<u>Terms and Conditions</u>

ERUA Hackathon 2025 "Hack4Impact"

Applications for the **#Hack4impact** are accepted **only via**

https://ec.europa.eu/eusurvey/runner/225fe821-0dd5-916c-a2a5-c625df0ae5c1

until 11:59 p.m. (CET), **Sunday, September 28, 2025**.

By submitting your application, you accept the following Terms & Conditions.
Failure to submit the required information and documentation within the specified deadline may lead to rejection of your application.

If you have questions regarding your application, please contact us at
erua-eui@aegean.gr

<u>Objectives</u>

Hack4Impact is a **Digital Hackathon** that connects entrepreneurship (including social) with digital public sector reforms, skills and alignment with the regional SDGs (Sustainable Development Goals). This approach showcases a unique, first-of-its-kind collaboration between the **European Reform University Alliance (ERUA)**, the **North Aegean Regional Development Fund** and **GR DigiGOV-innoHUB**.

<u>Hack4Impact Challenges are linked to:</u>

- **Regional needs** (digital transformation, skills emerging skills' needs, inclusive growth)
- **ERUA's core goals** (university-led reforms, social entrepreneurship)
- **EU priorities** (public sector reform, digital transition, SDGs, creative and interregional knowledge communities)
- **And ERUA thematic areas:**
  - Environmental Transition
  - Democracy and Human Rights
  - Interculturality and Multilingualism
  - Migration
  - Arts & Edges

Hack4Impact is also related to other ERUA ongoing actions:

- The **#ERUAiDeaThon2024** on alternative entrepreneurship, which explored ideas around **migration**, **inclusion**, **democracy**, and **gender equality**
- The **ERUA Social Entrepreneurship Course**, which developed over 45+ business plans and strengthened solutions based on regional needs.
- Monitoring the **Sustainable Development Goals (SDGs)** for sustainable regional policy and the **ERUA Creative and Interregional Knowledge Communities.**

Hack4Impact aims to:

- Encourage collaboration between universities, civil society, and public authorities in prototype development & start-up creation**.**
- Support university-led reforms/tools in public services and regional development
- Promote digital innovation in regional governance
- Provide a launchpad for entrepreneurial business ideas & social entrepreneurship responding to SDGs implementation & creative interregional knowledge communities**.**

Expected Outcomes

Hack4Impact expects: Operational Prototypes & Business ideas

Key Partners & Roles

- **North Aegean RDF:** Regional policy guidance, alignment with regional development needs and mentoring.
- **ERUA Alliance:** Participant activation, university mentoring, evaluation and dissemination of resuts, collaboration with ERUA Social Entrepreneurship Lab.
- **GR digiGOV-innoHUB:** Technological mentoring, digital governance knowledge and platform, connection with the Interoperable Europe Platform (Joinup) https://interoperable-europe.ec.europa.eu/
- **Local & Regional start-ups & stakeholders in all ERUA regions:** Provision of real use cases, participation in teams and implementation support after the hackathon

Who Can Participate?

The invitation to participate in Hack4Impact is addressed to groups or individuals, academics, researchers, students of the ERUA Alliance, startups, who wish to offer innovative and technologically advanced solution proposals for the targeted treatment of the three challenges.

An application with a proposed solution can be submitted by:

- Participants from the ERUA community (students, researchers and staff from the 8 ERUA universities, interdisciplinary, interregional teams are encouraged)
- Individuals and technology start-ups
- Teams and individuals from the #ERUAiDeaThon2024 and the Social Entrepreneurship Course (teams with ready-made solutions / team creation will be supported after initial registration)
- Social entrepreneurs and innovators from all ERUA regions
- Combined teams of the above

Applicants are invited to propose and present an early technological solution (prototype/minimum viable product/idea) that innovatively addresses at least one of the thematic challenges. The proposed solution should involve the citizen-end user in its development cycle. Applications with proposals for participation in Hack4Impact are submitted electronically by filling out a form. Interested teams will be asked to provide general information about their company and team, as well as more detailed information about their proposed solution and how it addresses the relevant challenge.

Hack4Impact uses digital tools that are accessible to all participants.

Hack4Impact Toolkit

Function	Tool
Registration:	Eusurvey
Team Formation:	Slack
Communication:	Slack / Zoom - channels by proposal/team
Pitching	Zoom & possibly livestream
Submission	Eusurvey + external repositories
Website	Information website

Hack4Impact applies confidentiality rules/ procedures for all participants.

Hack4Impact Challenges

Challenge 1: Building tomorrow's talent economy based on regional skills gaps

Turning persistent skills mismatches and gaps in digital training and its documentation, starting in ERUA member regions, into opportunities & ideas for new business creation. Participants are invited to identify local barriers to human resources and training and design innovative, scalable business models – through startups, cooperatives, or social enterprises – that will fill these gaps through technology-enabled, inclusive, and regionally tailored services.

Ideas may include:
- Platforms for regional skills forecasting, documentation, and employment connection
- AI applications for professional development and reskilling, tailored e.g. in rural, island or migrant communities
- EdTech solutions that bridge the education-employment gap in underserved areas

Objective: Creating startups or social enterprises that will turn skills into a regional advantage, opening new possibilities in education, training and digital employment – especially where traditional systems lack behind.

Challenge 2: Better Governance of the Public Sector through Inclusive Digital Reforms

Reforming the way public services interact with citizens and regional communities, by proposing/launching prototypes and startups (problem solving) – including social enterprises or cooperatives – that support participatory governance, democratic innovation and inclusive reforms in services.

Ideas may include:
- Development of an LLM-based chatbot with user authentication functionality, enabling retrieval and correlation of project payment data from organizational databases and public portals.
- Digitalization & AI tools for regional governance reforms
- Startups and/or prototypes offering automation and digital transformation tools
- Open-source solutions for public sector data management and/or transparency tools

Objective: Enhance the development of entrepreneurial ecosystems around regional public sector innovation, where universities act as prototype development hubs and startups (including social entrepreneurs) become drivers of democratic participation and inclusive regional reforms.

Challenge 3: Inclusive and Sustainable Development through implementing University Excellence

Designing entrepreneurial ventures based on the top SDGs identified in the universities of the ERUA Alliance, transforming academic strengths into innovative development models that meet real social needs. The challenge connects the academic mapping of the SDGs in which ERUA excels with entrepreneurial (including social entrepreneurship) action, transforming knowledge aligned with curricula into startups that serve local communities, regions and global needs.

Ideas may include:
- Innovative data tools addressing inequality, gender inclusion, or migration (SDGs 5, 8,10)
- Civic-tech platforms that promote democratic participation or trust in institutions (SDG 4, 8,16)
- SDG-based advisory services to support regional authorities in transforming and implementing public policies (SDGs 4, 13, 17)

Objective: To leverage the existing strengths of ERUA universities' curricula on specific SDGs, to create entrepreneurship or solutions that connect universities with society, enhance social responsibility and expand social impact at regional and global levels.

Timeline

The #Hack4impact is **a fully online Hackathon** and will be open to applicants from **September 5 till September 28th, 2025.**

Step No	Step	What	Who	When	How
1	**Hackathon Launch**	Launch of the #Hack4impact	Organisers	**September 5**	Online
2	**Info Session I**	**DigiTalk:** information provision for potential participants	Organisers	**September 15**	Online
3	**Application**	Choose a Challenge (s) and submit your #Hack4impact proposal	Individuals or Team's /company representative	**September 28**	Online Application Form (Eu Survey)
4	**Application Review**	Review of all submitted applications. Check for completeness and adherence to guidelines. Incomplete applications or those not relevant to the	Non-Disclosure Agreements are signed with all applicants.	**September 28-30**	Email / SMS

		#Hack4impact challenges will be disqualified. Merging of individual ideas might be proposed.			
5	**Info Session II**	**DigiTalk:** Training & team matching (if needed)	Organisers Mentors* applicants	**October 3**	Online
6	**Capacity Building**	Applicants receive support, and advice. Finalisation of Prototype development & mentorship	Organisers Mentors*	**September 30 - October 20**	Online synchronous or asynchronous sessions
7	**Proposals presentation**	Hackathon pitching	Organisers Evaluation Committee Applicants	**October 22 - 23**	Online
8	**Final evaluation & awards**	Awards announcement	Organisers Evaluation Committee	**October 30**	Email/SMS

*****Mentors** can play an important role in coaching applicants for both Capacity Building and Prototype development. Participation of mentors is voluntary for this specific #Hack4impact, thus, collaboration with Mentors cannot exceed 3 hours per week. Working with mentors (one mentor per final eligible applicant) is suggested but it is not obligatory. A 'pool of mentors' will be available for the final eligible applicants.

Evaluation Process

All the **#Hack4impact proposals** will be evaluated based on the criteria below.

RELEVANCE EFFECTIVENES FEASIBILITY	PROJECT TEAM	SCALABILITY	INTERACTION WITH END USERS
● Creative thinking & Originality, Relevance with the call ● Feasibility of the expected results ● Technical readiness ● Effectiveness of the proposal	● Scientific Expertise ● Technical Expertise ● Market expertise ● Sector Expertise ● Public sector expertise ● Teamwork skills	● Ability to be implemented to other wider activities in the same field (differentiation) ● Ability to be implemented to other wider activities in the same field (diversification)	● Citizen/end-user groups involved ● Experience in working with citizens/end-users

Evaluation Criteria

Each application will be assessed based on 4 criteria:

1. Relevance to the Hack4Impact challenges, Technological Readiness & Feasibility of the proposed solution (weighting 25%, rating from 1 to 5)

The Organizers will review the answers provided by the participants in the following fields of the application:

1.1 Please briefly describe your proposed solution (in 200 words or less). (What challenge are you trying to solve and how does your solution address the specific issue for which you are applying? Mention the potential social and environmental impacts of your solution and how you will address them.)

1.2 At what stage of development is your solution?

• Idea

• Designed prototype

• Proof of concept

• Minimum viable product (MVP)

• Production implementation

• Already on the market

1.3 Based on the stage of development of your solution, what are the key steps you would take to further develop it? (Indicate potential risks in the development or delivery of your solution and how you would mitigate them)

Scoring Guidelines for criterion 1

1 point: The proposed solution is not relevant and/or is poorly formulated and does not have a clear impact that matches the thematic challenge. The level of technology readiness is low (idea/design prototype) and there is no clear plan for further development and mitigation of risks.

2 points: The proposed solution is partially relevant and/or is not described in sufficient detail and does not have a clear impact that matches the thematic challenge. The level of technology readiness is low (design prototype/proof of concept). Has described some steps required to further develop the proposed solution and has identified at a first level the risks with unclear or insufficient actions to mitigate them.

3 points: The proposed solution is formulated at a first level, is relevant to the thematic challenge and there is a high-level understanding of its impact. The level of technological readiness is sufficient (proof of concept/MVP). Has described the key steps required for further development and has identified some risks for development with acceptable mitigation measures.

4 points: The proposed solution is clearly formulated, is relevant to the thematic challenge and there is a clear understanding of its impact. The level of technological readiness is good (MVP/work product). Has described the key points of improvement and the required development actions and has identified clear risks and sufficiently documented actions to mitigate them.

5 points: The proposed solution is clearly articulated and provides a strong overview with the vision being highly relevant to addressing the thematic challenge. The level of

technology readiness is high (operational implementation/application already in the market). There is a clear understanding of the impact of the solution and has described the key improvement points and required development actions, clearly identified the risks and adequately documented the actions to mitigate them.

2. Project Team (weighting 25%, rating from 1 to 5)

(The panel members will review the answers given by the participants in the following fields of the application: Please provide a short CV for each person involved in the proposed solution If you have received funding in the past, please specify the type and origin Has your company participated in any relevant European Commission activity or programme? If so, please indicate which one).

2.1 Scoring guidelines (all challenges)

1 point: The project team does not have relevant skills and experience and does not have technical capabilities.

2 points: The team has limited relevant skills and experience and does not have internal technical capabilities.

3 points: The team has good and relevant skills and experience in relevant fields and has internal technical capabilities.

4 points: The team has very good and relevant skills and some experience in relevant fields as well as internal technical capabilities,

5 points: The team has excellent skills and experience in relevant fields and has internal technical capabilities.

2.2. Specific Scoring Guidelines (only for Challenge No. 2)

1 point: The proposed solution does not clearly correspond to a use case in the Public Sector. It has no experience in providing similar products or services, nor does it work with customers in either the Public or Private Sector to achieve impact. The proposal is not commercially viable and/or does not have sufficient funding.

2 points: The proposed solution has a potential use case in the Public Sector, but it is not clearly articulated. It has limited experience in providing similar products or services, works with customers in the Public or Private Sector, but is not able to describe the impact it has achieved. The business model is not complete and/or sustainable.

3 points: The proposed solution has a use case in the Public Sector that is clearly described. It has some experience in providing similar products or services and has worked with customers in either the Public or Private Sector. Its experience in delivering impact in the relevant sector or industry is moderate and provides some relevant evidence of this. Its business model is positive.

4 points: The proposed solution has one or more clearly described use cases in the Public Sector. It has extensive experience in providing similar products or services and has a proven track record of working with customers in both the Public and Private sectors. Its experience in delivering impact in the relevant sector or industry is significant and is explained with clear examples. Its business model is sound.

5 points: The proposed solution has one or more clearly and extensively described use cases in the Public Sector. It has strong and innovative experience in delivering similar products or services and a proven track record of working with customers in the Public and/or Private sectors. Its experience in achieving impact in the relevant sector or industry is excellent and is evident through references to several examples. Its business model is sound.

3. Scalability (weighting 25%, rating from 1 to 5)

Training Skills

(e.g. large-scale capacity-building programs for various industries, deployment of online and blended learning platforms for widespread access, lifelong learning and continuous professional development, digital literacy and technical competencies across diverse populations)

Digital Solutions for the Public Sector

(e.g. governance, transparency, and efficiency via scalable e-Government platforms, public services delivery, reducing costs and wait times, data-driven decision-making through big data and analytics, citizen engagement and participatory governance.

Universities Supporting SDGs Alignment

(e.g. educational programs and curricula aligned with SDG objectives, partnerships with governments and industry to develop sustainable solutions, community outreach and social impact projects)

2.1 Scoring Guidelines (all area validated according to the challenge

1 point: No capabilities.

2 points: Limited related capabilities.

3 points: Good capabilities.

4 points: Very good capabilities,

5 points: Excellent capabilities.

4. Plan for collaboration with end-users (weighting 25%, rating from 1 to 5)

(The jury members consider the answers given by the participants in the following fields of the application: To what extent can your solution be tested by end-users-citizens? Are citizens/end-users involved in the design process of your proposed solution? If so, please provide an example of citizen/end-user groups involved. Do you have experience in collaborating with citizens/end-users in the development of your solution? At what stage of the design process do you usually involve citizens/end-users?)

4.1 Is citizen-end-user involvement a structured practice in your proposal?

(Do you already have or are you thinking of finding a set of existing or potential users with whom you could test your solution? If so, describe how you would conduct a short pilot test with end users.)

<u>Scoring guidelines</u>

1 point: End user testing examples are deemed inapplicable or not provided at all. The proposed solution has no potential to increase citizen participation, and the team has no experience in involving them. There is no clear plan for involving end users.

2 points: The role of end users in developing the solution is poorly or vaguely described. The solution has limited potential to increase citizen-end user participation, and the team has limited experience in working with them. There is a plan for working with users, but it is not clearly articulated and/or feasible.

3 points: Basic understanding of potential end-users and their role in developing the proposed solution. An example is given of how the proposed solution can increase citizen participation in the delivery of digital public services and the team has some experience in working with end-users at some points in the solution development cycle. There is a plan for end-user participation, but some concerns remain about feasibility.

4 points: Good understanding of potential end-users and their role in developing the solution. The proposed solution has the potential to increase citizen-end-user engagement. The team has experience in working with end-users

throughout the solution development cycle. There is a good and realistic plan for working with end-users

5 points: Excellent understanding of potential end-users and their role in developing the solution. The proposed solution has proven to increase user engagement in service delivery. The team has extensive experience in regularly collaborating with end users throughout the solution development cycle. There is an excellent plan for collaborating with end users.

Awards and Prizes

There is a prize of **2000 euros** for the winning proposal in each category.

Publicity

Content regarding the Hack4impact proposals, teams and meetings may be shared on the **ERUA**, the **North Aegean Regional Development Fund** and **GR DigiGOV-innoHUB** communication channels.

Promotion

- Promotion of the **#Hack4impact** on the platforms, websites and the Newsletters of the Organisers.
- Global exposure on main and associated University partners platforms, social media channels reaching online broader scientific communities.
- Global exposure on main stakeholders' media channels reaching online broader regional communities, societies and public audiences.
- Follow and use the hashtags: #ERUAhackathon #Hack4Impact

Competition Rules

The applicants should read, understand, and agree with the Terms and Conditions including the Competition Rules and the data protection and privacy terms

General Rules
- Entries to the **#Hack4impact** are free of charge.

- Applications/entries are accepted via the online application form until **September 28th, 11:59 p.m. (CET).**
- All applications must be written in **English or Greek.**
- Same applicant can participate **in maximum 2 application-entries**. In each application, applicants must choose one out of the three challenges that they wish to compete.
- Applications/entries should not have previously rewarded of any national or European, international competition.
- Any application not complying with these terms and conditions is invalid.
- Selected applicants should confirm that they accept their invitation for the Hackathon pitching by replying to the confirmation email within 2 working days from receiving the relevant email.

Other Issues and Terms

Force Majeure events and the right to cancel, modify, disqualify

If any aspect of the **#Hack4impact** is not capable of running as planned, due to: technical or administrative problems and failures, computer viruses, bugs, unauthorized intervention, or any other force majeure events, acts, or unforeseeable circumstances, beyond the reasonable control of the affected parties, which may cause interruption or affect the administration, security, fairness, integrity, or proper conduct of the **#Hack4impact**; The Organizers reserve the right at their sole discretion to cancel, terminate, modify or suspend the **#Hack4impact** in whole or in part, before its closing date, without any obligation to indemnify applicants-authors in the event of fraud, technical or other difficulties, or in case insufficient, or no applications are received, or invalidate any affected participation, if required.

Responsibilities

All responsibilities related to participation in #Hack4Impact shall be borne by the applicants, who participate at their own responsibility and risk. Applicants, as participants, agree that no claim shall be made against the Organizers, their affiliates, or employees in the event of any misfortune or damage resulting from their participation in #Hack4Impact and/or from the acceptance and enjoyment of any reward. Winners are responsible for complying with all applicable tax laws and filing requirements. If a winner fails to do so, an alternative winner may be selected. The Organizers are not responsible for:

- incomplete, invalid, illegible, damaged, altered, obtained through fraud, late, applications, which will be disqualified

- Computer transmissions failed, technical failures of computer systems, networks and communication connections.

IPR Note

By participating in the **#Hack4impact**, applicants, as participants, confirm that they have not breached any **Intellectual Property Rights laws,** and the Organizers cannot be held accountable for the content of their **#Hack4impact** application package.

By submitting their application/entry, applicants, as participants, they confirm that they are the owners of the **#Hack4impact**, to the best of their knowledge, and the idea does not contain anyone's **IPR**; in the case of copyrights (as a category of IPR) applicants should refer to the owner and they should have permission from the copyright owner to use the relevant material; in case of open-source solutions, they will refer the owners, contact details, and they will link the online material.

By submitting personal information (e.g. short Bio):

- Applicants give the right to Organizers to use it freely for the **#Hack4impact** promotion and dissemination, as well as for future steps of this competition.
- The Organizers commit to respect their rights as applicants; ensure that their names are always connected with the **#Hack4impact**; ask their permission and consultancy for any changes to texts and/or videos.
- The applicants/authors have the right to use their own work, as long as they do not promote it in ways that would conflict directly with the aims of the **#Hack4impact**.
- The Organizers will prepare a Non-Disclosure Agreement (NDA) for all **#Hack4impact** applications submitted, for the protection of any Intellectual Property that is created before, during and after **#Hack4impact** to be signed with all applicants.

Data Protection and Privacy Statement

The Organizers deal with the issues of protection and security of personal data seriously and sensitively, in accordance with the EU Regulation 2016/679 on Personal Data Protection (Protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC) and national laws. The Organisers have internal policies

and controls in place to ensure that your data is safe, not misused or disclosed, and not accessed except by the Organizer's directly involved employees.

By participating in the **#Hack4impact**, applicants, as participants, acknowledge that they have read and accepted this Data Protection and Privacy Statement of the Terms and Conditions outlined here. All personal data contained in the entries of the online application form in EUSurvey[1] shall be processed, as mentioned before, in accordance with the Regulation (EU) 2016/679. The Organisers, as administrator of the competition are managing, all the data gathered during the **#Hack4impact.**

- **UAEGEAN privacy policy**.
- Data Protection Officer of the University of the Aegean: Email: dpo@aegean.gr

Why we are processing personal data

The Organizers, will collect, process, store personal data, solely in relation to the **#Hack4impact** and the relevant Awards. All personal data are mandatory for the purposes outlined below.

- To send communication emails with content related to the ERUA Alliance, **#Hack4impact**.
- To manage your application for the **#Hack4impact**, to deliver the relevant Awards, to verify a Applicants identity, to contact in response to any question submitted by the participants, and sharing your contact details with the Evaluation Committee, and the relevant Mentors.
- To publish on the Organizers' website, Newsletters, social media channels in order to promote your **#Hack4impact proposal**, after the finalization of the **#Hack4impact**.

Data collected

- **Webpages and Newsletters:** first name, last name, organization name and role/job, title/function, e-mail, short CV, country/region/town
- **Other type of communications such as email alerts and updates:** title/prefix, first name, last name, e-email, organization name and role/job, title/function
- **Invitations to events:** title/prefix, first name, last name, e-mail, organization name and role/job, title/function

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[1] *EUSurvey privacy policy can be found here.*

- **Participation in selected related communities and groups:** first name, last name, organization name and role/job, title/function, e-mail, short CV, country/region/town, social media accounts
- **Participation in the #Hack4impact Applications:** first name, last name, organization role/job, e-mail, phone number, short CV, country/region/town, social media accounts
- **Award Prizes:** first name, last name, organization name and role/job, e-mail, phone number, country/region/town, Student and Citizen ID.

Who has access to your data?

- The recipients of your personal data will be authorized Organisers staff in charge of conducting and administering **#Hack4impact**, the promotion of awards, and authorized members of the Evaluation committee.
- Your personal data may also be shared with bodies and structures in charge of monitoring tasks (e.g. internal audits, accounting, legal departments).
- Some of your personal data might be made available to the general public for the promotion purposes, in particular the **#Hack4impact**: your first name, last name, organization, role/job, title/function, and short CV.
- Your personal data will not be transferred to third parties or other international organizations.

How long do we keep data?

Your personal data will be kept for a maximum period of three (3) years, after the last action in relation to the **#Hack4impact**, until the results have been published. Data will be deleted at the end of this period.

Your rights

- You have the right, upon written request, to access your personal data, verify what is stored, and has been modified, corrected or deleted.
- You have the right, upon written request, to access your personal data and correct any information that is inaccurate or incomplete.
- You have the right to withdraw your consent at any time, update your contact information, or request a free copy of the Terms & Conditions at any time by contacting us.
- You have the right to address any questions regarding the processing of your personal data, via the contact e-mail announced in the Terms & Conditions.

To exercise such rights, participants may send a request to <u>erua-eui@aegean.gr</u>

<u>What if you do not provide personal data?</u>

- We care about your data protection rights, so if you do not agree with the ToR, in the online application platform you will exit the **#Hack4impact** and no personal data will be collected.
- Participants, who request to delete their personal data or withdraw consent during the **#Hack4impact** period, accept that this will automatically terminate their participation in the **#Hack4impact**, since they cannot be included in the list of participants without their details being recorded.

Disclaimer:

The European Commission support for the production of this publication does not constitute endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.