

# CURICULUM VITAE

Evsevios Hadjicostas



## Personal Data

Name: **Evsevios P. Hadjicostas**  
Date of Birth: July 8, 1962  
Place of Birth: Nicosia,  
Nationality: Greek Cypriot  
Gender: Male  
Marital Status: Married, one child  
Religion: Christian Orthodox  
Permanent Address: 12 Marias Economou str  
CY-2036-Nicosia, Cyprus  
Business Address: 12-14 Kennedy Avenue,  
Kennedy Business Centre,  
Cy-1087-Nicosia, Cyprus  
Telephone (Res.): +357 22874007  
Telephone (Cellular): +357 99537646  
Telephone (Office): +357 22466500  
Fax (Office): +357 22560260  
E-mail: [quintessence@cytanet.com.cy](mailto:quintessence@cytanet.com.cy)  
Website: [www.quintessence.com.cy](http://www.quintessence.com.cy)

## EDUCATION

2005 Training of trainers for the secondary education  
Cyprus Pedagogical Institute

1999-2001 Mediterranean Institute of Management  
Postgraduate Diploma in **Business Administration**

1982-1987 University of Athens  
Department of Chemistry  
BSc **Chemistry**

1977-1980 B' Acropolis, Nicosia Lyceum  
Secondary Education Degree  
Graduation Grade: 18 out of 20

1974-1977 Gymnasium, Thessaloniki and Florina, Greece

1980-1982 Military Service

Language Proficiency	<ul style="list-style-type: none"> <li>• General Certificate of the <b>English</b> Language (GCE)</li> <li>• Certificat de la langue <b>Française</b> (Cours de Civilisation Française de la Sorbonne, niveau moyen)</li> <li>• Poor communication in the <b>German</b> Language</li> </ul>
Computer Literacy	<p>Microsoft office applications: MS Word, Excel, Access, PowerPoint, Outlook, Project management etc Enterprise Resource Planning (ERP) Systems (J.D. Edwards)</p>
<p><b>PROFESSIONAL EXPERIENCE</b> Since August 2000</p>	<p><b>Quintessence Enterprises Ltd</b> Education – Consulting – Research Position held: Managing Director</p>
<p>Technical Specialization, Qualifications and Accreditations</p>	<p>Laboratory Accreditation based on ISO 17025, ISO15189 and ISO17020 Health and Safety Consultant, approved by the Department of Labour Inspection of the Ministry of Labour and Social Insurance (Approved Safety and Health Consultant). Environment specialist, accepted by the Environment Service of the Ministry of Agriculture, Natural resources and Environment, for the EMAS EASY Management System. Qualified Person for the batch release of veterinary Medicinal products, approved by the Veterinary Services of the Ministry of Agriculture, Natural resources and Environment. Specialist for the safe transfer of Dangerous Goods Pre-Hospital Life Trauma Rescuer and First Aider at Work authorised.</p>
1988 to 2004	<p><b>Premier Shukuroglou Ltd</b> (Manufacturers and Importers of Pesticide Formulations, and formulations for animal health, public health and husbandry) Positions held in the company:</p> <ul style="list-style-type: none"> <li>-Plant Manager: April 2001 to May 2004</li> <li>-Quality Manager: March 1991 to March 2001</li> <li>-Management Representative for the ISO9000</li> <li>-Quality Management System: February 1993 to March 2001</li> </ul>

Main activities as QC/QA Manager	<p>-Environment/Health and Safety Manager: 1997 to 2004</p> <ul style="list-style-type: none"> <li>• Analytical Laboratory Management</li> <li>• Research and Development of New Product</li> <li>• Quality Control and Quality Assurance</li> <li>• Good Laboratory Practice</li> <li>• Laboratory Integrated Management Systems (LIMS)</li> <li>• Measurement Uncertainty Evaluation</li> <li>• Method Validation</li> <li>• Statistical Process Control</li> <li>• Development and implementation of Quality management system</li> </ul>
Main activities as Plant Manager	<ul style="list-style-type: none"> <li>• Total Quality Management</li> <li>• Cost of Quality</li> <li>• Good Manufacturing Practice</li> <li>• Production planning and organization</li> <li>• Inventory management</li> <li>• Human Resource Management</li> <li>• Personnel welfare</li> <li>• Management of Machine Maintenance System</li> <li>• Management of Manufacturing Processes</li> <li>• Health &amp; Safety and Environmental protection</li> </ul>
Main activities as H&S Manager	<ul style="list-style-type: none"> <li>• Chairman of the safety committee</li> <li>• Development and implementation of the company's action plan and crisis management system</li> <li>• Responsible for risk assessment system in the workplace</li> <li>• Development and implementation of H&amp;S Management System</li> </ul>
Main activities as Environmental Manager	<ul style="list-style-type: none"> <li>• Performance of environmental measurements and monitoring of the environmental records</li> <li>• Definition and monitoring of environmental indices</li> <li>• Development and implementation of the environmental impacts' plan and monitoring of the impacts</li> <li>• Development and implementation of environmental management system</li> </ul>
Selected training and educational programs attended	<ol style="list-style-type: none"> <li>1. <u>Implementing ISO9000, Documenting the Quality Assurance System</u>. Excel Partnership, Nicosia April 5-9, 1993.</li> <li>2. <u>Internal Auditor Training Course</u>. Excel Partnership, Nicosia October 5-8, 1993.</li> <li>3. <u>Management of Quality and its Practical Control</u>. Cyprus Chamber of Commerce and Industry,</li> </ol>

- Nicosia 22/4-13/6 1991
4. Environmental Management System. British Standard Institution, December 1995
  5. Health and Safety Management Systems. Environmental Management Consultants.
  6. Total Quality Management; Making Quality Happen. Higher Technical Institute, November 27-30, 1995
  7. Transportation and Implementation of EU Chemical Legislation in Cyprus.
  8. Integrated Management Systems in Industry. Employers and Industrialists Federation, Nicosia, June 22-23, 1998.
  9. Model for the European Foundation Quality Award (EFQM). Employers and Industrialists Federation, Nicosia
  10. Statistical Process Control. Higher technical Institute and Cyprus Engineers Association, Nicosia, April 7-11, 1997
  11. Air Pollution. Cyprus-German Cultural Association, Nicosia, September 29-30, 1994
  12. Measurement Uncertainty in Chemical Analysis. EURACHEM second workshop, Berlin, September 1997.
  13. Laboratory Accreditation.
  14. Moderne Production Management Techniques. Coopers & Lybrand, Nicosia, June 1998.
  15. Service Excellence. Manexcel, Nicosia, May 24-25, 1999
  16. Time Management. Manexcel, Nicosia, May 19-20 and June 16, 1999
  17. MS Windows for workgroups 3.1 and Microsoft Word 5.0. NetU. Nicosia, June 1994.
  18. Lotus 1-2-3
  19. Microsoft Excel 5.0. NetU. Nicosia, April- May 1996.
  20. Microsoft Access. EditC, Nicosia, October 2000
  21. Introduction to the Internet. Cyprus International Institute of Management, Nicosia, November 3-7, 1997
  22. ERP Systems (J.D. Edwards). In-house Training in Premier Chemical Co. Ltd, April 2000 to January 2001.
  23. Nuclear Magnetic Resonance Spectroscopy. University of Cyprus, 13/3/2001
  24. Logistics Management (Planning (Cyprus), Dec. 2003)
  25. Accreditation of Inspection and Certification Bodies, DANAK (March 1-3, 2004)
  26. Teaching Quality and Metrology in Chemistry, 24-

- 25/5/2004, Prague, Cheque Republic
27. Chemical Metrology: Laboratory Measurements and Mediterranean Trade, (EURACHEM) 9-11/5/2005, Sliema, Malta
  28. Education in Metrology in Chemistry (AcadeMiC Summer School, IRMM-EURACHEM), 6-9 July 2005, Rogaska Slatina, Slovenia
  29. Appointed Person Emergency Aid in the Workplace, December 2005
  30. Flexible scope of Accreditation, experience and future prospects, 15 May 2006, Boras, Sweden
  31. Technical seminar on notified bodies, EUROMED, CEN, Brussels 23-25/5/2007
  32. ADR Advisors' seminar, Nicosia 2-6 June 2007, (40 hours)
  33. Pre-Hospital Trauma Life Support, 20-hour-Course, Limassol, March 2008
  34. e-Learning Services, Cyprus Productivity Centre, March-April 2010
  35. Analytical Results for Decision, Copenhagen May 25&26, 2010

Participation in many scientific symposia and seminars in Cyprus and abroad on subjects relevant to the scientific area of interest.

Professional activities and distinctions

1. Member of the License Authority appointed by the Council of Ministers (Cyprus) (August 2009 – June 2010)
2. National Team Leader of the TrainMiC® program (Training in Metrology in Chemistry), appointed by the European Commission (EU Decision 17/12/2008).
3. Member of the Viniculture and wine-products Council appointed by the Council of Ministers (Cyprus), 2003-2006
4. Chairman of the CyprusLab Association (a member of EuroLab), (2003-2009)
5. Secretary General of the Cyprus Association of Vocational Training Institutes (2006-2008)
6. Delegate of Cyprus in Eurachem (the European forum for analytical Laboratories), since 1997
7. Member of the Committee of the Pancyprian Union of Chemists, since 1988, (General Secretary 1996-1999)
8. Member of the Chemists Registration Committee (General Secretary 1997-1999)
9. Member of the working group of Eurachem for the traceability of Analytical Measurements, since

	<p>2001</p> <ol style="list-style-type: none"> <li>10. Member of the editorial board of the Magazine "Chemical News" (Chimica Nea), 1992-2002</li> <li>11. Member of the Scientific Committee of different National and International Scientific Conferences.</li> <li>12. Member of the American Society for Quality, since 1997.</li> <li>13. Member of the Cyprus Safety and Health Association (CySHA), since 1998</li> </ol> <p>First Prize awarded by the ministry of Labour to the chemical Industry competition for Health and Safety as a member (President) of the Safety Committee (2000).</p>
Hobbies	<p>Music (classical guitar, piano), Bicycling, Swimming, Ping-Pong</p>
Educational experience (Lectures given)	<ol style="list-style-type: none"> <li>1. <b>Quality Assurance in Analytical Laboratories</b> Workshop organized by EURACHEM and the Arab School of Science and Technology, Damascus, June 30, 2001 to July 4, 2001. Subjects of the presented lectures: <ul style="list-style-type: none"> <li>• Method Validation</li> <li>• Measurement Uncertainty</li> <li>• Good Laboratory Practice</li> <li>• Total Quality Management and Cost of Quality</li> </ul> </li> <li>2. <b>Standardizing Quality in Food Products.</b> A seminar organized by the International Centre for Advanced Mediterranean Agronomic Studies (CIHEAM) with the support of the Commission of the European Union, Lebanon, June 5-16, 2000. Subjects of the presented lectures: <ul style="list-style-type: none"> <li>• Quality Systems. Review and Audits. Assessments of Laboratories.</li> <li>• Validation of Test Methods. Calibration and Traceability.</li> <li>• Uncertainty of Measurements.</li> </ul> </li> <li>3. <b>Quality assurance in Chemical Laboratories.</b> A seminar organized by the Pancyprian Union of Chemists, Nicosia, May 8-31, 2000. (Subsidized by the Human Resource Development Authority). Subjects of the presented lectures: <ul style="list-style-type: none"> <li>• Organization and function of Analytical Laboratories.</li> <li>• Uncertainty of Analytical Results.</li> <li>• Statistics in analytical Chemistry.</li> <li>• Cooperation with European Organizations</li> </ul> </li> </ol>

(EURACHEM).

4. **the Cost of Quality**  
Lectures in the Productivity Centre, Nicosia.
5. **Accreditation of Laboratories**
6. **Accreditation of inspection bodies**
7. **Traceability of Measurements, Measurement Uncertainty, Method Validation.**
8. **Hazard Analysis and Critical Control Points**
9. **Quality Control in Clinical Laboratories**
10. **Organizational Behaviour and Business Excellence in the construction Industry**
11. **Risk Assessment (in the chemical industry, construction industry etc)**
12. **The CE marking and the construction product directive**
13. **Laboratory Safety**
14. **ADR Documentation**
15. **Classification, Labelling and Packaging of Chemicals**
16. **Business Management**
17. **Development of Business Plans**

## Books

1. B.W. Wenclawiak, M. Koch, E. Hadjicostas; (2003) **Quality Assurance in Analytical Chemistry; training and teaching.** Springer.(ISBN 3-540-40578-X)
2. Arvanitoyiannis, I; Hadjicostas, E; (2001) **Quality Assurance & Safety Guide to Quality for the Food and Drinks Industry.** (Subsidized by the European Commission and published by the Mediterranean Agronomic Institute of Chania (MAICh), member of the International Centre for Advanced Mediterranean Agronomic Studies (CIHEAM). (ISBN 960-7365-19-4)
3. Quintessence Enterprises Ltd, **Cyprus wine and vine yards: Acts and Issues.** ISBN No. 978-9963-9615-0-4
4. Quintessence Enterprises Ltd, **Metrology Acts,** ISBN No. 978-9963-9760-0-3
5. Barbarousis Th., Hadjicostas E., «**Training of Professional Drivers of Buses and Trucks**». Training material for the professional drivers defined by the Road Transport Department of the Ministry of Communications and Public Works of Cyprus.

## Publications

1. Traceability in the food chain, Agro Magazine, Nicosia, 2006
2. **Risk Assessment and Crisis Management in the**

- food industry; 8<sup>th</sup> ECOQ Congress, Sept. 2006
3. Quality Management in the Analytical Laboratories. Final Project presented in the Mediterranean Institute of Management as part of the postgraduate course in Business Administration. January 2001.
  4. The measure of measurement. Paper presented to the sixth Quality forum, Nicosia, September 2003.
  5. Pericleous Epitafios: adaptation to the modern business. Paper presented to the fifth Quality forum, Nicosia, September 2003.
  6. Barriers to the continuous improvement of the cypriot enterprises. Article written together with Dr Athanassios Hadjimanolis and published in the EcoQ Magazine in Greece. June 2002
  7. Water as a component of Plant Protection Products. 7<sup>th</sup> Greco-Cypriot Chemistry Conference; Nicosia, November 2001.
  8. Chemical Education. 7<sup>th</sup> Greco-Cypriot Chemistry Conference; Nicosia, November 2001.
  9. The application of Integrated Management Systems to the production of chemical products. Presentation to the 6<sup>th</sup> Greco-Cypriot conference in chemistry, Rhode, September 1999.
  10. Analysis Uncertainty in Pesticide Formulations. Poster presented in the second Workshop about Measurement Uncertainty in Chemical Analysis. Berlin, 29-30 September 1997.
  11. Determination of Uncertainty of the Laboratory results; the experience of a chemical Industry. Lecture in the manifestation of the International day of standards, organized by the Cyprus Standards organization (CYS). October 1996.
  12. The quality improvement of consumers' goods by applying quality systems. Lecture on the 5<sup>th</sup> Greco-Cypriot conference in chemistry, September 1996.
  13. The route to ISO9000; the experience of an industry. Magazine of the Industrial Training Authority of Cyprus, December 1996.
  14. Assessment of Laboratory data. "Chemical News" magazine, October 1995.
  15. The Environmental Management System in the Manufacturing of Pesticides. 1st Regional symposium "Chemistry and the Environment" September 1995, Belgrade.
  16. Application of the Total Quality Management in

the Manufacturing of Pesticides 39th CIPAC meeting, Limassol, May 1995.

17. Chromatographic columns of High Performance Liquid Chromatography Chemical News Magazine", January 1995.
18. Health of personnel working in the workplace of a Chemical Industry (Lecture at the 3<sup>rd</sup> Greco-cyprion conference in chemistry, September 1992).
19. Pesticide containers, defective products and their disposition problems. Lecture in a manifestation about "Pesticides and the Environment", Chemical News magazine, second edition.
20. Interlaboratory study between the Laboratory of the ministry of Agriculture and the Laboratory of Premier Chemical Co Ltd for the Active Ingredient Chlorpyrifos Ethyl in products of Premier Chemical Co Ltd , Monograph 1989.

Publications on different magazines and newspapers on subjects relevant to the scientific area of interest as well as on other subjects of general interest.

## Research

Scientific Leader of a research program submitted by Quintessence Enterprises Ltd to the Research Promotion Foundation (March 2004)

Scientific Contributor to the Research Project for the development of environmentally friendly pesticide formulations using di-block co-polymers as surface active agents. The scientific team for this project consists of Premier Chemical Co Ltd, Syngenta, the University of Cyprus, and other individual scientists in Cyprus and abroad.

Revision of this CV

Nicosia, 19.6.2010