



### Academic Personnel Short Profile / Short CV

<b>University:</b>	University of Nicosia
<b>Surname:</b>	Christofi
<b>Name:</b>	Christiana
<b>Rank/Position:</b>	Adjunct Faculty
<b>Faculty:</b>	School of Business
<b>Department:</b>	Management
<b>Scientific Domain: *</b>	Human Resources

*\* Field of Specialization*

### Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title (Optional Entry)
MSc	1996	University of Surrey	Management School	
BSc	1992	University of Cyprus	Public and Business Administration	

### Employment history in Academic Institutions/Research Centers – List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			
10/24	Date	University of Nicosia	Nicosia	Adjunct Faculty
07/12	date	Human Asset Ltd	Nicosia	CEO/Director
05/11	07/12	First Elements Euroconsultants Ltd	Nicosia	Human Resources Advisory, Manager

### Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees. List the five (5) more recent (Optional Entry)

Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1	2000-date	More than 500 companies in Cyprus and abroad operating in various industries	Head Recruiter and Project Manager for Recruitment and Selection service  Managed approximately 80 -100 positions per year across all job families of marketing, Sales, Finance and Accounting, engineering, Supply chain, HR etc.	<ul style="list-style-type: none"> <li>• Project Briefing with client</li> <li>• Preparation of Job Ad</li> <li>• Design of off-line and on-line campaigns and actions</li> <li>• Candidates sourcing</li> <li>• CVs screening</li> <li>• Candidates Assessment through interviews</li> <li>• Candidates Personality Testing assessment</li> <li>• Preparation of short list for client to review</li> </ul>
2	2018-date	Various companies from Distribution and trading Retail HO.RE.CA ICT Audit.Advisory. Tax	Project and Expert Manager	<ul style="list-style-type: none"> <li>• Design of the biggest local Salary and Benefits survey in the Cyprus Market</li> <li>• conducted every 2 years.</li> <li>• Design of job descriptions for more than 100 positions</li> <li>• Build a data log</li> </ul>

				<ul style="list-style-type: none"> <li>• Build a benchmarking tool</li> <li>• Build Human Asset Platform/dashboard for participants to access results</li> </ul>
3	2016-date	Various companies operating in different industries	Project and Expert Manager Design and Delivery of Training Program on Interviewing skills and candidates' assessment	Design and delivery of the program either for specific company/client or for an open program
4	2023/2024	SANI/IKOS Group	Project and Expert Manager	<ul style="list-style-type: none"> <li>• Design of new generation Performance Management Alignment system</li> <li>• Goal setting coaching</li> <li>• Preparation of e-learning programs on PM</li> </ul>
5	2024	Phanos Epiphaniou Group	Project and Expert Manager	Design of new generation Performance Management system