



Paschalis Zapartidis

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WORK EXPERIENCE



Achievements of my Career

- 6 Promotions [2 times from 3rd amateur division (sixth tier) to 2nd (fifth tier), 3 times from 2nd amateur division (fifth tier) to 1st (fourth tier), 1 time from 1st amateur division (fourth tier) to 3rd National League (third tier)]
- 4 Championships (3 Championships Unbeaten)
- 1 Amateur Cup
- 3rd National League (third tier) - 4 years
- Elected Board member of the Football Coaches Association of Evros - 8 years

FC Orestis Orestiadas – Orestiada, Greece

City: Orestiada | Country: Greece

Football coach

[01/10/2025 – Current]

- Club's MEN (Third Tier), for men in C' National Football league of HFF.
- Football training and coaching for Senior team.
- Men - The main goal was to gather as many points as possible, in order to avoid the relegation (we took the team with 0 points).

FC AEK Makris – Alexandroupolis, Greece

City: Alexandroupolis | Country: Greece

Link <https://youtu.be/08WAbkHx7k8>

Head Coach

[15/08/2024 – Current]

- Club's MEN (Fifth Tier), for men in second amateur football league HFF Evrou.
- Football training and coaching for Men team.
- Men - The main goal was a decent run in the championship in order to gather as many points as possible. However, we made the breakthrough and finished fourth, resulting in promotion to a higher category.
- Fourth position and promotion in first Amateur Football League HFF Evrou.

FC Alexandroupolis – Alexandroupoli, Greece

City: Alexandroupoli | Country: Greece

Head of Coaching

[15/12/2022 – 15/04/2024]

- 1) MEN team, in National C' football league of Greece (Third Tier) and 2023-2024 in A' Amateur League EPS Evrou (Fourth Tier).
- 2) Head of Coaching for 5 members of the coaching staff - (2022-2023)
- 3) Head of Coaching for 5 members of the coaching staff - (2023-2024)
- 4) Season 2022-2023 : The main goal was the decent course in the championship in order to gather as many points as possible (the relegation was inevitable), because the team when i went there, was last (1 point). At the end of 2022-2023 season we finished with 12 points and were relegated with decent performances. Also the goal was to win the Cup of the Union of Football Clubs of Evros, which was crowned with absolute success and gave us the opportunity next season to participate in the institution of the Greek Cup.
- 5) Season 2023-2024 : The main goal of the team is to win the championship in upper division of the local division and the immediate promotion to the National Division. We won the league undefeated.

Elpis Alex/polis – Alexandroupolis, Greece

City: Alexandroupolis | Country: Greece

Head Coach (Volunteer)

[01/07/2022 – 15/06/2024]

Football training and coaching U10-U16 (minority group)

Anagennisi Alexandroupolis – Alexandroupoli, Greece

City: Alexandroupoli | Country: Greece

Head Coach

[01/01/2022 – 31/10/2022]

- 1) WOMEN team, in Hellenic Football League 2 (Third Tier).
- 2) Coaching for women.
- 3) The main goal was the creation of a competitive women team in order to take part in championship and obtain experience.

FC Alexandroupolis – Alexandroupoli, Greece

City: Alexandroupoli | Country: Greece

Link <https://youtu.be/dVbjwAl3vMw>

Assistant Coach

[13/09/2019 – 13/08/2021]

- 1) MEN team, in National C' football league of Greece (Third Tier).
- 2) Coaching for men team.
- 3) The main goal was the creation of FC Alexandroupoli Men team and Academy for first time in Alex/poli city, in order to have a team to PRO Leagues. Men team finished in the middle of the ranking table and remain to the National C' League (2019-2021).

Athletic Club of Thrace (ACT) – Alexandroupoli, Greece

City: Alexandroupoli | Country: Greece

Links <https://youtu.be/PFtytlh-Sro> | https://youtu.be/dCOW2t4c_LA

Head Coach and Technical Director

[02/2017 – 31/07/2019]

- 1) MEN team, in second amateur football league Evrou (Fifth Tier).
- 2) Coaching for men team and built up of the academy.
- 3) The main goal was the creation of AOT Men team and Academy for first time in Alex/poli city. Men team finished in the middle of the ranking table (8th position), Academy players totally came 15 kids from 5-15 ages.

Football Coaches Association of Evros – Alexandroupoli, Greece

City: Alexandroupoli | Country: Greece

Cashier

[04/2016 – 01/11/2021]

Elected for the first time Board member of the Football Coaches Association of Evros and assumed the duties of the Cashier. In July 2020 elected for second time at the same position.

Athletic Club of Thrace (ACT) – Alexandroupoli, Greece

City: Alexandroupoli | Country: Greece

Head Coach / Scout

[02/2017 – 07/2018]

- 1) WOMEN team, in Hellenic Football League 2 (Third Tier).
- 2) Coaching for women.
- 3) The main goal was the women's participation in order to obtain experience.
- 4) Scout for FC AEK Athens Development Network (PRO Club).

Evros Soufliou – Soufli, Greece

City: Soufli | Country: Greece

Link https://youtu.be/dCOW2t4c_LA

Head Coach

[07/2016 – 01/2017]

- 1) MEN team, in first amateur football league HFF Evrou (Fourth Tier).
- 2) Coaching for men team.
- 3) The main goal was to place a position in the middle of the ranking board. We finished in 7th place.

Thraki Feron – Feres, Greece

City: Feres | Country: Greece

Link <https://youtu.be/P0U3CxTM9-Q>

Head Coach

[07/2015 – 07/2016]

- 1) MEN team, in second amateur football league HFF Evrou (Fifth Tier).
- 2) Coaching for men team.
- 3) Second Position – Promotion in first Amateur Football League HFF Evrou.

Ethnikos Alexandroupolis – Alexandroupoli, Greece

City: Alexandroupoli | Country: Greece

Link <https://youtu.be/xVhAJUmPfms>

Head Coach

[07/2014 – 07/2015]

- 1) U15 team in Hellenic Football League 2.
- 2) Football training and coaching for U15 team.
- 3) First position of Development' s U15 Academy Championship, undefeated.

Hellenic Football Federation Evrou (HFF) – Evros, Greece

City: Evros | Country: Greece

Link <https://youtu.be/7xTcFNwWLD8>

Head Coach

[09/2013 – 07/2014]

- 1) Elite YOUTH team in Evros region, for the Hellenic Football Federation Championship (Pre-choice for the Hellenic National Team of Youth - ELITE Pro Tier) .
- 2) Football training and coaching for ages 12 – 13.
- 3) Third position.

FC Niki Apalou – Alexandroupoli, Greece

City: Alexandroupoli | Country: Greece

Link https://youtu.be/fQFU_IMG8fk

Head Coach

[07/2010 – 07/2011]

- 1) MEN team in third amateur football league HFF Evrou (Sixth Tier).
- 2) Coaching for men team.
- 3) First Position – Promotion in Second Amateur Football League HFF Evrou.

FC Mavroi Aetoi – Alexandroupoli, Greece

City: Alexandroupoli | Country: Greece

Head Coach

[12/2006 – 07/2008]

- 1) MEN team in third amateur football league HFF Evrou (Sixth Tier).
- 2) Coaching for men team.
- 3) First Position – Promotion in Second Amateur Football League HFF Evrou, undefeated.

FC Olympiakos Club of Fans of Piraeus (OCFP) Evrou Academy – Alexandroupoli, Greece

City: Alexandroupoli | Country: Greece

Head Coach

[07/2006 – 07/2008]

Football training and coaching OCFP's academy young football players (Superleague Professional Academy) .

FC Niki Apalou – Alexandroupoli, Greece

City: Alexandroupoli | Country: Greece

Head Coach / Assistant Coach

[07/2004 – 07/2005]

- 1) Club's MEN (Fifth Tier) and ACADEMY team, for men and young football players in second amateur football league HFF Evrou.
- 2) Football training and coaching of U16.
- 3) Assistant Coach for Men team.
- 4) U16 - Second Position in Youth's Football League.
- 5) Men - Fourth position and promotion in first Amateur Football League HFF Evrou.

EDUCATION AND TRAINING

Football Trainer / Coach

Private vocational training Institute "IPPOKRATIOS" [2002 – 2004]

City: Athens | Country: Greece | Level in EQF: EQF level 5

Graduate of Private Education Center "IPPOKRATIOS" with speciality Football Trainer / Coach

Football Trainer / Coach UEFA B'

UEFA / Hellenic Football Federation [2006 – 2006]

City: Thessaloniki | Country: Greece | Level in EQF: EQF level 4

- 1) Diploma UEFA B'.
- 2) Graduate of UEFA / HFF Academy with specialty Football Trainer / Coach.

Seminar - theoretical education

Panhellenic Association of Greek Football Coaches [19/03/2007 – 20/03/2007]

City: Athens | Country: Greece | Level in EQF: EQF level 1

- 1) Seminar about Formations and Football Tactics.
- 2) Lecturer - Famous Top Greek coaches.

Football Trainer / Coach Certificate UEFA A'

UEFA / Hellenic Football Federation [12/10/2007 – 13/11/2008]

City: Athens | Country: Greece | Level in EQF: EQF level 6

- 1) Certificate UEFA A'.
- 2) Graduate of UEFA / HFF Academy with specialty Football Trainer / Coach.

Goalkeeper Coach Certificate of Attendance.

FIFA Organisation [23/05/2011 – 27/05/2011]

City: Athens | Country: Greece | Level in EQF: EQF level 3

- 1) Certificate of Attendance.
- 2) FIFA Goalkeeping Coaching Course.

Women Coach Certificate of Attendance

FIFA Organisation [21/04/2013 – 28/04/2013]

City: Athens | Country: Greece | Level in EQF: EQF level 3

- 1) Certificate of Attendance.
- 2) FIFA Women Coaching Course.

Seminar - theoretical education

Football Coaches Association of Evros [26/06/2015 – 27/06/2015]

City: Maistros | Country: Greece | Level in EQF: EQF level 1

- 1) Seminar about organizational and technical proposals for the development of football academies.
- 2) Lecturer - Tsanas Kostas, Head coach of the Greece National U19 Football team.

Seminar - theoretical education

Football Coaches Association of Evros [12/05/2016 – 13/05/2016]

City: Alexandroupoli | Country: Greece | Level in EQF: EQF level 1

- 1) Seminar about Athletic Psychology - Tactics in Modern Soccer - Game Preparation and Management.

2) Lecturer - Razvan Lucescu, F.C. Xanthi Head Coach.

Seminar - theoretical education

Football Coaches Association of Evros [12/06/2016 – 13/06/2016]

City: Alexandroupoli | Country: Greece | Level in EQF: EQF level 1

1) Seminar about Annual Football Programming and Methodology for football academy development.
2) Lecturer - Kiranoudis Aggelos, HFF Instructor.

European First Aid

Hellenic Red Cross [15/11/2017 – 17/11/2017]

City: Alexandroupoli | Country: Greece | Level in EQF: EQF level 3

European First Aid Certificate.

Seminar - theoretical education

Football Coaches Association of Evros [13/02/2018 – 14/02/2018]

City: Maistros | Country: Greece | Level in EQF: EQF level 1

1) Seminar about tactics to modern football and development prospects of academies.
2) Lecturer - Rastavac Milan, F.C. Xanthi Head Coach.

Private Security Personnel Training Certificate

RAM COMPUTER- KEMEA [25/02/2020 – 30/03/2020]

City: Alexandria Imathias | Country: Greece | Website: www.ramcomputer.gr

First Line Security Manager

AXIA-KEMEA [29/07/2020 – 30/07/2020]

City: Athens | Country: Greece | Website: www.iek-axia.gr

Security of Port Facilities according to ISPS CODE

AXIA-KEMEA [14/10/2020 – 17/10/2020]

City: Athens | Country: Greece | Website: www.iek-axia.gr

X-RAY Screener/Controller Security

AXIA [21/07/2020 – 23/07/2020]

City: Athens | Country: Greece | Website: www.iek-axia.gr

Grassroots Charter Course Certification UEFA D'

UEFA / Hellenic Football Federation [08/06/2019 – 09/06/2019]

City: Alexandroupolis | Country: Greece | Website: <https://www.epo.gr> | Level in EQF: EQF level 1

Grassroots

Seminar - theoretical education

Panhellenic Football Coaches Association [01/07/2019 – 31/12/2020]

City: Alexandroupolis | Country: Greece | Level in EQF: EQF level 1

During this period due to the corona virus, many Training Seminars for Football Coaches were held by Internet online via Zoom with topics as below :

- (a) Alana's and company's football
- (b) Adaptation to athlete training the day after Corona
- (c) Child Psychology
- (d) The practical application of GPS in modern football
- (e) Football and life lessons : VALUES

Football Trainer / Coach Diploma UEFA A'

UEFA / Hellenic Football Federation [01/05/2022 – 10/10/2022]

City: Giannitsa | Country: Greece | Level in EQF: EQF level 6

- 1) Certificate UEFA A'.
- 2) Graduate of UEFA / HFF Academy with specialty Football Trainer / Coach.

First Aid

Rescue Training International [01/10/2023 – 01/10/2023]

City: Alexandroupoli | Country: Greece | Field(s) of study: First Aid | Level in EQF: EQF level 3

First Aid Certificate

Scouting & Talent Identification

Institute of Sports Analysis (INSA) [16/10/2023 – 18/06/2024]

City: Alexandroupolis | Country: Greece | Website: <https://www.insa.gr/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL 2-5 | Level in EQF: EQF level 5

The aim of the program is to learn how to detect talent at young ages as well as in adult athletes and to examine all the parameters that each team needs to know in order to arrive at the right choice of athlete.

In the program, students learn how to collect data and what criteria a player must meet in order to be able to recommend him to the team, which in turn will invest financially in this decision.

Through the educational program, students learn ways to professionally present the data they have collected with videos and reports.

Investigating Bias in Scouting

International Professional Scouting Organisation (IPSO) [07/04/2024 – 07/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Evaluating Young Players & Team Shapes

International Professional Scouting Organisation (IPSO) [08/04/2024 – 08/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Exploring Detailed Player Analysis

International Professional Scouting Organisation (IPSO) [09/04/2024 – 09/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Analysing Match Reporting

International Professional Scouting Organisation (IPSO) [10/04/2024 – 10/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Goalkeeper Analysis

International Professional Scouting Organisation (IPSO) [14/04/2024 – 14/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Centre-Back Analysis

International Professional Scouting Organisation (IPSO) [15/04/2024 – 15/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Full-Back Analysis

International Professional Scouting Organisation (IPSO) [16/04/2024 – 16/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Defensive Midfielder Analysis

International Professional Scouting Organisation (IPSO) [17/04/2024 – 17/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Holding Midfielder Analysis

International Professional Scouting Organisation (IPSO) [21/04/2024 – 21/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Winger / Wide Midfielder Analysis

International Professional Scouting Organisation (IPSO) [22/04/2024 – 22/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Attacking Midfielder Analysis

International Professional Scouting Organisation (IPSO) [23/04/2024 – 23/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Striker Analysis

International Professional Scouting Organisation (IPSO) [24/04/2024 – 24/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Football Observation Course

International Professional Scouting Organisation (IPSO) [25/04/2024 – 25/04/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL II COURSE | Type of credits: CPD | Number of credits: 2

Football/Soccer knowledge about Scouting

Talent Identification in Youth Scouting to Pro Academy U23's

International Professional Scouting Organisation (IPSO) [04/05/2024 – 06/05/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL III COURSE | Type of credits: CPD | Number of credits: 16

Football/Soccer knowledge about Scouting

First Team Scouting

International Professional Scouting Organisation (IPSO) [17/05/2024 – 19/05/2024]

City: Alexandroupolis | Country: Greece | Website: <https://ipsofootball.com/> | Field(s) of study: Football/Soccer Scouting | Final grade: LEVEL IV COURSE | Type of credits: CPD | Number of credits: 16

Football/Soccer knowledge about Scouting

LANGUAGE SKILLS

Mother tongue(s): Greek

Other language(s):

English

LISTENING C1 READING C1 WRITING C1
SPOKEN PRODUCTION C1 SPOKEN INTERACTION C1

French

LISTENING A2 READING B1 WRITING A1
SPOKEN PRODUCTION A1 SPOKEN INTERACTION A1

Turkish

LISTENING B1 READING B1 WRITING B1
SPOKEN PRODUCTION B1 SPOKEN INTERACTION B2

Italian

LISTENING B1 READING B2 WRITING A2
SPOKEN PRODUCTION B1 SPOKEN INTERACTION B1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

DRIVING LICENCE

Driving Licence: A1

Driving Licence: A

Driving Licence: B

JOB-RELATED SKILLS

Job-related skills

1) Natural Problem Solver - I can handle successfully with a wide range of ages (5-65) and type of character, due to the fact that i'm facing with different kind of people every day. My jobs the last year in the field of HR and my twenty years experience as a Football Coach (Academy, Men and Women), offers me the possibility to evolve myself and deal with difficult situations calm and effectively.

2) Winner attitude - Ability to exploit the bestself of each football player and develop them to win-win attitude inside and outside the field day by day. Achievements : high percentage of success according to main goals of my teams

3) Experience - Composure - Management

OTHER SKILLS

INTERNET - OFFICE - Football Apps

I'm capable of use the Internet for football purposes (Tactfoot, Football Trainer Program, Tactics Manager, Corel, ONCE, NACSPORTS, SICS, Movavi Screen-Video Recorder, e.t.c.), OFFICE (Word, Excel, Powerpoint)

SECURITY

Private Security Personnel, First Line Security Manager, Security of Port Facilities according to ISPS Code, X-RAY Screener/Controller Security

COMMUNICATION AND INTERPERSONAL SKILLS

Communication and interpersonal skills

1) Excellent communication skill gained through my experience as Human Resources Manager.

2) Excellent communication skill regarding small ages (kids, babini, e.t.c.) and parents, through my occupation as Football Coach in Academy.

3) Multicultural - multinational communication environment. I was working (a) in NATO environment for 3 years, (b) in Stabilization Forces at Bosna / Herzegovina for 1,5 year, (c) participated 5 times to NATO multinational exercises. I was cooperating every day with many people from different nations either for business plans or for sports events.

ORGANISATIONAL SKILLS

Organisational skills

1) Leadership skill. Responsible at least for 35 people in my job (players, technical staff, e.t.c.) as Manager in my job.

2) Experience to Human Resources Management due to the fact that the Military environment face many different type of people, needs, demands and especially in posts as Commander – Executive Officer. Able to give solutions and offer coordination meetings, balanced environment, stabilization in working hours.

