

PROPOSAL WRITING through the MSCA example

«Marie Sklodowska-Curie» (MSCA) Actions under Horizon 2020

19/04/2016 FOUNDATION OF THRACIAN ART AND TRADITION, XANTHI



SPECIAL THANKS TO:

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BSc, MEng, 6-sigma, NEBOSH, CSTC, PhD Cand.

National Contact Point

«Marie Skłodowska-Curie»

«ENVIRONMENT», «SPACE», «EURAXESS»

Cyprus Research Promotion Foundation



Περιεχόμενα

- Background Policy
- Partners Consortia
- MSCA Calls and Submission Service
- Evaluation (in Brief)
- Interactive Evaluation Exercise
- Proposal Writing:
 - Deciphering the Expected Content
 - Hints & Tips

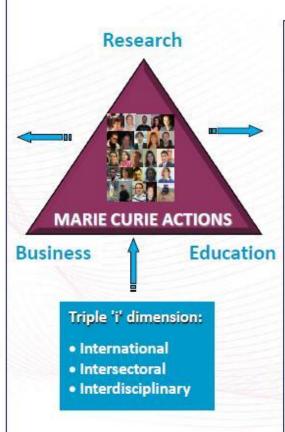
ΑΡΙΣΤΟΤΕΛΕΙΟ ΠΑΝΕΠΙΣΤΗΜΙΟ ΘΕΣΣΑΛΟΝΙΚΗΣ ΕΠΙΤΡΟΠΗ

EPEYNΩN

Background – Policy

INNOVATION UNION - ERA

- 1 million more researchers
- Improve quality of doctoral training
- Involve businesses in doctoral training
- Attractive employment conditions
- ERA attractiveness
- Gender Balance
- Competitiveness of knowledge base enterprises, including SMEs
- Exploitation of results, commercialisation of research
- Leveraging national policies and programmes
- International cooperation
- Open access, dissemination



The Agenda for NEW SKILLS and JOBS

- Equip researchers with relevant skills that will match both public and private sector needs
- Improve career prospects of doctoral candidates

YOUTH On the MOVE

 Promote researchers mobility accross sectors, countries and disciplines

Modernisation of HIGHER EDUCATION

- Attractiveness of European universities
- Stronger links between universities and businesses



• To achieve:

- European Added Value
- Transnationality
- Replicability
- Transferability

You need:

Good Partners and Consortium



- Good Characteristics in partners:
 - Reliable
 - Suitable for the purposes of the Project
 - Their Organization is able to provide the necessary resources
 - They bring added value to the Consortium
 - They contribute to gender balance



- Good Characteristics of a Consortium:
 - Experienced coordinator
 - Scientists with track record
 - Relevant expertise and skills
 - Good infrastructure and resources
 - Involvement of competent staff
 - Partners contributing to "triple helix" and "triple i" dimension

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- Good Characteristics of a Consortium:
 - Gender Balance
 - Multidisciplinary
 - Partners have Complementarity (no major overlaps) and synergies
 - Relevant stakeholders
 - Good distribution of work
 - Added value of each partner
 - Previous collaborations
 - Commitment



- Additional Resources for Partners:
 - COST Actions (<u>www.cost.eu</u>)
 - NCP Networks' Partner Search Tools:
 http://ec.europa.eu/research/participants/docs/h202
 O-funding-guide/grants/applying-for-funding/find-partners en.htm
 - EEN Cooperation Opportunities Database
 http://een.ec.europa.eu/tools/services/SearchCenter/Search/ProfileSimpleSearch
 - Brokerage Events, Info-days, Seminars, Conferences
 - Contact the NCPs

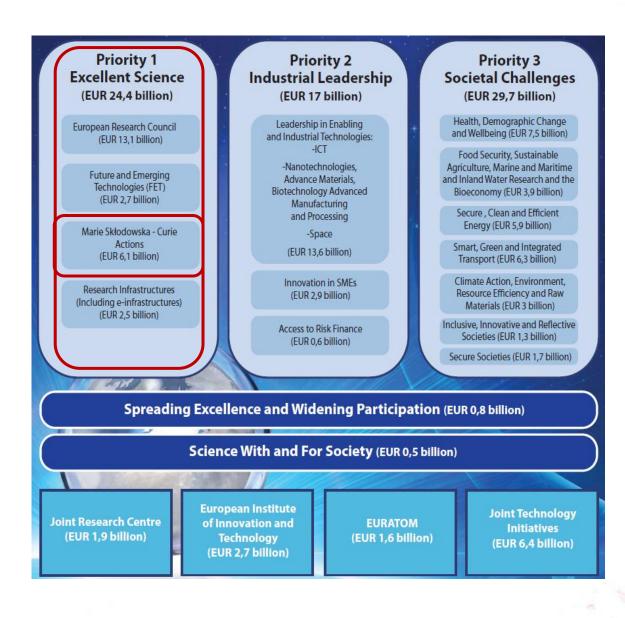


ΘΕΣΗ, ΑΝΑΖΗΤΗΣΗ, ΠΡΟΣΚΛΗΣΕΙΣ, ΥΠΟΒΟΛΗ

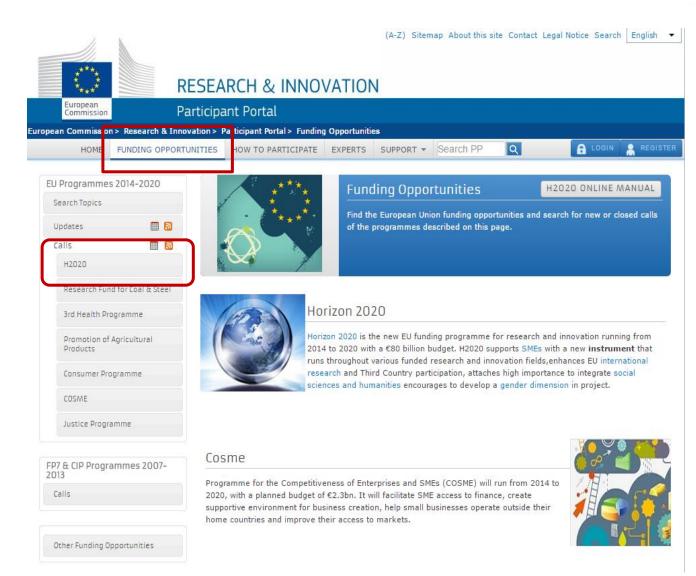
ΟΙ ΔΡΑΣΕΙΣ MSCA ΣΤΟ H2020

ΑΡΙΣΤΟΤΕΛΕΙΟ ΠΑΝΕΠΙΣΤΗΜΙΟ ΘΕΣΣΑΛΟΝΙΚΗΣ ΕΠΙΤΡΟΠΗ ΕΡΕΥΝΩΝ

H2020 - MSCA

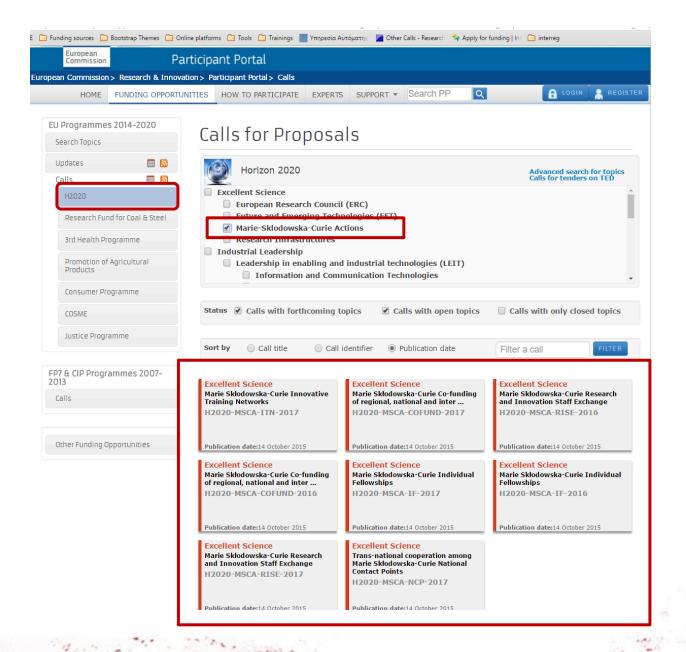


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Participant Portal





Proposal Information



FP7 & CIP Programmes 2007-2013 Calls

Other Funding Opportunities

Call budget overview

CALL: MARIE SKŁODOWSKA-CURIE INDIVIDUAL FELLOWSHIPS

Call identifier: H2020-MSCA-IF-2016

Publication date: 14 October 2015

Horizon 2020

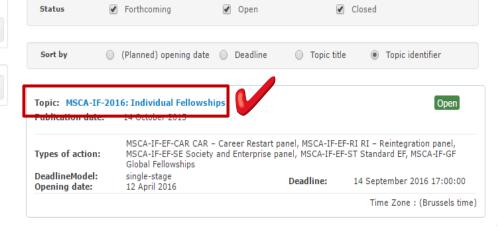
Pillar: Excellent Science
Work Programme Year: H2020-2016-2017

Work Programme Part: Marie Skłodowska-Curie Actions

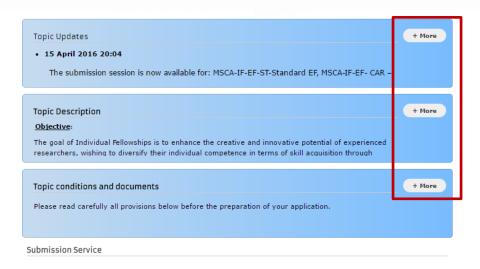
Call updates 15 April 2016 17:55 The submission session is now available for: 31071509(MSCA-IF-EF-CAR-MSCA-IF-EF-RI-MSCA-IF-GF-MSCA-IF-EF-SE-MSCA-IF-EF-ST) Topics and submission service

To access the **Submission Service**, please **select the TOPIC** of your interest and then open the Submission Service tab.

To access existing draft proposals, please login to the portal and select My Proposals from the My Area menu.





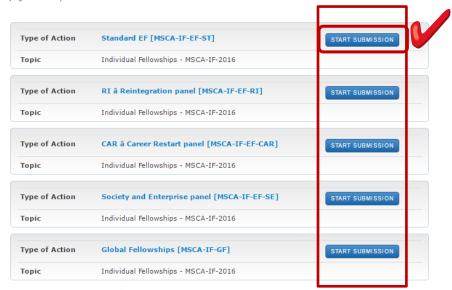


Περισσότερες Πληροφορίες

Proposal Information

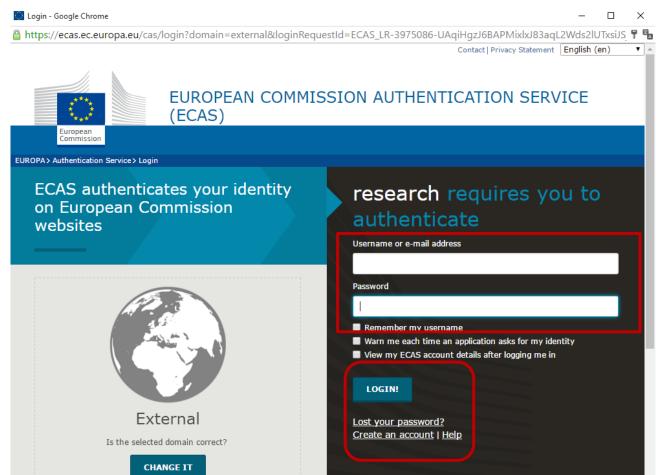
To access the Electronic Submission Service of the topic, please select the **type of action** that is most relevant to your proposal from the list below and click on the **'Start Submission'** button. You will then be asked to confirm your choice of the type of action and topic, as these cannot be changed in the submission system. Upon confirmation you will be linked to the correct entry point.

To access existing draft proposals for this topic, please login to the Participant Portal and select the My Proposals page of the My Area section.



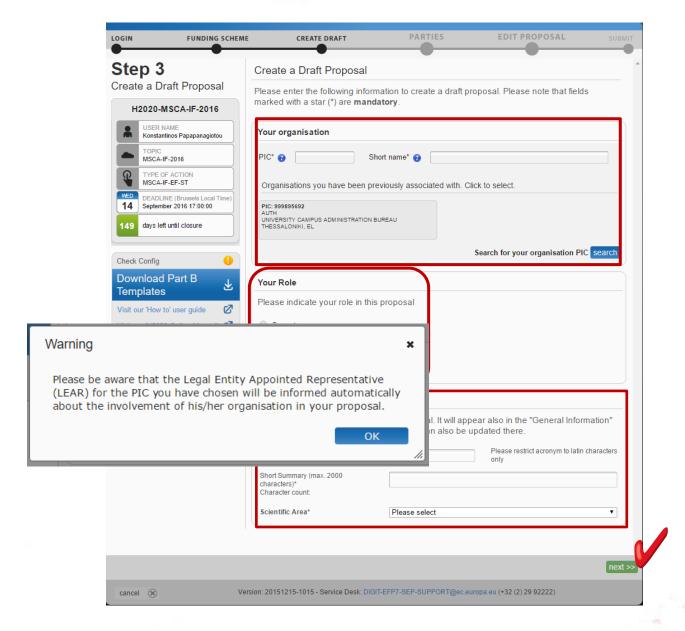
Υποβολή Πρότασης





Proposal Submission







Submission and Evaluation of Proposals Assent Disclaimer

Please read and accept this disclaimer to proceed with the creation of your draft proposal:

Proposal pre-registration data

- 1. In order to plan the evaluations, the Commission services need access to a limited amount of information about your draft proposal (the so called pre-registration data) prior to call deadline. The pre-registration data is limited to: call, topic, type of action, Participant Identification (PIC) code of the participating organisation(s), project acronym, short summary and where applicable panel and keywords. Neither the Part B nor any annexe(s) form part of the pre-registration data that can be accessed by the European Commission services before the call deadline.
- 2. You do not have to list sensitive/confidential information in the 'Short Summary' (entered on Step 3). Where relevant, sensitive/confidential information can be added to the 'Abstract' field in the Part A administrative form at a later stage in the submission process; this Abstract is not included in the pre-registration data. Therefore, please provide as the 'short summary' the relevant information (keywords, non-confidential information) for the planning of the evaluation.
- I agree that the pre-registration data becomes available to the European Commission services prior to call closure.
- I wish that the pre-registration data does not become available to the European Commission services prior to call closure. (Applicants are advised to use this option only in well justified cases, as it hinders the planning of the evaluation process and the timely processing of proposals).

Part B

- 3. File format: For the Technical Annex (part B) you must use exclusively PDF ("portable document format", compatible with Adobe Acrobat version 5 or higher, with embedded fonts). Annexes might have an obligatory page limit. Please check for the number and type of mandatory or optional annexes for the call in the relevant call documentation. Annexes with excess pages where page limit applies, will receive a watermark upon upload to the system. Users will receive a warning when trying to submit an annex with excess pages.
- Time constraints: Preparation and uploading of the PDF formatted technical annex may take some time. You
 should ensure that this has been completed in time, well before the call closure deadline.

Submission

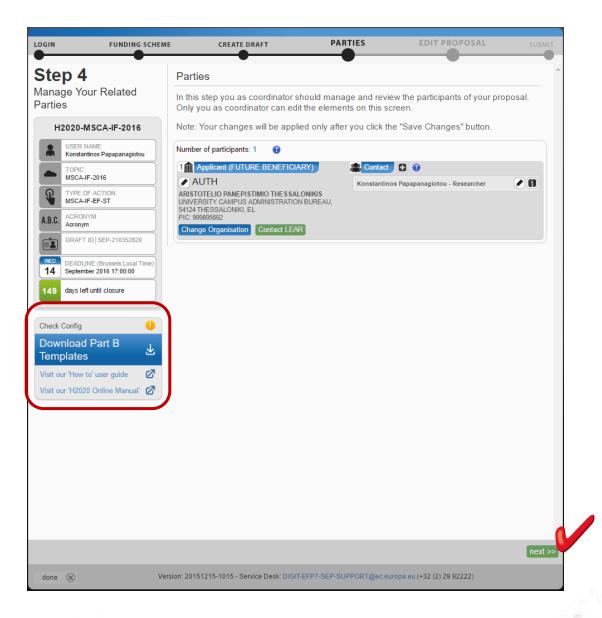
5. Proposals must be submitted prior to the call closure deadline. Likewise, modifications to proposals or uploaded attachments are also required to be submitted prior to the call closure deadline or they will not be taken into account. Proposals may be submitted or withdrawn at any time prior to the call closure deadline. There is only ever one version of a submitted proposal, as submission over-writes the previous version.

Personal Data

6. We will process personal data in accordance with Regulation No 45/2001 and according to the "notifications of the processing operations" to the Data Protection Officer (DPO) of the Commission/Agency (publicly accessible in the DPO register). Read more on the Legal Notice of the Participant Portal.

ccept decline



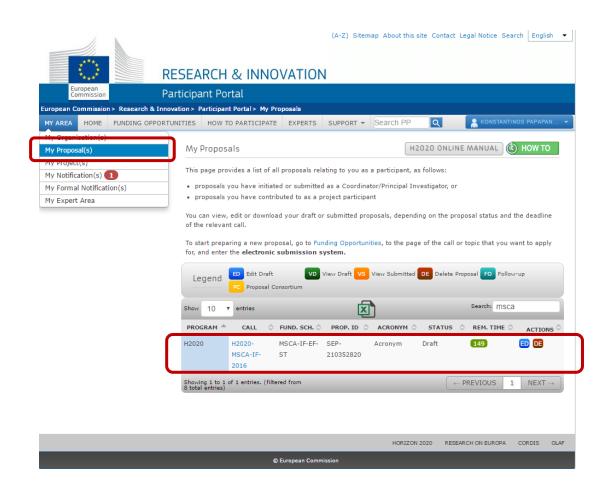




ecure/editform?draftid=SEP-210352820&ticket=ST-2195938-HObb1PpmnHck3MooS1yHmg8dONEj6GozzzeRXjXkstOoYXbm1g2znAxoUd PARTIES **EDIT PROPOSAL** LOGIN **FUNDING SCHEME** CREATE DRAFT Step 5 Edit Proposals' Forms Edit Proposal In this step you can edit the administrative forms and upload the proposal itself. H2020-MSCA-IF-2016 WARNING: This proposal contains changes that have not yet been submitted. Konstantinos Papapanagiotou Administrative Forms Edit will open the forms in Adobe Reader. MSCA-IF-2016 TYPE OF ACTION MSCA-IF-EF-ST view history print preview Acronym Part B and Annexes DRAFT ID | SEP-210352820 In this section you may upload the technical annex of the proposal (in PDF format only) and any other requested attachments. DEADLINE (Brussels Local Time) 14 September 2016 17:00:00 Part B-Document 1 upload days left until closure Part B-Document 2 upload Check Config Download Part B **Templates** Visit our 'How to' user guide Visit our 'H2020 Online Manual' << Step 4 - Parties validate Version: 20151215-1015 - Service Desk: DIGIT-EFP7-SEP-SUPPORT@ec.europa.eu (+32 (2) 29 92222) done 🕱



Proposal Submission



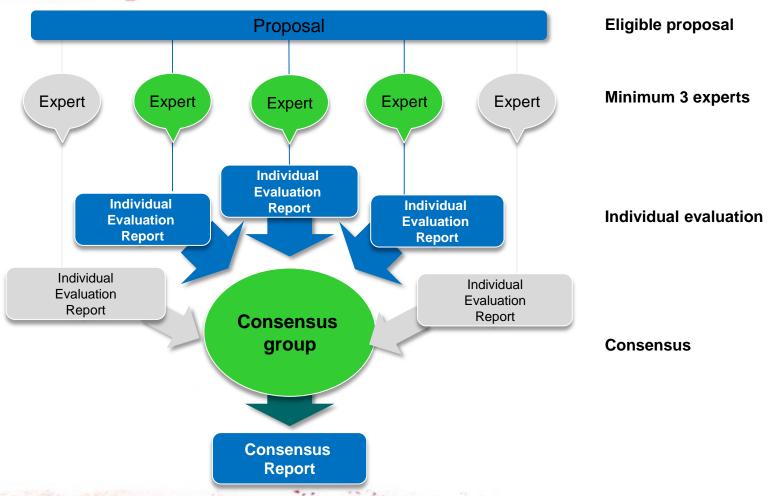


ΑΞΙΟΛΟΓΗΣΗ

ΟΙ ΔΡΑΣΕΙΣ MSCA ΣΤΟ H2020



Evaluation





Evaluation

- What's new:
 - Dealing with Multidisciplinary/Multisectoral proposals
 - More experts per proposal
 - Clear procedures for cases where experts disagree
 - Proposals strictly evaluated on their own merit (NO recommendations for changes)
 - Criteria "Excellence", "Impact" and "Implementation", but also "Cross-Cutting" Issues
 - All proposals above thresholds are Ranked in descending order of overall score (one ranked list per budget shown in Call)
 - Selection of the proposals starts from top of list, until available budget exhausted

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Evaluation Criteria

<u> IF - Marie Skłodowska-Curie Individual Fellowships</u>		
Excellence	Impact	Quality and efficiency of the implementation
Quality and credibility of the research/innovation project; level of novelty, appropriate consideration of inter/multidisciplinary and gender aspects	Enhancing the potential and future career prospects of the researcher	Coherence and effectiveness of the work plan
Quality and appropriateness of the training and of the two way transfer of knowledge between the researcher and the host	Quality of the proposed measures to exploit and disseminate the project results	Appropriateness of the allocation of tasks and resources
Quality of the supervision and of the integration in the team/institution	Quality of the proposed measures to communicate the project activities to different target audiences	Appropriateness of the management structure and procedures, including risk management
Capacity of the researcher to reach or re- enforce a position of professional maturity/independence		Appropriateness of the institutional environment (infrastructure)
50%	30%	20%
Weighting		
1	2	3
Priority in case of ex aequo		
NB: An overall threshold of 70% will be applied to the total weighted score.		



Evaluation

- For full proposals
 - Each criterion will be scored out of 5, decimal points may be given
 - Individual threshold of 3
 - Overall threshold of 10
- Only for Innovation Actions and SME instrument:
 - Impact criterion weighted by factor of 1.5
 - Impact considered first when ranking tied scores

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Evaluation

0	Proposal fails to address the criterion or cannot be assessed due to missing or incomplete information.
1	Poor. The criterion is inadequately addressed, or there are serious inherent Weaknesses.
2	Fair. Proposal broadly addresses the criterion, but there are significant weaknesses.
3	Good. Proposal addresses the criterion well, but a number of shortcomings are present.
4	Very Good. Proposal addresses the criterion very well, but a small number of shortcomings are present.
5	Excellent. Proposal successfully addresses all relevant aspects of the criterion. Any shortcomings are minor.

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ΠΑΡΑΔΕΙΓΜΑΤΑ ΑΠΌ ΥΠΟΒΟΛΕΣ, ΒΑΘΜΟΛΟΓΙΑ

CASE STUDIES



Exercise – Real Proposals

- Excerpts from Two Proposals of the Call H2020-MSCA-IF
- Exercise:
 - Read ON-the-SCREEN, REAL Evaluation excerpt
 - Vote with 1 to 5 (and halves) on how YOU would score!
- https://getkahoot.com/

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Excellence – Proposal X

Strengths:

- The proposal provides a good overview of the main objectives of the project.
- Sufficient bibliographical references are provided to place each research objective in the context of the general atte-of-the-art
- A good research and corpole entary training plant provided, indicating for each activity the relevance of the host institution and activity.
- The project well de ribes how the knowledge previously acquired by the researcher will be transferred to the host stitution and the high potential of the researcher in transferring knowledge
- The proposal well demonstrates figh qualification and experience of the supervisor, providing information on research field, main research projects, international collaborations and publications.
- The proposal clearly describes which hosting arrangements will be in place to well integrate the applicant within the hosting institution.
- The proposal demonstrates a good match between the applicant's profile and research topic. Potential for reaching a position of professional maturity is well argued.

Weaknesses:

- The proposal does not describe in detail the interdisciplinary aspects.



Excellence – Proposal Y

Strengths:

- -The proposal tackles an innovative, interesting, timely and policy relevant question. State-of-the-art is adequately indicated and thereafter the innovation of the current proposal is well explained.
- -How the project will provide the oplicant with new krawledge through training are well addressed and convincing: i.e. proposal writing, deter high-quality research papers, interview skills, programming the ing, etc..
- -The transfer of knowledge by the researcher to the host is also well formulated, given that the applicant receive the PD degree
- -The supervising scientist has extensive experience in industry and academia and a strong track record of publications...ar a high level of experience on the research topic proposed.
- -The applicant earned the PhD degree recently and has not had the time to publish, but reveals good capacity to reach or re-enforce a position of professional maturity in research.

Weaknesses:

- -No sufficient elements to judge whether the methodology to be followed will be appropriate for such a demanding task. The research methodology that will be employed is not clearly stated.
- -Hosting arrangements are not presented in sufficient detail.
- -Independent thinking and leadership qualities are not described thoroughly.



Impact – Proposal X

Strengths:

- The proposal clearly describes the impact of research and training on the research cher's career.
- The proposal in fuces a good ran for advertising the research activities and results to a wider public, considering different kinds of target public.
- The researcher provides good dissemination plan to a specialised public.

Weaknesses:

- The proposal does not exhaustively describe how exploitation of results and intellectual property will be managed, providing generic information on a specific Agreement which will be provided by the host institution.

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Impact – Proposal Y

Strengths:

The project has the potential to allow the researcher to reach the next stage of the academic career by publishing jood level journals and developing a very interesting and relevant research agenda.

The amount and width of the activities plated to dissemination to the general public is remarkable. The dissemination of the research results to academics, practitioners (...) and the general public is very well described. Classic as well as electronic dissemination channels have been proposed adequately, i.e. Researchers Nights, TV and radio interviews, web-based outreach, FameLab competition, Marie Curie project open day, articles in newspapers, and web-based outreach, are excellent.

Exploitation of results is excellent. The management regarding the intellectual property that may arise from the research project is described in detail.

Weaknesses:

- No significant weaknesses have been identified.



Implementation – X

Strengths:

- -The overall coherence of the work plan is good: a Gantt chart and an adequate description of the Work Packages are provided, including milestones and deliverable.
- -The appropriateness of the management structure and procedures, including mentoring activities are final cial strategy, is clearly demonstrated.
- -The proposal conversingly explains the propriateness of the research facilities and of the support infrastructure, at the host institution. All these facilities and infrastructures guarantee the renowship a maximum chance of a successful outcome.
- -The applicant well describes the commitment of the beneficiary to the programme, also in the perspective of a future development of the research project after the end of the fellowship.

Weaknesses:

- -The distribution of the activities throughout the relevant calendar is unclear, therefore their feasibility is not fully convincing.
- -The proposal does not provide a comprehensive contingency plan to be implemented should risks occur.



Implementation – Y

Strengths:

- -WPs are very well formulated. The Gantt chart includes the deliverables and the milestones of the project and is detailed, but does not describe appropriately the 1st WP (i.e. project management, training putreach activities) across time.
- -The project management arrangement to management structure and the progress monitoring mechanisms are credible discussed overall. Risks that might endanger reaching project objectives and continuency plans are very well formulated. Convincing examples and details about the management are provided.
- -The institutional environment and the infestructure provided are appropriate for the successful realisation of the project. The benefits of the fellowship for the researcher are described in detail. The institutional commitment is sufficiently demonstrated.

Weaknesses:

- -The wide variety of activities in WP 1 is likely to decrease the time dedicated to the basic research needed to successfully complete the proposal. The dissemination activities are not allocated across time adequately.
- -Time dedicated to analysis and interpretation of results is inadequately presented. This casts some doubts about the feasibility of the associated deliverables: analysing the data, interpreting the empirical results and writing two high level ... papers is a hard task to execute in 9 months



Proposal X

- Excellence: 4,80
- Impact: 4,70
- Implementation: 4,20
- Overall Score: 93,00
- FUNDED!



Proposal Y

• Excellence: 3,70

• Impact: 5,00

• Implementation: 4,00

Overall Score: 83,00

NOT FUNDED!



ΣΤΡΑΤΗΓΙΚΗ ΣΥΓΓΡΑΦΗΣ ΠΡΟΤΑΣΕΩΝ

ΧΡΗΣΙΜΑ ΕΓΓΡΑΦΑ, ΣΥΜΒΟΥΛΕΣ



Ιστοσελίδες

- Participant portal <u>http://ec.europa.eu/research/participants/portal/desktop/en/opportunities/h2020/index.html</u>
- Horizon 2020 Helpdesk <u>http://ec.europa.eu/research/participants/portal/desktop/en/support/research_enquiry_service.html</u>
- Horizon 2020 On-line manual <u>http://ec.europa.eu/research/participants/portal/desktop/en/funding/index.html</u>
- Annotated Model Grant Agreement (version 30 Oct 2015) pages 379 to 483 for MSCA http://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/amga/h2020-amga_en.pdf
- EURAXESS (Charter-&-Code, Policy)
 http://ec.europa.eu/euraxess/index.cfm/rights/index
 http://ec.europa.eu/euraxess/index.cfm/services/researchPolicies



Έγγραφα

- Survivor's Guide (available upon request)
- MSCA standard self-evaluation form
- Guide for Applicants (GfA)
- Proposal Template



- The Proposal is NOT a Paper/Article for a Journal
 - It is a marketing/sales pitch of your research, so as to receive funding
- EC has been doing this for quite a few FPs:
 - There are particular policy and mandate backgrounds
 - There's a particular language-jargon, structure, process
- EC publishes the Call, but the Proposal is evaluated by external Expert Evaluators
 - You need both audiences



European Added Value:

- Problem/Issue attempted to be solved or the technology/ innovation attempted to be developed of pan-European character
- Scale/complexity of the solutions for EU and not just for Greece
- Transnationality, replicability and transferability should be the keywords for challenges, problems, solutions
- Not just through "transfer of knowledge" or "networking" or "EU-wide dissemination"
 - How the issue addressed is of a wider interest and how the solution proposed indeed has wide applicability



- ✓ Start early
- ✓ Get Guidance and Info from NCPs
- ✓ Be Patient and Persistent
- ✓ Find "ERs" and "Hosts" on time
- ✓ Get your "Policy Background" together
- ✓ Write with the "Eyes of Evaluators"
- ✓ Follow the Template-GfA
- ✓ Divide effort over the evaluation criteria
- ✓ When you write... KISS (keep it simple & short)
- ✓ When you image/table... KILL (keep it large & legible)
- ✓ Successful Proposals are SMART



S Specific

M Measurable

A Achievable

R Relevant

T Timely



Συμβουλές – Common errors

- Proposal written as Scientific Paper
- Objectives and "state-of-the-art" are elaborate and indepth, but Implementation/ Methodology, "beyondthe-state-of-the-art" and Impact are under-developed
- Unclear Aims and Objectives
- Over-ambitious
- Not enhancing training/ career
- CV not properly presented or not matching Part A
- Off page limits! Template/ structure not followed!
- Essential parts disregarded
- Not-final Wrong draft submitted!



Συμβουλές - What Evaluators expect

- Well-organised, "flowing" text
- Proposal should make the Evaluator's "life" easier: consistent, well-written, following guidelines/templates
- Proposal should help the Evaluators score it more easily: "built" around the Evaluation Criteria
- Proposal has to convince that it will add value in the specific field, for the Career Development of the Researcher and the EU at large
- Clear description of the training and transfer of knowledge, as well as competency of Host/ Supervisor
- Clear Work Plan with Contingency Planning, IPR management considerations, and Outreach/Dissemination Plans



Συμβουλές - What Evaluators expect

- Evaluators don't have too much time... Keep it simple and concise
- Always revisit the Criteria-questions... Stay within "Scope" (copy from Documentation and work around it)
- No duplications of previous works/projects, but... building on them
- Clear language and organised contents
- Explain abbreviations / Use Glossary
- Use tables and diagrams (relevant and easily understandable)
- Use Structure and Table-of-Contents from Templates
- Use Headings and subheadings from Templates



Συμβουλές - What Evaluators expect

- Use Margins and Font Size / Page-Numbering / Page Limits set in Templates
- Accurate, Verifiable and Professional content (refer. where needed)
- Professional CV according to Section 4 guidelines and matching Part A data
- No "emphatic" statements and claims that are unsubstantiated
- Consistent in UK English throughout. NO jargon or slang
- Write for the "non-specialist" educate the Evaluator to understand what you want to do and why it's worth the funding.
- No typos, no inconsistencies, no obvious cut-&paste, no numbers which don't add up, no missing pages
- Proof Read at the end

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Συμβουλές – Abstract

- It should be easy for the reader to clearly see ina-nutshell:
 - Why bother? (what problem are you trying to solve?)
 - Is it a European priority?
 - Is the solution already available (product, service, transfer)?
 - Why now? (What would happen if we did not do this now?)
 - Why you? (Are you the best people to do this work?)



Συμβουλές – Excellence

Excellence	
Quality, innovative aspects and credibility of the research (including inter/multidisciplinary aspects)	Introduction, <u>objectives</u> and overview of the action. Research <u>methodology</u> and approach: highlight the type of research and innovation activities proposed. Originality and innovative aspects of the research programme: explain the contribution that the project is expected to make to advancements within the project field. Describe any novel concepts, approaches or methods that will be employed.
Clarity and quality of transfer of knowledge/training for the development of researcher in light of the research objectives	Show how the researcher will gain new knowledge from the hosting organisation(s) during the fellowship. → Scientifically andComplementary Skillsto broaden/diversify profile and career prospectives. How the organisation(s) may also benefit from the previous experience of the researcher. Outline the capacity for transferring the knowledge previously acquired by the researcher to the host organisation.
Quality of the supervision and the hosting arrangements	Qualifications and experience of the scientist in charge. Level of experience on the research topic proposed and track record of work, including the main international collaborations. Information provided should include participation in projects, publications, patents and any other relevant results Personalised Career Development Plan for the researcher.
Capacity of the researcher to reach or re- enforce a position of professional maturity in research	Level of experience and potential to reach or reinforce professional maturity.



Συμβουλές – Impact

Impact		
Enhancing research- and innovation- related human resources, skills, and working conditions to realise the potential of individuals and to provide new career perspectives	Impact of the research and training on the experienced researchers' career: articulate clearly the advantages of mobility through this fellowship for the researcher's personal career development. Impact of the fellow's research on European society: including the science based and /or the economy in the manner appropriate to the research field.	
Effectiveness of the proposed measures for communication and results dissemination	Communication and <u>public engagement</u> strategy of the action. <u>Dissemination</u> of the research results. Exploitation of results and <u>intellectual property.</u>	



Συμβουλές – Implementation

Implementation		
Overall coherence and effectiveness of the work plan, including appropriateness of the allocation of tasks and resources	Work Packages description. List of major <u>Deliverables</u> (= tangible output: report, document, technical diagram, software, etc.). List of major <u>Milestones</u> (=control/ decision points that help to chart progress) <u>Gantt Chart</u> (=Table of Activities over planned time) → in template. Secondments if applicable.	
Appropriateness of the management structures and procedures, including quality management and risk management	Progress monitoring -Project organisation and management structure, including the financial management strategy, as well as the progress monitoring mechanisms put in place Risk management -Risks that might endanger reaching the project's objectives and the contingency plans to be put in place should risk occur. Intellectual Property Rights (IPR).	
Appropriateness of the institutional environment (infrastructure)	Description of the legal entity(ies), and its main tasks and infrastructure.	
Competences, experience and complementarity of the participating organisations and institutional commitment	Commitment of beneficiary and partner organisations to the programme.	



Επικοινωνία

Τμήμα Marketing, Προγραμματισμού & Ανάπτυξης Γραφείο 202, ΕΛΚΕ ΑΠΘ

Αριστοτέλειο Πανεπιστήμιο Θεσσαλονίκης 3ης Σεπτεμβρίου, ΚΕΔΕΑ, Πανεπιστημιούπολη 54636, Θεσσαλονίκη, Ελλάδα

t: (+30) 2310991355

f: (+30) 2310853283

e: marketing@rc.auth.gr

u: http://www.rc.auth.gr



Ευχαριστούμε για την προσοχή σας

ΕΛΚΕ ΑΠΘ

Τμήμα Marketing, Προγραμματισμού & Ανάπτυξης