

WORK EXPERIENCE CERTIFICATE

To Whom It May Concern,

This is to certify that **Mr. Athanasios Arvanitidis** has been employed at **Future Needs Management Consulting Ltd.** since **1/10/2022**, currently holding the position of **Researcher and Innovation Project Manager**.

Throughout his employment, Mr. Arvanitidis has been responsible for the design, coordination, and successful implementation of several EU-funded research and innovation projects. He has demonstrated particular competence in managing complex tasks related to digital transformation in healthcare, ethical and legal compliance, data management planning, and stakeholder engagement.

He currently leads key activities in two Horizon Europe projects:

- **ENTRUST** (*Ensuring Secure and Safe CMD Design with Zero TRUST Principles*), where he coordinates the development of the Data Management Plan and contributes to the design of the ethical and legal framework for trust management in connected medical devices.
- **AI4LUNGS** (*AI-Based Personalised Care for Respiratory Disease*) where he contributes to project management, dissemination, exploitation, health technology assessment, and ethical oversight.

He also plays a significant role in projects:

- **IMAFUSA** (*Impact and Capacity Assessment Framework for U-space Societal Acceptance*), and
- **REFMAP** (*Reducing Environmental Footprint through Transformative Multi-scale Aviation Planning*), contributing to research on safety, societal impact, and innovation in digital mobility services.

In addition to his project responsibilities, Mr. Arvanitidis is actively involved in the team preparing competitive proposals for Horizon Europe, Erasmus+, and other EU programmes. His eagerness to learn, collaborative mindset, and ability to contribute meaningfully to multidisciplinary teams have made him a valued colleague.

Mr. Arvanitidis consistently demonstrates professionalism, initiative, and a dedication to delivering high-quality work. His skills and experience make him a strong asset to any research or innovation-driven academic or professional environment.

On a personal note, it has been a pleasure to work with Thanos. His genuine curiosity, strong work ethic, and openness to feedback make him not only a reliable team member but also a trusted collaborator. I am confident he will thrive in the ManagiDiTH programme and make a meaningful contribution to its academic community.

Should you require any additional information, please do not hesitate to contact us.

Best regards,

Anna Palaiologk

Project Manager



+306997070589



anna@futureneeds.eu



FUTURE NEEDS MANAGEMENT CONSULTING LTD
7 Thiseos, 2042, Nicosia, Cyprus
Reg. HE405670, VAT CY10405670T