

CURRICULUM VITAE

*All the information which you provide on this CV, except for your telephone numbers(s), postal and e-mail addresses and date and place of birth, will be made publicly available on the portal of the Council of Europe.
If you do NOT wish this information to be made public, please tick this box:*

| Personal information | |
|---|---|
| Family name(s) | VANIKIOTIS |
| First name(s) | Georgios |
| Nationality(ies) | Greek |
| Sex | Male <input checked="" type="checkbox"/> Female <input type="checkbox"/> |
| Relevant qualifications summary¹ | <p>During my career, I was served in several key positions in Greece and abroad, accumulated extensive experience at managerial, administrative and operational levels and I have an excellent understanding of international cooperation and an extensive knowledge in THB matters, being able to balance the needs and the asymmetries in various national legislations.</p> <p>As Director of the THB Department, I achieved to brought together police investigators and judicial authorities with NGOs and social care institutions staff, for victims concern and treatment, I provided training to law enforcement officers, public servants, prosecutors, health professionals, labour inspectors in Greece and abroad and I organized and participated in anti-trafficking seminars to raise public awareness.</p> |
| Current professional activity | |
| Start date | January 2017 |
| Name and address of employer | |
| Sector of activity | |
| Occupation or position held | Police Lieutenant General |
| Main activities and responsibilities ² | Retired |
| Relevant previous professional activity/activities ³ | |
| Dates | November 2017 – January 2020 |
| Name and address of employer | The Mart Cash & Carry S.A. 98 Kifissou Av., 18233, Piraeus-Greece |
| Sector of activity | Safety and Security |
| Occupation or position held | Director |
| Main activities and responsibilities | Responsible for the security and safety of the a.m. leading company in the wholesale trade, with (13) mega-stores around Greece, the coordination of the safety equipment, the fire-response teams, the emergency plans for accidents and disasters and the examination of cases with suspicious activities from employees and customers. |

¹ Please provide a summary (**100 words maximum**) of your qualifications relevant for membership of GRETA.

² In particular, specify whether you hold a decision-making position as regards defining and/or implementing policies in the field of action against trafficking in human beings in government or in any other organisation or entity which may give rise to a conflict of interest with the responsibilities inherent to membership of GRETA.

³ Add separate entries for the most relevant professional activities, starting from the most recent.

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| | Actively participated in the efforts to improved cooperation of the anti-trafficking stakeholders and the economic sectors. |
| Relevant previous professional activity/activities | |
| Dates | March 2106 – January 2017 |
| Name and address of employer | Hellenic Police 4 P.Kanellopoulou Av., 10177, Athens-Greece |
| Sector of activity | Athens Criminal Investigations Directorate |
| Occupation or position held | Assistant Director |
| Main activities and responsibilities | Responsible for the horizontal–cross sector operational and strategic planning, the supervision of the performance and the smooth and effective cooperation of (23) Criminal Investigations Departments, in the area of the Athens Municipality, especially related with planning, preparing, directing and executing of large-scale operations, targeting among organised crime criminal groups, various THB groups. |
| Relevant previous professional activity/activities | |
| Dates | March 2015-February 2016 |
| Name and address of employer | Hellenic Police 4 P.Kanellopoulou Av., 10177, Athens-Greece |
| Sector of activity | Attica Criminal Investigations Directorate |
| Occupation or position held | Deputy Director |
| Main activities and responsibilities | Provided strategic guidance and support to the Director, assisted him in the development of short, medium and long-term strategies and completed horizon scanning to form new or adapt existing strategies, including the suggestion of policy changes, having the responsibility for their implementation after his approval. Supervising among others the Subdirectorate Against Organised Crime And Human Trafficking. |
| Relevant previous professional activity/activities | |
| Dates | June 2012-July 2014 |
| Name and address of employer | Ministry of Public Order and Citizen Protection 4 P.Kanellopoulou Av., 10177, Athens-Greece |
| Sector of activity | Minister's Office |
| Occupation or position held | Chief of Staff |
| Main activities and responsibilities | Participated in the reorganisation of the Ministry, which main responsibilities are the internal security, serious and organised crime, crisis and disaster management, security of external borders and the immigration policy strategy, the Hellenic Police, the Civil Protection and the Fire Brigade, established for the first time significant innovations and coordinated from the Minister's perspective, the implementation of the Greek Action Plan on Asylum and Migration, regarding Registration and Identification of Refugees, Migrants, THB victims, vulnerable minors etc., Hot Spots and Reception Centers. |
| Relevant previous professional activity/activities | |
| Dates | March 2011-July 2012 |
| Name and address of employer | Hellenic Police 4 P.Kanellopoulou Av., |

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| | 10177, Athens-Greece |
| Sector of activity | Subdirectorate Against Organised Crime And Human Trafficking |
| Occupation or position held | Deputy Director |
| Main activities and responsibilities | Effectively combated organised crime by conducting high profile investigations and organising and executing large-scale operations of national and transnational dimension, engaging at the same time all stakeholders in the common goal, including law enforcement agencies domestic and abroad, judicial authorities etc. and drafted, proposed and, after the approval of the Government and the Parliament, implemented a holistic reorganisation and structural reform of the Sub-directorate, following a multi-disciplinary model of operation as well as the transfer in new premises, including and the upgrading of the Trafficking in Human Beings Department. |
| Relevant previous professional activity/activities | |
| Dates | June 2006-March 2011 |
| Name and address of employer | Hellenic Police 4 P.Kanellopoulou Av., 10177, Athens-Greece |
| Sector of activity | Trafficking in Human Beings Department |
| Occupation or position held | Director |
| Main activities and responsibilities | <p>As the first Director of the newly -at that time-established Department of Trafficking in Human Beings, I was assigned to organize and inaugurate the Department and promote the concept of organised crime investigation in the area of sexual and labour exploitation, child exploitation and organ trafficking.</p> <p>In a very short time, I managed to solve logistics and budget problems, found the premises needed for the establishment of the new Department, selected the right personnel, established Standard Operation Procedures, centralized information management and sharing of information and intelligence and applied specialized investigative techniques, in a role model with specific principles.</p> <p>Together with my colleagues, we focused in parallel to the operational duties on the raise of public awareness, in close cooperation with international and transnational organizations, the Greek National Rapporteur on Trafficking in Human Beings, relevant Ministries, NGOs, foreign embassies and the private sector, giving personally lectures and participating in public debates in universities, schools, organisations, army facilities, national television, world media etc.</p> <p>I envisaged and conceptualized the Operational Action Plan "ILAEIRA" for the fight against human trafficking, which aimed in the serious, coordinated and effective action of the police and all the involved Institutions against trafficking of women and children for the aim of sexual exploitation, that finally welcomed and adopted by (21) countries and (4) European and International Organisations.</p> <p>In order to have better coordination and specialized personnel, (14) local Anti-trafficking Operational Teams within the General Police Directorates which covered all</p> |

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| | <p>the Hellenic territory, were created, trained and operationally supervised by my Department.</p> <p>Moreover, in daily basis I supervised and managed investigations for human trafficking cases, concerning sexual and labour exploitation, with links to organised criminal networks, mostly of transnational character and I brought together police investigators and civil servants with NGOs, as well as with other social care institutions staff, for victims concern and treatment.</p> <p>All the cases were investigated in close cooperation with the competent judicial authorities, to ensure effective application of every investigative tool at national, European and international level.</p> <p>More important, hundreds of victims were identified and rescued, put under the protection of our Department and with the cooperation of country's social care services and Non-Governmental Organisations (NGOs) received help, accommodation, medical care and psychological and legal support and many of them were repatriated safely to their countries.</p> <p>In 2009, to mark my nationwide and worldwide efforts against human trafficking as a form of modern slavery, the U.S.A. Secretary of State awarded me the title of the "<i>Hero Acting to End Modern Day Slavery</i>".</p> |
| Relevant additional responsibilities⁴ | |
| Dates | July 2021 – June 2023 |
| Name and address of organisation/body | Ministry of Justice 96 Mesogeion Av., 11527 Athens-Greece |
| Sector of activity | Group of Experts for the protection of victims of Human Trafficking |
| Position held | Vice Chairman |
| Main activities and responsibilities | <p>The Group of Experts, chaired by the Deputy Minister of Justice, was tasked to improving the legislation for the protection of victims of human trafficking and coordinating the services of the Ministry of Justice for this purpose.</p> <p>Also, was responsible to sending guidelines to the country's Judicial and Prosecutorial Authorities, informing them for new trends of human trafficking and the protection of victims and their proper management in accordance with the national legislation and the international treaties.</p> |
| Relevant additional responsibilities⁵ | |
| Dates | November 2014-January 2017 |
| Name and address of organisation/body | Europol Eisenhowerlaan 73, 2517 KK Den Haag - The Netherlands |
| Sector of activity | EU Policy Cycle – European Multidisciplinary Platform Against Criminal Threats (EMPACT) |
| Position held | National Impact Coordinator (NEC) |
| Main activities and responsibilities | <p>In November 2014, I was appointed as the National EMPACT Coordinator (NEC) by the Chief of the Hellenic Police with the mandate to enhance Greece's active involvement in the EU Policy Cycle, in which one of the main priorities is to fight the trafficking in human beings in the EU for all forms of exploitation, including sexual</p> |

⁴ Add separate entries for the most relevant responsibilities outside your principal professional activity, starting from the most recent.

⁵ Add separate entries for the most relevant responsibilities outside your principal professional activity, starting from the most recent.

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| | and labour exploitation, as well as all forms of child trafficking, due to my thorough knowledge of the European and international law enforcement environment, in combination with my expertise in operational, strategic and managerial matters. |
| Relevant additional responsibilities | |
| Dates | June 2006-July 2012 |
| Name and address of organisation/body | Ministry of Justice 96 Mesogeion Av., 11527 Athens-Greece |
| Sector of activity | National Committee for THB |
| Position held | Representative |
| Main activities and responsibilities | Represented the Hellenic Police at the National Committee developing the national strategy to combat Trafficking in Human Beings and victims protection. |
| Relevant additional responsibilities | |
| Dates | June 2006-July 2012 |
| Name and address of organisation/body | Europol Eisenhowerlaan 73, 2517 KK Den Haag - The Netherlands |
| Sector of activity | THB Projects |
| Position held | Expert |
| Main activities and responsibilities | Nominated as National Expert for Europol's relevant projects, related to sexual exploitation, forced labour or services, slavery, servitude and related practices and the removal of vital organs. |
| Relevant additional responsibilities | |
| Dates | June 2006-January 2017 |
| Name and address of organisation/body | Hellenic Police Academy Advanced Academy of Professional Development of the Hellenic Police National Center for Public Administration and Local Government |
| Sector of activity | Organized Crime and Trafficking in Human Beings |
| Position held | Lecturer |
| Main activities and responsibilities | In the topics of serious, organized and economic crime, related to trafficking in human beings, the human smuggling, the victims identification, the protection of victims and treatment, the labour exploitation, the financial aspect of THB (money laundering and asset recovering), the transnational criminal networks... |
| Education/training⁶ | |
| Dates | February 2006 – July 2006 |
| Title of qualification awarded | Diploma |
| Principal subjects/occupational skills covered | Law enforcement management and leadership, crime threats, international organised crime trends, investigation methods and tools, european law, international affairs, public relations, communication strategies, cooperation with civil society... |
| Name and type of organisation | Advanced Academy of Professional Development of the Hellenic Police Academy |
| Education/training | |
| Dates | September 1998 – December 1998 |
| Title of qualification awarded | Certificate |

⁶ Add separate entries for the **most relevant courses** you have completed, starting from the most recent.

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| Principal subjects/occupational skills covered | | Management, crime analysis, leadership, ethics, integrity, crime scene investigation, mass media and the law enforcement, criminal justice education... | | | |
| Name and type of organisation | | F.B.I. National Academy | | | |
| Education/training | | | | | |
| Dates | | September 1990 – July 1993 | | | |
| Title of qualification awarded | | Diploma | | | |
| Principal subjects/occupational skills covered | | Management, constitutional law, penal code, civil and labour law, international law, criminology, sociology, psychology, human rights, civil protection, police cooperation... | | | |
| Name and type of organisation | | Commissioned Officers Hellenic Police Academy | | | |
| During my career, I had participated as speaker, lecturer, rapporteur, trainer or trainee in numerous relevant international fora, meetings, conferences, symposia, seminars, trainings etc., organized by a variety of supranational and intergovernmental European and international organizations and services such as: the United Nations, the Council of Europe, the International Organisation for Migration (IOM), the Organization for Security and Co-operation in Europe (OSCE), Interpol, the European Commission, Europol, the Southeast European Law Enforcement Center (SELEC), national law enforcement agencies and services, universities, colleges, anti-trafficking organizations, NGO's etc. | | | | | |
| Publications⁷ | | | | | |
| Human Trafficking and National Plans: The Hellenic Perspective | | | | | |
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| Computer skills | | | | | |
| Software packages ⁸ | | | word, PP, excel, outlook, publisher... | | |
| Other IT skills and competences ⁹ | | | | | |
| Language skills¹⁰ | | | | | |
| Mother tongue | Greek | | | | |
| | Understanding | | Speaking | | Writing |
| Language | Listening | Reading | Spoken interaction | Spoken production | Writing skills |
| English | C2 | C2 | C2 | C2 | C2 |
| French | B2 | C1 | B2 | B2 | C1 |
| Spanish | B2 | C1 | B2 | B2 | C1 |
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Common European Framework of Reference for Languages

Listening Skill:

A1 I can recognise familiar words and very basic phrases concerning myself, my family and immediate concrete surroundings when people speak slowly and clearly.

A2 I can understand phrases and the highest frequency vocabulary related to areas of most immediate personal relevance (e.g. very basic personal and family information, shopping, local area, employment). I can catch the main point in short, clear, simple messages and announcements.

⁷ Please list **recent relevant publications**, starting from the most recent, but **not more than 10**.

⁸ Please indicate the software packages you are familiar with.

⁹ Please specify any other IT skills and competences.

¹⁰ Please provide a self-assessment of your level in languages other than your mother tongue using the following Common European Framework of Reference for Languages.

B1 I can understand the main points of clear standard speech on familiar matters regularly encountered in work, school, leisure, etc. I can understand the main point of many radio or TV programmes on current affairs or topics of personal or professional interest when the delivery is relatively slow and clear.

B2 I can understand extended speech and lectures and follow even complex lines of argument provided the topic is reasonably familiar. I can understand most TV news and current affairs programmes. I can understand the majority of films in standard dialect.

C1 I can understand extended speech even when it is not clearly structured and when relationships are only implied and not signalled explicitly. I can understand television programmes and films without too much effort.

C2 I have no difficulty in understanding any kind of spoken language, whether live or broadcast, even when delivered at fast native speed, provided I have some time to get familiar with the accent.

Reading Skill:

A1 I can understand familiar names, words and very simple sentences, for example on notices and posters or in catalogues.

A2 I can read very short, simple texts. I can find specific, predictable information in simple everyday material such as advertisements, prospectuses, menus and timetables and I can understand short simple personal letters.

B1 I can understand texts that consist mainly of high frequency every-day or job-related language. I can understand the description of events, feelings and wishes in personal letters.

B2 I can read articles and reports concerned with contemporary problems in which the writers adopt particular attitudes or viewpoints. I can understand contemporary literary prose.

C1 I can understand long and complex factual and literary texts, appreciating distinctions of style. I can understand specialised articles and longer technical instructions, even when they do not relate to my field.

C2 I can read with ease virtually all forms of the written language, including abstract, structurally or linguistically complex texts such as manuals, specialised articles and literary works.

Spoken Interaction Skill:

A1 I can interact in a simple way provided the other person is prepared to repeat or rephrase things at a slower rate of speech and help me formulate what I'm trying to say. I can ask and answer simple questions in areas of immediate need or on very familiar topics.

A2 I can communicate in simple and routine tasks requiring a simple and direct exchange of information on familiar topics and activities. I can handle very short social exchanges, even though I can't usually understand enough to keep the conversation going myself.

B1 I can deal with most situations likely to arise whilst travelling in an area where the language is spoken. I can enter unprepared into conversation on topics that are familiar, of personal interest or pertinent to everyday life (e.g. family, hobbies, work, travel and current events).

B2 I can interact with a degree of fluency and spontaneity that makes regular interaction with native speakers quite possible. I can take an active part in discussion in familiar contexts, accounting for and sustaining my views.

C1 I can express myself fluently and spontaneously without much obvious searching for expressions. I can use language flexibly and effectively for social and professional purposes. I can formulate ideas and opinions with precision and relate my contribution skilfully to those of other speakers.

C2 I can take part effortlessly in any conversation or discussion and have a good familiarity with idiomatic expressions and colloquialisms. I can express myself fluently and convey finer shades of meaning precisely. If I do have a problem, I can backtrack and restructure around the difficulty so smoothly that other people are hardly aware of it.

Spoken Production Skill:

A1 I can use simple phrases and sentences to describe where I live and people I know.

A2 I can use a series of phrases and sentences to describe in simple terms my family and other people, living conditions, my educational background and my present or most recent job.

B1 I can connect phrases in a simple way in order to describe experiences and events, my dreams, hopes and ambitions. I can briefly give reasons and explanations for opinions and plans. I can narrate a story or relate the plot of a book or film and describe my reactions.

B2 I can present clear, detailed descriptions on a wide range of subjects related to my field of interest. I can explain a viewpoint on a topical issue giving the advantages and disadvantages of various options.

C1 I can present clear, detailed descriptions of complex subjects integrating sub-themes, developing particular points and rounding off with an appropriate conclusion.

C2 I can present a clear, smoothly-flowing description or argument in a style appropriate to the context and with an effective logical structure which helps the recipient to notice and remember significant points.

Writing Skill:

A1 I can write a short, simple postcard, for example sending holiday greetings. I can fill in forms with personal details, for example entering my name, nationality and address on a hotel registration form.

A2 I can write short, simple notes and messages relating to matters in areas of immediate needs. I can write a very simple personal letter, for example thanking someone for something.

B1 I can write simple connected text on topics which are familiar or of personal interest. I can write personal letters describing experiences and impressions.

B2 I can write clear, detailed texts on a wide range of subjects related to my interests. I can write an essay or report, passing on information or giving reasons in support of or against a particular point of view. I can write letters highlighting the personal significance of events and experiences.

C1 I can express myself in clear, well-structured text, expressing points of view at some length. I can write about complex subjects in a letter, an essay or a report, underlining what I consider to be the salient issues. I can select a style appropriate to the reader in mind.

C2 I can write clear, smoothly-flowing text in an appropriate style. I can write complex letters, reports or articles which present a case with an effective logical structure which helps the recipient to notice and remember significant points. I can write summaries and reviews of professional or literary works.