

PERSONAL INFORMATION

Milica Ivovic



 Heraklion (Greece)

 milica.ivovic@gmail.com

Sex Female | Date of birth 17/04/1970 | Nationality Serbian | Mother of an 11-year old

WORK EXPERIENCE

*Dates**Occupation or position held**Main activities and responsibilities**Name and address of employer**Type of business or sector*

January 2022- ongoing (December 2023)

Expert consultant for **birds** a programme titled “Sub-study 5: **Monitoring of the ornithofauna**” (part of the Integrated Landscape Management of Samaria National Park Operational Program "Crete 2014-2020") for the Contracting Authority Samaria-Western Crete National Park Management Agency

Provision of expert services for recording and monitoring of birds in the area of the National Park of Samaria - Western Crete National Park Management Agency as demarcated in the approved Special Environmental Study (prot. approval number: eq. 36130/1119 / 18-07-2016), which includes two Natura 2000 sites, the **SAC GR4340008 “LEFKA ORI KAI PARAKTIA ZONI”** and the **SPA GR 4340014 “ETHNIKOS DRYMOS SAMARIAS - FARANGI TRYPITIS - PSILAFI – KOUSTOGERAKO”**. Monitoring of the bird community and their habitats following a pre-defined sampling schedule and protocols, which comply with the criteria set out by the national monitoring scheme for birds (Epoptia). The monitoring study aimed to identify the changes in the structure and composition of the bird community since the last monitoring period (2012-2014) targeting species listed in the **Council Directive 92/43/EEC** and in the **Council Directive 2009/147/EC**, with special emphasis on the impacts of potential breeding, foraging and resting sites.

HOMEOTECH S.A, Environmental Management Company; 102 Egeou Str., P.C. 551 33, Kalamaria Thessaloniki, Greece

Mr Nikolaos Gounaris and Mr Konstantinos Kontos, directors, +30.2310.989.585, ngounaris@homeotech.gr

Public sector – National Park of Samaria, Ministry of Environment and Energy

*Dates**Occupation or position held**Main activities and responsibilities*

August-December 2021

Expert consultant for **terrestrial vertebrates** for the elaboration of a **BIAS** in the greater area of the Mining-Metallurgical plant of the **Kassandra Mines of Hellas Gold S.A.** following the **criteria of EBRD**

Expert consultant for **terrestrial vertebrates** for the elaboration of the Biodiversity Impact Assessment Study (BIAS) within an Environmental and Social Impact Assessment study (ESIA) in the wider area of Mining - Metallurgical facilities of the **Kassandra Mines of HELLENIC GOLD**. The elaboration of the study followed the protocols of the **European Bank for Research and Development (EBRD)**. Provision of expert consulting services for drafting of the texts of the BIAS study concerning the terrestrial natural environment, and specifically the **birds, reptiles and amphibians as well as the small species of mammals including the bats, accounting for some 95% of the species of conservation significance** of the complete terrestrial fauna of the study area, identified as **targets of the BIAS**. As such, these sections had a disproportionate importance for meeting the conservation criteria set out by the EBRD, as the mitigation and compensatory measure proposed not only proposed solutions to **offset the impacts of mining** on the species in question but also result in a **net positive effect** on the complete fauna of the area. The main tasks in the elaboration of the study were the following:

A. Habitat distribution map of important bird species, reptiles and amphibians, small mammals and bats in the study area; B. Recording of species of birds, reptiles and amphibians, small mammals and bats in the terrestrial environment, and C. Participation in the elaboration of sections of the BIAS study. The elaboration of the BIAS study included provision of expert data analysis for drawing up the following chapters: 1. Methodology; 2.

Existing state of natural environment (**Biodiversity Baseline** - habitats, flora and fauna); 3. Determination of the appropriate study area and the Critical Species and Habitats (**Determination of EAAA** - Ecological Appropriate Area of Analysis and Critical Habitats); 4. **Assessment of Critical Habitats**; 5. **Mitigation Measures**; and 6. **Biodiversity management plans and monitoring programs** (Biodiversity management and monitoring plans)

Name and address of employer ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector Independent Environmental Consultancy

Dates June 2021 – ongoing (September 2023)

Occupation or position held **Team leader and licenced senior bird ringer for a programme entitled "Monitoring of the phenomenon of bird migration on the island of Gavdos by bird ringing"** for the Contracting Authority: Samaria-Western Crete National Park Management Agency (programme funded as the "Subsidy of the Agency Management of Samaria-Western Crete National Park for management actions protected areas, species and habitats", Ministry of Environment and Energy)

Main activities and responsibilities Establishment, coordination and leading of a research team for studying the bird migration through bird ringing at the island of Gavdos, the southmost island of Europe. Design of the protocols and research priorities, establishment and running of the ringing sites, bird trapping and ringing, provision of training for aspiring volunteers. Coordination of the bird ringing activities with the standards of the Greek National ringing scheme. Reporting with description of the phenology, species composition, habitat utilization and estimated length of stay-over based on the re-trapped individuals.

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Mr Nikolaos Gounaris and Mr Konstantinos Kontos, directors, +30.2310.989.585, ngounaris@homeotech.gr

Type of business or sector Public sector – National Park of Samaria, Ministry of Environment and Energy

Dates June 2021

Occupation or position held **Expert consultant for terrestrial vertebrates for an EIA for the construction of a tourist complex "Triopetra Bay Resort"** at Triopetra, Municipality of Agios Vassilios of the Regional Unit of Rethymno, region of Crete

Main activities and responsibilities Field study of species distribution and the assessment of their status and the status of their habitats within the narrow construction area at the south coast of Crete, not falling within any of the Natura 2000 network sites. The field study aimed to identify the structure and composition of the animal community, targeting the species listed in the **Council Directive 92/43/EEC** and in the **Council Directive 2009/147/EC**, with special emphasis on potential breeding, foraging and resting sites within the construction site. Reporting with identification of impacts on animal populations, with a special emphasis on protected species. Provision of expert consulting services regarding the sustainability of the construction and provision of mitigation solutions for the protected species and habitats within the study zone as well as the surrounding areas. Special emphasis was given to provision of nature-based solutions for resolving the conflict between the development of the infrastructure and the animal community.

Name and address of employer ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector Independent Environmental Consultancy

Dates April 2021- June 2022

Occupation or position held **Expert consultant for terrestrial vertebrates for an Environmental monitoring of the construction of the new Airport in Kasteli, regional Unit of Iraklion, region of Crete**

Main activities and responsibilities Monitoring of the animal community and their habitats with the assessment of species' status and the status of their habitats within the construction area of the large airport in Kasteli (second largest in Greece) and the connecting road infrastructure. Assessment of the impact of the construction on the population of species of conservation importance, as well as the general animal community. The field study aimed to identify the structure and composition of the animal community, targeting the species listed in the **Council Directive 92/43/EEC** and in the **Council Directive 2009/147/EC**, with special emphasis on the impacts of potential breeding, foraging and resting sites. Provision of expert data analysis and reporting with identification of impacts on animal

populations, with a special emphasis on protected species. Provision of expert consulting services regarding the sustainability of the construction on the animal community, provision of mitigation solutions for the protected species and habitats within the study zone as well as the surrounding areas. Identification of potential hazards the animal community can pose to the air traffic, particularly in case large soaring birds such as Griffon Vultures. Identification of possible nature-based solutions for resolving the conflict between the development of the infrastructure and the animal community.

Name and address of employer ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Stamatis Spatoulas, Senior Consultant, +30 210 6125027, sspatoulas@enveco.gr

Type of business or sector Independent Environmental Consultancy

Dates February 2021– December 2021

Occupation or position held Expert consultant for **birds and bats** for the third monitoring study of **birds and bats** in the 7,2 MW windpark “Profitis Ilias-Papoura” (municipality of Kissamos, Prefecture of Chania, Crete).

Main activities and responsibilities Conducting a monitoring study of the operational park to identify the changes in the structure and composition of the community of bird and bats, with special emphasis on nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the **Council Directive 2009/147/EC** and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on *Gyps fulvus*, *Gypaetus barbatus*, *Aquila chrysaetus*, *Aquila fasciata*, *Falco biarmicus*, *Falco eleonora* and other raptor as well as other protected bird species. A comparative ornithological survey of the wider study area that includes the home range of a nesting pair of *Gypaetus barbatus*. Monitoring of the activity of bats through ultrasonic surveys and provision of mitigation solutions. Provision of expert consulting services regarding the collision mortality, correlations between the raptor presence and behaviour and the weather patterns. Provision of mitigation solutions for remedying the impacts of the windpark on the bird and bat community, with the emphasis given to protected species.

Name and address of employer ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector Independent Environmental Consultancy

Dates January 2021 – April 2021

Occupation or position held Expert consultant for **terrestrial vertebrates** for a Special Environmental Assessment Study for the construction of a tourist complex by the company “The Manna” N.Tsatsaronakis SA, at the site Falassarna, Municipality of Kissamos, region of Crete

Main activities and responsibilities Field study of species distribution and the assessment of their status and the status of their habitats within the narrow construction area, situated within a Natura 2000 site **SAC GR4340001 “IMERI KAI AGRIA GRAMVOUSSA - TIGANI KAI FALASARNA - PONTIKONISI, ORMOS LIVADI – VIGLIA”**, designated in 2011 as a Special Area of Conservation for a number of stenoendemic and endemic plant species as well as a number of reptiles and amphibians protected by national and international legislation. Further, the study area borders two other Natura 2000 network sites: the **marine SCI GR4340024 “THALASSIA PERIOCHI DYTIKIS KAI NOTIODYTIKIS KRITIS”** and the **SPA GR4340017 “CHERSONISOS GRAMVOUSAS KAI NISIDES IMERI KAI AGRIA GRAMVOUSA, PONTIKONISI KAI THALASSIA ZONI** The field study aimed to identify the structure and composition of the animal community, targeting the species listed in the **Council Directive 92/43/EEC** and in the **Council Directive 2009/147/EC**, with special emphasis on potential breeding, foraging and resting sites within the construction site. Provision of expert data analysis and reporting with identification of impacts on animal populations, with a special emphasis on protected species. Provision of expert consulting services regarding the sustainability of the construction within the Natura site, provision of mitigation solutions for the protected species and habitats within the study zone as well as the surrounding areas, particularly those falling within the Natura 2000 sites. Special emphasis was given to provision of nature-based solutions for resolving the conflict between the development of the infrastructure and the animal community.

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Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	November 2020- December 2021
<i>Occupation or position held</i>	<u>Expert consultant for terrestrial vertebrates for a Special Environmental Assessment Study for the restoration of the provincial road 27 with the construction of a new bridge in the river KERITI of Mousouron, of the Municipality of Platanias, of P.E. Chania, Region of Crete</u>
<i>Main activities and responsibilities</i>	Field study of species distribution and the assessment of their status and the status of their habitats within the narrow construction area, situated within a Natura 2000 site LIMNI AGIAS – PLATANIAS – REMA KAI EKVOLI KERITI – KOILADA FASA (SiteCode: GR4340006) . The field study aimed to identify the structure and composition of the animal community, targeting the species listed in the Council Directive 92/43/EEC and in the Council Directive 2009/147/EC , with special emphasis on potential breeding, foraging and resting sites within the construction site. Provision of expert data analysis and reporting with identification of impacts on animal populations, with a special emphasis on protected species. Provision of expert consulting services regarding the sustainability of the construction within the Natura site, provision of mitigation solutions for the protected species and habitats within the study zone as well as the surrounding areas, particularly those falling within the Natura 2000 sites. Special emphasis on provision of nature-based solutions for resolving the conflict between the development of the infrastructure and the animal community.
<i>Name and address of employer</i>	ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	November 2020- October 2021
<i>Occupation or position held</i>	<u>Expert consultant for birds for the fourth monitoring study of birds in the 5,95 windpark "Epanosifis" (municipality of Heraklion, Crete).</u>
<i>Main activities and responsibilities</i>	Conducting a monitoring study of the operational windpark to identify the impact on the structure and composition of the bird community, with special emphasis on the habitat utilization, migration patterns and corridors of important species, listed in the Council Directive 2009/147/EC and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on <i>Gyps fulvus</i> , and other protected species. A comparative ornithological survey of the wider study area that includes a Natura 2000 Network site (GR4310010 - Oros Giouchtas). Provision of expert consulting services regarding the collision mortality, correlations between the raptor presence/behaviour and the weather patterns. Provision of mitigation solutions for remedying the impacts of the windpark on the bird community, with the emphasis given to the protected species.
<i>Name and address of employer</i>	ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	July 2020 –August 2021)
<i>Occupation or position held</i>	<u>Expert consultant for terrestrial vertebrates for the third Ecological monitoring study of the greater area of the Mining-Metallurgical plant of the Kassandra Mines of Hellas Gold S.A.</u>
<i>Main activities and responsibilities</i>	1) Refinement and revision of the monitoring methodologies used in the earlier monitoring periods and development of methodologies for assessing the status of species not surveyed earlier and/or rare and secretive species , following the monitoring methodologies of the national monitoring concept of Natura 2000 sites; 2) revision of the monitoring locations and identification/delineation of new locations, including the ones to survey "rare" and secretive species within the greater area of the Mining-Metallurgical plant/Natura 2000 sites, 3) Analysis of the effectiveness and efficiency of available monitoring methodologies applied to "rare" and secretive species; 5) field studies of species distribution/ assessment of the status of target species and their habitats , namely, <i>Chiroptera (Bats)</i> , <i>Canis lupus (Grey Wolf)</i> , <i>Canis aureus (Golden Jackal)</i> , <i>Felis sylvestris (Wild cat)</i> , <i>Lutra lutra (Otter)</i> , <i>Capreolus capreolus (Roë Deer)</i> , <i>Sus scrofa (Wild Boar)</i> , <i>Dryocopus martius (Black</i>

Woodpecker), *Aquila pennata* (**Booted Eagle**), *Ciconia nigra* (**Black Stork**), as well as all other species listed in the **Council Directive 92/43/EEC** and **Council Directive 2009/147/EC**, **The Red Data Book of Greece**, **The European red List** and other conventions on protection of nature; **6) reporting of the status of the species** and their habitats, with identification of impacts on populations of target species in the **format developed by the national monitoring concept**; **7) A comparative zoological survey of the wider study area that includes 3 Natura 2000 Network sites (GR1270005: Oros Stratonikon - Koryfi Skamni; GR1220009: Limnes Koroneias - Volvis, Stena Rentinas Kai Evryteri Periochi; GR1270001: Oros Cholomontas; 8) identification of zones with high diversity indices and/or population sizes of target/protected species within the influence of the mining project; 9) Provision of expert consulting services regarding the sustainability of the mining project; 10) provision of action plans and other mitigation solutions for the protected species and their habitats within the mining area and the area surrounding it, particularly those falling within the Natura 2000 site GR1270005: Oros Stratonikon - Koryfi Skamni**

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

Dates

June 2020 ongoing (June 2022)

Occupation or position held

Expert consultant for vertebrate fauna for an Environmental Impact Assessment study of a holiday resort on Corfu island

Main activities and responsibilities

Field study of species distribution and the assessment of their status and the status of their habitats on the island of Corfu in relation to the development of the tourist industry, and in particular a holiday resorts built within a Natura 2000 site. The study was designed to provide comparative indices between a narrow study zone of the holiday resort and the surrounding area, delineated as a Natura 2000 site (**GR2230001**- Limnothalassa Antinioti). The field study aimed to identify the structure and composition of the animal community, targeting the species listed in the **Council Directive 92/43/EEC** and in the **Council Directive 2009/147/EC**, with special emphasis on the breeding, foraging and resting sites in a patchy distributed habitats, habitat utilization, seasonal distribution, migration patterns and corridors of important species. Provision of expert data analysis and robust reporting with identification of impacts on animal populations, with a special emphasis on protected species. Provision of expert consulting services regarding the sustainability of the tourist resorts within the Natura sites, provision of mitigation solutions for the protected species and habitats within the study zone as well as the surrounding areas, particularly those falling within the Natura 2000 sites. Special emphasis on provision of nature-based solutions for resolving the conflict between the tourist activities and snakes inhabiting the site, particularly the venomous sand viper.

Name and address of employer

Green2Sustain, Environmental consulting, Sustainable solutions and Services 27, Iras st., 11147 Athens (Galatsi), Greece
Dr Giorgos Tentes, Development and Marketing Manager, +30 210 27 10 800, george@green2sustain.gr

Type of business or sector

Independent Environmental Consultancy

Dates

November 2019 – December 2020

Occupation or position held

Expert consultant for birds and bats for the second monitoring study of birds and bats in the 7,2 MW windpark "Profitis Ilias-Papoura" (municipality of Kissamos, Prefecture of Chania, Crete).

Main activities and responsibilities

Conducting a monitoring study of the operational park to identify the changes in the structure and composition of the community of bird and bats, with special emphasis on nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the **Council Directive 2009/147/EC** and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on *Gyps fulvus*, *Gypaetus barbatus*, *Aquila chrysaetus*, *Aquila fasciata*, *Falco biarmicus*, *Falco eleonora* and other raptor as well as other protected bird species. A comparative ornithological survey of the wider study area that includes the home range of a nesting pair of *Gypaetus barbatus*. Monitoring of the activity of bats through ultrasonic surveys and provision of mitigation solutions. Provision of expert consulting services regarding the collision mortality, correlations between the raptor presence and behaviour and the weather patterns. Provision of mitigation solutions for remedying the impacts of the windpark on the bird and bat community, with the emphasis given to protected species.

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	October 2019- ongoing (October 2021)
<i>Occupation or position held</i>	<u>Expert consultant for birds for a monitoring study of birds in the 7,2 MW windpark “Ag.Kirilos” (municipality of Gortynas, Crete).</u>
<i>Main activities and responsibilities</i>	Conducting a monitoring study of the operational park to identify the changes in the structure and composition of the bird community, with special emphasis on collision mortality, nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the Council Directive 2009/147/EC and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on <i>Gyps fulvus</i> , <i>Gypaetus barbatus</i> , <i>Aquila chrysaetus</i> , <i>Aquila fasciata</i> , <i>Falco biarmicus</i> , <i>Falco eleonora</i> and other raptors as well as other protected species. A comparative ornithological survey of the wider study area that includes 2 Natura 2000 Network site (GR4310005 , GR4310013 - Asterousia Kofinas). Provision of expert consulting services regarding the collision mortality, correlations between the raptor presence/behaviour and the weather patterns. Provision of mitigation solutions for remedying the impacts of the windpark on the bird community, with the emphasis given to the protected species.
<i>Name and address of employer</i>	HOMEOTECH S.A., Environmental Management Company; 102 Egeou Str., P.C. 551 33, Kalamaria Thessaloniki, Greece Mr Nikolaos Gounaris and Mr Konstantinos Kontos, directors, +30.2310.989.585, ngounaris@homeotech.gr
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	Spring 2019- ongoing (spring 2022)
<i>Occupation or position held</i>	<u>Ornithologist, National monitoring program for farmland birds for the period 2014-2020 (to be extended to 2022)</u>
<i>Main activities and responsibilities</i>	Carrying out field research of farmland birds through transects at 8 locations on the island of Crete carried out within the National monitoring program for farmland birds for the period 2014-2020 (to be extended to 2022). Data reporting to the team coordinator, Prof. Athanassios I. Sfougaris, University of Thessaly.
<i>Name and address of employer</i>	NERCO - N. Chlykas & associates S.A., El. Venizelou Str. - Ag. Paraskevi - P.O. 153 41, Athens, Greece Ms. Fenia Chlyka, Associate, +30 210 6422919, f.chlyka@nerco.gr
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	June 2019- June 2020
<i>Occupation or position held</i>	<u>Expert consultant for birds for the third monitoring study of birds in the 5,95 windpark “Epanosisifis” (municipality of Heraklion, Crete).</u>
<i>Main activities and responsibilities</i>	Conducting a monitoring study of the operational windpark to identify the impact on the structure and composition of the bird community, with special emphasis on the habitat utilization, migration patterns and corridors of important species, listed in the Council Directive 2009/147/EC and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on <i>Gyps fulvus</i> , and other protected species. A comparative ornithological survey of the wider study area that includes a Natura 2000 Network site (GR4310010 - Oros Giouchtas). Provision of expert consulting services regarding the collision mortality, correlations between the raptor presence/behaviour and the weather patterns. Provision of mitigation solutions for remedying the impacts of the windpark on the bird community, with the emphasis given to the protected species.
<i>Name and address of employer</i>	ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	April – October 2019
<i>Occupation or position held</i>	<u>Expert consultant for terrestrial vertebrates with a special emphasis on bats and birds for an EIA preconstruction study of a large tourist complex “Kavoussi” within the municipality of Ierapetra, Prefecture of</u>

Lasithi, situated within the NATURA 2000 network SAC site GR4320005

Main activities and responsibilities

Field study of species distribution and the assessment of their status and the status of their habitats within the site designated for the construction of a large tourist complex on the island of Crete situated within the NATURA 2000 network SAC site GR4320.

0005. The field study aimed to identify the structure and composition of the animal community, targeting the species listed in the SDF of the Natura site, namely: *Rhinolophus ferrumequinum*, *R. hipposideros*, *Mioniopterus schreibersii*, *Myotis blythi* and **Monachus monachus** as well as all the other species listed in the **Council Directive 92/43/EEC** and in the **Council Directive 2009/147/EC** known to inhabit the wider study area, primarily *Gyps fulvus*, *Gypaetus barbatus*, *Aquila fasciata*, *Aquila chrysaetos*, *Falco eleonorae* and *Buteo rufinus*. Special emphasis of the study was given to surveys of bats, their breeding and transitory colonies, foraging in patchy distributed habitats, habitat utilization and seasonal distribution. A breeding colony of Griffon Vultures situated within the site was closely monitored, as well as the daily activity pattern of other important birds of prey. Provision of expert data analysis and robust reporting with identification of impacts on animal populations, with a special emphasis on protected species. Provision of expert consulting services regarding the sustainability of the tourist resort within the Natura sites, provision of mitigation solutions for the protected species and habitats within the study zone as well as the surrounding areas, particularly those falling within the Natura 2000 site.

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

Dates

May 2019-September 2020

Occupation or position held

Expert consultant for bats for the Preparation of the Special Environmental Study and Management Plans for Natura 2000 sites in the region of Central Macedonia

Main activities and responsibilities

1) Review, classification and analysis of i) available notes and comments and ii) data and information provided by the previous reporting round, the **national monitoring of Natura 2000 sites** for Central Macedonia region; **2) Review of available methodologies** for monitoring, mapping, and assessment of the status of target species; **3) Analysis of the effectiveness and efficiency of available monitoring methodologies** applied to "rare" and **secretive species**; **4) Literature review and gathering** data and information on **bats**, but also other terrestrial vertebrates; **5) Definition/revision of reference values** (FRD, FRP, FRA) of particular parameters of the conservation status of the target species and their habitats; **6) assessments of the conservation status** of the target species by biogeographical regions within Central Macedonia; **7) reporting on the conservation status** of species / habitats **under Article 17** of the Habitats Directive ; **8) Update/revision of the standard data** forms where necessary.

Name and address of employer

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Mr Nikolaos Gounaris and Mr Konstantinos Kontos, directors, +30.2310.989.585, ngounaris@homeotech.gr

Type of business or sector

Independent Environmental Consultancy

Dates

April - September 2019

Occupation or position held

Expert consultant for **terrestrial vertebrate fauna** for an EIA study for the expansion of the existing heliport and residential housing on a privately owned island in the Ionian Sea situated within the Natura 2000 network SAC site GR2220003.

Main activities and responsibilities

Field study of species and habitats within two privately owned islands situated within a Natura 2000 site **GR2220003** - Esoteriko Archipelagos Ioniou (Meganisi, Arkoudi, Atokos, Vromonas). Assessment of the impact of the expansion of the existing heliport and residential housing on the status of the species/their habitats on the inhabited island with the heliport and the residential housing, and the potential impact on the population of the neighboring islands. Comparative surveys of terrestrial vertebrate communities and their habitats among the two islands with different land use/disturbance. Field surveys included the observation of the migratory bird movements across the flight route of the helicopters falling within the Natura 2000 SPA site **GR2240001**. Provision of expert data analysis and reporting with identification of impacts on animal populations, with a special emphasis on protected species listed in the SDF of the Natura site, namely: *Elaphe quatorlineata*, *Lutra lutra*, *Testudo hermanni*, *Testudo emarginata* and *Chelonia mydas* as well as all the other species listed in the

<i>Name and address of employer</i>	<p>Council Directive 92/43/EEC and in the Council Directive 2009/147/EC known to inhabit the area, such as <i>Monachus monachus</i>, <i>Pelecanus crispus</i>, <i>Phoenicopterus roseus</i>, <i>Plegadis falcinellus</i>, <i>Platalla leucorodia</i>, <i>Phalacrocorax carbo</i>, <i>Phalacrocorax pygmaeus</i>, <i>Numenius arquata</i>, <i>Charadrius alexandrinus</i> and many other bird species listed in the SDF of the neighboring SPA GR2240001 site. Provision of expert consulting services regarding the sustainability of the tourist resorts within the Natura sites, provision of mitigation solutions for the protected species and habitats within the study zone, as well as the surrounding areas, particularly those falling within the Natura 2000 sites.</p> <p>Green2Sustain, Environmental consulting, Sustainable solutions and Services 27, Iras st., 11147 Athens (Galatsi), Greece Dr Giorgos Tentis, Development and Marketing Manager, +30 210 27 10 800, george@green2sustain.gr</p>
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i> <i>Occupation or position held</i>	<p>May 2019 <u>Expert consultant for the Eurasian Otter (<i>Lutra lutra</i>) within the Natura 2000 network SAC site GR2220003.</u></p>
<i>Main activities and responsibilities</i>	<p>Field study of the status of the Eurasian Otter within the Natura 2000 site GR2220003 - Esoteriko Archipelagos Ioniou (Meganisi, Arkoudi, Atokos, Vromonas). The field surveys addressed the otter's distribution, population size, habitat utilization and threats within this mainly marine SAC site. Provision of expert consulting services regarding the species status within the SAC site and the urgent conservation action necessary.</p>
<i>Name and address of employer</i>	<p>Green2Sustain, Environmental consulting, Sustainable solutions and Services 27, Iras st., 11147 Athens (Galatsi), Greece Dr Giorgos Tentis, Development and Marketing Manager, +30 210 27 10 800, george@green2sustain.gr</p>
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i> <i>Occupation or position held</i>	<p>June 2018-July 2019 <u>Expert consultant for birds and bats for a monitoring study of birds and bats in the 7,2 MW windpark "Profitis Ilias-Papoura" (municipality of Kissamos, Prefecture of Chania, Crete).</u></p>
<i>Main activities and responsibilities</i>	<p>Conducting a monitoring study of the operational park to identify the changes in the structure and composition of the bird and bats community, with special emphasis on nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the Council Directive 2009/147/EC and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on <i>Gyps fulvus</i>, <i>Gypaetus barbatus</i>, <i>Aquila chrysaetus</i>, <i>Aquila fasciata</i>, <i>Falco biarmicus</i>, <i>Falco eleonora</i> and other raptor as well as other protected bird species. A comparative ornithological survey of the wider study area that includes the home range of a nesting pair of <i>Gypaetus barbatus</i>. Monitoring of the activity of bats through ultrasonic surveys. Provision of expert consulting services regarding the collision mortality, correlations between the raptor presence and behaviour and the weather patterns. Provision of mitigation solutions for remedying the impacts of the windpark on the bird and bat community, with the emphasis given to protected species.</p>
<i>Name and address of employer</i>	<p>ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr</p>
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i> <i>Occupation or position held</i>	<p>April 2017-April 2018 <u>Expert consultant for terrestrial vertebrates for an Ecological monitoring study of the greater area of the Mining-Metallurgical plant of the Kassandra Mines of Hellas Gold S.A.</u></p>
<i>Main activities and responsibilities</i>	<p>1) Refinement and revision of the monitoring methodologies used in the first monitoring of the area in 2014, and development of methodologies for assessing the status of species not surveyed earlier and/or rare and secretive species, following the monitoring methodologies of the national monitoring concept of Natura 2000 sites; 2) revision of the monitoring locations and identification/delineation of new locations, including the ones</p>

to survey "rare" and secretive species within the greater area of the Mining-Metallurgical plant/Natura 2000 sites, 3) Analysis of the effectiveness and efficiency of available monitoring methodologies applied to "rare" and secretive species; 5) **field studies** of species distribution/**assessment of the status of target species** and their **habitats**, namely, *Chiroptera (Bats)*, *Canis lupus (Grey Wolf)*, *Canis aureus (Golden Jackal)*, *Felis sylvestris (Wild cat)*, *Lutra lutra (Otter)*, *Capreolus capreolus (Roe Deer)*, *Sus scrofa (Wild Boar)*, *Dryocopus martius (Black Woodpecker)*, *Aquila pennata (Booted Eagle)*, *Ciconia nigra (Black Stork)*, as well as **all other species** listed in the **Council Directive 92/43/EEC** and **Council Directive 2009/147/EC**, **The Red Data Book of Greece**, **The European red List** and other conventions on protection of nature; 6) **reporting of the status of the species** and their habitats, with identification of impacts on populations of target species in the **format developed by the national monitoring concept**; 7) A comparative zoological survey of the wider study area that includes 3 Natura 2000 Network sites (**GR1270005**: Oros Stratonikon - Koryfi Skamni; **GR1220009**: Limnes Koroneias - Volvis, Stena Rentinas Kai Evryteri Periochi; **GR1270001**: Oros Cholomontas; 8) identification of zones with **high diversity indices** and/or **population sizes of target/protected species** within the influence of the mining project; 9) Provision of **expert consulting services** regarding the sustainability of the mining project; 10) provision of **action plans** and other **mitigation solutions** for the protected species and their habitats within the mining area and the area surrounding it, particularly those falling within the Natura 2000 site **GR1270005**: Oros Stratonikon - Koryfi Skamni

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

Dates

June 2017- Dec 2017

Occupation or position held

Expert consultant for **birds** for an Ornithological monitoring study of the 5,95 windpark "Epanosifis"(municipality of Heraklion, Crete).

Main activities and responsibilities

Conducting a monitoring study of the operational windpark to identify the impact on the structure and composition of the bird community, with special emphasis on the habitat utilization, migration patterns and corridors of important species, listed in the **Council Directive 2009/147/EC** and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on *Gyps fulvus*, and other protected species. A comparative ornithological survey of the wider study area that includes a Natura 2000 Network site (**GR4310010** - Oros Giouchtas). Provision of expert consulting services regarding the sustainability of the project, and provision of mitigation solutions for the operation of the windpark.

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

Dates

July 2017 – September 2017

Occupation or position held

Natural History Museum specialist for a research program EVANDE Plus - Connection of Geological and Paleontology Collections of the Natural History Museum of Crete and Natural Disasters

Main activities and responsibilities

Study of molluscs in coastal deposits of Amnissos, Heraklion and exploration of their relationship with a possible tsunami deposits from the ancient Thiran explosion. Sampling, analysis and preparation of the exhibit of the coastal deposits of Amnissos, Heraklion

Name and address of employer

University of Crete, Natural History Museum of Crete, Knossou Ave., P.O. Box 2208, 71409 Heraklion Crete, Greece
Dr Fassoulas Charalampos, +30 2810 393277, fassoulas@nhmc.uoc.gr

Type of business or sector

Public sector – Museum, Academic research Institution

Dates

July 2016-May 2017

Occupation or position held

Expert consultant for **vertebrate fauna, including sea mammals and reptiles** for an Environmental Impact Assessment study for two Grecotel holiday resorts in Kos island

Main activities and responsibilities

Field study of species distribution and the assessment of their status and the status of their habitats on the island of Kos in relation to the development of the tourist industry, and in particular, two holiday resorts built within Natura 2000 sites. The study was designed to provide comparative indices between a narrow study zone of two holiday resorts and the surrounding area, delineated as Natura 2000 sites (**GR4210008** - Kos: Akrotirio Louros - Limni Psalidi - Oros Dikaios - Alyki - Paraktia Thalassia Zoni) **GR4210027** - Kos: Limni Psalidi - Alyki). The field study aimed to identify the structure and composition of the animal community, targeting the species listed in the **Council Directive 92/43/EEC** and in the **Council Directive 2009/147/EC**, with special emphasis on the breeding, foraging and resting sites in a patchy distributed habitats, habitat utilization, seasonal distribution, migration patterns and corridors of important species. Provision of expert data analysis and robust reporting with identification of impacts on animal populations, with a special emphasis on protected species. Provision of expert consulting services regarding the sustainability of the tourist resorts within the Natura sites, provision of mitigation solutions for the protected species and habitats within the study zone as well as the surrounding areas, particularly those falling within the Natura 2000 sites.

Name and address of employer

Green2Sustain, Environmental consulting, Sustainable solutions and Services 27, Iras st., 11147 Athens (Galatsi), Greece

Dr Giorgos Tentes, Development and Marketing Manager, +30 210 27 10 800, george@green2sustain.gr

Type of business or sector

Independent Environmental Consultancy

Dates

May 2015-Dec 2015

Occupation or position held

Expert consultant for **terrestrial vertebrate fauna** for an Environmental Impact Assessment study for the expansion of the exiting marina on a privately owned island in the Ionian Sea situated within the Natura 2000 network SAC site GR2220003

Main activities and responsibilities

Field study of species and habitats on a small, privately owned island situated within a Natura 2000 site **GR2220003** - Esoteriko Archipelagos Ioniou (Meganisi, Arkoudi, Atokos, Vromonas. Assessment of the impact of the expansion of a marina on the status of the species/their habitats on the island, and the potential impact on the population of the neighboring islands. Provision of expert data analysis and reporting with identification of impacts on animal populations, with a special emphasis on protected species. Provision of expert consulting services regarding the sustainability of the tourist resorts within the Natura sites, provision of mitigation solutions for the protected species and habitats within the study zone, as well as the surrounding areas, particularly those falling within the Natura 2000 sites.

Name and address of employer

Green2Sustain, Environmental consulting, Sustainable solutions and Services 27, Iras st., 11147 Athens (Galatsi), Greece

Dr Giorgos Tentes, Development and Marketing Manager, +30 210 27 10 800, george@green2sustain.gr

Type of business or sector

Independent Environmental Consultancy

Dates

April 2015- July 2015

Occupation or position held

Expert consultant for **birds** and other vertebrates for a Special Ornithological Study for windparks "Petaló" and "Kafoutsí" on island Andros, Cyclades.

Main activities and responsibilities

Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the **Council Directive 2009/147/EC** and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on raptors and other protected species. A comparative ornithological survey of the wider study area that includes 2 Natura 2000 Network sites (**GR4220028** Andros Kentriko Kai Notio Tmima, Gyro Nisides Kai Paraktia Thalassia Zoni; **GR4220001** Andros -Ormos Vitali Kai Kentrikos Oreinos Ogkos). Provision of expert consulting services regarding the sustainability of the project, and provision of mitigation solutions for the construction of the windpark inside the protected areas

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Dates February 2014-February 2015

Occupation or position held

Expert consultant for terrestrial vertebrates for an Ecological Monitoring study of the greater area of the Mining-Metallurgical plant of the Kassandra Mines of Hellas Gold S.A.

Main activities and responsibilities

1) Development, revision and refinement of the monitoring methodologies of the national monitoring concept to be applied in the monitoring survey of the study area; 2) identification/delineation of the monitoring locations within the greater area of the Mining-Metallurgical plant, 3) assessment of the status of target species and their habitats, namely, *Chiroptera* (Bats), *Canis lupus* (Grey Wolf), *Canis aureus* (Golden Jackal), *Felis sylvestris* (Wild cat), *Lutra lutra* (Otter), *Capreolus capreolus* (Roe Deer), *Sus scrofa* (Wild Boar), *Dryocopus martius* (Black Woodpecker), *Aquila pennata* (Booted Eagle), *Ciconia nigra* (Black Stork),, as well as all other species listed in the Council Directive 92/43/EEC and Council Directive 2009/147/EC, The Red Data Book of Greece, The European red List and other conventions on protection of nature; 4) reporting of the status of the species and their habitats in the format developed by the national monitoring concept; 5) identification of zones with high diversity indices and/or population sizes of target/protected species within the influence of the mining project; 6) Expert data analysis, and robust reporting with identification of impacts on populations of target species; 8). A comparative zoological survey of the wider study area that includes 3 Natura 2000 Network sites (GR1270005: Oros Stratonikon - Koryfi Skamni; GR1220009: Limnes Koroneias - Volvis, Stena Rentinas Kai Evryteri Periochi; GR1270001: Oros Cholomontas); 9) Provision of expert consulting services regarding the sustainability of the mining project, and provision of mitigation solutions for the protected species and habitats within the mining area and the surrounding areas, particularly those falling within the Natura 2000 site GR1270005: Oros Stratonikon - Koryfi Skamni..

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

Dates May 2015 - August 2015

Occupation or position held

Scientific collaborator for Monitoring and Evaluation of the conservation status of species of amphibians / reptiles Community interest in Greece –region of Crete

Main activities and responsibilities

Conducting a general field research of reptiles and amphibians to identify the structure and composition of the herpetofauna at Natura 2000 Sites in Crete, (GR4310010 - Oros Giouchtas; GR4340020 - Limni Agias (Chania); GR4340006 - Limni Agias - Platanias - Rema Kai Ekvoli Keriti - Koilada Fasa; GR4340022 - Limni Kourna Kai Ekvoli Almyrou; GR4340010 - Drapano (Voreioanatolikes Aktes) - Paralia Georgiopolis - Limni Kourna; GR4340002 - Nisos Elafonisos Kai Paraktia Thalassia Zoni; GR4310004 - Dytika Asterousia (Apo Agiofarango Eos Kokkino Pyrgo); GR4310009 - Krousonas - Vromonero Idis; GR4340014 - Ethnikos Drymos Samarias - Farangi Trypitis - Psilafi – Koustogerako; GR4330007 - Kourtaliotiko Farangi, Farangi Preveli; GR4340008 - Lefka Ori Kai Paraktia Zoni) following the protocols of the national monitoring programme. Submission of the field reports to the scientific co-ordinator.

Name and address of employer

Societas Hellenica Herpetologica (SHH), Natural History Museum of Crete, 157 Knossou Ave., 714 09 Iraklio, Crete, Greece
Dr Petros Lymberakis, Board Member, +30 2810 393266, lyberis@nhmc.uoc.gr

Type of business or sector

Environmental non-profit, non-governmental organisation

Dates December 2012-February 2014

Occupation or position held

Expert consultant for birds for the Monitoring and Evaluation of the Conservation Status of Species and Habitat Types of Community Interest in Greece: Study 9. Ornithological study for recording and monitoring of birds listed under the Directive 79/409 / EEC, as well as other protected species in the National Park of Samaria

(GR4340014; GR4340008)

Main activities and responsibilities Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in Annexes I and II of the **Council Directive 2009/147/EC** and/or other national/international conventions, with a special emphasis on *Gypaetus barbatus*, *Gyps fulvus*, *Aquila chrysaetos*, *Aquila fasciata*, *Falco eleonora* and other raptor species, as well as *Lullula arborea*, *Hippobolus olivetorum* and *Sylvia ruepelli*. Conducting a comparative ornithological survey between the Natura 2000 Sites (**GR4340014; GR4340008**) and the wider study area. **Training** of park rangers in bird census techniques and methodologies, as defined in the **national monitoring programme for Natura 2000 Sites**, with the inclusion of bird-trapping with mist nets. **Reporting under Article 17** of the Habitats Directive to the principal scientific coordinator as well as directly to the Managing Body of Samaria National park.

Name and address of employer NGO BIOSFAIRA for Samaria National Park Management Body, Old National Road Chanion-Kissamou, Agioi Apostoloi,
Dr Petros Lymberakis, President of the Samaria National Park Management Body, +30 2821045570,
lyberis@nhmc.uoc.gr

Type of business or sector Public sector

Dates July – September 2012

Occupation or position held **Natural History Museum specialist** for an Interreg Cross-Border Cooperation Program Greece-Cyprus 2007-2013 - Geotourism and Local Development, Mt. Itanos on Crete – Mt. Terod Troodos on Cyprus (GEOTOPIA)

Main activities and responsibilities Design, preparation and construction of a Local Museum of Natural History of Zakros, Crete

Name and address of employer University of Crete, Knossou Ave., P.O. Box 2208, 71409 Heraklion Crete, Greece
Dr Fassoulas Charalampos, +30 2810 393277, fassoulas@nhmc.uoc.gr

Type of business or sector Public sector – Museum, Academic research Institution

Dates April 2012-September 2012

Occupation or position held **Expert consultant for birds for an Ornithological study for the development of wind-farm parks (830,3 MW) in the 5 areas in Crete : Chalavra, Agkali, Achlades, Krimiliani and Kouroupa.**

Main activities and responsibilities Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the **Council Directive 2009/147/EC** and/or protected by other national and international conventions. Consulting on data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on *Gypaetus barbatus*, *Gyps fulvus*, *Aquila chrysaetos*, *Falco eleonora*, *Aquila fasciata* and other/protected species. A comparative ornithological survey of the wider study area that includes Natura 2000 Network sites (**GR4340012** Asfendou - Kallikratis Kai Paraktia Zoni; **GR4330007** Kourtalioitiko Farangi, Farangi Preveli; **GR4330004** Prassano Farangi - Patsos - Sfakoryako Rema - Paralia Rethymnou Kai Ekvoli Geropotamou, Akr. Lianos Kavos – Perivolia). Submission of survey data in a standardized form. Provision of expert consulting services regarding the sustainability of the project, and provision of mitigation solutions for the construction of the windpark inside the protected area

Name and address of employer NGO BIOSFAIRA, Aidiniou 40, 17236 Ymittos, Athens
Kostas Grivas, Board member, 2109709785, info@biosfaira.gr

Type of business or sector Independent Environmental Consultancy

Dates April 2011-Sep 2011

Occupation or position held **Expert consultant for birds for a Special Ecological Evaluation Study for a wind-farm project at southern Evia 387 (MW)**

Main activities and responsibilities Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the **Council Directive 2009/147/EC** and/or protected by other national and

international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on raptors and other protected species. A comparative ornithological survey of the wider study area that includes 2 Natura 2000 Network sites (**GR2420001** Oros Ochi - Kampos Karystou - Potami - Akrotirio Kafirefs - Paraktia Thalassia Zoni; **GR2420012** Oros Ochi, Paraktia Zoni Kai Nisides). Provision of expert consulting services regarding the sustainability of the project, and provision of mitigation solutions for the construction of the windpark inside the protected area.

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

Dates

April - June 2010

Occupation or position held

Expert consultant for **birds and other vertebrates** for an Environmental Ecological baseline study of the greater area of the Mining-Metallurgical plant of the **Kassandra Mines of Hellas Gold S.A.**, (areas of **Skouries, Stratoni and Olympiada**), Halkidiki.

Main activities and responsibilities

Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the **Council Directive 2009/147/EC** and/or protected by other national and international conventions. Identification of zones with high diversity indices and population sizes of protected species within the influence of the mining project. Expert data analysis, and robust reporting with identification of impacts on bird populations, with a special emphasis on *Dryocopus martius*, *Aquila pennata*, *Ciconia nigra* and other protected species. **Assessment of the status of the species** in the study area. A comparative ornithological survey of the wider study area that includes 3 Natura 2000 Network site (**GR1270005**: Oros Stratonikon - Koryfi Skamni; **GR1220009**: Limnes Koroneias - Volvis, Stena Rentinas Kai Evryteri Periochi; **GR1270001**: Oros Cholomontas). Provision of expert consulting services regarding the sustainability of the mining project, and provision of mitigation solutions for the species and habitats within the mining area and the surrounding areas, particularly the Natura 2000 sites.

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

Dates

Feb-Dec 2011

Occupation or position held

Expert consultant for **birds** for a Special Ornithological Study for a wind-farm project in **Sapounas (Lamia prefecture)**.

Main activities and responsibilities

Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the **Council Directive 2009/147/EC** and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on raptors and other protected species. A comparative ornithological survey of the wider study area that includes a Natura 2000 Network site (**GR1430006** Oros Othrys, Vouna Gkouras Kai Farangi Palaiokerasias). Provision of expert consulting services regarding the sustainability of the project, and provision of mitigation solutions for the construction of the windpark inside the protected area.

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

<i>Dates</i>	April-Oct. 2011
<i>Occupation or position held</i>	<u>Expert consultant for birds for an Environmental Impact Assessment for a wind-farm project at southern Evia (387 MW)</u>
<i>Main activities and responsibilities</i>	. Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the Council Directive 2009/147/EC and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on raptors and other protected species. A comparative ornithological survey of the wider study area that includes 2 Natura 2000 Network sites (GR2420001 Oros Ochi - Kampos Karystou - Potami - Akrotirio Kafirefs - Paraktia Thalassia Zoni; GR2420012 Oros Ochi, Paraktia Zoni Kai Nisides). Provision of expert consulting services regarding the sustainability of the project, and provision of mitigation solutions for the construction of a very large windpark inside the protected area
<i>Name and address of employer</i>	ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	Avg.2010 – June 2011
<i>Occupation or position held</i>	<u>Expert consultant for birds Special Ornithological Study and an Environmental Impact Assessment of wind-farm parks on the islands of Andros (140,3 MW), Naxos (69 MW) , Paros (64,4 MW) and Tinos (48,6 MW).</u>
<i>Main activities and responsibilities</i>	Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the Council Directive 2009/147/EC and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on raptors and other protected species. A comparative ornithological survey of the wider study area that includes 6 Natura 2000 Network sites (GR4220028 Kentriko Kai Notio Tmima, Gyro Nisides Kai Paraktia Thalassia Zoni; GR4220001 Andros -Ormos Vitali Kai Kentrikos Oreinos Ogkos; GR4220031 Voreioanatoliki Tinos kai Nisides; GR4220019 Tinos: Myrsini - Akrotirio Livada; GR4220014 Kentriki Kai Notia Naxos; GR4220026 Naxos: Ori Anathematistra, Koronos, Mavrovouni, Zas, Viglatouri). Provision of expert consulting services regarding the sustainability of the project, and provision of mitigation solutions for the construction of the windpark inside or in the vicinity of the protected areas
<i>Name and address of employer</i>	ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	April – May 2010
<i>Occupation or position held</i>	<u>Expert consultant for birds for an Ecological Baseline Study of Perama-Petron mining project (Evros province)</u>
<i>Main activities and responsibilities</i>	Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the Council Directive 2009/147/EC and/or protected by other national and international conventions. Submission of survey data in a standardized form.
<i>Name and address of employer</i>	ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	May 2010

Occupation or position held

Expert consultant for **birds** for an Environmental Impact Assessment of a proposed wind-farm park of Gavroulia (Amfilohias)

Main activities and responsibilities

Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the **Council Directive 2009/147/EC** and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and reporting with identification of impacts on bird populations, with a special emphasis on *Gyps fulvus*, *Falco biarmicus* and other protected species.

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

Dates

May – September 2010

Occupation or position held

Expert consultant for **birds** for an Environmental Impact Assessment study of a wind-farm park of Vourinos, Kozani (44MW)

Main activities and responsibilities

Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the **Council Directive 2009/147/EC** and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on raptors and other protected species, including the Brown Bear (*Ursus arctos*). A comparative ornithological survey of the wider study area that includes 2 Natura 2000 Network sites (**GR1330001** Oros Vourinos- Koryfi Asprovouni and **GR1330002** Ori Voreiou Vourinou kai Mellia). Provision of expert consulting services regarding the sustainability of the project, and provision of mitigation solutions for the construction of the windpark inside the protected area

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

Dates

Feb – Sep.2010

Occupation or position held

Expert consultant for **birds** and other vertebrates for a Special Ornithological Study for a wind-farm project the counties of Rhodopi and Evros (95MW).

Main activities and responsibilities

Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the **Council Directive 2009/147/EC** and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on *Aegypius monachus*, *Gyps fulvus*, *Aquila chrysaetos* and other protected raptor species. A comparative ornithological survey of the wider study area that includes 9 Natura 2000 Network sites (**GR 1130011** Κουλάδα Φιλιούρης; **GR 1110010** Ορεινός Έβρος, Κουλάδα Δερείου; **GR 1110009** Νότιο δασικό σύμπλεγμα Εβρου; **GR 1130006** Ποταμός Φιλιούρης; **GR 1110003** Τρείς Βρύσες; **GR 1110005** Βουνά Έβρου; **GR 1110002** Δάσος Δαδιάς –Σουφλί; **GR 1110007** Δέλτα Έβρου και δυτικός Βραχιώνας; **GR 1110006** Δέλτα Έβρου) in relation to the narrow study area of the windpark. Provision of expert consulting services regarding the sustainability of the project, and provision of mitigation solutions for the construction of the windpark inside the protected area, with high potential impact on the population of raptors, primarily *Aegypius monachus* nesting in Dadia reserve .

Name and address of employer

ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece
Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

Dates

April – May 2010

<i>Occupation or position held</i>	<u>Expert consultant for birds and other vertebrates for an Ecological Baseline Study for Sapes gold mining project</u>
<i>Main activities and responsibilities</i>	Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the Council Directive 2009/147/EC and/or protected by other national and international conventions.. Collecting data on all other vertebrate groups within the study area. Submitting survey data in a standardized form
<i>Name and address of employer</i>	ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	May -June 2010
<i>Occupation or position held</i>	<u>Expert consultant for birds and other vertebrates for an Environmental Impact Assessment study of the Perama-Petron (Evros province) Gold project in Northern Greece</u>
<i>Main activities and responsibilities</i>	Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the Council Directive 2009/147/EC and/or protected by other national and international conventions.. Collecting data on all other vertebrate groups within the study area. Submitting survey data in a standardized form
<i>Name and address of employer</i>	ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr
<i>Type of business or sector</i>	Independent Environmental Consultancy
<i>Dates</i>	Nov. – Dec. 2010
<i>Occupation or position held</i>	<u>Expert consultant for birds for evaluating the status of Elos river marshland of Malia, Crete; “Conservation of the Island Wetlands of Greece” project</u>
<i>Main activities and responsibilities</i>	Compilation of records on birds recorded in the Malia marshland, expert data analysis and assessment of the importance of the wetland for birds in the region.
<i>Name and address of employer</i>	WWF Greece, 21 Lempesi street, 117 43, Athens, Greece Thanos Giannakakis, Project leader, +30 2810 328019, t.giannakakis@wwf.gr
<i>Type of business or sector</i>	Environmental non-profit, non-governmental organisation
<i>Dates</i>	Avg. 2099- June 2010
<i>Occupation or position held</i>	<u>Expert consultant for birds and other vertebrates for an Environmental Impact Assessment study of wind-farm parks on the islands of Skyros (333 MW)</u>
<i>Main activities and responsibilities</i>	Conducting a general field research of birds to identify the structure and composition of the bird community, with special emphasis on the nesting and foraging sites, habitat utilization, migration patterns and corridors of important species, listed in the Council Directive 2009/147/EC and/or protected by other national and international conventions. Expert data analysis, risk assessment analysis and modelling as well as robust reporting with identification of impacts on bird populations, with a special emphasis on <i>Falco eleonorae</i> and other protected raptor species. Special survey of the Natura 2000 Network site GR2420006 Oros Kochylas, including a census of the breeding colony of <i>F.eleonorae</i> carried out by boat.. Provision of expert consulting services regarding the sustainability of the project, and provision of mitigation solutions regarding the construction of a very large windpark inside a highly sensitive protected area which includes the largest colony of <i>F.eleonorae</i> in the region.
<i>Name and address of employer</i>	ENVECO S.A., Environmental Consulting Services, Perikleous 1, 15122 Marousi, Athens, Greece Mr Yannis Bekiaris, Senior Consultant, +30 210 6125027, ibekiaris@enveco.gr

Type of business or sector

Independent Environmental Consultancy

Dates

November 2005- January 2007

Occupation or position held

Research assistant in the project: "The value of Psiloritis caves for bats. Prospects and restrictions for their tourism development"

Main activities and responsibilities

Research assistant. Field research: bat colony detection, bat capture and ultrasound recordings, entry of data into databases and processing of primary data

Name and address of employer

University of Crete, Natural History Museum of Crete, Knossou Ave., P.O. Box 2208, 71409 Heraklion Crete, Greece
Dr Moysis Mylonas, Director, +30 2810 393275, mylonas@nhmc.uoc.gr

Type of business or sector

Public sector – Museum, Academic research Institution

Dates

January 2009- December 2011

Occupation or position held

Principal investigator of the study; " Seasonal changes in orientation behaviour of birds induced by magnetically simulated migration»

Main activities and responsibilities

The study is the doctoral thesis research of M.Ivovic

Name and address of employer

Graduate School. University of Connecticut, Department of Ecology and Evolutionary Biology, 75 North Eagleville Road Unit 3043, Storrs, Connecticut 06269-3043, USA
Dr Carl Schlichting, (860) 486-4056, schlicht@uconn.edu

Type of business or sector

Public sector – Academic research Institution

Dates

August 2006 – May 2009

Occupation or position held

Graduate Assistant

Main activities and responsibilities

Teaching undergraduate courses in Biology. Main responsibilities: preparing and delivering lectures; grading exams and papers; monitoring examinations; conducting discussions or laboratory sessions; tutoring students on a one-to-one basis;

Name and address of employer

Graduate School. University of Connecticut, Department of Ecology and Evolutionary Biology, 75 North Eagleville Road Unit 3043, Storrs, Connecticut 06269-3043, USA
Dr Carl Schlichting, (860) 486-4056, schlicht@uconn.edu

Type of business or sector

Public sector – Academic research Institution

Dates

April-September 2005; April-June 2006

Occupation or position held

Research assistant in the programme: " Conservation measures for *Falco eleonorae* in Greece - Actions for the protection of the in Greece" EU LIFE-NATURE 2003

Main activities and responsibilities

1) Ringing and monitoring of juveniles in reproductive colonies around Crete; 2) Assessment of the presence of agrochemical residues in eggs and tissues; 3) Monitoring of breeding performance in key breeding colonies; 3) compilation of reports on the results of toxicological analyzes in samples of *F.eleonorae* collected during the period 2003-2005; 4) compilation on the results of studies on the reproductive success of Eleonora's Falcon; 5) compilation and analysis of and on field research; 6) Status report for the region of Crete

Name and address of employer

University of Crete, Natural History Museum of Crete, Knossou Ave., P.O. Box 2208, 71409 Heraklion Crete, Greece
Dr Moysis Mylonas, Director, +30 2810 393275, mylonas@nhmc.uoc.gr

Type of business or sector

Public sector – Museum, Academic research Institution

<i>Dates</i>	April 2003-June 2004
<i>Occupation or position held</i>	Principal investigator for the project entitled: “ Seasonal orientation of selected trans - continental migrants: orientation experiments at stopover sites ”
<i>Main activities and responsibilities</i>	Principal investigator. Coordinating bird ringing and trapping activities, assembling and maintaining hierarchical fieldwork teams of students and research associates. Training students in field ornithology and bird trapping/ringing techniques. Defining sampling protocols and procedures. Analyzing data and publishing results
<i>Name and address of employer</i>	University of Crete, Natural History Museum of Crete, Knossou Ave., P.O. Box 2208, 71409 Heraklion Crete, Greece Dr Moysis Mylonas, Director, +30 2810 393275, mylonas@nhmc.uoc.gr
<i>Type of business or sector</i>	Public sector – Museum, Academic research Institution
<i>Dates</i>	January 2003 – March 2005
<i>Occupation or position held</i>	Exhibit designer , conservator, preparator and taxidermist for a collaborative initiative of the Natural History Museum of Crete and the Peabody Museum of Natural History of the University of Yale
<i>Main activities and responsibilities</i>	Design, preparation and construction of a natural history exhibit in the Niarchos Discovery Room of the Natural History Museum of Crete (NHMC). Design, preparation of specimens and construction of the NHMC exhibition in the Peabody Museum of Natural History of Yale University, USA.
<i>Name and address of employer</i>	University of Crete, Natural History Museum of Crete, Knossou Ave., P.O. Box 2208, 71409 Heraklion Crete, Greece Dr Moysis Mylonas, Director, +30 2810 393275, mylonas@nhmc.uoc.gr
<i>Dates</i>	January 2002-April 2002
<i>Occupation or position held</i>	Principal investigator , co-ordinator of the project entitled: “ The role of the eastern and central Mediterranean migration routes for Balkan populations of birds: research and integrated monitoring ”
<i>Main activities and responsibilities</i>	Project co-ordinator and principal researcher. Developing sampling protocols and procedures. Assembling and maintaining hierarchical fieldwork teams (involving 40 associates/volunteers from Greece, Serbia, United States and Spain), standardizing ringing procedures and training students. Trapping and ringing of birds and collection of data. Carrying out research. Training students in field ornithology and bird trapping/ringing techniques. Analyzing data and publishing results
<i>Name and address of employer</i>	University of Crete, Natural History Museum of Crete, Knossou Ave., P.O. Box 2208, 71409 Heraklion Crete, Greece Dr Moysis Mylonas, Director, +30 2810 393275, mylonas@nhmc.uoc.gr
<i>Type of business or sector</i>	Public sector – Museum, Academic research Institution
<i>Dates</i>	October- December 2002
<i>Occupation or position held</i>	Research associate in the programme entitled; “ Actions for the conservation of the Bearded Vulture (<i>Gypaetus barbatus</i>) and biodiversity in Crete ”, EU LIFE NATURE Project
<i>Main activities and responsibilities</i>	Implementation of program actions 1) Field research of <i>Gypaetus barbatus</i> movements and behaviour; 2) monitoring of breeding performance; 3) Feeder operation
<i>Name and address of employer</i>	University of Crete, Natural History Museum of Crete, Knossou Ave., P.O. Box 2208, 71409 Heraklion Crete, Greece Dr Moysis Mylonas, Director, +30 2810 393275, mylonas@nhmc.uoc.gr
<i>Type of business or sector</i>	Public sector – Museum, Academic research Institution

<i>Dates</i>	November 2001- September 2002
<i>Occupation or position held</i>	Research associate in the programme entitled: “Mediterranean wetlands and reservoirs. Multi-purpose demonstration management at the Artificial Water Collection of Crete”
<i>Main activities and responsibilities</i>	1) Field research and collecting data on the bird community at wetlands and artificial reservoirs; 2) Processing and submitting data to the scientific collaborator.
<i>Name and address of employer</i>	University of Crete, Natural History Museum of Crete, Knossou Ave., P.O. Box 2208, 71409 Heraklion Crete, Greece Dr Moysis Mylonas, Director, +30 2810 393275, mylonas@nhmc.uoc.gr
<i>Type of business or sector</i>	Public sector – Museum, Academic research Institution
<i>Dates</i>	November 2000 – May 2006
<i>Occupation or position held</i>	Bird collection manager; Head of Taxidermy Unit; Research associate
<i>Main activities and responsibilities</i>	1) Management of the bird collections and the related protocols/databases; 2) conservator, preparator, taxidermist; 3) design and construction of natural history exhibits; 4) preparation of educational/promotional materials; 5) co-ordination of research projects on bird migration; 6) participation in conservation projects on birds/bats/habitats in Crete; 7) running of a first aid station for injured wild animals
<i>Name and address of employer</i>	University of Crete, Natural History Museum of Crete, Knossou Ave., P.O. Box 2208, 71409 Heraklion Crete, Greece Dr Petros Lymberakis, Head of the Vertebrate Department, +30 393266; lyberis@nhmc.uoc.gr
<i>Type of business or sector</i>	Public sector – Museum, Academic research Institution
<i>Dates</i>	January 1998- October 2000
<i>Occupation or position held</i>	Research Associate for the project entitled: “The Red Data Book of Yugoslavia”
<i>Main activities and responsibilities</i>	Compilation of data on distribution, abundance, conservation status of bird species on the territory of Yugoslavia; 2) assessment of their conservation status;
<i>Name and address of employer</i>	Natural History Museum in Belgrade, Njegoseva 51, 11000 Beograd, Serbia Dr Voislav Vasic, Director (in retirement), vokivasic@gmail.com
<i>Type of business or sector</i>	Public sector – Museum, Academic research Institution
<i>Dates</i>	December 1998-March 1999
<i>Occupation or position held</i>	Principal Investigator of the project entitled: »Avis Marsilliana«, International Waterbird Census (IWC) on River Danube.
<i>Main activities and responsibilities</i>	Principal investigator. 1) Coordinating the team of collaborators in the census and acting as the principal field researcher; 2) Designing sampling protocols and procedures; 3) Collecting and analyzing data for publishing; 4) Submitting the report to the IWC group; . Co-authoring the script for the documentary “Avis Marsilliana” produced by the Serbian National Television
<i>Name and address of employer</i>	Natural History Museum in Belgrade, Njegoseva 51, 11000 Beograd, Serbia Dr Voislav Vasic, Director (in retirement), vokivasic@gmail.com
<i>Type of business or sector</i>	Public sector – Museum, Academic research Institution
<i>Dates</i>	April 1998 – June 2003

<i>Occupation or position held</i>	<u>Head of the Centre for Animal Marking of Serbia (Yugoslavia)</u>
<i>Main activities and responsibilities</i>	1) Coordination and implementation of bird ringing activities and policies in Serbia; 2) coordination and implementation of international research programs and policies on bird trapping and ringing for scientific purposes; 3) preparation of annual reports/statistics for national/international bodies; 4) participation in EURING (European Union for Bird Ringing) general assemblies and decision making at the level of the Union; 5) holding examinations granting bird-ringing licences; 6) authoring of articles, presentations and research papers for peer reviewed scientific journals and national/international congresses on bird migration topics.;
<i>Name and address of employer</i>	Natural History Museum in Belgrade, Njegoseva 51, 11000 Beograd, Serbia Daliborka Stanković, Head of the Centre for Animal Marking, +381 11 3442 147, daliborka@nhmbeo.rs
<i>Type of business or sector</i>	Public sector – Museum, Academic research Institution
<i>Dates</i>	April 1996 – October 2000
<i>Occupation or position held</i>	<u>Curator of Ornithological Collections of the Serbian National Natural History Museum – N.H. Museum in Belgrade</u>
<i>Main activities and responsibilities</i>	1) managing the bird collections: research, acquisition, conservation, inventorying, and preparation of specimens; 2) maintenance and revision of the Central Ornithological catalogue of the Museum; 3) Coordination and implementation of research activities in the field and in the Museum related to birds; 4) assistant Curator of Mammalogical collections, involved in research activities in the field and in the Museum; 5) design and preparation of natural history exhibits; 6) The authoring of articles, presentations and research papers for peer reviewed scientific journals and national/international congresses on various topics in Ornithology; 7) research associate in various scientific projects (Red Data Book of Yugoslavia; International Midwinter Counts of Waterfowl); 8) invited lecturer at various educational institutions; 8) publicizing and promoting of natural history topics in media
<i>Name and address of employer</i>	Natural History Museum in Belgrade, Njegoseva 51, 11000 Beograd, Serbia Dr Milan Paunović, Director, +381 11 3442 147, milan.paunovic@nhmbeo.rs
<i>Type of business or sector</i>	Public sector – Museum, Academic research Institution
<i>Dates</i>	April 1996 – April 1998
<i>Occupation or position held</i>	<u>Assistant in the Centre for Animal Marking of Serbia (Yugoslavia)</u>
<i>Main activities and responsibilities</i>	1) management of bird ringing/recovery reports; 2) correspondence with bird ringers; 3) preparation of annual statistics/reports; 4) issuing of bird ringing licences
<i>Name and address of employer</i>	Natural History Museum in Belgrade, Njegoseva 51, 11000 Beograd, Serbia Dr Milan Paunović, Director, +381 11 3442 147, milan.paunovic@nhmbeo.rs
<i>Type of business or sector</i>	Public sector – Museum, Academic research Institution
<i>Dates</i>	January 1996 – April 1996
<i>Occupation or position held</i>	<u>Teacher of Biology</u>
<i>Main activities and responsibilities</i>	Secondary school teacher of Biology at the High School for Medical professionals (Nurses, Physiotherapists, etc.)
<i>Name and address of employer</i>	High school for technical professionals in medical fields. Deligradska 31, 11000 Belgrade +381 112684-544; e-mail: mskola@eunet.rs

EDUCATION AND TRAINING

<p><i>Dates</i></p> <p><i>Title of qualification awarded</i></p> <p><i>Principal subjects / occupational skills covered</i></p> <p><i>Name, type and address of organization providing education and training</i></p>	<p>August 2006 – May 2009</p> <p>PhD candidate</p> <p>Vertebrate Biology; Evolutionary Biology; Ecology of animals; Ecology and Evolution of Communities; Ornithology; Communicating science to media; Quantitative methods in research; Molecular Evolution and systematics; Orientation and navigation mechanisms in birds and other vertebrates.</p> <p>PhD thesis research title: "Seasonal changes in orientation behaviour of birds induced by magnetically simulated migration"</p> <p>Graduate School. University of Connecticut, Department of Ecology and Evolutionary Biology, 75 North Eagleville Road Unit 3043, Storrs, Connecticut 06269-3043, USA</p> <p>Dr Carl Schlichting, (860) 486-4056, schlicht@uconn.edu</p>	<p><i>EQF level 7</i></p>
<p><i>Dates</i></p> <p><i>Title of qualification awarded</i></p> <p><i>Principal subjects / occupational skills covered</i></p> <p><i>Name, type and address of organization providing education and training</i></p>	<p>December 1996 – December 1998</p> <p>Co-ordinator for the International Waterbird Census (IWC) on the Serbian part of river Danube</p> <p>Census techniques for waterbirds; application of International Waterbird Census (IWC) methods to the monitoring of sites in Serbia and Montenegro, with a focus on the river Danube; assembling and managing a hierarchical network of observers involved in the census; reporting in the standardised form; data processing and analysis; assessment of the conservation status of the species based on the observational data;</p> <p>Natural History Museum in Belgrade, Njegoseva 51, 11000 Beograd, Serbia</p> <p>Dr Voislav Vasic, Director (in retirement), vokivasic@gmail.com</p>	<p><i>EQF level 6</i></p>
<p><i>Dates</i></p> <p><i>Title of qualification awarded</i></p> <p><i>Principal subjects / occupational skills covered</i></p> <p><i>Name, type and address of organization providing education and training</i></p>	<p>April 1996 – June 1998</p> <p>Head of the Centre for Animal Marking</p> <p>Bird and bat trapping and handling techniques; methods applied to bird migration studies; databases, processing and analysis of bird ringing data; national and international legislation related to bird ringing/migration studies; management of a national network of volunteer bird ringers; protocols, procedures and standards of the European Union for Bird Ringing (EURING)</p> <p>Natural History Museum in Belgrade, Njegoseva 51, 11000 Beograd, Serbia</p> <p>Dr Milan Paunović, Director, +381 11 3442 147, milan.paunovic@nhmbeo.rs</p>	<p><i>EQF level 7</i></p>
<p><i>Dates</i></p> <p><i>Title of qualification awarded</i></p> <p><i>Principal subjects / occupational skills covered</i></p>	<p>April 1996 – May 1997</p> <p>Curator of Zoological Collections</p> <p>Training in policies and procedures governing care and use of natural history collections;</p> <p>Training in documentation and assessments of the Ornithological collections and Mammalian collections of the Natural History Museum of Belgrade;</p> <p>Training in Collections risk assessments and Disaster planning and National legislation related to curating the collections belonging to the State of Serbia</p>	<p><i>EQF level 7</i></p>

Name, type and address of organization providing education and training

Natural History Museum in Belgrade, Njegoseva 51, 11000 Beograd, Serbia
Dr Milan Paunović, Director, +381 11 3442 147, milan.paunovic@nhmbeo.rs

Dates

September 1988 – December 1995

EQF level 6

Title of qualification awarded

BSc Biology

Principal subjects / occupational skills covered

Comparative morphology, systematics and phylogeny of life forms (bacteria, archaea, protists, plant and animal taxa); Physiology of plants and animals; Ecology and biogeography of plants and animals; Evolutionary biology; Vertebrate biology and behaviour

Specialization in Game and wildlife management in National parks and game reserves

BSc thesis research title: "The management and conservation actions necessary for the protection of the National Park Deliblatska pescara"

Name, type and address of organization providing education and training

Faculty of Biology, University of Belgrade, Studentski trg 16, Beograd, Serbia
Dr Ljiljana Tomovic, Professor, +381 11 263-56-27; lili@bio.bg.ac.rs

1987–1988

Laboratory technician for biochemistry and molecular biology

EQF level 4

The 3rd Belgrade's Gymnasium (Trecna Beogradska Gimnazija), Belgrade, Serbia

1984–1987

GCE "O" levels

EQF level 3

Imani School, Thika, Kenya

PERSONAL SKILLS

Mother tongue(s)

Serbian, Bosnian-Croatian-Montenegrin-Serbian (BCMS)

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
	IELTS ; GRE				
Greek	B2	B2	B2	B2	B2

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user
[Common European Framework of Reference for Languages](#)

Communication skills

Outstanding **science and environmental communication skills**, reaching to professional and non-professional audiences of all ages and backgrounds. **Excellent debating skills** in round-table discussions obtained through years of **rigorous scientific training in fundamental research**, teaching university and high-school students as well as managing the national ringing scheme. **Excellent writing skills** in different writing styles and languages.

Organisational and managerial skills and competences

Outstanding **leadership and inter-personal skills**, capable of; *assembling and managing a hierarchical network of research associates/personnel/volunteers* of the National research institutions, NGOs, study groups and research projects.

Unique **scientific and professional training skills**, highly competent of *efficient and succinct transfer of knowledge and skills* for a full spectrum of terrestrial vertebrate studies, from species/populations field survey designs and execution, over data processing, modelling and analysis, to drafting of strategies, management plans and remedying actions for species/nature protection.

Strategic thinking and balancing of multiple work assignments simultaneously, while prioritizing the most important ones

Job-related skills

- 1) *robust scientific training* in **zoology** with a focus in **Ornithology** and **wildlife biology**
- 2) expertise in *reviewing, systematization and primary analysis of available data* and information on species/habitats/conservation;
- 3) expertise in **EIA** (including Collision Risk Modelling), **monitoring, mapping and assessment of the status of species** and natural habitats within narrowly delineated study areas to territories of national boundary size and/or biogeographical zones;
- 4) expertise in assessing the species and habitats status within Natura 2000 network, having carried out field research studies in more than **47 sites designated as Natura 2000 sites in Greece**.
- 5) *outstanding field experience and endurance*, competent of designing and executing, individually or as a part of a team, **primary research on rare, secretive and endangered species** such as the Bearded vulture, Eleonora's falcon, bats, migratory birds as a group, Grey Wolf, Jackal, Otter, Griffon vulture, and numerous other species.
- 6) Expertise in **providing mitigation solutions**, compensatory actions and remedies for minimizing the impacts of energy, mining, land, urban and industrial systems projects on habitats, animal communities and protected species. Expertise and years of experience in designing long-term conservation action plans for protected species as well as strategic nature management plans within impacted areas, including habitat restoration through nature-based solutions.
- 7) Experience in **elaborating** Biodiversity Impact Assessment Studies (**BIAS**) following the criteria set out by the **European bank for Research and Development (EBRD)**
- 8) **Developing and maintaining national hierarchical research networks**, related *strategies and policies*, and reporting to relevant national/international organizations.
- 9) A thorough knowledge of **national legislation and international conventions and EU directives on species, habitats and nature preservation**, including the *gaps, drawbacks and grey zones in the legislation* for conservation of particular species/populations.
- 10) Experience in **engaging conflicting parties and multi-stakeholders to achieve nature restoration/mitigation** plans, often having to strategize throughout the process to achieve the ultimate conservation goals. Ease of communication with stakeholders at all levels, from shepherds, hunters and lumberjacks to company executives and ministry officials.
- 11) Multicultural upbringing: I have lived Yugoslavia, Lybia, Peru, Nigeria, Kenya, Greece, USA, and Germany and feel a true citizen of the world. I have had a multilingual upbringing, having learned Serbian, English, Greek, Spanish, German and Swahili, out of which I speak the first three. Besides being fluent in the dominant Bosnian-Croatian-Montenegrin-Serbian (BCMS) language of the region, I also have a good command of the Macedonian language as well as a basic understanding of the Bulgarian language, sufficient to allow independent communication with the general public.

Digital competence

- Microsoft Office suite (Word, Excel, Powerpoint, Outlook, Access),
- Computer Graphics & Digital Photography: Adobe Photoshop
- Statistical packages: SPSS, Oriana
- Geographical Information Systems (GIS) & databases: basic knowledge of ArcMap ,ArcGis
- Operating systems: Microsoft Windows
- Internet & Social Media (Blogging, Facebook, Twitter, etc.)
- reference managers (Mendeley, EndNote)

Artistic skills and competence

- Professional museum preparator, exhibit designer and taxidermist, with specimens and exhibits on display in numerous institutions/galleries, such as the Natural History Museum of Crete, the Peabody – Yale Museum of Natural History (USA), Nat.Hist. Mus.in Vidiani (Rhodopi prefecture), and Cretan Aquarium. Skilled sculptor

- sculpting of theatrical masks and props.

- Argentinian Tango dance instructor.

Driving licence B

ADDITIONAL INFORMATION

Reports

1. **Ivović, M.** (1997): The number of birds ringed and recovered by the Centre for Animal Marking Belgrade. The first report: 1993-1996. Centre for Animal Marking Belgrade.
2. **Ivović, M.** (1998): The number of birds ringed and recovered by the Centre for Animal Marking Belgrade. The second report: 1998. Centre for Animal Marking Belgrade.
3. **Ivović, M.** (1999): The number of birds ringed and recovered by the Centre for Animal Marking Belgrade. The third report: 1999. Centre for Animal Marking Belgrade.
4. Novcic, I., **Ivović, M.** (2001): The number of birds ringed and recovered by the Centre for Animal Marking Belgrade in 2000. Centre for Animal Marking Belgrade
5. ENVECO A.E. (2009-2010): Environmental Impact Assessment of wind-farm parks on the islands of Skyros (333 MW).
6. **WWF Hellas** (2010): Report on the bird community of Malia marshland (Municipality of Hersonissos, Crete). Expert analysis and reporting on the current and past bird community of the Malia marshland based on personal research and literature data; recommendations for conservation actions and long-term protection of the marshland.
7. ENVECO A.E. (2010-11): Special ornithological study and an Environmental Impact Assessment of wind-farm parks on the islands of Andros (140,3 MW), Naxos (69 MW), Paros (64,4 MW) and Tinos (48,6 MW).
8. ENVECO A.E. (2010-2011): Environmental impact assessment for a wind-farm project at southern Evia.
9. ENVECO A.E. (2010-2011): Special ornithological study for a wind-farm project in Sapounas (Lamia prefecture).
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13. ENVECO A.E. (2010): Environmental impact assessment of the Perama-Petron (Evros province) Gold project in Northern Greece.
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15. ENVECO A.E. (2010): Environmental impact assessment for a wind-farm park of Gavroulia (Amfilohias).
16. ENVECO A.E. (2010-2011): Environmental Ecological baseline study of the greater area of the Mining-Metallurgical plant of the Kassandra Mines of Hellas Gold A.E., (areas of Skouries, Stratoni and Olympiada, Halkidiki Prefecture).
17. ENVECO A.E. (2011-2012): Special Ecological Evaluation Study for a wind-farm project at southern Evia.
18. NGO BIOSFAIRA (2012): Ornithological study for the development of wind-farm parks (830,3 MW) in the 5 areas in Crete : Chalavra, Agkali, Achlades, Krimiliani and Kouroupa.
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21. ENVECO A.E. (2014-2015): Ecological monitoring study of the greater area of the Mining-Metallurgical plant of the Kassandra Mines of Hellas Gold A.E.

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23. Green2Sustain (2015): Environmental impact assessment of the expansion of the exiting marina on the private owned island in Ionian Sea.
24. Green2Sustain (2017): Environmental impact assessment for the 2 hotels in Kos island.
25. ENVECO A.E.(2017-18): Ecological monitoring study of the greater area of the Mining-Metallurgical plant of the Cassandra Mines of Hellas Gold A.E.
26. ENVECO A.E. (2017-2018): Ornithological monitoring study of the 5, 95 windpark "Epanosifis"(municipality of Heraklion, Crete) .
27. ENVECO A.E. (2018-19): Ornithological monitoring study of the 7, 2 MW windpark "Ag.Kirilos" (municipality of Gortynas, Crete) .
28. ENVECO A.E. (2018-2019): Ornithological monitoring study of the 5, 95 windpark "Epanosifis"(municipality of Heraklion, Crete) .
29. ENVECO A.E. (2018-2019): Monitoring study of birds and bats in the 7,2 MW windpark "Profitis Ilias-Papoura" (municipality of Kissamos, Pefecture of Chania, Crete).
30. ENVECO A.E. (2019): Terrestrial vertebrates with a special emphasis on bats and birds for an EIA preconstruction study of a large tourist complex "Kavoussi" within the municipality of Ierapetra, Perfecture of Lasithi, situated within the NATURA 2000 network SAC site GR4320005.
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33. ENVECO A.E. (2019-2020): Ornithological monitoring study of the 5, 95 windpark "Epanosifis"(municipality of Heraklion, Crete) .
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35. ENVECO A.E. (2021): Biodiversity Impact Assessment Study (BIAS) within an Environmental and Social Impact Assessment study (ESIA) in the wider area of Mining -Metallurgical facilities of the Cassandra Mines of HELLENIC GOLD following the protocols of the European Bank for Research and Development (EBRD).
36. Technoomiostasi A.E. (2021): Ornithological monitoring study of the 7, 2 MW windpark "Ag.Kirilos" (municipality of Gortynas, Crete) .
37. ENVECO A.E. (2022): Ecological monitoring study of the greater area of the Mining-Metallurgical plant of the Cassandra Mines of Hellas Gold A.E.
38. Green2Sustain (2022): Terrestrial vertebrate fauna for an Environmental Impact Assessment study of a holiday resort on Corfu island.
39. ENVECO A.E. (2022): Monitoring study of birds and bats in the 7,2 MW windpark "Profitis Ilias-Papoura" (municipality of Kissamos, Pefecture of Chania, Crete).
40. ENVECO A.E. (2022): Ornithological monitoring study of the 5, 95 windpark "Epanosifis"(municipality of Heraklion, Crete) .
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6. Vasic,V., Puzovic, S., Paunovic, M., Vizi, O., **Ivović, M.** (1997): Changes in numbers of Pochards (*A. ferina*) and Tufted Ducks (*A. fuligula*) wintering within the Balkans. *Proceedings of the Congress on Biodiversity and ecological problems of Balkan fauna, Sofia, Bulgaria p.64.*

7. **Ivović, M.**, Vasić, V. (1998): The need for reaffirmation of the role of museums in the biodiversity inventories and assessments with special reference to some bird skin collections originating from Macedonia. Ohrid: *BIOECCO 2 p.78.*

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11. Barbutis, Ch., **Ivovic, M.**, Dretakis, M., Katsimanis, N., Mylonas, M.(2004): wind direction and migration intensity of selected insectivorous passerines during spring migration in island Gavdos. Poster presentation. *Panhellenic Congress EEO and EZE Biodiversity and global changes, Mytilini, Nov. 2004.*

12. Μπαρμπούτης Χ., **Ivović M.**, Ακριώτης Τ., Μυλωνάς Μ. (2006): Οικολογία ενός στρουθομορφού, σε ενδιάμεσου μεταναστευτικού σταθμού, κατά την ανοιξιάτικη μετανάστευση. 3ο Συνέδριο της Ένωσης Ελλήνων Οικολόγων και Ελληνικής Ζωολογικής Εταιρείας: «Οικολογία και διατήρηση της Βιοποικιλότητας» Ιωάννινα, Νοέμβριος.

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16. **Ivović, M.**, Kontogiorgos, Y., Lymberakis, P., Sakan, N., Ivkovic, M., Moore, F., Schlichting, C., (2010): Orientation behaviour of Red-backed Shrikes and Blackcaps in a 3-D orthogonal nested Helmholtz coil system:

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18. Λυμπεράκης Π., Σπανέλη Β. **Ivovic M.** (2014): Monitoring and assessment of the conservation status of species of amphibians and reptiles of Community interest: the first results from Crete (in Greek). Poster presentation. 7th Pan-Hellenic ecological symposium. Hellenic Ecological Society, Mytilene, (Greece), 9-12 October 2014.

Research grants

- (1998-99) »Avis Marsilliana«, midwinter waterfowl count on Danube River. Project co-ordinator.
- (2002-04) The role of the eastern and central Mediterranean migration routes for Balkan populations of birds: research and integrated monitoring. Project co-ordinator. Budget: 18,237 \$.
- (2003-2004) Seasonal orientation of selected trans-continental migrants: orientation experiments at stopover sites. Principal investigator. Budget: 22,000\$.
- (2005) Habitat utilization and stop-over ecology of spring migrants on Gavdos: The importance of traditional agricultural practices for conservation of migrants. Principal investigator. Budget: 9000 euro.
- (2006) Habitat utilization and stop-over ecology of spring migrants on Gavdos: The importance of traditional agricultural practises for conservation of migrants. Principal investigator. Budget: 6200 euro.
- (2009) Seasonal changes in orientation behaviour of birds induced by magnetically simulated migration. Principal investigator. Budget: (departmental grant 800\$; final budget 15 000 euro).

Conferences

1. Congress on Biodiversity and ecological problems of the Balkan fauna, Sofia, Bulgaria, 1997.
2. EURING (European Union for Bird Ringing) General Assembly, Prague, Czech Republic, 1997.
3. The Second International Congress on Biodiversity, Ecology and Conservation of the Balkan Fauna. (BIOECCO 2), Ohrid, FYROM, 1998.
4. Bird Ringing 100 Years. International Conference on the Results and Perspectives of Bird Ringing. Helgoland, Germany 1999
5. EURING (European Union for Bird Ringing) General Assembly, Helgoland, Germany 1999.
6. XVIIIth International Congress of Zoology, Athens, Greece, 2000.
7. EURING (European Union for Bird Ringing) General Assembly, Groningen, The Netherlands, 2001.
8. 3rd International Eurasian Ornithology Congress, Mytilini, Greece, April 2010.