Re – Organizational of company structure (headquarters, office, representative networks) and Process Re-engineering
2010	Company climbs to the TOP-10 of the EU- EuropeAid Contractors
2018	Acquisition of VAKAKIS international-a leading Consultancy in Agriculture
2018	Signing a Cooperation Agreement with the African Capacity Building Foundation
2019	Quality Assurance Certifications according to the ISO 27001:2013

Financial Figures

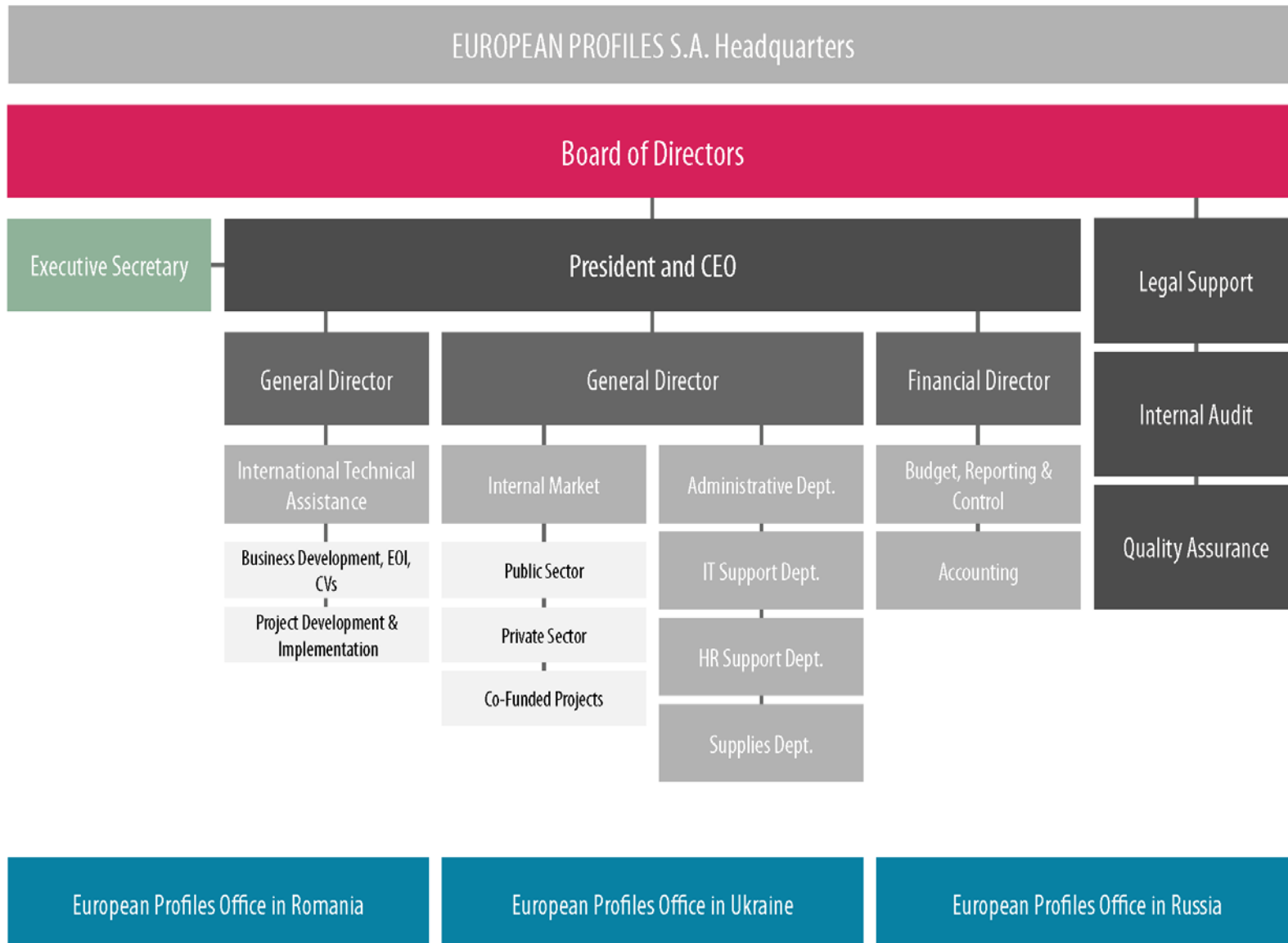


Personnel

- 30 permanent staff in Athens and Local Offices abroad
- Over 50 full-time experts currently working in Projects implemented by the company
- Database with over 5.000 associated experts



Organizational Chart



Regional Permanent Offices

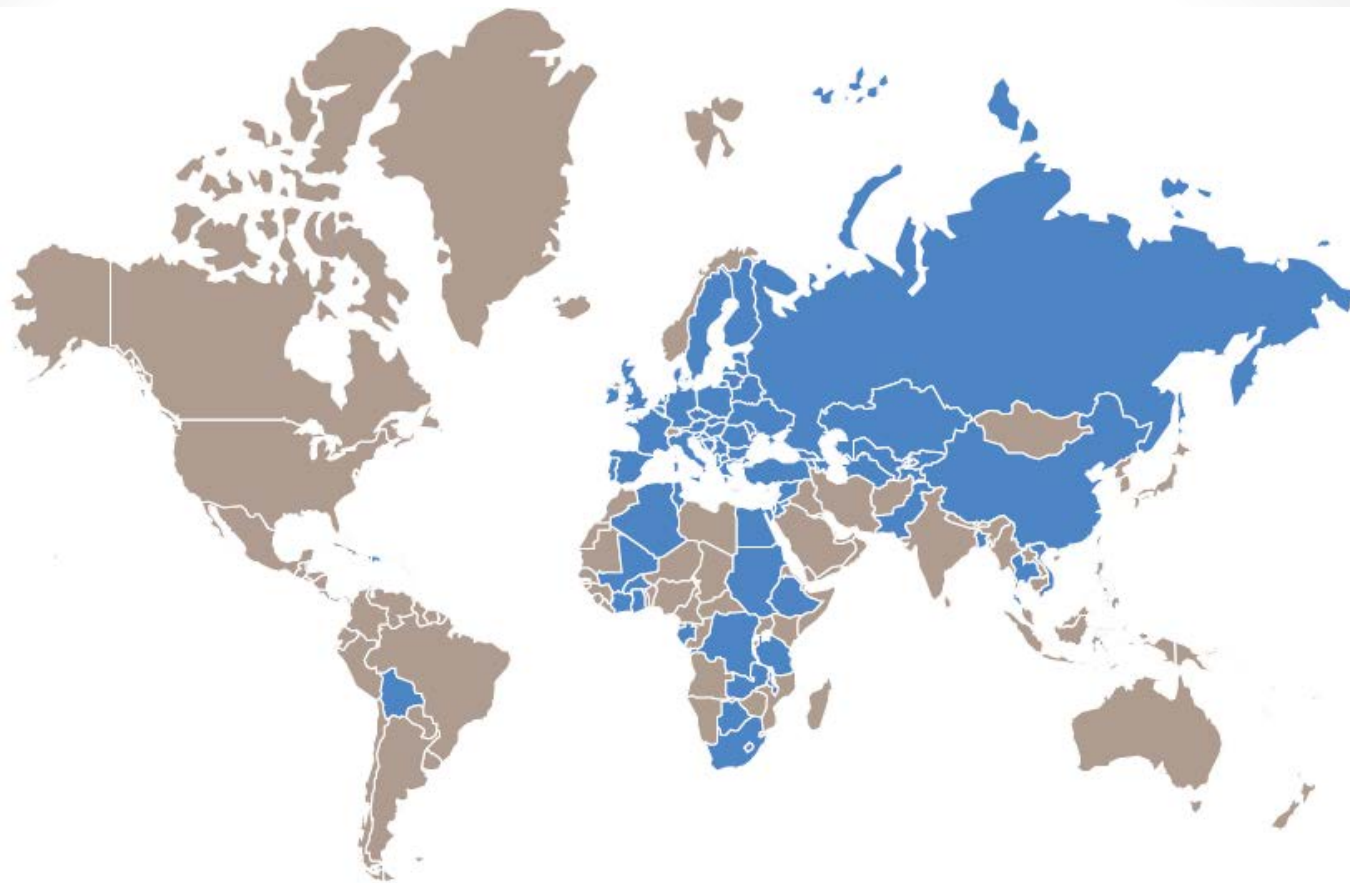
- Ukraine: Kyiv
- Romania: Bucharest
- Russia: Moscow

Project-based Offices in 15 other countries



Implemented Projects in:

- EU countries
- Central & Eastern Europe
- Newly Independent States
- Middle East
- Africa
- Caribbean
- Asia
- Latin America



PRESENCE IN

- Albania
- Algeria
- Armenia
- Azerbaijan
- Bangladesh
- Belarus
- Belize
- Bolivia
- Bosnia & Herzegovina
- Botswana
- Bulgaria
- Burkina Faso
- Caribbean Region
- China
- Croatia
- Czech Republic
- DR Congo
- Egypt
- Ethiopia
- EU 28
- North Macedonia
- Gabon
- Georgia
- Ghana
- Greece
- Hungary
- Ivory Coast
- Jordan
- Kazakhstan
- Kosovo
- Kiribati
- Kyrgyzstan
- Lebanon
- Lesotho
- Lithuania
- Malawi
- Mali
- Moldova
- Montenegro
- Pakistan
- Poland
- Romania
- Russian Federation
- Saint Lucia
- Serbia
- Slovakia
- Slovenia
- South Africa
- Sudan
- Syria
- Tajikistan
- Tanzania
- Thailand
- Tunisia
- Turkey
- Turkmenistan
- Ukraine
- Uzbekistan
- Vietnam
- Zambia

Indicative Projects by country

UKRAINE

- Regional Plan Development and Implementation to Increase the Scope of Family Care Services Delivery (Residential Institutions Reform) for Kyiv Oblast (World Bank, 2017-2021)
- Second Social Safety Net Modernization Project - Development of Regional Action Plan for transforming Residential Care for Children with Disabilities, Creation of Adequate Conditions for the Development of Alternative Care and Modernization of the System of Social Services for Children with Disabilities (World Bank, 2014)
- “Complementary measures to the Sector Policy Support Programme “Promoting Mutual Trade by removing Technical Barriers to Trade between Ukraine the European Union” (EC ENPI, 2011-2013)
- “Support to knowledge based and Innovative Enterprises and Technology Transfer to Business in Ukraine” (EC Tacis, 2009-2011)

AZERBAIJAN - GEORGIA- KYRGYZSTAN - UZBEKISTAN – TAJIKISTAN – TURKMENISTAN – ARMENIA

- Judicial Services and Smart Infrastructure Project - Piloting Innovative Provision of Legal Aid Services in Azerbaijan - Non-governmental Organizations (World Bank 2018-2020)
- Support to the Education Sector in Turkmenistan (EU, 2016-2020)
- Judicial Services and Smart Infrastructure Project - Piloting Innovative Provision of Legal Aid Services in Azerbaijan - Private Practitioners (World Bank 2018-2019)
- “Analysis of the Extent and Causes of Gender-Based Violence and Preparation of a National Strategy and Action Plan for Improving Support for Victims of Such Violence” (World Bank, 2015-2016)
- “Support to the Kyrgyz Education Sector” (EC DCI, 2010-2013)
- “Management Training Programme (MTP) – Capacity building for SME management In Uzbekistan” (EC DCI, 2013-2016)
- “Support to the Establishment of Single Window for Export, Import and Transit procedures in the Republic of Tajikistan” (EC DCI, 2012 -2014)
- “Implementation of Monitoring, Development and Introduction of Descriptions of Efficiency Evaluation and Monitoring Indicators of the Social Services Implemented Through the Ministry of Labor and Social Affairs” (World Bank, 2016-2017)

RUSSIAN FEDERATION

- “Approximation of EU and RF technical regulation and standardisation systems”, (EU 2013-2015)
- “Support to the National Coordinating Unit”, (EU TACIS 2005-2008)
- “Approximation of Competition Rules” (EC Tacis, 2005 – 2007)
- “Regional Development Strategies” (EC, Tacis, 2005-2007)
- “Training of Judges and Court Administrators II” (EU TACIS, 2006-2008)
- “Enhancing the capacity of the Local Support Offices Network in the Russian Federation” (EC Tacis, 2000 – 2005)
- “Constitutional Justice and the Tax Code” (EC, Tacis, 2006)

BELARUS

- “Support to Sustainable Tourism Development in Belarus” (ENPI, 2015-2018)



ROMANIA

- “Improved Policy-Making and Institutional Framework for Persons with Disability - Consulting services for the design and implementation of a harmonized assessment criteria of disability and unified institutional structure” (WB, 2014-2015)
- “Support for Management Authority for Sectorial Operational Program Development of Human Resources and Intermediary Bodies regarding the SOP HRD implementation” (ESF, 2009-2011)
- ‘Support for the Ministry of Labour, Family and Equal Opportunities in preparing as Managing Authority for the Sector Operational Program of Human Resource Development – Follow up of the program for the preparation of ESF management and implementation” (EC Phare, 2008-2009)
- “Support for the Ministry of Labour, Family and Equal Opportunities in preparing as Management Authority for the Sectoral Operational Programme of Human Resource Development” (EC Phare, 2007-2008)
- “Support for the MOLSSF, NAE and Final Beneficiaries for the previous preparation of the HRD Schemes Promoting Social Inclusion Measures – Technical Assistance”, (EC PHARE 2006-2007)
- “Training for enhancing the skills to provide social services in Romania” (Phare, 2003 – 2005)
- “Technical Assistance to the National Authority for Consumer Protection”(ANCP) Romania (Phare 2002 – 2003)

TURKEY

- “Technical Assistance for Improving Product Safety through Better Harmonisation and Implementation of EU Technical Legislation on Machinery Sector”, (EC IPA 2019-2020)
- “Technical Assistance for facilitating access of disadvantaged higher education students to labour market” (European Commission – IPA, 2016-2017)

PAKISTAN

- “External Performance Monitoring of the Balochistan Rural Development & Community Empowerment (Brace) Programme (FWC SIEA 2018-LOT4: Human Development and Safety Net)” (EU, 2019-2022)



SERBIA

- Policy and Legal Advice Centre (PLAC) (EC IPA, 2016-2018)
- “E-Business Development” (EC IPA, 2014-2016)
- “Strengthening Consumer Protection in Serbia” (EC IPA, 2011-2014)
- “Support Preparation for IPA Component III” (EC IPA, 2011-2013)
- “Project Preparation Facility Serbia” (EC IPA, 2010-2012)



BOSNIA-HERZEGOVINA

- “Development of central bodies of governments in Bosnia and Herzegovina”, (EC IPA 2013-2015)

MONTENEGRO

- “Improvement and Strengthening of Institutional Set-Up and Legal Framework in the Area of Public Procurement and State Aid” (EU, 2018-2020)
- “Strengthening the capacities of the Montenegrin authorities for the EU accession process and IPA II instrument” (EC, IPA 2016-2018)
- “Developing Sustainable Energy Use” (EU IPA, 2015-2017)

KOSOVO

- “Assistance for Implementing the Stabilization and Association Agreement -The EU Services Directive” (EU 2016-2017)

CROATIA

- “Establishing support in Social Integration and Employment of Disadvantaged and marginalised Groups” (EC IPA, 2010-2012)

FYR MACEDONIA

- “Strengthening the Administrative capacity of the Energy Department in the Ministry of Economy and the Energy Agency” (EC IPA 2013-2015)
- “Support to Local self-government in the Former Yugoslav Republic of Macedonia” (Phare, 2001-2003)

MOLDOVA

- Support to the Competition Council (EC ENPI, 2015-2017)
- Support to enforcement of the Intellectual Property Rights (EC, ENPI 2016-2018)
- “Support to the DCFTA Process”, (EC ENPI), 2013-2015)

EGYPT

- “Enhancing the Employability of Youth and unemployed/low skilled workers, and improving their transition to employment” (EC, 2017-2019)
- “Assistance to the reform of the TVET System in the Arab Republic of Egypt- Services to the PMU for the organisation and execution of training sessions for participants in ETP activities to support the TVET Reform (EC MEDA 2008-2012)

JORDAN

- “Evaluation of the Education Sector Support in Jordan” (EU, 2018-2019)

LEBANON

- Support to Reaching all Children with Education II Programme for Results (RACE II) - Independent Verification Agency (IVA) Services (World Bank, 2018-2022)
- “Support to Public Finances Management Reform to the Government of Lebanon”, (EC ENPI, 2013-2015)

MALI

- “Mid-Evaluation of the Programme of Support to Basic Education in Mali” (EU, 2018)

GHANA

- Technical Assistance to Enhance Effectiveness and Efficiency of the Social Protection System in Ghana Through Support to the Ministry of Gender, Children and Social Protection to Ensure Implementation of the Social Protection Policy (EU 2018-2020)

ZAMBIA

- “Support to Statistics Programme in Zambia” (EC EDF, 2010)
- “Coordination in Zambia – National and Regional 10th EDF Programming” (EDF, 2006-2007)

SUDAN

- “Provision of Technical Assistance to promote cooperation between the Republic of Sudan and the EU” (EC, 2015-2017)

ETHIOPIA

- “Technical Assistance for Strengthening the Capacities of the Ministry of Women’s affairs” (EC EDF, 2011-2014)
- Technical Assistance Support to the Women Breakthrough Project (EDF, 2016-2018)

DR_CONGO

- “Project of Support to the Parliament - Recruitment of a Programme Management Unit” (EC EDF, 2011-2014)

BELIZE

- “Institutional Support to the National Authorising Office of Belize” (EC EDF, 2011-2014)

BARBADOS & CARIBBEAN REGION

- “Development of Caribbean Single Market and Economy (CSME) Public Educational Products and Assessment of the Impact of Previous Products” (EC EDF, 2010)
- “Caribbean Single Market and Economy (CSME) Rural Communities Readiness Study” (EC EDF, 2010)

SAINT LUCIA

- “Review and Evaluation of ICT in Education Policy and Curriculum, and Institutional Strengthening and Capacity Building in St. Lucia” (EC EDF, 2012-2013)
- “Short-Term Technical Assistance for Implementation of Special Framework of Assistance Programmes in Saint Lucia” (EC EDF, 2009)

THAILAND

- “Improving Management and Supporting Guidelines in Air Quality in Metropolitan Cities (Asia Urbs, 2002 – 2004)

VIETNAM

- “Mid-Term Evaluation of the European Technical Assistance Programme for Vietnam 2 (ETV2)” (EC, 2007)



GREECE

- *"Upgrading the structure and operations of the Economic Chamber of Greece for the improvement of the business environment", 2019*
- *Development of an application for the Disability Issues Observatory (OP "Human Resources Development, Training and Long Life Learning, 2017-2019)*
- *"Implementing New Operational Model Archiepiscopate of Athens", Archiepiscopate of Athens 2014 -2015*
- *"St. Napa - Rethymno, Fully Accessible Cities" (Cross Border Cooperation Programme 'Greece-Cyprus, 2013-2014)*
- *"Studies and Actions Service Support of the Act," code EPSETKD0501, under the Act entitled "National Information System for Research & Technology / Social Networks-User Generated Content", National Documentation Center 2013 -2015*
- *"Specialization of the standard Integration System of Gender Equality per institution policy and pilot development and implementation of Gender Equality Regional and Local Programmes in Regions of North and South Aegean", General Secretary for Gender Issues 2013 -2015*
- *"Development and Improvement of Financial Planning Systems and Financial Management of Hospitals by using Computerized Double-entry System" - Support Services of 7th Regional Health Directorate Crete), Ministry of Health 2012 – 2013*
- *"ACCESSIBILITY FOR ALL (A.4.ALL)", National Confederation for Disabled People 2011 - 2013*



Activity of High Importance: Promotion of Greek – CIS Bilateral Business

- ❑ STRATEGY DEVELOPMENT
- ❑ MARKET SURVEYS (Greece & 40 countries)
- ❑ BUSINESS PARTNERS' POTENTIAL ASSESMENT / EVALUATION (Greece & target markets)
- ❑ SUPPORT TO BILATERAL BUSINESS PARTNESHIPS AGREEMENTS / FORMS
(imports/exports, joint ventures, franchising, greenfield investments, outsourcing, strategic alliances)
- ❑ FUND RAISING – SUBSIDIES
- ❑ MARKET PENETRATION PLANNING
- ❑ ASSISTANCE/ADVISORY ON BUSINESS AGGREEMENT IMPLEMENTATION

Industry Sectors

Depth professional experience in all industry sectors.

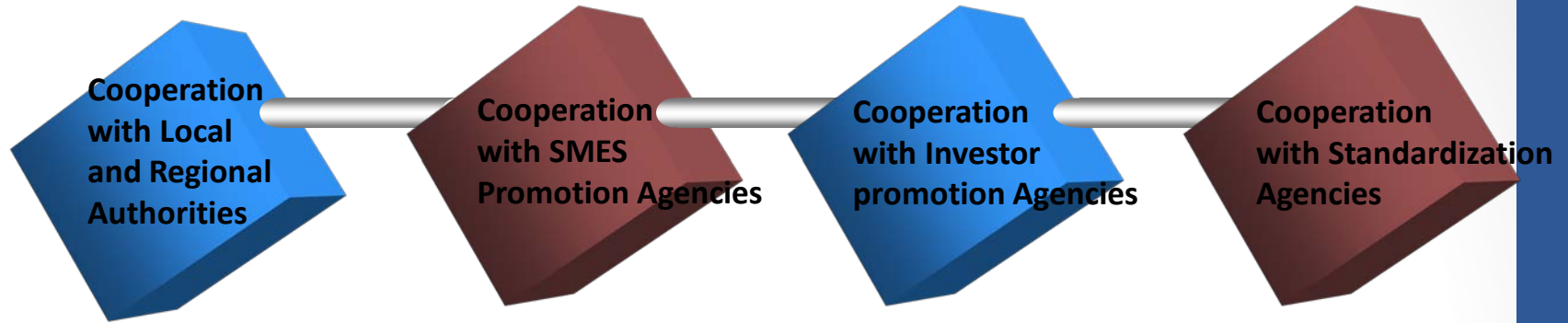
Selected clients and success stories in bilateral business promotion:

- PHARMACAUTICAL SECTOR (VIANEX SA, Lavipharm)
- CLOTHING SECTOR (BSB, Lola, Mario Valentino)
- FINANCIAL SERVICES (EBRD, National Bank of Greece, KEDR Bank)
- INDUSTRY (Metalloumin, Allumil)
- FOOD & BEVERAGES (Agriculture Co-operative of Sitia)
- NATIONAL BODIES (Hellenic Organisation for Export Promotion, National & Foreign Investment Agencies, Embassies).

Competitive Advantages

- ✓ Deep knowledge of public tender procedures in Greece and EU (DGs)
- ✓ Strong reputation among the Greek consultancy companies
- ✓ Strong “*know how*” in drafting technical proposals in various thematic areas
- ✓ “Just in time” logistics
- ✓ Extensive database of collaborated experts (individuals and legal entities)
- ✓ Tailor – made solutions responded to clients’ complex business challenges

Development Strategy



Regional Development Projects

Project addressed to SMEs

Capacity Building and Institutional Support projects

Feasibility studies /market analysis/ business plans



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Thank you for your attention