

ЛИЧНИ ИНФОРМАЦИИ

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РАБОТНО ИСКУСТВО

19/07/2002–01/09/2010

Кредитен референт

Микрокредитна фондација Хоризонти, Битола (Северна Македонија)

Спроведување на маркетинг услуги и промоција на кредитните продукти на терен, пласман со крајните корисници, мониторинг за наменска искористеност на заем, редовна наплата, одржување на квалитетно кредитно портфолио .

1. Теренски активности со цел придобивање на нови клиенти, враќање на заминати клиенти и посета на тековни клиенти преку директна промоција и продажба на кредитните продукти. Примарна цел ,постојан раст со нови клиенти и квалитетно одржување на активните клиенти. Секундарна цел, градење на препознатливост на пазарот и препорака за нови клиенти преку тековните.
2. Постојано следење на состојбите на пазарот и активните клиенти, известување на промените кои настануваат во надворешното опкружување врз основа на што ќе се доставуваат предлози за промена на постоечки или креирање на нови продукти со цел да се остане конкурентен на пазарот .
3. Плански и континуирано информирање на претпоставениот за чекорите кои се планираат да се преземат ,нивно навремено извршување и реализирани резултати од истите на неделно , месечно, квартално.
4. Справување и управување со отплати во доцнење, навремено известување до претпоставениот, следење и изнаоѓање на решенија на отплатите во доцнење.
5. Самостојна подготовка и фајлирање на целокупната администрација поврзана со процесот на кредитирање, намена, наплата, подготовка на опомена и известувања на активни и заминати клиенти. Познавање на процедурите и нивно целосно спроведување без отстапка, без дополнително одобрување.
6. Подготвеност да излегува во пресрет на тимските таргети и организациските цели, спремност да работи под стрес и флексибилност на промени и брза адаптација.
7. Спременост да пренесува знаење и да ги подготвува волонтерите за идни КР. Да знае да даде насока и повратна информација како и свое гледиште на спременоста на новиот профил.
8. Спременост да спрема извештаи побарани од страна на претпоставениот.
9. Брзо реагирање на настанати конфликтни ситуации, одлични преговарачки вештини преку кои ќе изнаоѓа начини да се надминат истите.

2009–2010

Претседател на Совет на КР

Микрокредитна фондација Хоризонти

Организирање, водење и пренесување на конкретни барања , потреби и предложени решенија во однос на одреден предизвик со кој се очуваа КР на ниво на цела Македонија. Изготвување на извештаи и проследување до Извршен Директор.

2010–Сера

Раководител на Филијала Битола и Прилеп

Микрокредитна Фондација Хоризонти, Битола (Северна Македонија)

Менаџирање со тековното работење на филијалите со цел на исполнување на индивидуалните цели на КР, целите на филијалите и организациските цели во поглед на квантитет и квалитет на портфолиото. Контрола и супервизија врз вработените и останатите ресурси во филијалата

Филијала Битола ги опфаќа –Ресен со сите околни села, Демир Хисар со сите околни села како

и селата под Општина Битола, Могила и Новаци.

Филијала Прилеп ги опфаќа- Крушево и селата кои гравитираат од Крушево до 15 км, општина Долнени и општина Кривогаштани. Главни работни задачи и одговорности-

1. Изготвување на годишни извештаи-оперативен план и буџет за филијалите
2. Изготвување на плановите на изведба(перформанс планови) на КР, оценување на истите и подготовка на предлози до претпоставениот за награди, казни или промоции.
3. Управување со персоналот по супервизија ,делегирање на задачи и поставување на рокови за нивно извршување. Следи квалитет , квантите при нивно извршување.
4. Обезбедување потребни ресурси кнацелариски, кујнски и материјали за маркетинг за непречено разботење на филијалите и ги контролира истите.
5. Административен дел –целокупна контрола на административниот дел на КР, водење на аванс , политики, процедури, прирачници.
6. Управување со волонтерската програма-пронаѓа, селектира, обучува и оценува.
7. Процесот на ново вработен го води и процесира под менторство на КР а негова супервизија.
8. Беспрекорно познавање на целокупните интерни политики, процедури, анекси и супервизија дека тоа се спроведува точно од страна на Кредитните референти.
9. Носи целосна одговорност при пренесување и имплементација на одлуките донесени од страна на топ менаџментот.
10. Носи целосна одговорност за постигнување и надминување на зададените таргети на месечно, квартално , полугодишно и годишно ниво.
11. Носи одговорност за континуирано следење на резултатите на Филијалите во делот на остварување на оперативните број на клиенти,износ на портфолио,број на исплатени заеми како и финансиски резултати(ПАР-портфолио во ризик,приходи од портфолио, расходи). Следењето е на индивидуално ниво кај КР, реагира навреме и дава предлог за постигнување на планираниот таргет и намалување на ПАР.
12. Изготвување на квартални извештаи во однос на планирано /постигнато и дава конкретни информации како се постигнале/ зошто не.
13. Секојдневно ги следи состојбите на пазарот, конкуренцијата, надворешното и внатрешното опкружување, деловните прилики на потенцијалните клиенти.
14. Дава предлози за промена на тековни политики/процедури или кредитни продукти или предлага нови со цел конкурентност на пазарот и исполнување на зададените цели.
15. Врши редовни и вонредни посети на клиенти заради мониторинг на работата на КР
16. Настапува во наплата ,онаму каде КР ги има употребено сите инструменти и во најголем дел се очекува наплата пред да се дадат на извршување.

2008–2015

Обука и насока на КР во филијалите со цел подобрување на отплатите во доцнење и нивно менаџирање.

Привлекување на нови клиенти-продажни вештини и техники

2008- филијала Струмица- една неделна обука и ментор низ процесот на обучување на тројца нови КР.

2010-Филијала Прилеп-шест месечно активно обучување, менаџирање и реструктурирање на начинот на работа со цел подобрување на отплатите во доцнење.

2015- Едно неделна обука на КР и насочување на Раководителот на филијала како да се спречат и подобрат отплатите во доцнење. Теоретски и практичен дел. Менторството траеше до еден месец.

05/2014–Cera

Сопственик , Франшизер за Хелен Дорон,Битола

ДООЕЛ ВВ-ММ Лингва, Битола (Северна Македонија)

Целокупна организација, вработување на учители, одржување на презентации,организирање на уписи, продажба на пакети за деца од 3 месеци до 19 години.

Да се биди дел од овај франшизен интернационален метод е повеќе од задоволство, е

привилегија

ОБРАЗОВАНИЕ И ОБУКА

1996–2000 Дипломиран учител

Универзитет Св. Климент Охридски, Битола (Северна Македонија)

Педагогија,

Психологија,

Култура на изразување,

Педагошка психологија,

Дидактика,

Методика на истражувањето,

Организација на образование,

Образовна технологија

2011–2014 МБА Специјалист на стратешки менаџмент

Приватна самостојна висока стручна школа Бизнис Академија Смилевски-БАС, Скопје

Специјалистички мастер труд под наслов -Обуката на вработените во функција на подобрување на изведбата на организацијата.

Назив на предметите од студиската програма

*Стратешки менаџмент

*Водство

*Стратешки менаџмент на човечки ресурси

*Компаниски и инвестициски финансии

*Иновативен менаџмент

*Менаџмент на промени

*Методологија на истражување

Акцентот во трудот се стави на работењето на КР под водство на Раководителите на филијали и предизвикот со кој се соочува Микрокредитната Фондација Хоризонти при постигнувањето на резултатите. Истражувањето беше спроведено врз КР и РФ.

11/09/2019–13/09/2019

Сојуз на Микрофинансиски организации, Тирана (Албанија)

Обука на тема- Дигиталниот маркетинг во Микрофинансиите

Посета на микрокредитната организација НОА и запознавање со нивниот начин на издавање на заеми, организираноста и дигиталниот маркетинг.

<http://www.noafin.al/>

10/05/2019–12/05/2019

Сојуз на микрофинансиски организации, Охрид (Северна Македонија)

Активно учествона микрофинансиската академија на тема-Дигитализација во микрофинансирањето

ЛИЧНИ ВЕШТИНИ

Мајчин јазик македонски

Странски јазици

англиски

РАЗБИРАЊЕ		ЗБОРУВАЊЕ		ПИШУВАЊЕ
Слушање	Читање	Говорна интеракција	Говорна продукција	
C1	B2	B2	B1	B2

Ниво: A1 и A2: Основен корисник - B1 и B2: Самостоен корисник - C1 и C2: Искусен корисник
Заедничка европска референтна рамка за јазици

БИОГРАФИЈА

име : Николче
татково име : Јован
презиме : Бабовски
дата на раѓање : 14.11.1964
националност : Влав
државјанство : Р. Македонија
брачна состојба : оженет, две деца
адреса : Лалевски Јован Леко бр. 10 Битола
контакт тел. : 047 254 294; 070 237 334
електронска пошта : nikobaba@live.com

стекнато образование:


2010 г. магистер по менаџмент на човечки ресурси, „Универзитете за менаџмент и туризам“ Скопје; „Факултет за менаџмент на човечки ресурси

1994 г. доктор по ветеринарна медицина, „Белградски универзитет“ Белград; „Факултет за ветеринарна медицина“

Работно искуство:

2024 – наставник по стручни предмети од областа на ветерина и менаџмент во СОЗУ „Кузман Шапкарев“

2020 – 2024 директор на Агенција за храна и ветеринарство (АХВ)

 2017 – 2020 директор Агенција за финансиска поддршка во земјоделството и рурален развој (АФПЗРР)

2006 – 2017 наставник по стручни предмети од областа на Ветеринарна медицина, областа Бизнис, областа Агроменаџмент и областа Претприемништво во СОЗУ „Кузман Шапкарев“ Битола

2003 – 2006 директор на ЈП „Агро - Берза“ Скопје

1996 – 2003 наставник по стручни предмети во СОЗУ „Кузман Шапкарев“ Битола

јазичи:

Англиски

Српски и други балкански јазичи

Влашки

Грчки

Романски

работа со ИТ технологија:

Microsoft Office word
Microsoft Office Excel
Microsoft Office PowerPoint

Професионално и друго искуство:

2022 – 2024 Генерален секретар на WOAИ (Светска организација за здравствена заштита на животните) – Биро за Европа

2021 – 2024 EFSA Advisory Forum observer

2021 – 2024 Member of Steering group of WOAИ platform for Animal Welfare for Europe

2023 – со одлука на Влада на РСМ именуван за координатор во скрининг процесот за Поглавје 12 во преговорите со ЕУ

2023 – Acknowledgment for successful cooperation over the years and results achieved in the field of food safety and quality nationally and regionally (INMES – Institute of Meat Hygiene and Technology)

2023 – 62 International Meat Industry Conference - MEATCON 2023 – Certificate of attendance and actively participated in The 62 International Meat Industry Conference – MEATCOM 2023 – “Exploring current and challenges and future perspectives in food and nutrition” (INMES – Institute of Meat Hygiene and Technology)

2023 – Признание за долгогодишна успешна соработка како и посебен допринос во унапредувањето и развојот на кинологијата како и заштитата и благосостојбата на животните (Кинолошки Сојуз на Република Македонија)

2022 – Days of Veterinary Medicine 2022 – 9 International Scientific Meeting Certificate for participation at the Days of Veterinary Medicine 2022 (Ss. Cyril and Methodius university in Skopje/Faculty of Veterinary Medicine)

2022 – Days of Veterinary Medicine 2022 – 9 International Scientific Meeting Certificate for participation at the workshops (Ss. Cyril and Methodius university in Skopje/Faculty of Veterinary Medicine)

2022 – Better training for Safer Food – Certificate for attended the Training on Animal By-Products in the Western Balkan Countries with 12 hours of lecture and 6 hours practical work (European Commission/Food Safety)

2022 – Избор на најуспешни во областа на земјоделството за 2022 – Признание за Висока професионалност и одговорност кон секторот и граѓаните на РСМ (33 Современо земјоделство Битола)

2021 – MEATCON 61 International Meat Industry Conference – Certificate of attendance and actively participated in the 61 International Meat Industry Conference “Healthy food for present and future” (INMES)

2021 - professional publication "Epidemiological characteristics of Brucellosis and the effectiveness of the Programmes for control and eradication of the disease in human and animal cases on the territory of North Macedonia" published in Abstract booklet for the XXII Symposium of Epizootiologists and Epidemiologists

2021 – Избор на најуспешни во областа на земјоделството за 2021 - Признание за "Висока професионалност" (33 Современо земјоделство Битола)

2021 - 26 Annual Counselling of Doctors of Veterinary Medicine of republic of Srpska (Bosnia and Hercegovina) – International Scientific Meeting – Certificate of attending and actively participated (Veterinarska Komora Republike Srpske / Drustvo Veterinara Republike Srpske)

2020 – Посебно признание "Најуспешни битолчани за 2019" (Битолски Весник)

2020 - "ДАН КОЛЕГИУМ" Златна Плакета за посебен придонес во развојот на џудо во Битола (Џудо клуб Пелистер – Битола)

2018 – 1 International Meeting Agriscience & Practice (ASP 2018) – Certificate of attendance in 1 International Meeting Agriscience & Practice (ASP2018) (Goce Delcev University – Stip / Faculty of agriculture)

2018 – Participation and attendance in 44 Conference of Directors of EU Paying Agencies (European Commission)

2018 – 20 години АПРЗ – Благодарница за успешна стручна и институционална соработка во развојот на земјоделството преку поддршка на советодавната услуга на АПРЗ (АПРЗ - Агенција за поттикнување на развојот на земјоделството)

2018 – Благодарница за поддршка на 48-от Државен натпревар на ученици од училиштата со земјоделско ветеринарна и шумарска струка во Република Македонија

2018 – Избор на најуспешни во областа на земјоделството за 2018 - Признание за Посебен придонес во областа на земјоделството за 2018 (33 Современо Земјоделство)

2017 – Workshop "Rural development in Western Balkans Countries and IPARD implementation" - Certificate of attendance in the workshop "Rural Development in Western Balkans Countries" (European Commission/AREA)

2017 – стручен предавач на семинар организиран од Асоцијација на Ротари клубови на Македонија од областа "Односи со јавноста - Односите со јавноста кај NGO и политичките партии"

2016 – 2017 член на Сојузот на Ротари клубови на Македонија

2016 – 2017 претседател на Ротари клуб Битола Широк Сокак

2015 – ангажиран како експерт во програмата на UNDP за обука на земјоделците од областа "Бизнис - суштина, значење и менаџирање на агробизнисот"

2015 – ангажиран како експерт во програмите на UNDP за обука на земјоделците од областа "Форми на соработка и здружување"

2015 – учествува на Yes network project – work based learning организиран од USAID/Macedonia

2015 – координатор на Ротари школата Молика “Претприемничкото лидерство”, организирано од Ротари клуб Битола Широк Сокак

2014 – објавен научен труд “Потреби и можности за трансформациско лидерство во компании”

2014 – ментор на Најдобриот Бизнис План на проектот „YES“ организиран од USAID/Macedonia

2013 – успешно завршена обука за Ученичко претприемништво на проектот „YES“ организиран од USAID/Macedonia

2013 – активно учество на II меѓународна конференција организирана од БАС Битола

2013 – објавен научен труд „Истражување кај менаџери за потреба и можности од примена на трансформациско лидерство“

2012 – активно учество на I меѓународна конференција организирана од БАС Битола

2012 – објавен научен труд „Истражување кај вработени за потреба од трансформациско лидерство“

2012 – организирање и менторство на регионален натпревар по Бизнис

2012 – активно учество на третата методичка работилница „Стратегија на учење со студии на случај“ организирана од БАС Битола

2012 – учество на проектот „YES“ организиран од USAID/Macedonia

2011 – активно учество на втората методичка работилница „Бизнис игри и симулации“ организирана од БАС Битола

2011 – активно учество на едnodневна дијагностичко-концепциска работилница „Искуственото учење и вработливоста“ организирана од БАС Битола

посебен интерес : Планинарење, фудбал, патување, дружење ...

CURRICULUM VITAE

1. **Family name:** ILIESKI
2. **First name:** Zoran
3. **Date of birth:** 09.01.1972
4. **Passport holder:** Macedonian
5. **Education:**

Institution/(Date from-Date to)	Degree(s) or Diploma(s) obtained:
University "St. Kliment Ohridski" – Macedonia/ 2020 – in progress	<u>Ph.D.- International Law and International Politics</u>
South East European University- Macedonia/ 2012- 2014	Master in Social sciences - Civil Society Development
University "St. Cyril and Methodius"-Macedonia/1991- 1999	Bachelor of Science – Mechanical Engineering - Management

6. Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Macedonian (Mother tongue)			
English	1	1	1
French	3	3	3
Montenegrin/Serbian/Croatian	1	1	1
Bulgarian	1	2	3

7. Membership of professional bodies:

- Member of Government committee for Reform of the system of state financing of civil society organizations 2021 – onward;
- Member of Local Economic Council within the Municipality of Prilep 2022 – onwards;
- Member of Council for Youth within the Agency of Youth and Sport 2021 – onwards;
- Member (observer) of Joint Consultative Committee on Civil Society of the EU and R.N. Macedonia 2020- onwards;
- Member of Management Comity of COST Action 19106 Multi-sectoral responses to child abuse and neglect in Europe 2020 – onwards;
- Member of Sectoral Monitoring Committee on Education, Employment and Social policies 2019 – onwards;
- Elected Member of the Council for cooperation with and between the Civil Society and the Government of the Republic of Macedonia (Youth CSOs representative) 2018 – 2021 (reelected 2021) - onwards;
- Member of the Parliamentarian Working Group for development of "Law for Youth of Macedonia" 2018 - 2019;
- Member of the Working Group for changing the Law of Secondary Education "High school organizing and democratic participation", Ministry of Education and Science of the Republic of Macedonia 2018- onwards;
- Member of Working Group for development of Youth Work, Ministry of Labor market and Social Policy of the Republic of Macedonia 2018- onwards;
- Member of Steering Committee of IPA project "Support to access to right on protection of personal data" led by Vialto Consulting Hungary 2016 – 2018;
- Member of Multipartite Committee of the IPA project "Social contracting for sustainability" led by SOS Children Village Macedonia 2016 – 2018;
- Member of National Working group for support of establishment Regional Youth Cooperation Office of the Western Balkans (RYCO) 2016- 2017;
- Member of Joint consultative committee of Republic of Macedonia and European Economic and Social Council 2013 – 2017;
- Member of National Council for the Promoting of Volunteering 2014 - 2018;

- Member of Local Advisory Group (TACSO "Technical Assistance for Civil Society Organizations" European Commission regional project) December 2009 – 2017;
- Member of Advisory Board of US Peace Corps in Macedonia 2012- onwards;
- Member of the Committee for M&E on the Implementation of National Youth Strategy of Macedonia 2010 – 2015;
- Member of the National Steering Committee for Preparation of Action Plan for implementation of National Youth Strategy of Macedonia 2009 – 2015;
- Chairman of Advisory Board of Citizen Association MOST, October 2003 - 2007;
- Vice President of Executive Board of Citizen Association MOST, May 2002- 2010;
- Member of the Youth Council - Prilep, elected President, May 1999- onwards;
- Member of the Senate of the University 1997-1999;
- Member of the Executive Board in Union of students by University “St. Cyril and Methodius”-Skopje 1997-1999;
- Member of Executive Board of Union of students by Mechanical Faculty - Skopje, 1991, from 1995-1999 elected President;

8. Functional competences:

- Field experience with UNDP;
- Strategic vision on youth empowerment and development;
- Over 20 years of experience in youth sector, in particular in the fields of youth empowerment, youth participation, youth information, youth employment & employability, active promotion and advocating for youth rights;
- Strong knowledge and understanding of youth needs, challenges and trends;
- Significant experience in developing, implementation and monitoring of youth policies;
- Proactive approach in promoting and enhancing meaningful youth participation in decision making;
- Strong understanding of UN's and UNDP's goals and priorities for youth;
- Strong research, reporting and writing abilities;
- Extensive experience in developing, leading and managing youth projects and programmes
- Prominent experience in capacity building of young people, youth activists, young leaders and youth organizations;
- Strong mentoring and facilitation skills and ability to work with marginalized young people and youth living in remote areas;
- Excellent communication skills in cross-cultural environments;
- Excellent communication skills with Government, donors, international organizations, CSOs, coordination of the joint activities and projects;
- Extensive lobbying & advocacy skills;
- Ability to work under pressure and manage time effectively;
- Word-processing skills and ability to work without administrative support;
- Strong analytical and research skills;
- Ability to respond on additional demands on short-notice;
- Ability to manage heavy workload and solve complex problems with minimum supervision;
- Ability to work independently, as team leader or a member of a team.

9. Other skills:

- Excellent organizational skills;
- Project management skills;
- Results based approach;
- Youth and gender mainstreaming;
- Extensive facilitation skills;
- Excellent drafting skills;
- Advanced skills in data processing and elaboration (SPSS)
- Maintaining the domestic and internal budget;

- Effective utilization of digital tools (Webinars, Survey, Project Management, e-Participation, etc.)
- Excellent computing skills (MS Office; Auto CAD; Corel DRAW; Photoshop)

10. Present position:

Executive Director of the Coalition of youth organizations SEGA - Macedonia
(<http://www.sega.org.mk>)

11. Years within the firm: 16 years

12. Key qualifications:

Over 20 years of extensive experience in the field of youth empowerment and active lobbying and advocacy in youth participation, youth information, youth employment, youth rights and youth activism. Extensive experience in managing and **development of youth programs** and providing consulting, facilitation, training delivery and research services in the field of youth engagement, **institutional development** and **organizational strengthening** for more than 100 organizations and institutions and over 20.000 young people in Macedonia. In particular, of consultancy and training delivery experience in areas of: "Program Monitoring and Evaluation and Research", "Result Based Management", "Performance Evaluation", "Impact Evaluation", "Strategic planning", "Project Cycle Management", "Advocacy and lobbying", "Youth participation", "Policy Development and Action Planning", "EU Funding", "Fundraising and Financial Sustainability"; "Cross-sectoral partnerships"; "Employment and employability"; "Development of business idea and business plan"; "Entrepreneurship"; "Carrier guidance"; Experience in conducting "Organizational Assessment".

13. Specific experience in the region:

Country	Date from - Date to
Poland, Trainer "Learning, Teaching and Training Activity on Carrier Guidance"	21-27 November 2021
Kosovo* "Curriculum Expert"	1 December 2019 – 1 December 2020
Serbia, Key speaker "Brave new media forum"	15 - 16 November 2019
Finland, Key speaker "Youth2019"	27 - 28 March 2019
Albania, Key speaker "Regional thematic network forum"	26 - 27 February 2019
Belgium, Key speaker, "Conference on Talent Management and Youth Perspectives in the Western Balkans"	19-20 June 2018
Italy, Workshop facilitator "How to regain trust of young people in politics"	19 - 21 March 2018
Albania, Trainer "Training on Lobbying and advocacy"	27 - 30 August 2013

Date from - Date to	Location	Company& reference person	Position	Description:
October 2021- October 2022	Macedonia	<p>UNDP Project “Creating Job Opportunities for All – I/II”</p> <p>Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje, Macedonia</p> <p>Urim Kasapi urim.kasapi@undp.org Cell:+38977364775</p>	Senior Short-Term Expert-Trainer/Mentor	<p><u>Employment mentor to provide employment information, advisory and mentoring services to unemployed Roma and other persons at risk of social exclusion</u></p> <ul style="list-style-type: none"> • To identify potential employment candidates in the local community which are eligible for support as per the Programme criteria. • To collect information and reports on the field status, especially in the employment area and the labour market needs; and to follow up development processes and changes in the local community. • To transfer information and advices about the relevant employment opportunities to interested eligible candidates in selected municipality(its). • To help interested candidates acquire more detailed information related to employment possibilities by connecting them with the professionals coming from ESA, CSW, RIC, the representatives of other relevant programmes and the managing staff of the private companies and/or their associations. • To prepare Individual Employment Plans (IEPs) based on the assessment of interested candidates’ professional capacities and potential, prior education and work experience thus supporting their decision making for entering in the ALMMs and selection of the most appropriate measure, or using other available employment opportunities provided by the private / public / civil society sector. The assessment will be done only with a consent of the interested candidate(s). • To network and exchange/communicate best practices with mentors engaged in other municipalities.
July – October 2021	Western Balkan Region	<p>YES - Youth Entrepreneurial Service Foundation 16ta Makedonska Brigada 13b, 1000 Skopje</p> <p>Aleksandar Filiposki aleksandar.filiposki@yes.org.mk Cell:+38972313080</p>	Policy advocacy expert	<p><u>Policy advocacy expert for moderating working group of CSOs and young entrepreneurs from the Western Balkan for creating policy recommendations for public authorities for youth entrepreneurship in times of Covid-19</u></p> <ul style="list-style-type: none"> • To moderate a working group of civil society organizations and entrepreneurs from the Western Balkan region in the process of creating policy recommendations for public authorities for youth entrepreneurship during Covid-19. The policy recommendations will be part of an Advocacy Toolkit that will be a comprehensive document that will provide guidance on how to advocate for a more enabling environment for young entrepreneurs in times of COVID-19. The toolkit will be useful document for any youth-led organization in the Western Balkan countries that works in the field of youth entrepreneurship and wants to advocate for better public support in times of COVID-19. • To moderate the working group, the Contractor should schedule weekly coordination meetings (one per week) over a period of two months. The Contractor should foster constructive discussion among the members of the working group, summarize the input after each meeting and initiate topics for elaboration. • To present summary report of policy recommendations as a result of the effort from the working group.

June 2021 - December 2024	Macedonia	Council of Europe 30 rue Pierre de Coubertin F-67000 Strasbourg Ivana Noveljic ivana.noveljic@coe.int	Thematic Consultant	<u>ROMACTEDII Programme on “Promoting good governance and Roma empowerment at local level</u> Lot 1 – Thematic Consultant on Roma inclusion/social inclusion policies and practices of disadvantaged groups, intercultural communication and equality of chances, including for Roma returnees, Roma women, and Roma youth empowerment and participation <ul style="list-style-type: none"> • Provide expertise to the ROMACTED management team, the Support Team, and the programme’s stakeholders on matters and in fields falling within the scope of the relevant lot, including and not limited to: elaborating documents, research, data collection and analysis, providing feedback, proposals, coaching and training assistance and support for the implementation of programme activities; • Prepare proposals and recommendations to the Support Team and ROMACTED management team for activities in the fields falling within the scope of the relevant lot; • Provide training on matters falling within the scope of the relevant lot; • Provide advice and assistance to jointly develop common plans to find proper solutions/actions in the fields of interest of the programme; • Assist and support the development of project proposals for submission to relevant calls for funding; • Analyse: documents and information provided by the facilitators and the local teams on matters falling within the scope of the relevant lot; • Participate in and provide expert input to various meetings (at local, national level and regional level), among others and not limited to: meetings between the ROMACTED teams; round tables or other local and national events included within the Work Plan of the Support Team; meetings for the preparation of proposals/inputs and to contribute to the topic of meetings; working groups or implementation meetings with the aim of increasing the contribution to relevant public policies; • Elaborate documents with the objective of strengthening the relations between the Support Team and relevant national and local actors through relevant contributions.
July – September 2021	Macedonia	C.E.S. Academy Str. Anton Popov 1-4/015 Skopje Dijana Zafirovska General Manager ces.translation@gmail.com Cell:+38975457334	Senior Short-Term Expert-Trainer/ Consultant	<u>Trainer for providing design and delivery of a Training course for teachers of secondary education under the programme for “Modern concepts of secondary education - The new role of the teacher and the new strategies of teaching and learning”</u> <ol style="list-style-type: none"> 1. Develop the training content according to an accredited programme and pre-determined dynamics and training schedule; 2. Properly and fully implement the training program according to the offered and accredited programme; 3. Neatly and completely fill in the attendance lists and submit them after the training and submit them electronically (scanned) the same day after the training and paper (by express mail) to the coordinator of the region; 4. The trainer will be open for possible control by the responsible persons to check the realization of the trainings; 5. The trainer should arrive at the site at least 30 minutes before the start of the training and check the equipment (projector and laptop) at the end of the training he/she is obliged to submit evaluation lists from each participant/teacher.

January – July 2021	Macedonia	<p>LAG Agro Lider Project: “Youth Employment Initiative (YEI)”</p> <p>Marshal Tito 92, 7524 Krivogashtani</p> <p>Marina Tosheska - Project Coordinator marina_tosheska@yahoo.com Cell:+38978393900</p>	Senior Short-Term Expert-Trainer/Consultant	<p><u>Trainer for providing design and delivery of a five-day Training course for the Youth Employment Initiative’ partner organizations</u></p> <ol style="list-style-type: none"> 1. Develop the training content for the tailor-made modular courses for skills development of youth coaches according to aforementioned description of competences, learning outcomes and modular themes. 2. Conduct one tailor-made modular course for skills development of youth coaches according to approved training content by YEI. 3. The deliverables additionally include <ul style="list-style-type: none"> • Finalized training overview for review by the YEI project’ partner organizations with clear aims, objectives and key learning points for each session • List key reference documents or sources relating to each session • List key activities expected in each session • Develop draft materials for review by the YEI project’ partner organizations including: <ul style="list-style-type: none"> • Training path • Session Briefs • Drafts of Power points, guideline content, handouts, resource materials 4. Submit to YEI a brief progress report (max. 3pages) upon completion of the training session.
January-March 2021	Macedonia	<p>Regional project: “Youth Empowerment Enabling Prospects (YEPP)” - SOS Children village</p> <p>Kornelija Cipuseva kornelija.cipuseva@sos.org.mk Cell:+38971291769</p>	Senior Short-Term Expert-Trainer/Consultant	<p><u>Trainer for providing design and delivery of a five-day Training course for the “Advocacy, participation and youth engagement”</u></p> <ul style="list-style-type: none"> • Preparing detailed and interactive training modules, session plan and all other materials necessary to successfully cover the training topics. • Using interactive methodology and involving participants, including the application of group energy-building exercises, • Preparation of pre- / post-test, to be filled in by the participants before and after the training, analysis of the test data and reflection of the findings in the narrative report in consultation with the YEPP project manager, • Realization of training for each of the above topics (up to 15 participants in each training), • Preparation of a detailed narrative report, a separate report for each training to be sent to the YEPP project manager • Preparation of quantitative and qualitative analysis of the tests for each training and its inclusion in the narrative report, • Preparation and awarding of a certificate to each participant for each training.

April 2020- April 2022	Macedonia	SOS Children village , Project: “Youth empowerment enabling prospects in Prilep” Kornelija Cipuseva kornelija.cipuseva@sos.org.mk Cell:+38971291769	Team leader/Coach	<u>In charge for the overall management of the action with specific tasks:</u> <ul style="list-style-type: none"> • To develop a tailor-made trainings methodology “Life and Employability skills: A training Program for youth”, • To supervise the performance of the team members (individually and group sessions), • To coordinate the design of training actions for disadvantaged groups, Monitoring & evaluation and regulation of the work of the Project team • Responsible for supervising the progress of activity implementation according with the indicators laid down in the framework for monitoring of expected results, • Responsible for timely submit narrative progress reports, final reports and financial reports to contracting authority
November 2020 – November 2021	Macedonia	UNDP Project “Creating Job Opportunities for All ” Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje, Macedonia Urim Kasapi urim.kasapi@undp.org Cell:+38977364775	National Consultant for provision of advisory and mentoring services to entrepreneurs and Micro, Small and Medium sized Enterprises	<u>To deliver Business and Entrepreneurship Advisory Support as a rapid response to market disruptions and changes in situation of crisis such as the actual crisis with Covid19</u> The consultancy/mentoring support, based on the need’s assessment, shall encompass drafting of Rapid Response Action Plans, that would include some of the following specific objectives: <ul style="list-style-type: none"> - Improve business operations through Business Planning, - Improve visibility of the business through Marketing Plan, - Improve effectiveness through Time Management Plan, - Improve effectiveness through HR Plan, - Define core products through Product Portfolio, - Perform Cost-benefit analysis, - Improve sales in crisis trough Sales Plan, - Improve Digital Skills, - Improve the production process through Production Plan, - Define gaps in leadership through Leadership Diagnostics, - Delivery of other important business-related information. <u>Specific deliverables of Business categories:</u> <ul style="list-style-type: none"> - Sales planning - Marketing planning - Branding/Advertisement and digital skills development - Development of contingency business plans

March 2020 – June 2021	Macedonia	<p>SEGA/UNDP Project: “Enhancing employability skills of vulnerable groups”</p> <p>Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje, Macedonia</p> <p>Urim Kasapi urim.kasapi@undp.org Cell:+38977364775</p>	Team leader	<p><u>In charge for the overall management of the action, he is the primary contact point with contracting authority and project partners. Specific tasks are:</u></p> <ul style="list-style-type: none"> • Program’s planning, coordination and management of the ACCEDER methodology • To manage the overall project (administrative, financially) • To organize team’s meetings (bilateral and general meetings) for planning, follow up and assessment of the project performance • To supervise the performance of the team members (individually and group sessions) • To coordinate the design of training actions • To decide and arrange projects expenditure and costs • To report to donors/co-founders of the project • To assess, evaluate, prepare and disseminate the programmes results • To present the programme to relevant stakeholders (public and private) • To engage with Roma and Roma-related NGO for the overall support of the programme (together with other members of the team) • Reference person of the programme at the local level with administrations (and companies) and establishment of alliances with key stakeholders
May 2020 – May 2021	Macedonia	<p>UNDP - United Nations Development Programme</p> <p>Jordan Hadzi Konstantinov Dzinot br.23, Skopje</p> <p>Zerina Ramikevik, Monitoring Officer zerina.ramikevik@undp.org Cell:+38971384046</p>	National Consultant	<p><u>National Consultant for providing entrepreneurship training and business plan development</u></p> <ul style="list-style-type: none"> • Delivered training workshops with duration of 4 days each, with up to 25 trainees per group, within timeframe (to be agreed upon the approval of work plan); • Evaluated developed Business Ideas and Marketing Plan after training, using evaluation criteria previously provided by UNDP. The evaluation of the business idea and marketing plan shall be conducted upon completion of the training. The evaluation of the Business Ideas shall be conducted in cooperation with the focal points from the Employment Centers and shall be completed within a one-day period; • Prepare business plans (only for trainees with disabilities) for each selected candidate including a recommendation for the preparedness of the candidate to start a business; • Individual Assessment Report for each candidate who will go through the process of training and business plan development (only for people with disabilities). The consultant shall identify the challenges and barriers that the persons with disabilities are and will face in the future business activity, propose how to overcome them and identify beneficiary’s needs for additional types of support. This report shall be submitted together with the business plan and shall include a recommendation for the preparedness of the candidate to start a business and further continuation in the programme.

December 2019 – December 2020	Kosovo	<p>Kosova Young Lawyers - KYL,</p> <p>Deshmoret e Kombit 58/6, 10000 Prishtine, Kosovo</p> <p>Liridon Shurdhani President liridon.shurdhani@gmail.com Cell:+38349887666</p>	Curriculum Expert	<p><u>Curriculum expert for purpose of creation Exchange It Mechanism</u> Providing theoretical inputs and step by step approach for follow up activities related to Exchange It Mechanism curriculum:</p> <ul style="list-style-type: none"> • Facilitating the part of Baseline meeting connected to learning curriculum development • Collecting given inputs from Consortium members and participants of Baseline meeting • Preparing methodology to be used at trainings for Starters and Developers and to be later transferred into Exchange it mechanism • Methodology for Baseline meeting sessions connected to development of learning curriculum • Report from Baseline meeting with inputs for development of learning curriculum • Methodology to be used at trainings for: 1) Starters and 2) Developers • Curriculum of the Exchange it mechanism to be used by youth organizations • Reporting to Consortium
December 2019- onwards	Macedonia	<p>APERM Agency for Promotion of the Entrepreneurship of the Republic of Macedonia Dimitar Vlahov 4 1001 Skopje</p> <p>Marjan Stojcev marjan@apprm.gov.mk Office:+38923120132</p>	Long term Expert – Counsellor	<p><u>Counselor General in the Voucher Counseling Programme in the Republic of Macedonia</u></p> <ul style="list-style-type: none"> • To support businesses in General business plan consulting • To provide General help with designing and validating a business idea • To support businesses in General management consulting • To provide General counseling in the field of marketing • To provide General counseling in the field of market research
August – September 2018	Macedonia	<p>YES Youth Entrepreneurial Service Foundation P.O. BOX 776, 1001 Skopje Macedonia</p> <p>Sofija Cali, sofija.cali@yes.org.mk Cell:+38976468031</p>	Expert – Author of Toolkit	<p><u>To develop and prepare a Tool kit for civic organizations in the field of youth policies “Toolkit for Youth policy, Youth participation and Advocacy & Lobbying”</u></p> <ul style="list-style-type: none"> • To develop a tool that will cover the topics of Youth policies, Youth participation, Advocacy, as well as successful foreign and Macedonian examples according to the given offer; • The tool contains up to 70 pages, including the theoretical and practical part for the activities of the civil society organizations in the mentioned areas • The tool should be produced in Macedonian language and submitted in an electronic version (in Word and PDF format) • To submit timesheet for the engagement (form provided by the Contracting Authority) • To submit a report on its work

October 2017 – July 2019	Macedonia	<p>SEGA/USAID CEP Project: “Strengthening Youth Engagement in Local Communities” Project Vasil Glavinov 7B, 1000 Skopje Macedonia</p> <p>Jeton Krasniqi jkrasniki@yahoo.com Cell:+38971212448</p>	Team leader	<p><u>In charge for the overall management of the action, he is the primary contact point with contracting authority and project partners. Specific tasks are:</u></p> <ul style="list-style-type: none"> • To support external actions to identify and to communicate with key stakeholders and consultants that are important for project implementation, • To support internal actions for implementation of the action plan • To verify and approve specific action plans within the action • To monitor the expenditures of the financial support and to establish transparency and accountability • To verify and approve quarterly and final narrative reports • To communicate with the CEP project and USAID with the new information in regard with the needs and results of the action • To submit narrative progress reports, final reports and financial reports. • To supervise the personnel and the activities implemented by the partners
July 2009 – December 2020	Macedonia	<p>SEGA/Pestalozzi children foundation</p> <p>Azbija Memedova Pestalozzi Country Representative Macedonia a.memedova@pestalozzi.ch Cell:+38970248490</p>	Team leader	<p><u>Project “Implementation of the Convention on the Rights on the Child in Macedonia”</u></p> <ul style="list-style-type: none"> • Monitoring, evaluation and regulation of the work of the Project team. • Ensuring good communication between the Project partners, Project team and the Consultants, Supervising all technical aspects of the project, • Responsible for development search methodology for the system of M&E, • Management of the project team, • Organizing an overseeing of administrative and logistical support including the monitoring of the project costs, preparation of narrative reports and timely delivered of them, • Informing the Pestalozzi Children Foundation (PCF) about the progress of the implementation of the project, needs and results, • Ensuring good communication between the project team and the local partners and institutions, • Responsible for promotion and presence on national and local media aiming to promote the project and the current results, • Responsible for supervising the progress of activity implementation according with the indicators laid down in the framework for monitoring of expected results, • Responsible for timely submit narrative progress reports, final reports and financial reports to PCF.

July- 2018 December 2019	Macedonia	<p>UNDP Project “Creating Job Opportunities for All – I/II”</p> <p>Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje, Macedonia</p> <p>Urim Kasapi urim.kasapi@undp.org Cell:+38977364775</p>	Consultant/ Mentor	<p><u>Employment mentor to provide employment information, advisory and mentoring services to hard-to-employ groups</u></p> <ul style="list-style-type: none"> • To identify potential employment candidates in the local community which are eligible for support as per the Programme criteria. • To collect information and reports on the field status, especially in the employment area and the labour market needs; and to follow up development processes and changes in the local community. • To transfer information and advices about the relevant employment opportunities to interested eligible candidates in selected municipality(its). • To help interested candidates acquire more detailed information related to employment possibilities by connecting them with the professionals coming from ESA, CSW, RIC, the representatives of other relevant programmes and the managing staff of the private companies and/or their associations. • To prepare Individual Employment Plans (IEPs) based on the assessment of interested candidates’ professional capacities and potential, prior education and work experience thus supporting their decision making for entering in the ALMMs and selection of the most appropriate measure, or using other available employment opportunities provided by the private / public / civil society sector. The assessment will be done only with a consent of the interested candidate(s). • To network and exchange/communicate best practices with mentors engaged in other municipalities.
May – August 2015 May – August 2016 March 2017 – July 2019	Macedonia		Senior Short-Term Expert-Trainer/ Consultant	<p><u>Provide training for entrepreneurship and business skills development to candidates of the Self-employment programme;</u></p> <ul style="list-style-type: none"> • Evaluated developed Business Ideas and Marketing Plan after training, using evaluation criteria previously provided by UNDP. • Prepare business plans (only for trainees covered under the Self Employment programme of people with disabilities) for each selected candidate including a recommendation for the preparedness of the candidate to start a business; • Individual Assessment Report for each candidate who will go through the process of training and business plan development (only for trainees covered under the Self Employment programme of people with disabilities). To identify the challenges, propose how to overcome them and identify beneficiary’s needs for additional types of support. This report shall be submitted together with the business plan including a recommendation for the preparedness of the candidate to start a business and further continuation in the programme. • Providing template of the Individual Assessment Report to the UNDP

September - November 2018	Macedonia	Erasmus + KA3 / SEGA Project "NEET group integration"	Expert / Researcher	<p><u>Expert for conducting desk-research of the national legislation related to NEET with focus of the governmental employability measures.</u> Specific tasks:</p> <ul style="list-style-type: none"> • To develop methodology for conducting desk research • To analyse documents related to national legislation concerning NEETs • To prepare Comparative analysis of governmental measures related to young people in NEET situation in the Republic of Macedonia • To present the findings at national workshop with decision makers, youth organizations and young people • To prepare methodology for structured dialogue among decision makers and young people • To prepare policy brief on the integration of NEETs in education, training and employment
July – October 2018	Macedonia	Erasmus + KA2 / SEGA Project "Youth Information centers fit to NEET"	Senior Expert / Researcher / Team leader	<p><u>Senior Expert for the Intellectual Output "ToT Webinar on information methods for youth in NEET situation" with specific tasks to:</u></p> <ul style="list-style-type: none"> • To develop Methodology for Training of Trainers of youth workers • To develop Module for conducting ToT webinar • To prepare Manual for youth information methods for youth in NEET situation • To conduct ToT Webinar on information methods for youth in NEET situation • To prepare report
October 2017 - January 2018	Macedonia			<p><u>Expert/Senior researcher for the Intellectual Output "Innovative tools for youth information services for NEET"</u> with specific tasks to:</p> <ul style="list-style-type: none"> • To develop methodology for conducting intellectual output • To develop methodology for conducting desk-research in Macedonia and Croatia regarding legislation related to NEETs • Do develop methodology for conducting field research with NEETs in Macedonia and Croatia • To provide training for field surveyors in Macedonia • To perform field survey for identifying the needs of NEETs in Macedonia • To analyze field survey data in SPSS and to prepare field survey report • To prepare Situation Analysis of the Governmental measures related to NEETs in Macedonia • To prepare Need Assessment Report "The role of youth information services in social inclusion of youth in NEET situation" • To work closely with junior experts from Croatia and Poland to develop Innovative tools for youth information services for NEETs

March – May 2018	Macedonia	Erasmus + KA3 / SEGA Project "Youth Workers for Youth"	Expert / Researcher	<u>Preparation of methodology for conducting on-line survey "Opinions of young people in the process of developing Code of ethics for youth workers"</u> with specific responsibilities to: <ul style="list-style-type: none"> • To develop Methodology for conducting online research for gathering young people's opinions regarding Code of ethics in youth work • To conduct online survey • To prepare report based on the findings of conducted online research • To prepare document with recommendations on the structure and contents of the Code of ethics in youth work in Macedonia • To develop methodology for structured dialogue among decision makers and young people • To prepare Code of ethics in youth work in Macedonia
November 2017 - December 2017	Macedonia	OSCE Mission in Skopje Boulevard 8 th of September 16, 1000 Skopje, Macedonia Jasmina Todorovska Miteva Jasmina.Todorovska-Miteva@osce.org Cell:+38970238856	National Consultant	<u>To assist the Mission of OSCE in drafting the text for the Guideline for Local Youth Councils</u> <ul style="list-style-type: none"> • To implement the tasks and responsibilities as envisaged in the methodology and dynamic prepared by the OSCE • To visit 7-10 Local Youth Councils and Municipalities in line with approved questionnaire by the OSCE • Deliver the designed chapter for the Guideline for the Local Youth Councils in line with the timeline of activities • To provide the Mission with extensive feedback (written or oral) on the process and discuss all aspects of the preparation end implementation
September 2017 – August 2019	Macedonia	UNDP Project: “Promoting Sustainable Employments Jordan Hadzi Konstantinov Dzinot br.23, Skopje, Macedonia Zerina Ramikevik Monitoring Officer zerina.ramikevik@undp.org Cell:+38970384046	Senior Short-Term Expert-Mentor/ Consultant	<u>Business mentors to newly established businesses under Self-Employment Programme for People with disabilities</u> The mentoring will involve services aimed at developing the company’s operations, market positioning, contacts with partners locally and nationally, identifying suppliers and sub-contractors, marketing and promotion, facilitating contacts with local authorities and agencies, financing institutions, etc. To provide support: <ul style="list-style-type: none"> • Provide support during the registration process of legal entity • Financial planning and Execution • Legal requirements and obligations • Production and Operational Management • Strategic Marketing Planning and Execution • Business consulting services • Risk Management • Liaising with and Reporting to the UNDP Project – Promoting Sustainable Employments

August – December 2017	Macedonia	Erasmus + KA3 / SEGA Project "Youth Information as basis of youth participation"	Expert / Researcher	<u>Expert for development of methodology and conducting of 10 local group discussions and 2 national workshops.</u> Specific tasks: <ul style="list-style-type: none"> • To conduct desk-research on the models of youth information in Europe and Macedonia • To prepare publication “Youth information - introduction, experiences and practices [Analysis of models of youth information in Europe and Macedonia]” • To develop methodology and facilitate national workshop with national decision makers • To develop methodology for conducting structured dialogue at local level among local decision makers and young people on youth information (and preparation of Summary Report) • To perform 10 local group discussions with local decision makers, representatives of youth organizations and young people in 10 municipalities in Macedonia • To develop methodology for conducting structured dialogue at national level for defining key priorities and recommendations on improving the youth information at local, regional and national local level • To facilitate Structured Dialogue national workshop • To prepare Position Paper "Establishment of system of youth information at local and national level in the Republic of Macedonia"
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September 2017 – March 2018	Macedonia	<p>UNDP Project: “Promoting Sustainable employment and supporting the Government in Implementation of the Operational Plan for Active Labour Market Measures - 2017”</p> <p>Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje, Macedonia</p> <p>Urim Kasapi urim.kasapi@undp.org Cell:+38977364775</p>	Senior Short-Term Expert-Mentor/Consultant	<p><u>Youth Employment mentor to provide employment information, advisory and mentoring services to young unemployed groups</u></p> <p>1. Provision of employment information, motivation and assessment:</p> <ul style="list-style-type: none"> • To identify potential employment candidates in the local communities which are eligible for support as per the Programme criteria. • To collect information and reports on the field status, especially in the employment area focusing on youth, as well as the labour market needs; and to follow up development processes and changes in the local community. • To transfer information and advices about the relevant employment opportunities to interested eligible candidates in selected municipalities. The information and advices shall include employment opportunities foreseen within the ALMMs, other governmental and non-governmental programs and the local private sector. UNDP will assist in familiarizing with the ALMMs through training organized in cooperation with the MLSP, ESA and CSWs. • To help interested candidates acquire more detailed information related to employment possibilities by connecting them with the professionals coming from ESA, CSW, RIC, the representatives of other relevant programmes and the managing staff of the private companies and/or their associations. • To prepare Individual Employment Plans (IEPs) based on the assessment of interested candidates’ professional capacities and potential, prior education and work experience thus supporting their decision making for entering in the ALMMs and selection of the most appropriate measure, or using other available employment opportunities provided by the private / public / civil society sector. The assessment will be done only with a consent of the interested candidate(s). • To network and exchange/communicate best practices with mentors engaged in other municipalities. • To serve as a liaison between the candidate and other involved institutions <p>2. Facilitation of the access to ALMM / other employment opportunities</p> <p>To assist the candidates in accessing the selected ALMMs and/or other employment opportunities through continuing information, advices, consultations, and monitoring of the candidates as well as through mediation between the candidates and the relevant organizations/businesses. This assistance implies regular follow up of candidates’ progress in the accessions process, communication with the targeted organization/institution providing the employment opportunity, identification of possible barriers, definition of solution(s) in consultations with the candidate and the relevant organizations / institution, and assistance in implementing the selected solution(s).</p> <p>3. To prepare and deliver reports as specified in the section “Deliverables”</p>
March – May 2017	Macedonia	Erasmus + KA3 / SEGA Project "Youth participation in decision making processes"	Expert / Researcher	<p><u>Expert / Researcher for developing methodology analysis of results of local discussions.</u> Specific tasks are:</p> <ul style="list-style-type: none"> • To perform and prepare report on Situation analysis of implementation of the Law on Councils of youth in Croatia • To develop methodology for conducting structured dialogue at local level among local decision makers and young people on youth participation (and preparation of Summary Report) • To perform 10 local group discussions with local decision makers, representatives of youth organizations and young people in 10 municipalities in Macedonia • To develop methodology for conducting structured dialogue at national level for defining key priorities and recommendations on improving the youth participation in decision making at local level • To produce Policy Brief: "Improving the functioning of the Councils of Youth in Macedonia"

March 2017	Macedonia	KulturKontakt Austria Regional project office Albania, Macedonia and Kosovo Michael Schernthaner Austrian Educational Coordinator michael.schernthaner@kulturkontakt.or.at Cell: +355682011250	Senior Short-Term Expert, Evaluator	<u>To perform Impact evaluation of the project "Entrepreneurship Learning" on the quality of "Entrepreneurship Education" in VET schools in Macedonia</u> 1. To evaluate the impact of "Entrepreneurship Learning" Trainings provided by KKA on the quality of "Entrepreneurship Education", in Macedonia by assessing <ul style="list-style-type: none"> • Whether teachers use the new learning and teaching approaches learned in the trainings in the classroom • Whether the trainings by KulturKontakt Austria provided enough support to teachers for using the new methods in the classroom • Whether students' interest for and active participation in Entrepreneurship Education has increased • Whether the material provided is useful for teachers 2. To support the team of KulturKontakt Austria in the post processing 3. To prepare Final Evaluation Report for Impact Evaluation
September 2016	Macedonia	Agency of youth and Sport of the Republic of Macedonia Gordana Cekova, Head of Youth Unit gordana@ams.gov.mk Office: +38923126270	Senior Short-Term Expert	<u>Senior Short-Term Expert for development of TNA and delivering training's</u> <ul style="list-style-type: none"> • To develop a Training Needs Assessment (TNA) of the members from Local Youth Councils of 53 municipalities related to related to the youth advocacy within the City Councils and the Local Youth Strategy's implementation; • To design training curricula for Lobbying and Advocacy and implementation plan; • Training delivery for a member of 53 Local Youth Councils (at list 140 participants) • To prepare and timely submit Training report's
August – November 2016	Macedonia	Erasmus + KA3 / SEGA Project " Youth Work Policy development"	Expert / Researcher	<u>Expert / Researcher for developing methodology for youth work and situation analysis of youth work in Macedonia with specific tasks:</u> <ul style="list-style-type: none"> • To perform and analysis of youth work practices in Europe • To develop methodology for conducting structured dialogue at local level among local decision makers and young people on defining standard for youth work (and preparation of Summary Report) • To perform at least 10 local group discussions with local decision makers, representatives of youth organizations and young people in 10 municipalities in Macedonia • To develop methodology for conducting structured dialogue at national level for defining key priorities and recommendations on defining standard of youth work in Macedonia • To produce White Paper: "Developing a policy of youth work in Macedonia"

December 2015-September 2017	Macedonia	<p>SEGA/IPA CFCD CFCD - Ministry of Finance</p> <p>Ankica Ivanovski, Head of Unit for M&E of IPA - Component IV(deputy) Alvanovska@mtsp.gov.mk Office: +38923106 358</p>	Team leader	<p><u>Project: “Fostering social inclusion through employability enhancement Open door – for youth by youth”</u></p> <ul style="list-style-type: none"> • To provide support external actions to identify and to communicate with key stakeholders and consultants that are important for project implementation, • To support internal actions for implementation of the action plan • To verify and approve specific action plans within the action • To monitor the expenditures of the financial support and to establish transparency and accountability • To verify and approve periodical and final narrative reports • To communicate with the CFCD and the Delegation of EU in Skopje with the new information in regard with the needs and results of the action • To timely submit narrative progress reports, final reports and financial reports. • To supervise the personnel and the activities implemented by the partners
July 2016	Macedonia	<p>CRPM Center for Research and Policy Making Cico Popovic 6-2/9 1000, Skopje, Macedonia</p> <p>Maria Risteska - Executive Director risteska@crpm.org.mk Office:+389023109 932</p>	Short Term Expert - Assessor	<p><u>Expert - Assessor of project proposals in the area of social entrepreneurship</u></p> <ul style="list-style-type: none"> • To be a member of the evaluation committee and participate in at least two meetings of the evaluation committee • Detailed familiarization with the project aims, goals and activities • Detailed familiarization with the application package, evaluation criteria and registering grades and comments; • Evaluation performed on all 34 applications in accordance with the guidelines and criteria • Send evaluation detailed report and sheets to Project officer • Active participation in the Evaluation committee • Available for update and report at any time during regular working hours
October – December 2015	Macedonia	<p>Agency of youth and Sport of the Republic of Macedonia</p> <p>Gordana Cekova, Head of Youth Unit gordana@ams.gov.mk Office: +38923126270</p>	Senior Short-Term Expert	<p><u>Senior Short-Term Expert, responsible for development of the Action Plan (216) for National Youth Strategy</u></p> <ul style="list-style-type: none"> • To perform and analysis of existing National Youth Strategy (2016-2025) • To develop methodology for conducting focus groups with main stake holders (and preparation of Summary Report) • To perform at draft measures for the priority areas of: <ul style="list-style-type: none"> ○ Youth participation ○ Youth information ○ Employment and pre employment support ○ Culture • To draft AP and to organize consultation meetings with relevant stake holders aiming to collect recommendation and cross ministerial coordination • To prepare Draft Action Plan (2016) and timely to submit to the Agency for youth and sport

January - October 2015	Macedonia	<p>UNDP Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje,</p> <p>Dejan Dukovski dejan.dukovski@undp.org Office: +38923249548</p>	Senior Short-Term Expert, National facilitator to support the development of the National Youth Strategy	<p><u>National facilitator to support the development of the National Youth Strategy (2015-2025)</u></p> <ul style="list-style-type: none"> • Development of working plan for all workshops foreseen for gathering inputs for preparation of the National Youth Strategy • Review of the detailed analysis in order to determine and divide among facilitators the areas of interest for the National Youth Strategy • Prepare inputs from each workshop and incorporate into selected areas of interest of the National Youth Strategy. • Develop a Draft Document of the National Youth Strategy, which incorporates all inputs from participants and other stakeholders from the delivered workshops, consultation meetings and information presented on the online web platform of the National Youth Strategy.
April 2013-March 2014	Macedonia/Albania	<p>SEGA/IPA CBC Delegation of the European Union Sv. Kiril i Metodij 52b, Skopje</p> <p>Elvis Ali Elvis.ALI@ec.europa.eu Office: +38923248585</p>	Team leader	<p><u>Project: “Youth without borders” IPA-CBC</u></p> <ul style="list-style-type: none"> • Responsibility for the smooth running and timely implementation of the project and efficient use of project funds. Responsible for the overall management of the project and the primary point of contact for communications and delivery of reports to the Contracting Authority and international partners. Overseeing, monitor, evaluate and regulate the work of the Project team. Ensuring good communication between the Project team and the institutions involved in the project. • Responsible for need assessment the capacities of civil society sector in CBC area, and propose the instruments to increase them in the terms of advocacy for participation of the CSOs in decision making. • Management of all technical aspects of the project including the visibility. Responsible for promotion and presence on national and local media aiming to promote the project and the current results. Responsible for supervising the progress of activity implementation according with the indicators laid down in the framework for monitoring of expected results. To keep updated with the new information in regard with the needs and results the JTS and the Delegation of EU in Skopje, timely submit narrative progress reports, final reports and financial reports to contracted authorities.
March 2013-May 2013	Macedonia	<p>MSI-Management Systems International 600 Water St., SW, Washington, DC 20024, USA</p> <p>Jeremy Gans jgans@msi-inc.com Cell: +1 202-550-3751</p>	Junior Short-Term Expert, Local Evaluator	<p><u>Local Evaluator to conduct Performance evaluation</u></p> <ul style="list-style-type: none"> • To evaluate elements of the Youth Employability Skills Network Project – performance evaluation • To determine the project outcomes to be evaluated and associated outcome indicators • To design a mixed approach to measure the outcome indicators • Inception Data Collection Report for Performance Evaluation • To prepare Draft Evaluation Report for Performance Evaluation • To prepare Final Evaluation Report for Performance Evaluation

September 2011 – March 2012	Macedonia	SEGA/ CIVICA / UNICEF Project “Monitoring on child rights in the Republic of Macedonia”	Senior Expert / Researcher	<u>Senior Expert / Researcher for developing methodology for performing monitoring on the concluding observations of the UN Committee to the Republic of Macedonia regarding the Implementation of CRC in Macedonia.</u> Specific tasks: <ul style="list-style-type: none"> • To develop M&E methodology and monitoring plan • To develop M&E Matrix and guidelines for usage. • Developing indicators for M&E on the concluding observations regarding: <ul style="list-style-type: none"> ○ Legislation – paragraphs 8 & 9 ○ Coordination – paragraphs 10 & 11 ○ Reallocation of funds – paragraphs 16 & 17 ○ Cooperation with civil society – paragraphs 24 & 25 ○ Respect of the attitudes of child – paragraphs 30 & 31 ○ Adolescent health – paragraphs 58 & 59 ○ Education, including vocational preparation and leadership – paragraphs 65 & 66 • Producing Monitoring report
August 2011- March 2013	Macedonia	GOPA-Gesellschaft für Organisation, Planung und Ausbildung mbH Hindenburggring 18, 61348 Bad Homburg, Germany Philipp Dryander philipp.vondryander@gopa.de Office: +490 6172 930 557	Junior Short-Term Expert	<u>Key expert to draft an 2012-2014 Strategy for Cooperation of the Government with the Civil Sector and associated Action Plan</u> <ul style="list-style-type: none"> • To assess the results and impact of the implementation of the 2007-2011 Strategy, including recommendations from the report prepared and adopted under IPA 2007 project; • Based on the previous assessment, and by assisting the new Strategy’s development working group, to draft an updated 2012-2014 Strategy for Cooperation of the Government with the Civil Sector and associated Action Plan; • To prepare and conduct a wide consultation plan with the CSOs and government institutions to collect opinion, comments and input on the first draft of the Strategy and Action Plan; • To incorporate the comments from the above consultations and prepare the final version of the 2012-2014 Strategy ready to be adopted by the Government; • To organize a public event to widely introduce the 2012-2014 Strategy; • To develop a Training Needs Assessment (TNA) related to the policy for cooperation with the civil society and the Strategy implementation, including training design, implementation plan, development of curricula and training delivery; • To assess the Code of Good Practices for Participation of CSOs in Policy Making Process.
January 2010 – December 2011	Macedonia	SEGA/ Pestalozzi children foundation Project: “Implementation of the Convention on the rights of child”	Expert / researcher	<u>Expert / researcher for developing methodology for conducting national research,</u> with specific tasks: <ul style="list-style-type: none"> • To develop methodology for performing monitoring of the implementation of CRC at local level • To provide guidelines for local data collectors for conducting interviews and focus groups with local stakeholders • Main person in charge for conducting monitoring at national level, including performing interviews with decision makers at national level, desk-research gathering data • To contribute in preparation of annual monitoring report on the implementation of the right to participation of children in decision making in schools and in the community

January 2010- December 2012	Macedonia	SEGA/ Agency for youth and sport of Republic of Macedonia	Project manager	<u>Project „Creating the system of M&E for implementation of National Youth Strategy of Macedonia “</u> <ul style="list-style-type: none"> • Responsible for work together with external experts responsible for creating of the system of M&E, daily communication with the Agency of Youth and Sport and other Governmental Institutions, leading the Working group for M&E.
August 2010 – December 2012	Macedonia	SEGA/ Civica Mobilitas Embassy of Switzerland Maksim Gorki 19 MK - 1000 Skopje Ibrahim Mehmeti ibrahim.mehmeti@e da.admin.ch Office: +38923103340	Project manager	<u>Project “Councils of Youth in The Local Self-Governments”</u> <ul style="list-style-type: none"> • Responsible for the overall management of the project and the primary point for contact for communications and delivery of reports to the Contracting Authority and local Governments • Overseeing, monitor, evaluate and regulate the work of the Project team and regional Coordinators • Management of all technical aspects of the project including the development of the activity (predicted in the project) • Responsible for delay communication with the local authority • Main responsibility for Monitoring & Evaluation of the project activity • Responsible for communication with the Municipality Council President and Mayor • Lobbying for Statutory adoption of Council of Youth within the Municipality Council • Participating on the sessions of the Municipality Council in the process of statutory changes • Preparing Draft Book of procedures for the Councils of Youth, and giving support to the Council of Youth and the Youth Parliaments • Responsible to keep updated with the new information all Mayors and other stake holders about the project activities needs and results, responsible for timely submit narrative progress reports, final reports and financial reports to Contracting authority.

January 2010 – December 2015	Macedonia	SEGA/CIVICA Embassy of Switzerland Maksim Gorki 19 MK - 1000 Skopje Ibrahim Mehmeti ibrahim.mehmeti@da.admin.ch Office: +38923103340	Team leader / Researcher	<u>Programme “Creating Local Youth Strategies”</u> <ul style="list-style-type: none"> • Responsibility for the smooth running and timely implementation of the project and efficient use of project funds • Responsible for the overall management of the project and the primary point of contact for communications and delivery of reports to the Contracting Authority and local partners. Overseeing, monitor, evaluate and regulate the work of the Project team • Ensuring good communication between the Project team and the Regional Coordinators as well as the institutions involved in the project • Management of all technical aspects of the project including the development of the methodology for creation of Local youth policies • Responsible for promotion and presence on national and local media aiming to promote the project and the current results • Responsible for preparation of a training module for Training for Creation of Local Youth Policy • Responsible for selection of consultants for the training and surveyors • To prepare the Creation of Local Youth Policy manual, Main responsibility for Monitoring end evaluation of all local events, leading the monthly coordination meetings with the project team and the regional coordinators • Main contact point of the project with the Mayors and the Agency of youth and Sport • Responsible for supervising the progress of activity implementation according with the indicators laid down in the framework for monitoring of expected results • To keep updated with the new information in regard with the needs and results, involved Local Governments, Agency of youth and sport • Timely submit narrative progress reports, final reports and financial reports to contracted authorities
March 2010 – July 2010	Macedonia	SEGA/CIVICA	Project manager	<u>Project „Analyses of the Macedonian and European Legislation referring to youth “</u> <ul style="list-style-type: none"> • Responsible for desk research and analysis of the international European legislation and finding of the possible ways to practice implementation in accordance with Macedonian laws • Responsible for coordination of the external expert, prove reading of the research report, organizing national conference for presenting of the research results.
January 2010 – December 2011	Macedonia	SEGA/CIVICA	Project manager	<u>Project „Initiating process for creating Law for youth in Macedonia “</u> <ul style="list-style-type: none"> • Responsible for organizing of national and regional discussions for youth needs, and defining of the general contents for draft law for youth (direct involvement of the young people for increase their voice about their needs to be regulated with specific Law) • Communications with governmental institutions, local authorities, different organizations (agencies and nongovernmental organizations)
June 2010 – December 2010	Macedonia	SEGA/CIVICA	Project manager	<u>Project “Promoting youth activism “</u> <ul style="list-style-type: none"> • Responsible for creation of training programme for capacity building of youth NGOs • Organizing different trainings, daily communication with the local authorities, meetings with City Councilors

April 2010 – September 2010	Macedonia	SEGA/CIVICA	Project manager	<u>Project „Research on the youth trends in the Republic of Macedonia “</u> <ul style="list-style-type: none"> • Responsible for implementing of the research together with the external experts, • Prove reading of the research and organizing of the national conference for presenting the research results.
December 2009 – Ongoing	Macedonia	SIPU /European Commission regional project, Nikola Parapunov no. 41 A 1060 Skopje Suncica Sazdovska Resident Advisor TACSO-TA to Civil Society Organizations MK Office suncica.sazdovska@taco.org Office:+38923225	Local Advisory Experts	<u>Local Advisory Experts to support programing and evaluation of TACSO project in Macedonia</u> <ul style="list-style-type: none"> • Providing advice in relation to the creation of project activities and events, methodology and materials to be used in the implementation of project activities • Monitoring and adjustment of project activities in relation to the real needs of civic organizations, • Acting as a liaison between the project and civic organizations

14. Other relevant information: (e.g. Conferences, seminars, publications)

International trainings and conferences:

- International scientific conference Ohrid School of Law “Law reforms: Reality or Wishful thinking”, October 2021, Organized by Institute for Legal – Economic research and Education
- (on-line) International Conference “Convention Europe 2021”, October 2021, Organized by Leo Lagrange Paris
- International scientific conference “Towards a better future: State and Society”, October 2021, Organized by University “St. Kliment Ohridski” – Bitola Faculty of Law
- Regional Community Resilience Forum, October 2021, Organized by TACSO 3
- Western Balkans Civil Society Forum, September 2021, Organized by European Economic and Social Council
- Multi-Stakeholder Workshop on the United Nations Convention against Corruption (UNCAC) and its Review Mechanism, September 2021, Organized by UNODC
- Training on “Counselor for employers: building knowledge and skills”, December 2020, Organized by UNDP Macedonia
- (on-line) Training Programme on “Mentoring and Coaching”, December 2020, Organized by EU TACSO 3
- (on-line) Training on “Moderating for Public Deliberation”, October 2020, Organized by Kettering Foundation (USA)
- (on-line) Training “ACCEDER labour mediation programme, incorporation of the Roma population in employment”, May 2020, Organized by Fundación Secretariado Gitano (ES)
- Master Training of Trainers “Employability, Life Skills and Coaching: A Training Programme for Youth”, February 2020, Organized by SOS Kinderdörfer Weltweit
- International Workshop “Youth Perceptions and Advocacy on Priorities for Sustaining Peace in the Western Balkans”, October 2019, Organized by UNDP office Istanbul
- International Conference “Convention Europe - Fight against discrimination”, October 2019, Organized by Leo Lagrange Paris
- International Workshop “Pedagogical workshop for active inclusion“, July 2019, Organized by La Piccionaiia Theatre Production Centre Vicenza
- Youth Conference “YouthWorkFinland 2019”, March 2019, Organized by Finnish National Youth Council Allianssi
- International workshop “WISE-project impact evaluation”, March 2019, Organized by REDE DLBC Lisboa
- Conference “Regional Youth Compact For Europe”, February 2019, Organized by ALDA
- Study visit “German’s CSO sustainability”, January 2019, Organized by ASB
- Senior Professional Training on “Human Recourses Management Evaluation”, May 218, Organized by Pestalozzi Children Foundation
- Training on “Employability Ambassadors” November 2017, Organized by Spanish Institute for Youth
- Training on “Leadership & Management of Projects” June 2017, Organized by AECOM
- “Grant Management Training” December 2016, Organized by AECOM
- Study visit on “Youth Information and Social entrepreneurship” region of Venice – Italy, July 2016, Organized by Consorzio Leonardo/ALDA
- “Regional Seminar on Youth Information and Counselling”, December 2015, Organized by CoE and ERYCA
- International Seminar “European Youth Environment Sentinels” June 2015, Organized by ALDA;
- Conference "Monitoring of the EU Guidelines for the Support to Civil Society in the Enlargement Countries 2014 -2020 - Year 1", April 2015, Organized by TACSO Regional project;
- Training Course "Youth Unemployment: Working on Social Cooperation", February 2015, Organized by Consorzio Leonardo/ALDA
- Study visit – Germany “Learning from the best - A Study Visit on Professional Education and Measures to meet Youth Unemployment", September 2014, Organized by Mostar Friedensprojekt
- Conference “Youth in 2020-the Future of Youth Policies”, September 2013, Organized by CoE

- Conference of INGOs of the Council of Europe, June 2013, Organized by CoE
- Symposium on the “Role of information and counselling in fostering young people's social inclusion and access to their rights“, June 2013, Organized by CoE
- “Academy for Civil Society development “, January-April 2012, Organized by CIRa
- XII Central European Initiative (CEI) Youth Forum “Role of information in the youth policy context“, November 2011, Organized by CEI and Ministry of Youth and Sport of R. of Serbia
- Conference “Innovation towards participative society“, October 2010, Organized by Euro Desk, EYCA and ERYICA
- Colloquy “Bridging the gap” on Youth Information in Europe, September 2010, Organized by CoE
- “Sixth Assembly Solidarity across Cultures: Working Together for Democracy“, April 2010, Organized by World Movement for Democracy
- Study visit on “Youth information and participation“, October 2009, Organized by INPETO and ERYICA
- Conference “Youth Gendering” on Youth Participation in SE Europe, September 2010, Organized by CoE
- Consultative meeting on “Youth Information and Counselling“, June 2010, Organized by CoE
- Seminar “Youth Policy and Youth Information“, December 2009, Organized by CoE and ERYICA
- Training “Planning of organizational budget“, June 2009, Organized by Institute for Sustainable Communities/USAID
- Study visit- “Development of future cooperation in between the participating countries within Youth in Action programme“, March 2009, Organized by The Finnish National Agency for the Youth in Action programme
- Training “Peer to peer educators training“, October 2008, Organized by Association of the Local Democracy Agencies
- Seminar “Youth Participation and European Citizenship“, September 2008, Organized by European House Caen- France
- Seminar “Youth participation in youth policy development processes in south-east Europe“, June 2008, Organized by Forum MNE
- Euro-Med seminar “The role of youth participation and civil society in youth policy and youth work development in the broader Euro Med Context“, October 2007, Organized by Council of Europe, European Youth Centre Budapest
- Training for Short Term Observers, June 2007, Organized by OSCE-ODIHR
- Youth Employment Conference “From Policy to action“, May 2007, Organized by World Bank
- Conference “Youth Policy in Balkan countries“, May 2007, Organized by Forum Seed
- Study visit of election process in republic of Poland, September 2006, Organized by Ministry of external affairs of Republic of Poland.
- The role of research in youth policy and youth work development in the broader Euro-Med context, November 2006, Organized by Council of Europe and European Youth Centre Budapest
- Training for Monitoring and Evaluation of programs, September 2006, Organized by Danish Refugee Council
- Study visit “Youth Policy implementation in Slovak Republic“, June 2006, Organized by Ministry of Education and National Youth Council of Slovakia
- Youth Seminar: “*Youth participation at local level: Local government and youth NGOs join hands to increase participation*“, September 2005, Organized by National Youth Council of Slovakia
- Youth Policy Seminar” Exchanging experiences and current practices in Europe and Middle East countries in the field of Youth Policy and Youth participation.”, September 2005, Organized by Council of Europe and Euro-Maed youth platform.
- Advanced found raising training, July 2006, Organized by Coalition of youth organizations SEGA
- Community mobilization, coalition-building and fundraising, September 2005, Organized by

Balkan Youth Without Borders

- Advocacy and Community Mobilizing (Managing an advocacy campaign), August 2005, Organized by Western Balkan Youth and Student Democracy Initiative
- New approaches for Strategic Planning, August 2005, Organized by Danish Refugee Council
- Applying to EU funds, January 2005, Organized by Foundation for Development of Democratic Rights - Budapest Hungary
- Financial management, October 2004, Organized by Institute for Sustainable Communities/USAID
- Communities Action planning, August 2004, Organized by Institute for Sustainable Communities/USAID
- Organize an advocacy campaign on youth issues, May 2004, Organized by Institute for Sustainable Communities/USAID
- Management with human resources, March 2004, Organized by Southeast Europe Enterprise Development (World Bank)
- Strategic Planning, May 2004, Organized by Institute for Sustainable Communities/USAID
- Advocacy and Community Mobilizing (Developing an advocacy campaign), May 2004, Western Balkan Youth and Student Democracy Initiative
- Project Cycle Management Training, November 2003, Organized by Institute for Sustainable Communities/USAID
- Training for Lobbying and Advocacy, March 2003, Organized by National Democratic Institute Skopje.
- Training of trainers – Evaluation methods, Organized by National Democratic Institute, October 2002
- Training of Trainers – School for Democracy, July 2002, Organized by Open Society Institute Macedonia
- Training for Recruitment of volunteers, June 2002, Organized by National Democracy Institute – Skopje Macedonia;
- Training for Public Relations 2002, Organized by National Democracy Institute – Skopje, Macedonia;

Author/Editor on publications:

1. Advocacy Toolkit: A guide to influencing decisions that improve the situation of young entrepreneurs in the Western Balkan in times of Covid-19	Available in printed version
2. Manual for Local Youth Councils	https://bit.ly/3F2qYi1
3. Guide for student participation, student organizing and protection of child rights in the primary schools	https://bit.ly/31UbKpa
4. Policy Brief - Preventing Violent Extremism among youth	https://bit.ly/3e7TdhZ
5. Manual for youth information methods for youth in NEET situation	http://bit.ly/2ZOgiEM
6. Toolkit for youth participation and advocacy for youth policies	http://bit.ly/36q5oDP
7. Need Assessment Report "The role of youth information services in social inclusion of youth in NEET situation"	http://bit.ly/2N6zswB
8. Situation Analysis of the Governmental measures related to NEETs in Macedonia	http://bit.ly/2T5sBHk
9. Guideline for Local Youth Councils	Available in printed version
10. Impact evaluation of Entrepreneurship learning	Available in printed version

11. Comparative analysis of governmental measures related to young people in NEET situation;	http://bit.ly/2N7Umeu
12. Position Paper "Establishment of system of youth information at local and national level in the Republic of Macedonia"	http://bit.ly/37pWnuo
13. Youth information - introduction, experiences and practices "Analysis of models of youth information in Europe and Macedonia"	Available in printed version
14. Policy Brief: "Improving the functioning of the Councils of Youth in Macedonia"	http://bit.ly/2rPVdt6
15. Situation analysis of implementation of the Law on Councils of youth in Croatia	Available in printed version
16. White Paper: "Developing a standards of youth work in Macedonia"	http://bit.ly/37sMw7e
17. Research on actual policy for youth employment of EU and the Republic of Macedonia	http://bit.ly/2Fa2Ai7
18. Creation of Local Youth Policy Manual	http://bit.ly/2Qzpx3m
19. Lobbying and Advocacy Manual	http://bit.ly/39w7hAL
20. Youth Participation Manual	http://bit.ly/2Qdc6ak
21. Voters Educators Manual	http://bit.ly/35e3OTR
22. Youth policy Manual	Available in printed version
23. Peer education Manual	Available in printed version
24. Handbook for Democracy	Available in printed version
25. Handbook for TOT	Available in printed version
26. Handbook Youth for Youth	Available in printed version
27. Handbook for professional orientation	Available in printed version
28. Promoting the youth participation in undeveloped regions	http://bit.ly/39r0bNX
29. Youth in creating changes in the community	http://bit.ly/2QeaOfd
30. Youth in protecting public interest	http://bit.ly/2toyZ1q
31. Contribution of Coalition "SEGA" to the National Youth Strategy	http://bit.ly/37vHx5p
32. Report from SEE Youth Policy Conference	http://bit.ly/2QfKlOq

References:

FULL NAME	CONTACT DETAILS	BUSINESS OCCUPATION
Mr. Urim Kasapi	urim.kasapi@undp.org Cell:+38977364775	Programme Analysts Social Inclusion Unit UNDP
Ms. Azbija Memedova	a.memedova@pestalozzi.ch Cell:+38970248490	Pestalozzi Country Representative Macedonia
Mr. Jeton Krasniqi	jkrasniki@yahoo.com Cell:+38971212448	(former) Chief of Party USAID CEP Project: “Strengthening Youth Engagement in Local Communities”

КРАТКА БИОГРАФИЈА на д-р Александар Османли, дипл. ел. инж.

Роден е на 26 септември 1968 година во Битола. Уште во текот на основното образование почнува да се занимава со научно-истражувачка работа. Како резултат на тоа, учествува на олимпијадите на младите техничари и природници каде освојува едно прво и едно второ место. Паралелно со основното образование, активно ги изучува и двата светски јазици: англискиот и францускиот. Одлично пишува и зборува англиски јазик, солидно го владее грчкиот јазик, а се служи со францускиот и со германскиот јазик.

Со оглед на истакнатиот интерес за природно-техничките науки, се запишува во првата генерација на математичко-информатичката насока во средно образование. Со завршувањето на средното образование се стекнува со звањето *програмер*.

После успешното завршување на средното образование со сите највисоки оценки во сите четири години, во 1987 година се запишува на Електротехничкиот Факултет во Скопје при Универзитетот „Св. Кирил и Методиј“ (насока *Компјутерска техника, информатика и автоматика*). Дипломира на 21.05.1993 год. и се стекна со стручен назив *дипломиран електротехнички инженер*. По завршувањето на факултетот интересот го насочува кон компјутерската графика и активно се занимава со графички дизајн сè до своето прво вработување.

На 01.02.1994г. се вработува во претпријатието за ПТТ сообраќај „Македонија“ – ОО за ПТТ сообраќај – Битола, каде работи како *самостоен инженер – програмер*. Во претпријатието уште од своите први работни денови е ангажиран на одржување на постоечкиот хардвер и софтвер, со посебен акцент на обработката на податоците од телефонските центри инсталирани на подрачјето на Битола. Така, по своја идеја и иницијатива во декември 1994 година креира комплексна и уникатна софтверска апликација за автоматска обработка на резултатите од мерењето на телефонскиот сообраќај во телефонските центри Iskra M10CN. Оваа апликација беше од особена важност во следењето на квалитетот и откривањето на евентуалните проблеми при работењето на телефонската централа. После успешната практична примена во Битола, истата се дистрибуира и во останатите градови од Македонија во кои се инсталирани телефонски центри од ваков тип. Веднаш после успешната реализација на оваа идеја, следат и неколку други апликации кои исто така се однесуваат на автоматизирана обработка на податоците од телефонските центри. Тие апликации исто така се дистрибуираат во неколку градови од Македонија. За две од нив публикува и стручни трудови во научно-стручното списание на "Македонски Телекомуникации".

Континуитетот на научно-истражувачката работа продолжува преку магистерските студии на Електротехничкиот Факултет во Скопје при Универзитетот „Св. Кирил и Методиј“, при што својот научен ангажман го насочува кон телекомуникациите и компјутерската графика.

Со инсталацијата на дигиталната телефонска централа Alcatel E10 во ПТТ – Битола, во периодот 19.02-12.04.1996 година посетува интензивна обука и добива меѓународно признат сертификат за одржување на овој тип на телефонски центри.

Во 2000 година го води проектот за имплементација на првиот кабелски систем за локалната комуникациска мрежа во „Македонски Телекомуникации“ во Битола, која ги обединува телефонската и компјутерската инсталација во сите работни простории. Во реализацијата учествува од самиот почеток до официјалното тестирање и пуштање во работа.

Со воведувањето на новите мултимедијални услуги на „Македонски Телекомуникации“ (Интернет и ISDN), активно се вклучува како во нивното истражување и тестирање, така и во придружните пропагандни активности. Во рамките на тие активности изработува визуелна симулација на јавната мрежа за пренос на податоци - МАКПАК, која презентација се користи на трите саеми Инфоком во Скопје, како дел од

претставувањето на покриеноста на Македонија со телекомуникациски ресурси од страна на „Македонски Телекомуникации“.

Одбраната на магистерскиот труд со наслов „Визуелизација на оптичката дигитална телекомуникациска мрежа во Република Македонија“ на ден 17.05.1999 година во просториите на Електротехничкиот Факултет во Скопје при Универзитетот „Св. Кирил и Методиј“ претставува заокружување на еден период од неговата научно-истражувачката и стручна работа.

Почнувајќи од 01.06.2001 година работи на работни задачи од областа на продажбата на Интернет услугите како постар консултант за технички прашања и продажба во МТнет Центарот на „Македонски Телекомуникации“, а од 17.01.2005 година води тим од продажни консултанти кој ја покрива цела западна Македонија. При тоа, една од главните задачи е развивањето основни и напредни кориснички решенија за вмрежување, Интернет поврзување и користење на соодветна заштита од Интернет закани.

Работејќи директно со корисниците, се стекнува со повеќе сертификати, меѓу кои сертификатите за презентациски и продажни вештини, за директен маркетинг, за напредни лидерски вештини, како и сертификат за продажба и односи со деловни корисници.

После 14-годишното работно инженерско и продажно искуство, во периодот 15.03-30.06.2008 година беше активно вклучен во Проектот за ребрендирање на АД „Македонски Телекомуникации“ како Brand Ambassador, со главна цел пренесување на моќта на новите брендови на вработените во компанијата преку спроведување на т.н. сесии за ребрендирање. Токму овој ангажман беше главниот поттик повторно да се зафати со научно-истражувачка работа, но овој пат проучувајќи го брендирањето од искуствена, но и научна перспектива. За таа цел, спроведува обемно истражување на релацијата вработен-бренд во својата телекомуникациска компанија и доаѓа до исклучително значајни резултати и заклучоци кои претставуваат уникатен придонес за внатрешното брендирање во високо-технолошките компании во општ случај.

Истражувачката работа ја продолжува во исклучително чувствителен период на миграција на традиционалната PSTN мрежа кон новата IMS платформа во телекомуникациската компанија (2011-2013). После завршувањето на овој процес, спроведува две истражувања:

1. Истражување кај корисниците за исполнување на корисничките барања од страна на телекомуникациската компанија која ја имплементира IMS платформата.
2. Истражување кај вработените во телекомуникациската компанија за миграцијата кон IMS платформата.

Со оглед на скромните искуства за евалуација на процесот на брендирање во телекомуникациските компании во светот, особен предизвик беше да се развие теоретски базиран и практично применлив модел за проценка на ефективностa на брендирањето, претставувајќи ги соодветните методологија и метрики за евалуација на овој процес кај телекомуникациските компании кои планираат ребрендирање и миграција кон IP-базирана мултимедијална платформа. Токму овој модел беше заокружување на докторската дисертација во 2015 година.

Од Септември 2016 година до Јули 2020 година се вклучува во високообразовниот процес во рамките на МСУ „Г. Р. Державин“ со пет предмети на Факултетот за Информатика од прв циклус на студии:

1. Основи на програмирање
2. Алгоритми и бази на податоци
3. Објектно-Ориентирано Програмирање
4. Компјутерска Архитектура

5. Оперативни Системи

На 25.11.2016 беше избран во титула Доцент. За време на ангажманот во МСУ „Г. Р. Державин“ , објавува неколку меѓународни трудови, меѓу кои:

1. „Преглед и анализа на објавени истражувања од областа на системите за поддршка на одлучувањето (СПО) со примена на АНР во поранешните Југословенски Републики“
2. „Влијание на телекомуникацискиот бренд врз корисниците за време на домашна изолација“

Денес го продолжува својот ангажман во водечкиот телекомуникациски оператор „Македонски Телеком“ Nowadays he continues his engagement in the leading telecommunications operator “Makedonski Telekom” како Менаџер за продажни решенија комплетно посветен на задоволството на деловните корисници од различни видови основни телекомуникациски сервиси, но исто така и на покомплексни ICT услуги и решенија.



Biography

Name and Surname: **Ana Ristevska, PhD**

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Phone: 00389 78 391 978

e-mail: contact@javen.mk / javenmk@gmail.com

Date of birth: 05.02.1989

Education:

30.11.2012 – 28.12.2015 – PhD degree of Marketing

Doctoral studies of Faculty of Economics - Prilep, department marketing

27.09.2010 – 23.11.2012 – Msc degree of Management of information systems

Postgraduate studies of Faculty of administration and management of information systems

Department – Management of information systems (average degree 9.53)

15.08.2010 – 30.09.2010

Pedagogical qualification of Pedagogical faculty-Bitola

10.07.2007-05.06.2010 – Manager/engineer of information systems

Graduate studies of Faculty of administration and management of information systems Department – Management of information systems (average degree 9.87)

Work experience:

02.02.2018 - still

Owner and CEO at Javen Advertajzing SPLLC Bitola (IT company and verified educational centre for web and application development, graphic design, video and 3D modelling, digital marketing and SEO; IT and digital marketing consulting services)

Websites of Javen Advertajzing SPLLC

<https://javen-advertising.com/>

<http://javenmk.com/>

<http://javen.mk/>

<http://javen-agro.mk/>

<http://www.sinergy.com.mk/>

12.08.2014 – 10.02.2019

Marketing coordinator at „Connect Innovation“ (Nordic company-Partner and distributor of Adobe Connect products; www.connect-innovation.com)

01.10.2014 – 01.10.2020

Assistant professor at BAS – Business academy Smilevski - Bitola and BAS-Institute for management Bitola

13.06.2011 – 11.08.2014 Assistant of the general director and marketing assistant at „Cermat Doo“ – Bitola (Biggest ice-cream company in Macedonia; www.cermat.mk)

20.10.2010 – 11.06.2011

English and IT professor at „Maliot Princ“ -Bitola

06.07.2010 – 18.10.2010

IT developer at „Megasoft Plus“-Bitola

Awards and recognitions:

2023> 40 Under 40 Europe (Europe's Most Successful Business Leaders Under age 40) by Business Elite Awards

2022 > Alumni student of UKLO Bitola

2021 > Most successful people from Bitola in the area of Informatics from the Bitola newspaper

2021> ARNO organization for special contribution to the organization of the competition "Green Ideas"

As well as numerous cooperation memoranda, acknowledgments and awards for projects related to Public Advertising Ltd.

Papers, conferences and research stay

1. Ana Ristevska, "Economic growth through digitalization Case study – IT Agro Business application, CIBEK 2019, Circular and bio economy, Belgrade Serbia, December 2019
2. Presenter and part of the scientific symposium of BAS – Institute for management, May 2019
3. Presenter and participation of the international summit of Adobe partners in London, UK in April 2018
4. Moderator and presenter of the 5th International conference in BAS for innovation and organizational development November 2018
5. Ana Ristevska, „Marketing research as part of the knowledge management process in the food industry in Republic of Macedonia“ CIBEK 2018, Circular and bio economy, Belgrade Serbia, 19 April

2018 and part of scientific board

6. Ana Ristevska, Nuhi Sela, „Marketing research in the food industry of the Republic of Macedonia”, CIBEK 2018, Circular and bio economy, Belgrade Serbia, 19 April 2018

7. Nuhi Sela, Ana Ristevska, Cvetko Smilevski, „M365”, ISCOIM 2018 Conference, Durres Albania, 23-24 February 2018

8. Participation in the workshops for online solutions for online learning, webinars and online meeting in Varnamo Sweden, June 2017

9. Presenter and participation of the international summit of Adobe partners in Amsterdam, Holland in February 2017

10. Ana Ristevska, Nuhi Sela, „Knowledge management as part of innovative process in the companies”, LIMEN 2017 Conference, Leadership and management, Belgrade Serbia, 14 December 2017.

11. Ana Ristevska, „Marketing research for bigger efficiency in the food companies” (Proceedings of the Forth International conference BAS, 4 November 2016)

12. Ana Ristevska, „Knowledge management process and marketing research in the food companies”, Newspaper Horizons 2016)

13. Participation of the workshop MBTI personal typology on BAS, 5 November 2016

14. Ana Ristevska, „Knowledge management software-necessary part of each marketing campaign” (IMPACT: International Journal of Research in Business Management (IMPACT:IJRB), Vol.3, Issue 4, Apr 2015, 1-6)

15. Ana Ristevska, Nuhi Sela, „New online solutions for generation of new customers” (IMPACT: International Journal of Research in Business Management (IMPACT:IJRB), Vol.3, Issue 1, Jan 2015, 1-6)

16. Ana Ristevska, Nuhi Sela, „Marketing research-key factor for competitive advantage” (Proceedings of the Third International conference BAS, 24-25 October, 2014)

17. Ana Ristevska, Nuhi Sela, „Knowledge management process-key factor for innovative SMEs” (Proceedings from the Conference SMEs development and innovation: Building competitive future of South-Eastern Europe-Faculty of Economics Prilep, 26-27 September, 2014)

18. Nuhi Sela, Hamit Aliu, Ana Ristevska, „Dynamics of production for the enterprises with private ownership: case study” (BEST: International Journal of Management, Information technology and Engineering (BEST:IJMITE), Vol2, Issue 6, Jun 2014, 1-12)

19. Ana Ristevska, „Knowledge management software application in ice-cream companies” (Proceedings of the 14 International symposium, Zlatibor, Srbija, 6-10 June 2014)

20. Ana Ristevska, „Knowledge management process in a service of e-commerce” (Proceedings of the Third international conference, Univerzitet “Aleksandar Moisiu”, Drac, Albania, 23-24 May 2014)

21. Nuhi Sela, Hamit Aliu, Ana Ristevska, „The use of information and communication technology in small and medium enterprises in Macedonia: case study” (Proceedings of the Third International conference, Univerzitet “Aleksandar Moisiu”, Drac, Albania, 23-24 May 2014)

22. Ana Ristevska, „The process of knowledge management and its impact of a small and medium enterprises and market development“ (Proceedings of the First International doctoral student conference Faculty of Economics-Prilep, 18 May 2013)
23. Ana Ristevska, „Selection of knowledge management software application for attracting new customers“ (Proceedings of the 9th International conference of American college –Skopje, 15 May 2014)
24. Ana Ristevska, „Creation of initiatives for employment of young people“ (Proceedings of the Third symposium at BAS, 25 April 2014)
25. Ana Dimovska, „Sales increase and market part with knowledge management software (Proceedings of the First International conference of University „Euro-Balkan“-Skopje, 20-21 December 2013);
26. Ana Ristevska, „Application of differential strategy for target different market segments“ Proceedings of the First International conference of Faculty of Economics Tetovo, 6-7 December, 2013);
27. Ana Dimovska, „Creation of attractive brand for different lines of products in the ice-cream industry“ (Proceedings of the Second International conference BAS, 1-3 November 2013)
28. Ana Dimovska, Prof. d-r. Violeta Manevska, Doc. D-r. Natasa Blazevska Tabakoska „Knowledge management software application and its practical use in the enterprises“ (Proceedings of the 7-ma International conference of informational systems and grid technologies, Sofija, Bugarija, 31 May -1 June, 2013)
29. Participation of the workshop for MBTI topology of the person , BAS, 5 November 2016
30. Research stay in Technical University in Dresden, Germany – International summer school for Sustainable Energy systems – Organization and running marketing campaign for sustainable energy systems (23.09.2013-28.09.2013)

Languages:

Excellent knowledge of English language– Certificate from the British council; **Basic knowledge of German language** – Certificate from the Center for German language-Bitola;

Computer skills: Microsoft Windows, Linux, Internet, Microsoft Office(Microsoft Word, Excel, Power Point, Access, Publisher, Outlook), Microsoft Project, SQL Server, SPSS, C++, Adobe Connect, WordPress.

Marketing services:Google Ads, Bing Ads, Google Analytics, Business Ads Managers> Facebook/Instagram, Twitter, LinkedIn, email marketing (Mailchimp, Advertize), SEO web services;

Other skills: Communication and interpersonal skills, presentation skills, team work, coordinate skills, skills for planning and organization, responsibility, flexibility, respecting dead-lines.

Driving license: B category

Other information: Available of your request

**EUROPEAN
CURRICULUM VITAE
FORMAT**



Лични Податоци

Име и Презиме
Адреса на живеење
Телефон:
Факс:
E-mail

ВАСИЛ СТАМБОЛИСКИ

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Националност
Дата на раѓање

Македонец
13.04.1973

РАБОТНО ИСКУСТВО

- Дата (од-до) 01.10.2022-
Еуроимпекс ДОО – Скопје, Трета Македонска Бригада 72, 1000 Скопје
Пост-Продажба и Сервис/Менаџмент на Квалитет и Животна Средина
Регионален тренинг менаџер/Представник на Раководството за Квалитет и Животна Средина
- Дата (од-до) 09.06.2017-01.10.2022
Еуроимпекс ДОО – Скопје, Трета Македонска Бригада 72, 1000 Скопје
Пост-Продажба и Сервис/Менаџмент на Квалитет и Животна Средина
Директор на Пост-Продажба и Сервис/Представник на Раководството за Квалитет и Животна Средина
- Дата (од-до) 13.01.2009-09.06.2017
Еуроимпекс ДОО – Скопје, Трета Македонска Бригада 72, 1000 Скопје
Пост-Продажба и Сервис/Менаџмент на Квалитет
Директор на Пост-Продажба и Сервис/Представник на Раководството за Квалитет
- Дата (од-до) 15.12.2002-13.01.2009
Еуроимпекс ДОО – Скопје, Трета Македонска Бригада 72, 1000 Скопје
Пост-Продажба и Сервис
Директор на Пост-Продажба и Сервис



<ul style="list-style-type: none"> • Дата (од-до) • Име и адреса на компанијата <ul style="list-style-type: none"> • Вид на работа или сектор • Позиција или Работно Место 	22.01.2001-15.12.2002 Еуроимпекс ДОО – Скопје, Трета Македонска Бригада 72, 1000 Скопје Пост-Продажба и Сервис Технички Советник
<ul style="list-style-type: none"> • Дата (од-до) • Име и адреса на компанијата <ul style="list-style-type: none"> • Вид на работа или сектор 	01.06.2000-08.01.2001 МЗТ ОПРЕМА АД Скопје, Перо Наков бб, 1000 Скопје Одделение за развој на конструкции
ОБРАЗОВАНИЕ	
<ul style="list-style-type: none"> • Дата (од-до) • Име на образовната Институција • Звање/Степен на Образование <ul style="list-style-type: none"> • Институт/ Истражувачко подрачје/Тема 	01.09.2022 - Висока Школа БАС – Бизнис Академија Смилевски - Скопје Дипломиран Бизнис Менаџер 180 ЕКТС Бизнис Менаџмент
<ul style="list-style-type: none"> • Просек на Студирање • Дата (од-до) • Име на образовната Институција • Звање/Степен на Образование <ul style="list-style-type: none"> • Институт/ Истражувачко подрачје/Тема 	11.2011-25.10.2017 Универзитет СВ Кирил и Методиј, Скопје Машински Факултет, Скопје Доктор на технички науки/VIII Производно Машинство/Менаџмент/ Градење на ефективни тимови како предуслов за зголемување на квалитетот на дадената услуга и зголемена продуктивност.
<ul style="list-style-type: none"> • Просек на Студирање • Дата (од-до) • Име на образовната Институција • Звање/Степен на Образование <ul style="list-style-type: none"> • Институт/ Истражувачко подрачје/Тема 	- 01.10.2006 – 19.05.2010 Универзитет СВ Кирил и Методиј, Скопје Машински Факултет, Скопје Магистер по Машински науки/VII2 Производно Машинство/Менаџмент/Анализа на клучните фактори кои доведуваат до оптимизација на Пост-Продажните активности при сервисирање на возила во насока задоволување на потребите на клиентите.
<ul style="list-style-type: none"> • Просек на Студирање • Дата (од-до) • Име на образовната Институција • Насока/Отсек • Звање/Степен на Образование <ul style="list-style-type: none"> • Тема на Дипломска Работа 	9,85 01.10.1991-20.07.1998 Универзитет СВ Кирил и Методиј, Скопје Машински Факултет, Скопје Механизациони Машини и Возила/Моторни Возила Дипломиран Машински Инженер/VII 1 Проектирање на лесна товарна приколка за патнички возила, со цел да може да се користи за превоз на сандаци со пчели
<ul style="list-style-type: none"> • Просек на Студирање • Дата (од-до) • Име на образовната Институција <ul style="list-style-type: none"> • Звање Успех • Дата (од-до) • Име на образовната Институција <ul style="list-style-type: none"> • Звање Успех • Дата (од-до) • Име на образовната Институција <ul style="list-style-type: none"> • Успех 	7,36 01.09.1990-10.06.1991 Енергетско Машински Училишен Центар-Никола Тесла, Скопје Машински Техничар-Технолог Многу Добар 01.09.1987-10.06.1990 Енергетско Машински Училишен Центар-Никола Тесла, Скопје Метало Стругар Одличен 01.09.1979-10.06.1987 Основно Училиште-Иван Горан Ковачиќ, Скопје Одличен

Лични Вештини и Познавања

МАЈЧИН ЈАЗИК

МАКЕДОНСКИ

ОСТАНАТИ ЈАЗИЦИ

	Англиски
• Читање	Одлично
• Пишување	Одлично
• Зборување	Одлично
	Руски
• Читање	Одлично
• Пишување	Одлично
• Зборување	Одлично
	Француски
• Читање	Добро
• Пишување	Основно
• Зборување	Основно

ТРЕНИНЗИ/ОБУКИ/СЕМИНАРИ/
КОНВЕНЦИИ

01.02.-03.04.2024 Обука за управител со отпад, Стопанска комора, предавачи: Филип ИВАНОВСКИ, Ана МАЗНЕВА КАРАНФИЛОВСКА,

30.11.2023, Ефикасно управување со отпад и усогласување со законските прописи, вклучително и тековите за текстил, гуми, масла и искористени возила со примена од 01.01.2024, Стопанска комора – предавач Бесник АДЕМИ,

13-15.09.2023, Стручно дидактичка обука на обучувачите од работодавачите кај кои се реализира практична обука, Стопанска комора – Центар за стручно образование и обука,

01.04-25.05.2021, Auto Cad 2018 Fundamentals, AUTODESK – СЕМОС Едукација, Предавач Јулија ГРУЕВСКА,

14-17.10.2019, Parts and Service Importers seminar 2019 – Paris, France,

19-21.11.2018, Seventh World Forum of Democracy of the Council of Europe - Strasbourg, France

16-19.10.2018, Parts and Service Importers seminar 2018 – Париз, Франција,

30.06.2017-21.11.2018, Висока школа за јавни политики „Мајка Тереза„ – Скопје, Македонија

17-19.10.2017, Parts and Service Importers seminar 2017 – Париз, Франција,

27.03, 14.06 и 20.06.2017, Обука за интерен проверувач на системи за менаџмент согласни ISO 19011:2011 – Макконтрол, Скопје, Македонија,

27.03.2017, Обука за системи за менаџмент ISO 9001:2015 и ISO 14001:2015 - Макконтрол,

Скопје, Македонија,

20-21.04.2017, Тренинг, Поптирање и управување кај возилата од PSA групацијата - Регионален центар за Обука – Загреб, Хрватска,

29-30.11.2016, Тренинг, Learn in PSA, модул за обука и тестирање - Регионален центар за Обука – Загреб, Хрватска,

10-11.11.2016, Тренинг, Presentation KO, Оперативен стандард поврат во сервис - Регионален центар за Обука – Загреб, Хрватска,

10-14.10.2016, Parts and Service Importers seminar 2016 – Париз, Франција,

24-27.11.2015, Parts and Service Importers seminar 2015 – Париз, Франција,

03-09.06.2015, Parts and Service challenge 2014 trip – Мексико,

12-13.03.2015, Тренинг, Servicebox module 1 and module 2 - Регионален центар за Обука – Загреб, Хрватска,

11-12.12.2014, Тренинг, Multiplex електрични мрежи 2013 - Регионален центар за Обука – Загреб, Хрватска,

25-28.11.2014, Parts and Service Importers seminar 2014 – Амброас, Франција,

11-12.09.2014, Тренинг, Peugeot Partner Electric, Дијагностички процерс - Регионален центар за Обука – Загреб, Хрватска,

17-24.05.2014, Parts and Service challenge 2013 trip – Норвешка,

19-22.11.2013, Parts and Service Importers seminar 2013 – Сошо Монбелард, Франција,

22-28.05.2013, Parts and Service challenge 2012 trip – Корзика, Франција,

12.04.2013, Менаџирање со надежноста и одржувањето на машините и уредите, Машински Факултет Скопје и СКФ Македонија, Скопје, Македонија,

13-15.03.2013, Тренинг, Мануелни менувачи кај Peugeot возилата - Регионален центар за Обука – Загреб, Хрватска,

01-03.02.2013, ДЕАН, обука за дидактика за ефективна академска настава, БАС – Бизнис Академија Смилевски – Скопје, Банско, Струмица, Македонија,

12-15.11.2012, Parts and Service Importers seminar 2012 – Париз, Франција,

06-13.04.2012, Parts and Service challenge 2011 trip – Мауритиус, Ла Реунион,

07-10.11.2011, Parts and Service Importers seminar 2011 – Париз, Франција,

20-24.06.2011, Петодневен курс со завршен испит, за проверувач на систем за заштита на околината ISO 14000, организиран од SGS Швајцарија, преку филијалата во Белград, во координација со МАККОНТРОЛ – Скопје,

23-25.11.2010, Parts and Service Importers seminar 2010 – Париз, Франција,

21.10.2010, Glasurit – Бизнис Семинар – Скопје, Македонија, Обука организирана од АСИС ДОО импортер на Glasurit за Македонија – Глобален Предавач Александар НАСКОВСКИ,

11-12.2009, ADIZES: Менаџирање со промени-Скопје, Македонија, Обука по Adizes

методологијата - Предавач Леонид НАКОВ,

30.09-03.10.2009, VIP meeting BASF Glasurit – Дрезден, Германија,

23-25.09. 2009, Importers After-Sales Seminar – Париз, Франција,

10-18.05.2009, Service and Quality Service challenge 2008 trip - Унгарија, Австрија, Словачка, Чешка,

03-05.02.2009, Тренинг, Современи системи кај Дизел Мотори – Регионален центар за Обука – Загреб, Хрватска,

13-15.10. 2008, Service and Quality Service meeting Europe – Париз, Франција,

05.05. 2008, Обука за проверувач на системот за Квалитет 9001/2000 – Макконтрол, Скопје, Македонија,

03-10.04.2008, Parts and Service challenge 2007 trip – Шпанија,

14.03. 2008, Тренинг, Професионална употреба на MOBILHEL производите во Лимаро Фарбарска Работилница – Скопје, Македонија,

15-16.11.2007, Тренинг, Теничка презентација на Peugeot 308 – Регионален центар за Обука – Загреб, Хрватска,

30-31.08. 2007, Тренинг, Бензински Мотори со Euro 4 норми на загадување - Регионален центар за Обука – Загреб, Хрватска,

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21-22.05. 2007, Тренинг, Body shop Management (Training Sikkens) – Будимпешта, Унгарија,

16-18.04. 2007, Тренинг, Body Management Seminar (Training PPG) – Атина, Грција,

12-14.03.2007, Regional Parts and Service meeting Europe Mediterranean – Хамамет, Тунис,

04-10.09.2006, VIP meeting BASF Glasurit – Минстер, Германија,

16-17.08..2006, Тренинг, Теничка презентација на Peugeot 207 – Регионален центар за Обука – Загреб, Хрватска,

12-14.07.2006, Тренинг, Теничка презентација на Peugeot 1007 – Регионален центар за Обука – Москва, Русија

04-07.07..2006, Тренинг, Теничка презентација на PPS (Peugeot Planet System) дијагностички уред за дијагностицирање на Peugeot возила – Регионален центар за Обука – Москва, Русија,

26-28.02.2006, Regional Parts and Service meeting Europe Mediterranean – Мускат, Оман,

18-19.10.2005, RHN (Reglementation Homologation Normes , Convention Synthese Europe et Monde Hors Europe – Париз, Франција,

13.05.2005, Тренинг, Основи на Дизел мотори кај Peugeot возилата - Регионален центар за Обука – Загреб, Хрватска,

12.05.2005, Тренинг, Основи на Бензински мотори кај Peugeot возилата - Регионален

центар за Обука – Загреб, Хрватска,

11.05.2005, Тренинг, Основи на дијагностиката кај Peugeot возилата - Регионален центар за Обука – Загреб, Хрватска,

10.05.2005, Тренинг, Основни Електрични шеми кај Peugeot возилата - Регионален центар за Обука – Загреб, Хрватска,

05-07.04.2005, Regional Parts and Service meeting Europe Mediterranean – Москва, Русија,

16-18.02.2005, Blue Box Architects International Peugeot Seminar, семинар за стандарди за градба на салони и сервиси – Париз, Франција,

24.06.2004, Тренинг, PPS (Peugeot Planet System) дијагностички уред, презентација и примена - Регионален центар за Обука – Загреб, Хрватска,

23.06.2004, Тренинг, Техничка презентација на Peugeot 407 - Регионален центар за Обука – Загреб, Хрватска,

15-18.03.2004, Regional Parts and Service meeting Europe Mediterranean – Сент Јулианс, Малта,

11-14.11.2003, Тренинг, OSC III (Organisation du Service a la Clientele) - Регионален центар за Обука – Загреб, Хрватска,

16-18.06.2003, Тренинг, OSC II (Organisation du Service a la Clientele) - Регионален центар за Обука – Загреб, Хрватска,

26-28.05.2003, Тренинг, SAP Training (систем за нарачување на резервни делови) - Регионален центар за Обука – Загреб, Хрватска,

27.04-01.05.2003, Regional Parts and Service meeting Europe Mediterranean – Истанбул, Турција,

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24.09-19.12.2002, Тренинг, Technical Adviser Taking of Function (Задачи на Техничкиот Советник) - Регионален центар за Обука – Загреб, Хрватска,

23-25.10.2002, Regional Technical Meeting – Париз, Франција,

06-10.05.2002, Тренинг, Системи за Климатизација кај Peugeot возилата - Регионален центар за Обука – Загреб, Хрватска,

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18-21.12.2001, Тренинг, Дијагностика кај Peugeot 307 - Регионален центар за Обука – Загреб, Хрватска,

06-07.11.2001, Тренинг, Клучни поими при прием на клиенти - Регионален центар за Обука – Загреб, Хрватска,

22-24.10.2001, Regional Technical Meeting – Манчестер, Англија,

10-12.10.2001, Тренинг, Каросериска опрема кај Peugeot возилата - Регионален центар за

Обука – Загреб, Хрватска,

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ОРГАНИЗИРАНИ ОБУКИ

12-13.05.2012, Оперативни стандарди - Скопје, (Еуроимпекс и овластена Peugeot сервисна мрежа),

01-02.10.2011, Работа во лимаро-фарбарска работилница – Битола, (Еуроимпекс и овластена Peugeot сервисна мрежа),

03.07.2011, Подготовка на ново возило – Скопје, (Еуроимпекс и овластена Peugeot сервисна мрежа),

02-03.04.2011, Гаранциско работење и превентивни операции – Крушево, (Еуроимпекс и овластена Peugeot сервисна мрежа),

25-26.09.2010, Управување со тешки ситуации – Прилеп, (Еуроимпекс и овластена Peugeot сервисна мрежа),

26-27.06.2010, Рецепционерот клуч на задоволството на клиентите - Кичево, (Еуроимпекс и овластена Peugeot сервисна мрежа),

30-31.01.2010, Организација на сервисни активности – с, Варвара, Тетовско, (Еуроимпекс и овластена Peugeot сервисна мрежа),

УЧЕСТВО ВО ПРОЕКТИ:

2014-2015 Дијагностика кај современите моторни возила, Erasmus+/АСУЦ Боро Петрушевски, 2014-1-МК01-КА102-000003

2016 Техничкото достигнување на моторните возила во функција на заштита на човековата околина Erasmus+/АСУЦ Боро Петрушевски, 2016-1-МК01-КА102-021528

2016-2017 Воспоставување на училишна компанија под водство и менторство на бизнис секторот, Министерство за образование и наука, АСУЦ Боро Петрушевски,

2018 Поврзување на теоријата и практичната обука во областа на автомеханиката, Erasmus+/АСУЦ Боро Петрушевски, 2018-1-МК01-КА116-046854

2019 Развивање на перформансите и меките вештини за потребите на пазарот на труд, Erasmus+/АСУЦ Боро Петрушевски, 2019-1-МК01-КА116-060070

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Стамболиски В.: „МЕРЕЊЕ И РЕЗУЛТАТИ ОД ВРАЌАЊАТА НА ВОЗИЛА И ИМПЛИКАЦИЈА ОД ИСТИТЕ ВО ПОДОБРУВАЊЕТО НА РАБОТНИОТ ПРОЦЕС“ Седма меѓународна научна конференција „Современите менаџерски предизвици и организациските науки“, БАС Институт за менаџмент - Битола, БАС – Бизнис Академија Смилевски - Скопје, 03-05.11.2022, Битола, Македонија.

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Стамболиски В., Буџакоски Љ.: „АНАЛИЗА НА РАБОТНИОТ КАДАР СПОРЕД АДИЖЕС ВО СЕРВИСЕН ОДДЕЛ ВО ИМПОРТЕРСКИ ЦЕНТАР ЗА ВОЗИЛА“ XVI Интернационална Научна Конференција „KNOWLEDGE WITHOUT BORDERS“ Institut of Konowledge Management – Skopje, 16-18.03.2018, Врњачка Бања, Република Србија. ISSN 1857-923X – KNOWLEDGE Internatoinal Journal, 22.1 pp. 1-324 Global Impact and Quality Factor 1.322 (2016), <http://globalipactfactor.com/knowledge-international-jurnal/>

Стамболиски В.: „АНАЛИЗА НА УВОЗОТ НА ПОЛОВНИ ВОЗИЛА СО НОВОПРОДАДЕНИТЕ ВОЗИЛА ВО РЕПУБЛИКА МАКЕДОНИЈА“ XI Интернационална Научна Конференција „KNOWLEDGE IN PRACTICE“ Institut of Konowledge Management – Skopje, 16-18.12.2016, Банско, Бугарија. ISSN 1857-92 – KNOWLEDGE Internatoinal Journal, 15.3 pp. 925-1553 Global Impact and Quality Factor 1.023 (2015), <http://globalipactfactor.com/knowledge-international-jurnal/>

Стамболиски В, Донеv В, Поленаковиќ Р.: „ИНОВАЦИЈА НА НОВ НАЧИН НА ПРОДАЖБА НА БАТЕРИИ ВО СЕРВИСНА МРЕЖА“ Четврта меѓународна научна конференција „Современите менаџерски предизвици и организациските науки“, БАС Институт за менаџмент - Битола, БАС – Бизнис Академија Смилевски - Скопје, Центар за развој на Пелагонискиот плански регион - Битола, Здружение на економисти и менаџери на Балканот – Белград, 05-06.11.2016, Битола, Македонија. ISBN: 978-608-4729-04-4

Стамболиски В.: „ИМПЛЕМЕНТАЦИЈА НА ПОСТ-СЕРВИСЕН КОНТАКТ ВО АВТОМОБИЛСКИ ЦЕНТАР ЗА ВОЗИЛА“ VIII Интернационална Научна Конференција „Знаење без граници“ Institut of Konowledge Management – Skopje, 07-09.04.2016, Банско, Бугарија. ISSN 1857-92 – KNOWLEDGE Internatoinal Journal, 12.2 pp. 1-416 Global Impact and Quality Factor 1.023 (2015), <http://globalipactfactor.com/knowledge-international-jurnal/>

Stamboliski V.: „INOVATING OF NEW WAY OF PROMOTING OF AFTER_SALES ACTIVITIES IN THE AUTOMOTIVE INDUSTRY“, Third International Scientific Conference ENVIRONMENTAL FACTORS, CHALLENGES FOR ECONOMIC DEVELOPMENT WITH, STATE UNIVERSITY OF TETOVA, FACULTY OF ECONOMICS AND FACULTY OF BUSINESS ADMINISTRATION, 04-05.12.2015, Tetovo, Macedonia. ISBN: 978-608-218-032-9

Стамболиски В.: „УЧЕНИЧКАТА И СТУДЕНТСКАТА ПРАКТИКА КАКО АЛАТКА ЗА РЕГУТИРАЊЕ НОВИ ВРАБОТЕНИ“ Четврт симпозиум „Менаџментот и современите практики“ со предметен фокус „Улогата на образовните установи во создавање на одржлива вработливост“, БАС – Бизнис Академија Смилевски, БАС Институт за менаџмент, 24.04.2015, Скопје. Македонија. ISBN: 13 978-608-4690-09-2

Стамболиски В, Донеv В, Поленаковиќ Р.: „ПРОМОЦИЈА НА НОВИ ПОСТ-ПРОДАЖНИ АКТИВНОСТИ, КАКО ПРЕДУСЛОВ ЗА ЗГОЛЕМЕНА КОМПАНИСКА

КОНКУРЕНТНОСТ МЕЃУ АВТОМОБИЛСКИТЕ ИМПОРТЕРИ ВО РЕПУБЛИКА МАКЕДОНИЈА“ Трета меѓународна научна конференција „Современите менаџерски предизвици и организациските науки“, БАС – Бизнис Академија Смилевски, БАС Институт за менаџмент и Београдска пословна школа – Белград, Србија 24-25.10.2014, Битола, Македонија. ISBN: 978-608-4729-02-00

Stamboliski V, Donev V, Polenakovich R.: „MBTI PERSONALITY TYPES ANALYSIS, IN A VEHICLE SERVICE CENTRE“, X May Conference on Strategic Management WITH INTERNATIONAL PARTICIPATION, UNIVERSITY OF BELGRADE, TECHNICAL FACULTY IN BOR, 23-25.05.2014, Bor, Serbia. ISBN: 978-86-6305-019-8

Стамболиски В.: „АНАЛИЗА НА ВРСКАТА ПОМЕЃУ ИМПОРТЕРСКИ СЕРВИСЕН ЦЕНТАР ЗА ВОЗИЛА И ВОСПИТНО-ОБРАЗОВНИТЕ ИНСТИТУЦИИ ВО РЕПУБЛИКА МАКЕДОНИЈА“ Трет симпозиум „Менаџментот и современите практики“ со предметен фокус „Менаџментот и вработливоста“, БАС – Бизнис Академија Смилевски, БАС Институт за менаџмент, 25.04.2014, Скопје. Македонија. ISBN: 978-608-4690-05-4

Stamboliski V, Polenakovich R.: „IMPLEMENTATION OF THE NEW WAY OF MARKETING IN AFTER-SALE, DURING VEHICLE SERVICE“, III Scientific Conference with international participation, ECONOMY OF INTEGRATIONS (ICEI) „Using Knowledge to Move from Recession to Prosperity“, FACULTY OF ECONOMICS, UNIVERSITY IN TUZLA, 06-07.12.2013, Tuzla, Bosnia and Hercegovina. ISSN: 2233-0445

Стамболиски В, Донеv В, Поленаковиќ Р.: „ИМПЛЕМЕНТАЦИЈА НА НОВ ВИД НА БРЗ СЕРВИС ПРИ СЕРВИСИРАЊЕ НА ВОЗИЛА ВО ПОСТ-ПРОДАЖБА“ Втора меѓународна научна конференција „Современите менаџерски предизвици и организациските науки“, БАС – Бизнис Академија Смилевски, БАС Институт за менаџмент и Универзитет Булент Ецевит – Зонгулдак, Турција 01-03.11.2013, Битола. Македонија. ISBN: 978-608-4729-00-6

Stamboliski V.: „IMPROVEMENT OF BODY SHOP MANAGING AS A PART OF VEHICLE IMPORTERS CENTER“ III International Scientific Congress – ICONBEST 2013, University of Tourism and Management Skopje, 04-06.10.2013 Skopje, Macedonia. ISSN: 1857-6974

Stamboliski V, Donev V, Polenakovich R.: „IMPROVING THE ORGANIZATIONAL STRUCTURE IN THE AFTER-SALES OF VEHICLES BY ESTABLISHING AND DEVELOPING EFFECTIVE TEAMS“ IX May Conference on Strategic Management WITH INTERNATIONAL PARTICIPATION, UNIVERSITY OF BELGRADE, TECHNICAL FACULTY IN BOR, 24-26.05.2013, Bor, Serbia.

Стамболиски В.: „ПРИДОНЕСОТ НА ИНОВАЦИЈАТА КАКО ПРЕДУСЛОВ ЗА ЗГОЛЕМЕНА КОМПАНИСКА КОНКУРЕНТНОСТ ВО СЕРВИСЕН ЦЕНТАР ЗА ВОЗИЛА“ Втор симпозиум со меѓународно учество „Современите менаџерски предизвици и организациските науки“, БАС – Бизнис Академија Смилевски, БАС Институт за менаџмент, 26.04.2013, Струмица. Македонија. IBN: 978-608-4690-02-03-0

Стамболиски В, Донеv В, Поленаковиќ Р.: „РАЗВОЈОТ НА ИНТЕЛЕКТУАЛНИОТ КАПИТАЛ ВО ИМПОРТЕРСКИ ЦЕНТАР ЗА ВОЗИЛА, ОД НЕГОВОТО ОСНОВАЊЕ ДО ДЕНЕС“ Прва меѓународна научна конференција „Современите менаџерски предизвици и организациските науки“, БАС – Бизнис Академија Смилевски, БАС Институт за менаџмент, 21-22.06.2012, Битола. Македонија. IBN: 978-608-4690-02-03

Stamboliski V, Donev V, Polenakovich R.: „IMPLEMENTATION OF RAPID SERVICE FOR VEHICLES REGULAR MAINTENANCE, AS GOOD MANAGEMENT IN PRACTICE“ VIII May Conference on Strategic Management WITH INTERNATIONAL PARTICIPATION, UNIVERSITY OF BELGRADE, TECHNICAL FACULTY IN BOR, 25-27.5.2012, Bor, Serbia. IBN: 978-86-80987-96-5

Stamboliski V, Donev V.: „THE INFLUENCE OF INNOVATIONS WORKING PROCESSES ON THE OPERATIONAL EFFICIENCY“, 4th International conference for Entrepreneurship,

Innovation and Regional development, ICEIRD 2011, 05-07.05.2011, Ohrid, Macedonia.

Stamboliski V., Polenakovich R.: „How to organise teams in order to ensure successful customer relationship management system“ 2nd BIENNIAL INTERNATIONAL SCIENTIFIC CONGRESS, THE INFLUENCE OF TOURISM ON ECONOMIC DEVELOPMENT, University of Tourism and Management, 27-29.04.2011 Skopje, Macedonia.

ОСТАНАТИ ОПШТЕСТВЕНИ АКТИВНОСТИ

- УПРАВИТЕЛ СО ОТПАД, со Уверение за положен стручен испит за управител со отпад со број: 12-2445/3 од 10.05.2024 издадено од МЖСПП,
- Лиценциран вештак од областа Машинство, со Лиценца бр. 08-1802/2022 од 17.10.2022,
- 4 годишен избор во насловно звање Виш Предавач на Висока стручна школа, БАС-Бизнис Академија Смилевски Скопје, во областа: Комерцијално работење со одлука на Академијата од 26.02.2015,
- 4 годишен избор во насловно звање Предавач на Висока стручна школа, БАС-Бизнис Академија Смилевски Скопје, во областа: Менаџмент на квалитет и Организација и логистика во работењето со одлука на Академијата од 26.06.2013,
- 4 годишен избор во насловно звање Предавач на Висока стручна школа, БАС-Бизнис Академија Смилевски Скопје, во областа: Тргување и Стоки и производи со одлука на Академијата од 02.11.2012,
- 4 годишен избор во насловно звање Предавач на Висока стручна школа, БАС-Бизнис Академија Смилевски Скопје, во областа: Грижа за муштериите, Односи со клиентите и Продажбен менаџмент со одлука на Академијата од 11.03.2011,
- Постојан Судски Вештак од Областа МАШИНСТВО, назначен од Основен Суд Скопје 1, со Решение бр. 143/2006 од 18.09.2006,
- Судски Проценител од Областа МАШИНСТВО, назначен од Основен Суд Скопје 1, со Решение бр. 607/2006 од 25.09.2006,
- Функционер во АМС на Македонија, со лиценца бр. 251, Ранг А2, во дисциплина АВТОМОБИЛИЗАМ од 01.03.2007,
- Председател на комисија за Лиценцирање на Олдтајмери, при Олдтајмер Клубот РЕТРОЛАЈФ од Скопје, од 2007.

ТЕХНИЧКИ ВЕШТИНИ И ПОЗНАВАЊА

- MS-Office applications
- Internet
- Corel
- Auto Cad
- Servicebox
- SAP

ОСТАНАТИ ВЕШТИНИ И ПОЗНАВАЊА

Комуникативна личност, тимски играч со нагласени лидерски способности, лојален и добар работник, спремен и научен на работа под притисок на кој истата му представува

задоволство. Креативна личност која превзема иницијатива, со високи организациски способности.

Се интересирам за: Спорт, Наука, Техника, Автомобилизам, Менаџмент и останати активности кои се од општозабавен карактер.

Возачка дозвола

ДА

Дополнителни Информации

Референци:

1. Проф. Д-р. Милан КОСЕВСКИ, Машински Факултет-Скопје,
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3. Проф. Д-р. Ванчо ДОНЕВ, Машински Факултет-Скопје,
4. Проф. Д-р. Дарко ДАНЕВ, Машински Факултет-Скопје,
5. Проф. Д-р. Цветко СМИЛЕВСКИ, БАС Бизнис Академија Смилевски-Скопје,
6. Звонимир ГЛАВИНОВИЌ, Регионален Центар за Обука-Загреб,

Горан Каранфилов

Датум на раѓање: 08/11/1976 | **Националност:** Македонско/Граѓанин на Република Северна Македонија |
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● ОБРАЗОВАНИЕ И ОБУКА

ДИПЛОМИРАН МАШИНСКИ ИНЖИНЕР – Технички факултет Битола

● ЈАЗИЧНИ ВЕШТИНИ

Мајчини јазици: МАКЕДОНСКИ
Друг(и) јазик(ци): ГЕРМАНСКИ И АНГЛИСКИ В2

● РАБОТНО ИСКУСТВО

31/05/2002 – ТЕКОВНО – Битола, Северна Македонија
СОПСТВЕНИК-ОСНОВАЧ – УНИ-МЕН ДОО БИТОЛА

31/05/2002 – ТЕКОВНО – Битола, Северна Македонија
РАКОВОДИТЕЛ НА ЦНЦ МАШИНСКА ОБРАБОТКА – УНИ-МЕН ДОО БИТОЛА

Конструирање, цртање, технологија за изработка , составување на програма за изработка и оперативна изработка на машински елементи на ЦНЦ Струг. Конструирање, цртање, технологија за изработка и оперативна изработка на цилиндрични запчаници со прави, коси , завојни заби од модул 0,5 до модул 6,5 мм.Конструирање, цртање, технологија за изработка и оперативна изработка на конусни запчаници со прави, коси и завојни заби од модул 1 до модул 4,5 мм.Конструирање, цртање, технологија за изработка и оперативна изработка на полжавести запчести парови од модул 1 до модул 5,5 мм.
Владеење на програмско ЦНЦ управување Mazatrol T32-3.
Владеење на програмско ЦНЦ управување Siemens 820-D.
Програмирање со G-код.
Solidworks CAD-CAM.
Оперативно искуство на класични алатни машини Струг и Универзална Глодалка.
Обука на оператори на Струг, Глодалка и ЦНЦ Струг.

04/02/2019 – 25/03/2019 – 73770 Denkendorf, Германија
ОПЕРАТОР НА ЦНЦ ЦЕНТАР ЗА ОБРАБОТКА СО 5 ОСКИ – ESA EPPINGER GMBH DENKENDORF

Оператор на вертикален центар за обработка Bridgeport VMC 1250 со 4 оски, ЦНЦ управување Siemens 820D.
Оператор на вертикален центар за обработка MoriSeiki DMU 50 со 5 оски, ЦНЦ управување Siemens 820D.



CV Д-р Ѓорѓи Јанев

ЛИЧНИ ПОДАТОЦИ	
Име и Презиме	ЃОРГИ ЈАНЕВ
Адреса на живеење(улица, број, град, држава)	Ул.Јанко Цветинов бр.16 Струмица
Телефон	075-374-041
Факс	
Е-маил	dr.gjorgi.janev@poliklinikaelimedika.mk
Државјанство	Македонско
Датум на раѓање (ден, месец, година)	07-11-1981 година
РАБОТНО ИСКУСТВО (се пополнува за секој период посебно)	
*Датум (од-до)	2007-2009 година
Име и адреса на работодавачот	ПЗУ Поликлиника Ели-Медика Струмица
Вид на дејност или сектор	Ординација по општа медицина и семејна медицина
Занимање или позиција на која сте биле	Матичен лекар
Главни активности и одговорности	Работа со матични пациенти
*Датум (од-до)	2009-2013 година
Име и адреса на работодавачот	ПЗУ Поликлиника Ели-Медика Струмица
Вид на дејност или сектор	Ординација по медицина на труд
Занимање или позиција на која сте биле	Лекар по општа медицина и Маркетинг агент
Главни активности и одговорности	Извршување на превентивни здравствени прегледи
*Датум (од-до)	2011-2015 година
Име и адреса на работодавачот	Медицински универзитет , Медицински факултет Софија
Вид на дејност или сектор	Наставно- научна дејност
Занимање или позиција на која сте биле	Асистент, Помлад асистент и Главен асистент
Главни активности и одговорности	Асистент по предметите: Медицинска хигиена, Медицина на трудот, Диететика и Здравствена екологија на студенти по медицина, стоматологија, фармација и медицински техничари

	(медицински сестри, медицински лаборанти, ренген лаборанти, фармацевтски техничари)
*Датум (од-до)	2015-2017 година
<i>Име и адреса на работодавачот</i>	Универзитет Св.Климент Охридски Софија, Медицински факултет Софија
<i>Вид на дејност или сектор</i>	Наставно научна дејност
<i>Занимање или позиција на која сте биле</i>	Главен асистент
<i>Главни активности и одговорности</i>	Главен асистент по предметите: Медицинска хигиена, Медицина на трудот, Диететика и Здравствена екологија на студенти по медицина, стоматологија, фармација и медицински техничари (медицински сестри, медицински лаборанти, ренген лаборанти, фармацевтски техничари)
*Датум (од-до)	2017-2022 година
<i>Име и адреса на работодавачот</i>	Универзитет Гоце Делчев Штип
<i>Вид на дејност или сектор</i>	Наставно научна
<i>Занимање или позиција на која сте биле</i>	Предавач од пракса
<i>Главни активности и одговорности</i>	Предавач по предметот Медицина на труд на студенти по општа медицина
*Датум (од-до)	2011-до денес
<i>Име и адреса на работодавачот</i>	ПЗУ Поликлиника Ели-Медика Струмица
<i>Вид на дејност или сектор</i>	Администрација
<i>Занимање или позиција на која сте биле</i>	Менаџер за раст и развој, Менаџер на оддел администрација и човечки ресурси
<i>Главни активности и одговорности</i>	<p>Раководење на секторите Растр и Развој како и Секторот Администрација и Човечки ресурси</p> <p>Описна на активностите во одделот:</p> <ul style="list-style-type: none"> -Подготовка на програма за зацврстување на позицијата на фирмата на пазарот -Баланс на цените и услугите согласно конкуренцијата -Менаџмент на човечки ресурси (медицински персонал), интервју за работа, анализа на знаењето и можностите на кандидатите и изнаоѓање правилно работно место кое би одговарало на личните карактеристики на работникот -Менаџмент на администрација, контрола на влез на документи нивно правилна распределба по сектори, контрола на архивско работење -Менаџмент на финансии, годишни и полугодишни финансиски планови, буџетирање по сектори, поставување на финансиски цели и начини на нивно остварување, мотивациски пакети за персонал, план за раст на личен доход.
*Датум (од-до)	2011-до денес
<i>Име и адреса на работодавачот</i>	ДООЕЛ Фемили Медикус Груп Струмица /правен субјект кој работи во делот набавка на медицинска апаратура и лизинг на медицинска опрема/
<i>Вид на дејност или сектор</i>	Лизинг на медицинска апаратура и техника
<i>Занимање или позиција на која сте биле</i>	Управител и раководител на сектор маркетинг

Главни активности и одговорности	Управување на правниот субјект, Презентирање на услугите на компанијата на потенцијални клиенти
*Датум (од-до)	2011-2020 година
Име и адреса на работодавачот	ПЗУ Дијагностика ЕЛИ-МЕДИКА Струмица
Вид на дејност или сектор	Дијагностичко Биохемиска лабораторија
Занимање или позиција на која сте биле	Управител
Главни активности и одговорности	Управување и Менаџирање со правниот субјект
*Датум (од-до)	2011-до денес
Име и адреса на работодавачот	ПЗУ Поликлиника 8ми Ноември с.Кадино Скопје
Вид на дејност или сектор	Здраство
Занимање или позиција на која сте биле	Управител на Поликлиника
Главни активности и одговорности	Управување и Менаџирање со правниот субјект
*Датум (од-до)	2020-до денес
Име и адреса на работодавачот	ПЗУ Св.Кузман и Дамјан Дијагностичка лабораторија Струмица
Вид на дејност или сектор	Дијагностичко Биохемиска лабораторија
Занимање или позиција на која сте биле	Управител на правниот субјект
Главни активности и одговорности	Менаџирање на дијагностика лабораторија
*Датум (од-до)	2013-до денес
Име и адреса на работодавачот	ПЗУ Поликлиника ЕЛИ-МЕДИКА Струмица
Вид на дејност или сектор	Специјалистичка ординација по медицина на труд
Занимање или позиција на која сте биле	Раководител на сектор Специјалистичка ординација по медицина на трудот
Главни активности и одговорности	Менаџирање на сектор
ОБРАЗОВАНИЕ И ОБУКИ (Пополнете одделно за секое образование или обука започнувајќи од најскорешното)	
Дата (од-до)	2019-2021 година
Име и тип на организацијата што го овозможила образованието / обуката	Медицински универзитет, Факултет по јавно здравје Софија Р.Бугарија. Катедра по Економија во здравството
Назив на стекнатата квалификација	ДОКТОР НА НАУКИ ПО СОЦИЈАЛНА МЕДИЦИНА И ОРГАНИЗАЦИЈА ВО ЗДРАВСТВОТО И ФАРМАЦИЈАТА
Дата (од-до)	2009-2011 година
Име и тип на организацијата што го овозможила образованието / обуката	Медицински универзитет, Факултет по јавно здравје Софија Р.Бугарија, Катедра по здравствена политика и менаџмент во здравството
Назив на стекнатата квалификација	МАГИСТАР ПО ЗДРАВСТВЕНА ПОЛИТИКА И МЕНАЏМЕНТ ВО ЗДРАВСТВОТО
Дата (од-до)	2009-2014 година
Име и тип на организацијата што го	Медицински Универзитет, Медицински факултет Софија

овозвозможила образованието / обуката	Р.Бугарија, Катедра по Хигиена, Медицинска екологија и медицина на труд
Назив на стекнатата квалификација	СПЕЦИЈАЛИСТ ПО МЕДИЦИНА НА ТРУД
Дата (од-до)	2011-2015 година
Име и тип на организацијата што го овозвозможила образованието / обуката	Медицински универзитет. Медицински факултет Софија Р.Бугарија, Катедра по Хигиена, медицинска екологија, медицина на труд и диететика
Назив на стекнатата квалификација	ГЛАВЕН АСИСТЕН ВО КАТЕДРА ХИГИЕНА И МЕДИЦИНА НА ТРУД
Дата (од-до)	2000-2006
Име и тип на организацијата што го овозвозможила образованието / обуката	Медински универзитет, Медицински факултет Софија Р.Бугарија
Назив на стекнатата квалификација	ЛЕКАР ПО ОПШТА МЕДИЦИНА
ЛИЧНИ ВЕШТИНИ И КОМПЕТЕНЦИИ	
	Раководење на здравствена установа, Креирање на здравствена политика, Креирање на политика за раст и развој на здравствена установа, Работа со студенти за стекнување на вештини и знаења од областа на медицината по предметите: Медицина на труд, Хигиена, Социјална медицина, Етика во здравството, Менаџмент во здравството, Економија во здравството, безбедност и здравје при работа
МАЈЧИН ЈАЗИК	Македонски јазик
ДРУГИ ЈАЗИЦИ	
Познавање на јазикот Означете го нивото: одлично, добро, основно	Англиски јазик
Читање	Добро
Пишување	Добро
Зборување	Добро
Познавање на јазикот Означете го нивото: одлично, добро, основно	Бугарски јазик
Читање	Одлично
Пишување	Одлично
Зборување	Одлично
Познавање на јазикот Означете го нивото: одлично, добро, основно	Србски јазик
Читање	Добро
Пишување	Добро
Зборување	Добро
Технички вештини и компетенции Со компјутери, специфична опрема, машини и сл	Работа со копјутер, Работа со медицински софтвер, Работа со медицинска техника во Дијагностичко-Биохемиска лабораторија
Дополнителни информации	Објавени трудови
	<u>А.Аговска</u> , <u>М.Николова</u> , Г.Јанев . Хранителни алергии и непоносимости към месо и месни продукти, Сб. Доклади, X <i>Нац.конгрес по хранене с меѓународно учатие</i> , Варна, 27-31.05.2015 г., стр. <u>А.Аговска</u> , А.Босев, Г.Јанев . Новите правила на Европскиот сјуз за етикетирание, представяне и рекламирање на храните – значение и

	<p>практически аспекти. Сб.доклади X Нац.конгрес по хранене с меѓународно учасие, Варна, 27-31.05.2015 г., стр.</p> <p><u>A.Agovska</u>, G.Yanev, T.Kuneva. Teleworking – a new way of work and life. Data of Bulgari</p> <p>G. Yanev, VI.Boyadzhieva, A.Agovska. Norms for proof of occupational disease in the Republic of Bulgaria. <i>Macedonian Congress on Occupational Health with International Participation. Skopje, 12-14.10.2016</i></p> <p>A.Agovska, G.Yanev. Comparative analysis of the organization and nature of the obligatory prophylactic medical examination of workers in Bulgaria and Macedonia. <i>Second Macedonian Congress on Occupational Health with International Participation. Skopje, 12-14.10.2016</i></p> <p>G.Janev, M.Miceva, T.Zlatanova, A.Janakieva, <i>Organizational and economic aspects of the availability of specialist examinations on the territory of R Nort Macedonia</i></p> <p>G. Janev, M. Miceva, A. Yanakieva, T. Zlatanova,<i>The availability of a specialist gynecologist-obstetrician on the territory of Northern Macedonia</i></p> <p>Златанова Т, Јанев Ѓ, Анализ на можностите и достапот на специјализирана вон болничка помош на територијата на Р.Бугарија, Национална научна конференција со меѓународно учество Крджали Р.Бугарија</p> <p>Јанев Ѓ, Јавно-Приватно партнерство во здравството во Северна македонија предизвик на здравствените менаџери</p> <p>Јанев Ѓ, Потребата од воведување на здравствената економија како нова неклиничка дисциплина во образовниот процес на студентите по медицина, дентална медици и фармација</p>
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DRAZEN KOTESKI (curriculum vitae)

Personal data:

Date and place of birth:

14 October 1978 in Prilep, Macedonia

Adress:

Jane Sandanski 1/1 br.23
7500 Prilep
Macedonia

Contact information:

Mob: ++389 72 309 511

E - mail: drazenkoteski@gmail.com;



Formal Education:

- *PHD Studies – Entrepreneurship and SME's management (at the moment)*
- *Master studies – Marketing management*
- *Mikrosam academy for software developers*
- *BA Educational faculty*
- *High school - Gymnasium*

Knowledge and skills:

Languages:

- English (excellent - spoken and written)
- Serbian, Bosnian, Croatian (excellent - spoken and written)
- German (only spoken – basic knowledge)

Informational Technologies

- Operating systems: Windows (98, -10), Linux (Ubuntu, Kubuntu)
- Applications: Word, Advanced Excel, Power point, Front Page, Outlook express, Publisher, One Note, Open Office, Google Drive, Corel draw;
- Programming languages: basic C, C++, C#;
- Other: LAN, hardware;

Skills and personal features

- Creative;
- Analytical;
- Team player;
- Mediator;
- Communication skills;
- Responsible;
- Patient;

WORK EXPERIENCE

Guest lecturer in Universities and Chamber of Commerce in Macedonia (2013-now)

Job description: Providing lectures and presentations for topics related to: Marketing, Sales and Strategic management, Communication, Entrepreneurship, Leadership and CSR.

DONIA DOO – Prilep (October 2006 – July 2015)

Sales and Marketing Director (domestic market and export) in DONIA doo – Prilep;

Job description: Accomplishing marketing and sales HR objectives by recruiting, selecting, orienting, training, assigning, scheduling, coaching, counseling, and motivating employees. Achieving marketing and sales objectives by contributing marketing and sales information and recommendations to strategic plans and reviews. Preparing and completing sales and action plans by implementing production, quality, sales and customer-service standards.

Manager of Development, Project management, Marketing in DONIA doo – Prilep;

Job description: Analysing the domestic market and coordinating the development of new products. Marketing activities and sales in Macedonia. Internal and external project proposal and implementations. Human resource recruiting and development.

Export assistant in DONIA doo – Prilep;

Job description: Finding out new foreign companies and contacting the trade companies interested in our products. Export price calculations. Providing help with export documentation. Visiting the companies abroad Macedonia.

Sales assistant in DONIA doo - Prilep;

Job description: Analysing domestic market. Visiting the domestic sale points and KA. Contacting the sales representatives in Macedonia. Organizing meetings with sales representatives.

HACCP Leader;

Job description: analysing the production process, hazard analysis. Coordinating and controlling HACCP team.

WORKERS UNIVERSITY “Pere Tosev” – Prilep (November 2005 – October 2006)

Professional collaborator (January – October 2006)

Job description: Project proposal making, Adult education on variety of subjects. First aid course, Basic informatics course... Coordinating projects regarding Roma educational inclusion.

Volunteer in Workers University (November 2005 – January 2006)

Activity as part of a project “EMY” regarding the increase the level of employment in Prilep and realized by the municipality of Prilep.

(NGO) Roma Goodness – Prilep (November 2004 – November 2005)

Project coordinator, project assistant

Job description: Project proposal making, implementing project activities, reprot making. Moderating, educating part of the target groups.

Implemented projects:

- 1. Give little gain much (Financed by Youth and sport Agency)***
- 2. Premature juvenile mariages (Financed by Cordaid and CCI)***
- 3. Let’s learn (Financed by ISC)***
- 4. Roma decade – key to the future (Financed by SOROS and World bank)***

(NGO) Center for civic initiative – Prilep (April 2004 – November 2004)

Project coordinator, project assistant, volunteer

Job description: Project proposal making, implementing project activities, reprot making. Moderating, monitoring, educating part of the target groups. Managing the included persond and organizations.

Implemented projects:

- 1. More efficient public administration (Financed by British Embassy)***
 - 2. Monitoring the decentralization in Municipality, Prilep***
 - 3. Social care (financed by International Migration organization)***
 - 4. Active citizens (financed by Balcan trust for democracy)***
 - 5. Education is the future (Financed by ISC)***
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NON-FORMAL EDUCATION

Seminars, trainings, courses, conferences...

09-20 June 2015

“E-mentorship for EVS”. Training for future e-mentors for Erasmus+ and EVS students. Training was organized by “Solidarity tracks” from Levkas, Greece- organization and financed by European commission.

18-23 May 2015

“Direct sales”. Organizational training for potential area sales managers in Macedonia. Training was organized by “Zepter International”- training center.

19 May 2015

“Advocacy and lobbying”. Organizational training for managers from Macedonian companies regarding processes of advocacy and lobbying. Training was organized by Business confederation of Macedonia and ILO.

30 April 2015

“Management and modern practices”. Conference focused on the problems that management and educational institutions face in the new millennium. Conference organized by BAS (Business academy Smilevski)

28 October 2014

International UN Global Compact Conference **“Social Responsibility – Necessity for Competitive and sustainable Business”**. The conference was organized by UN Global Compact and Konekt organization.

3-4 October 2014

International Conference **“SMES development and innovation: building competitive future of South-Eastern Europe”**. The conference was organized by University “Kliment Ohridski” – Bitola.

13 January 2014

“Internal auditing for quality systems”. Organizational training for internal company auditors for quality management. Training was organized by Chamber of commerce of Macedonia.

13 November 2013

“Leadership, Balanced scorecard methodology”. Seminar was considering main strategic issues regarding sales and introducing the basic of the Balanced Scorecard strategic methodology. Training was organized by D2EM Consulting.

10 July 2013

“Innovation conference in Waterloo, Canada”. Conference for promoting innovation and impact of the innovation to the world by real examples in Canada and Russia. The conference was organized by CERBA – Canada Eurasia Russia Business Association.

04. March 2013

“Controlling in Marketing and Sales”. Training about best practices in controlling Marketing and sales with real examples from Croatian companies. The training was organized by TripleS - Learning.

14-20 July 2013

“Study visit in Toronto, Canada” – exchanging experiences and good managerial models in Multinational companies in Canada, Toronto (SiriusXM, Microsoft Canada, Telus International, Saputo Inc, Magna, Canadian Bombardier, Sears Canada) Organized by Macedonia 2025.

30 May 2013

“Export education, marketing techniques for exporting companies” – seminar for implementing marketing concepts in SME, organized by USAID, Invest Macedonia, Business confederation of Macedonia.

27 May 2013

“GLK and food safety” – workshop for implementing GLK standard in SME, Organized by Balkan Net, Skopje and Michel Institute

23-25 March 2013

“Food safety for the region of south-east Europe” – workshop for implementing GLK – quality standard, food safety and quality control. Organized by Balkan Net, Skopje

04 March 2013

“Marketing and Sales controlling” – seminar for implementing techniques for controlling marketing and sales activities and decision making processes, organized by Triple S Group, Skopje

20 November 2012

“Ethics and companies” – seminar for implementing Ethical and CSR practices in SME’s, organized by Confederation of employers in Macedonia and APPRM, Skopje

20 September 2012

“Human rights and gender issues in SME’s in Macedonia” – seminar for increasing the sensitivity of prejudices and gender issues in SME, organized by ILO and Confederation of employers in Macedonia, Skopje

15 May 2012

“CSR in SME” – seminar for implementation of CSR practices in SME, organized by Macedonian chamber of commerce, Skopje.

15 November – 13 December 2011

“Creativity techniques and problem solving” – seminar for development of creativity techniques and their usage, organized by BSC, Bitola.

05 September 2011

“Creativity, innovations and transfer of technologies” – seminar for increasing the creativity knowledge, usage of innovations and technologies in SME, organized by BSC, Bitola.

14 May 2010

“Productivity improvement in SME” – seminar for increasing the productivity and operational management, Organized by APPRM and JICA, Skopje.

01 February 2010 - 01 May 2010

“Training for TOP managers” – intensive course for Top managers in SME in Macedonia. Financed by Macedonian Government and provided by INVENT training center, Germany.

11 December 2009

“Mentorship in SME” – course for organizing mentorship for new employees in organizations and companies Financed by USAID, Skopje.

21 October 2009

“Nonmaterial systems for motivating employees” – seminar for HR topics, organized by CPU, Ljubljana.

14 July 2009 - 14 August 2009

“TOP MANAGEMENT” – intensive course for Top managers in SME in Macedonia, financed by Macedonian Government and provided by MOTIVA training center, Skopje.

19 September 2008 - 09 May 2009

“Mikrosam academy for talents” – intensive course for numerical analysis and advanced programming in C++, application development, financed and organized by MIKROSAM, Prilep.

January – April 2009

“ADIZES TOPLEAF in search of excellence” - Top management training by Adizes methodology, organized by Clear VIEW – Skopje.

26 September - 01 October 2009

“Machine intelligence and cognition” – conference organized by MIKROSAM AKADEMY with cooperation with d-r PETER BOCK, George Washington University USA (member of APPOLO team program)

13 February 2008

„E – education for improvement of SME approach to IT technology” Organized by ELISA project and chamber of commerce in MACEDONIA.

21 Dekemvri 2007 – 19 Juli 2008

“Mikrosam academy for talents” – intensive course for advanced programming and algorithms”, financed and organized by MIKROSAM, Prilep.

July 2008

“Nonviolent conflict solutions in Fuzine, Croatia” – advanced course, organized and financed by RAND Zagreb.

June 2008

“PACA tool development for analyzing companies and their competitive advantages” – organized and financed by PREDA regional development agency in Prilep.

01 June – 01 December 2007

“Mikrosam academy for talents” – intensive course for C and C++ programming, math and logic, financed and organized by MIKROSAM, Prilep.

23 July 2007

„OPEN OFFICE i LINUX” – promotion of **OPEN OFFICE i LINUX** organized by LUGOP Prilep in cooperation with informatics center of municipality in Prilep.

23 February 2007

„FLOS (free - libre open source software)” – tribune organized by UNDP, together with Municipality in Prilep.

29 – 30 September 2006

“Advanced negotiation techniques” - seminar in Ohrid organized by the NGO support centre and financed by FOSIM and SDC.

13 – 14 September 2006

“Communication skills workshop” for teachers in Prilep organized by the Center for civic initiative and ARCT (Tirana) - Albania.

26 – 27 April 2006

„Study visit in Tirana, Albania” The study visit was on invitation of CCI partner - ARCT - Tirana. The study visit was introduction of the model of work of human rights classes in public primary school in Tirana.

20 March 2006

“Cultural aspect of the trauma and human rights workshop” for teachers in Prilep organized by the Center for civic initiative and ARCT (Tirana) - Albania.

17 February 2006

“Difficulties and challenges in implementing human rights classes workshop” for teachers in Prilep organized by the Center for civic initiative and ARCT (Tirana) - Albania.

26 January 2006

“Human rights workshop” for teachers in Prilep organized by the Center for Civic initiative and ARCT (Tirana).

02 - 04 December 2005

“Business Plan development” seminar in Struga organized by the Center for institutional development (CIRA) financed by the Institute for sustainable communities and USAID.

14 – 28 November 2005

“Deconstructing sexual prejudices in Europe” seminar in Cluj Napoca, Arcaia (Romania) and Zlatibor and Belgrade (Serbia and Montenegro) organized by Bosporus international and financed by the European commission.

03 – 05 November 2005

“Organizational management” seminar in Ohrid organized by the Center for institutional development (CIRA) financed by the Institute for sustainable communities and USAID.

16 – 18 September 2005

“Community development and local resources mobilization” seminar in Ohrid organized by the NGO support centre and financed by FOSIM and SDC.

20 – 21 November 2004

„Strategic and organizational planning” in Resen ,organized by East – West Institute, the Regional Development Center in Korca and the Cultural Triangle of Prespes.

29 of October – 08 of November 2004

“Nonviolent conflict resolving” in Tivat, Serbia and Montenegro, organized by the Centre for Nonviolent Action (CNA) – from Belgrade.

16 – 17 of October 2004

„Log Frame Approach” seminar in Korca, Albania organized by East – West Institute the Regional Development Center in Korca and the Cultural Triangle of Prespes.

28 – 02 September 2004

„ISO standards” seminar, organized by Center for civic initiative – Prilep and Dobruchin organization from Chernigov, Ukraine.

26 - 28 of May 2004

„Bases of the civic society” in organization of IRIS and Euro Balkan in Skopje

24 -26 of May 2004

„Organizing Youth lobby campaign” seminar in organization of Institute for Sustainable Communities - Skopje, Macedonia.

04 - 08 of April 2004

„Study visit to Chernigov – Ukraine” The study visit was on invitation of CCI partner within East - East program by FOSI. The study visit was within the project "Community Partnership", and was introduction of the model of work of some public institutions.

12 - 14 of March 2004

„Forum for Development of National Youth Action Plan for R. Macedonia” organized by Youth Council - Prilep.

09 - 10 of March 2004

„Strategic management with human resources” seminar was organized by Institute for Sustainable Communities - Skopje, Macedonia.

Functions:

- *Director of Sales and Marketing*
 - *Head of Development and project management in DONIA doo – Prilep;*
 - *Export assistant in DONIA doo – Prilep;*
 - *Sales assistant in DONIA doo - Prilep;*
 - *HACCP Leader;*
 - *President of manager experience exchange group in Prilep for SME;*
 - *Member of PAKA team for Economical development of Pelagonia region;*
 - *Member of workgroup for development of action plan for employment in Prilep.*
 - *Member of LINUX user group LUGOP in Prilep;*
 - *Professional collaborator in Workers university - Prilep;*
 - *Educator;*
 - *Moderator;*
 - *Part of a team for creation of project proposals;*
 - *Project coordinator;*
 - *Project assistant;*
 - *NGO activist;*
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ACHIEVEMENTS (personal and professional)

1. *Donia doo – Prilep, received 3 first prizes for for society responsible practices in the field of work with labor force in 2010, 2011, 2012*
2. *Donia doo – Prilep, received best business local first prize in Prilep 2010*
3. *Donia doo – Prilep, received receipt for society responsible practices in the field of work with labor force in 2009;*
4. *Donia doo won the second national prize for human resource development in 2008;*
5. *Center for civic initiative and Roma Goodness won the “3rd November” prize for Civic society and NGO development (CCI – 2004; Roma Goodness – 2005);*
6. *Publishing „Basic Office” manual for basic office apps. users in 2005;*
7. *Participated 3 times in Rocket modeling state contest;*
8. *Participated 2 times in First AID state contest;*

CURRICULUM VITAE

1. **Family name:** ILIESKI
2. **First name:** Zoran
3. **Date of birth:** 09.01.1972
4. **Passport holder:** Macedonian
5. **Education:**

Institution/(Date from-Date to)	Degree(s) or Diploma(s) obtained:
University "St. Kliment Ohridski" – Macedonia/ 2020 – in progress	<u>Ph.D.- International Law and International Politics</u>
South East European University- Macedonia/ 2012- 2014	Master in Social sciences - Civil Society Development
University "St. Cyril and Methodius"-Macedonia/1991- 1999	Bachelor of Science – Mechanical Engineering - Management

6. Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Macedonian (Mother tongue)			
English	1	1	1
French	3	3	3
Montenegrin/Serbian/Croatian	1	1	1
Bulgarian	1	2	3

7. Membership of professional bodies:

- Member of Government committee for Reform of the system of state financing of civil society organizations 2021 – onward;
- Member of Local Economic Council within the Municipality of Prilep 2022 – onwards;
- Member of Council for Youth within the Agency of Youth and Sport 2021 – onwards;
- Member (observer) of Joint Consultative Committee on Civil Society of the EU and R.N. Macedonia 2020- onwards;
- Member of Management Comity of COST Action 19106 Multi-sectoral responses to child abuse and neglect in Europe 2020 – onwards;
- Member of Sectoral Monitoring Committee on Education, Employment and Social policies 2019 – onwards;
- Elected Member of the Council for cooperation with and between the Civil Society and the Government of the Republic of Macedonia (Youth CSOs representative) 2018 – 2021 (reelected 2021) - onwards;
- Member of the Parliamentarian Working Group for development of "Law for Youth of Macedonia" 2018 - 2019;
- Member of the Working Group for changing the Law of Secondary Education "High school organizing and democratic participation", Ministry of Education and Science of the Republic of Macedonia 2018- onwards;
- Member of Working Group for development of Youth Work, Ministry of Labor market and Social Policy of the Republic of Macedonia 2018- onwards;
- Member of Steering Committee of IPA project "Support to access to right on protection of personal data" led by Vialto Consulting Hungary 2016 – 2018;
- Member of Multipartite Committee of the IPA project "Social contracting for sustainability" led by SOS Children Village Macedonia 2016 – 2018;
- Member of National Working group for support of establishment Regional Youth Cooperation Office of the Western Balkans (RYCO) 2016- 2017;
- Member of Joint consultative committee of Republic of Macedonia and European Economic and Social Council 2013 – 2017;
- Member of National Council for the Promoting of Volunteering 2014 - 2018;

- Member of Local Advisory Group (TACSO "Technical Assistance for Civil Society Organizations" European Commission regional project) December 2009 – 2017;
- Member of Advisory Board of US Peace Corps in Macedonia 2012- onwards;
- Member of the Committee for M&E on the Implementation of National Youth Strategy of Macedonia 2010 – 2015;
- Member of the National Steering Committee for Preparation of Action Plan for implementation of National Youth Strategy of Macedonia 2009 – 2015;
- Chairman of Advisory Board of Citizen Association MOST, October 2003 - 2007;
- Vice President of Executive Board of Citizen Association MOST, May 2002- 2010;
- Member of the Youth Council - Prilep, elected President, May 1999- onwards;
- Member of the Senate of the University 1997-1999;
- Member of the Executive Board in Union of students by University “St. Cyril and Methodius”-Skopje 1997-1999;
- Member of Executive Board of Union of students by Mechanical Faculty - Skopje, 1991, from 1995-1999 elected President;

8. Functional competences:

- Field experience with UNDP;
- Strategic vision on youth empowerment and development;
- Over 20 years of experience in youth sector, in particular in the fields of youth empowerment, youth participation, youth information, youth employment & employability, active promotion and advocating for youth rights;
- Strong knowledge and understanding of youth needs, challenges and trends;
- Significant experience in developing, implementation and monitoring of youth policies;
- Proactive approach in promoting and enhancing meaningful youth participation in decision making;
- Strong understanding of UN's and UNDP's goals and priorities for youth;
- Strong research, reporting and writing abilities;
- Extensive experience in developing, leading and managing youth projects and programmes
- Prominent experience in capacity building of young people, youth activists, young leaders and youth organizations;
- Strong mentoring and facilitation skills and ability to work with marginalized young people and youth living in remote areas;
- Excellent communication skills in cross-cultural environments;
- Excellent communication skills with Government, donors, international organizations, CSOs, coordination of the joint activities and projects;
- Extensive lobbying & advocacy skills;
- Ability to work under pressure and manage time effectively;
- Word-processing skills and ability to work without administrative support;
- Strong analytical and research skills;
- Ability to respond on additional demands on short-notice;
- Ability to manage heavy workload and solve complex problems with minimum supervision;
- Ability to work independently, as team leader or a member of a team.

9. Other skills:

- Excellent organizational skills;
- Project management skills;
- Results based approach;
- Youth and gender mainstreaming;
- Extensive facilitation skills;
- Excellent drafting skills;
- Advanced skills in data processing and elaboration (SPSS)
- Maintaining the domestic and internal budget;

- Effective utilization of digital tools (Webinars, Survey, Project Management, e-Participation, etc.)
- Excellent computing skills (MS Office; Auto CAD; Corel DRAW; Photoshop)

10. Present position:

Executive Director of the Coalition of youth organizations SEGA - Macedonia
(<http://www.sega.org.mk>)

11. Years within the firm: 16 years

12. Key qualifications:

Over 20 years of extensive experience in the field of youth empowerment and active lobbying and advocacy in youth participation, youth information, youth employment, youth rights and youth activism. Extensive experience in managing and **development of youth programs** and providing consulting, facilitation, training delivery and research services in the field of youth engagement, **institutional development** and **organizational strengthening** for more than 100 organizations and institutions and over 20.000 young people in Macedonia. In particular, of consultancy and training delivery experience in areas of: “Program Monitoring and Evaluation and Research”, “Result Based Management”, “Performance Evaluation“, “Impact Evaluation“, “Strategic planning”, “Project Cycle Management”, “Advocacy and lobbying”, “Youth participation”, “Policy Development and Action Planning”, “EU Funding”, “Fundraising and Financial Sustainability”; “Cross-sectoral partnerships”; “Employment and employability”; “Development of business idea and business plan”; “Entrepreneurship”; “Carrier guidance”; Experience in conducting “Organizational Assessment”.

13. Specific experience in the region:

Country	Date from - Date to
Poland, Trainer “Learning, Teaching and Training Activity on Carrier Guidance”	21-27 November 2021
Kosovo* "Curriculum Expert"	1 December 2019 – 1 December 2020
Serbia, Key speaker “Brave new media forum”	15 - 16 November 2019
Finland, Key speaker “Youth2019”	27 - 28 March 2019
Albania, Key speaker “Regional thematic network forum”	26 - 27 February 2019
Belgium, Key speaker, “Conference on Talent Management and Youth Perspectives in the Western Balkans“	19-20 June 2018
Italy, Workshop facilitator “How to regain trust of young people in politics”	19 - 21 March 2018
Albania, Trainer “Training on Lobbying and advocacy”	27 - 30 August 2013

Date from - Date to	Location	Company& reference person	Position	Description:
October 2021- October 2022	Macedonia	<p>UNDP Project “Creating Job Opportunities for All – I/II”</p> <p>Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje, Macedonia</p> <p>Urim Kasapi urim.kasapi@undp.org Cell:+38977364775</p>	Senior Short-Term Expert-Trainer/Mentor	<p><u>Employment mentor to provide employment information, advisory and mentoring services to unemployed Roma and other persons at risk of social exclusion</u></p> <ul style="list-style-type: none"> • To identify potential employment candidates in the local community which are eligible for support as per the Programme criteria. • To collect information and reports on the field status, especially in the employment area and the labour market needs; and to follow up development processes and changes in the local community. • To transfer information and advices about the relevant employment opportunities to interested eligible candidates in selected municipality(its). • To help interested candidates acquire more detailed information related to employment possibilities by connecting them with the professionals coming from ESA, CSW, RIC, the representatives of other relevant programmes and the managing staff of the private companies and/or their associations. • To prepare Individual Employment Plans (IEPs) based on the assessment of interested candidates’ professional capacities and potential, prior education and work experience thus supporting their decision making for entering in the ALMMs and selection of the most appropriate measure, or using other available employment opportunities provided by the private / public / civil society sector. The assessment will be done only with a consent of the interested candidate(s). • To network and exchange/communicate best practices with mentors engaged in other municipalities.
July – October 2021	Western Balkan Region	<p>YES - Youth Entrepreneurial Service Foundation 16ta Makedonska Brigada 13b, 1000 Skopje</p> <p>Aleksandar Filiposki aleksandar.filiposki@yes.org.mk Cell:+38972313080</p>	Policy advocacy expert	<p><u>Policy advocacy expert for moderating working group of CSOs and young entrepreneurs from the Western Balkan for creating policy recommendations for public authorities for youth entrepreneurship in times of Covid-19</u></p> <ul style="list-style-type: none"> • To moderate a working group of civil society organizations and entrepreneurs from the Western Balkan region in the process of creating policy recommendations for public authorities for youth entrepreneurship during Covid-19. The policy recommendations will be part of an Advocacy Toolkit that will be a comprehensive document that will provide guidance on how to advocate for a more enabling environment for young entrepreneurs in times of COVID-19. The toolkit will be useful document for any youth-led organization in the Western Balkan countries that works in the field of youth entrepreneurship and wants to advocate for better public support in times of COVID-19. • To moderate the working group, the Contractor should schedule weekly coordination meetings (one per week) over a period of two months. The Contractor should foster constructive discussion among the members of the working group, summarize the input after each meeting and initiate topics for elaboration. • To present summary report of policy recommendations as a result of the effort from the working group.

June 2021 - December 2024	Macedonia	Council of Europe 30 rue Pierre de Coubertin F-67000 Strasbourg Ivana Noveljic ivana.noveljic@coe.int	Thematic Consultant	<u>ROMACTEDII Programme on “Promoting good governance and Roma empowerment at local level</u> Lot 1 – Thematic Consultant on Roma inclusion/social inclusion policies and practices of disadvantaged groups, intercultural communication and equality of chances, including for Roma returnees, Roma women, and Roma youth empowerment and participation <ul style="list-style-type: none"> • Provide expertise to the ROMACTED management team, the Support Team, and the programme’s stakeholders on matters and in fields falling within the scope of the relevant lot, including and not limited to: elaborating documents, research, data collection and analysis, providing feedback, proposals, coaching and training assistance and support for the implementation of programme activities; • Prepare proposals and recommendations to the Support Team and ROMACTED management team for activities in the fields falling within the scope of the relevant lot; • Provide training on matters falling within the scope of the relevant lot; • Provide advice and assistance to jointly develop common plans to find proper solutions/actions in the fields of interest of the programme; • Assist and support the development of project proposals for submission to relevant calls for funding; • Analyse: documents and information provided by the facilitators and the local teams on matters falling within the scope of the relevant lot; • Participate in and provide expert input to various meetings (at local, national level and regional level), among others and not limited to: meetings between the ROMACTED teams; round tables or other local and national events included within the Work Plan of the Support Team; meetings for the preparation of proposals/inputs and to contribute to the topic of meetings; working groups or implementation meetings with the aim of increasing the contribution to relevant public policies; • Elaborate documents with the objective of strengthening the relations between the Support Team and relevant national and local actors through relevant contributions.
July – September 2021	Macedonia	C.E.S. Academy Str. Anton Popov 1-4/015 Skopje Dijana Zafirovska General Manager ces.translation@gmail.com Cell:+38975457334	Senior Short-Term Expert-Trainer/ Consultant	<u>Trainer for providing design and delivery of a Training course for teachers of secondary education under the programme for “Modern concepts of secondary education - The new role of the teacher and the new strategies of teaching and learning”</u> <ol style="list-style-type: none"> 1. Develop the training content according to an accredited programme and pre-determined dynamics and training schedule; 2. Properly and fully implement the training program according to the offered and accredited programme; 3. Neatly and completely fill in the attendance lists and submit them after the training and submit them electronically (scanned) the same day after the training and paper (by express mail) to the coordinator of the region; 4. The trainer will be open for possible control by the responsible persons to check the realization of the trainings; 5. The trainer should arrive at the site at least 30 minutes before the start of the training and check the equipment (projector and laptop) at the end of the training he/she is obliged to submit evaluation lists from each participant/teacher.

January – July 2021	Macedonia	<p>LAG Agro Lider Project: “Youth Employment Initiative (YEI)”</p> <p>Marshal Tito 92, 7524 Krivogashtani</p> <p>Marina Tosheska - Project Coordinator marina_tosheska@yahoo.com Cell:+38978393900</p>	Senior Short-Term Expert-Trainer/Consultant	<p><u>Trainer for providing design and delivery of a five-day Training course for the Youth Employment Initiative’ partner organizations</u></p> <ol style="list-style-type: none"> 1. Develop the training content for the tailor-made modular courses for skills development of youth coaches according to aforementioned description of competences, learning outcomes and modular themes. 2. Conduct one tailor-made modular course for skills development of youth coaches according to approved training content by YEI. 3. The deliverables additionally include <ul style="list-style-type: none"> • Finalized training overview for review by the YEI project’ partner organizations with clear aims, objectives and key learning points for each session • List key reference documents or sources relating to each session • List key activities expected in each session • Develop draft materials for review by the YEI project’ partner organizations including: <ul style="list-style-type: none"> • Training path • Session Briefs • Drafts of Power points, guideline content, handouts, resource materials 4. Submit to YEI a brief progress report (max. 3pages) upon completion of the training session.
January-March 2021	Macedonia	<p>Regional project: “Youth Empowerment Enabling Prospects (YEPP)” - SOS Children village</p> <p>Kornelija Cipuseva kornelija.cipuseva@sos.org.mk Cell:+38971291769</p>	Senior Short-Term Expert-Trainer/Consultant	<p><u>Trainer for providing design and delivery of a five-day Training course for the “Advocacy, participation and youth engagement”</u></p> <ul style="list-style-type: none"> • Preparing detailed and interactive training modules, session plan and all other materials necessary to successfully cover the training topics. • Using interactive methodology and involving participants, including the application of group energy-building exercises, • Preparation of pre- / post-test, to be filled in by the participants before and after the training, analysis of the test data and reflection of the findings in the narrative report in consultation with the YEPP project manager, • Realization of training for each of the above topics (up to 15 participants in each training), • Preparation of a detailed narrative report, a separate report for each training to be sent to the YEPP project manager • Preparation of quantitative and qualitative analysis of the tests for each training and its inclusion in the narrative report, • Preparation and awarding of a certificate to each participant for each training.

April 2020- April 2022	Macedonia	SOS Children village , Project: “Youth empowerment enabling prospects in Prilep” Kornelija Cipuseva kornelija.cipuseva@sos.org.mk Cell:+38971291769	Team leader/Coach	<u>In charge for the overall management of the action with specific tasks:</u> <ul style="list-style-type: none"> • To develop a tailor-made trainings methodology “Life and Employability skills: A training Program for youth”, • To supervise the performance of the team members (individually and group sessions), • To coordinate the design of training actions for disadvantaged groups, Monitoring & evaluation and regulation of the work of the Project team • Responsible for supervising the progress of activity implementation according with the indicators laid down in the framework for monitoring of expected results, • Responsible for timely submit narrative progress reports, final reports and financial reports to contracting authority
November 2020 – November 2021	Macedonia	UNDP Project “Creating Job Opportunities for All ” Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje, Macedonia Urim Kasapi urim.kasapi@undp.org Cell:+38977364775	National Consultant for provision of advisory and mentoring services to entrepreneurs and Micro, Small and Medium sized Enterprises	<u>To deliver Business and Entrepreneurship Advisory Support as a rapid response to market disruptions and changes in situation of crisis such as the actual crisis with Covid19</u> The consultancy/mentoring support, based on the need’s assessment, shall encompass drafting of Rapid Response Action Plans, that would include some of the following specific objectives: <ul style="list-style-type: none"> - Improve business operations through Business Planning, - Improve visibility of the business through Marketing Plan, - Improve effectiveness through Time Management Plan, - Improve effectiveness through HR Plan, - Define core products through Product Portfolio, - Perform Cost-benefit analysis, - Improve sales in crisis trough Sales Plan, - Improve Digital Skills, - Improve the production process through Production Plan, - Define gaps in leadership through Leadership Diagnostics, - Delivery of other important business-related information. <u>Specific deliverables of Business categories:</u> <ul style="list-style-type: none"> - Sales planning - Marketing planning - Branding/Advertisement and digital skills development - Development of contingency business plans

March 2020 – June 2021	Macedonia	<p>SEGA/UNDP Project: “Enhancing employability skills of vulnerable groups”</p> <p>Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje, Macedonia</p> <p>Urim Kasapi urim.kasapi@undp.org Cell:+38977364775</p>	Team leader	<p><u>In charge for the overall management of the action, he is the primary contact point with contracting authority and project partners. Specific tasks are:</u></p> <ul style="list-style-type: none"> • Program’s planning, coordination and management of the ACCEDER methodology • To manage the overall project (administrative, financially) • To organize team’s meetings (bilateral and general meetings) for planning, follow up and assessment of the project performance • To supervise the performance of the team members (individually and group sessions) • To coordinate the design of training actions • To decide and arrange projects expenditure and costs • To report to donors/co-founders of the project • To assess, evaluate, prepare and disseminate the programmes results • To present the programme to relevant stakeholders (public and private) • To engage with Roma and Roma-related NGO for the overall support of the programme (together with other members of the team) • Reference person of the programme at the local level with administrations (and companies) and establishment of alliances with key stakeholders
May 2020 – May 2021	Macedonia	<p>UNDP - United Nations Development Programme</p> <p>Jordan Hadzi Konstantinov Dzinot br.23, Skopje</p> <p>Zerina Ramikevik, Monitoring Officer zerina.ramikevik@undp.org Cell:+38971384046</p>	National Consultant	<p><u>National Consultant for providing entrepreneurship training and business plan development</u></p> <ul style="list-style-type: none"> • Delivered training workshops with duration of 4 days each, with up to 25 trainees per group, within timeframe (to be agreed upon the approval of work plan); • Evaluated developed Business Ideas and Marketing Plan after training, using evaluation criteria previously provided by UNDP. The evaluation of the business idea and marketing plan shall be conducted upon completion of the training. The evaluation of the Business Ideas shall be conducted in cooperation with the focal points from the Employment Centers and shall be completed within a one-day period; • Prepare business plans (only for trainees with disabilities) for each selected candidate including a recommendation for the preparedness of the candidate to start a business; • Individual Assessment Report for each candidate who will go through the process of training and business plan development (only for people with disabilities). The consultant shall identify the challenges and barriers that the persons with disabilities are and will face in the future business activity, propose how to overcome them and identify beneficiary’s needs for additional types of support. This report shall be submitted together with the business plan and shall include a recommendation for the preparedness of the candidate to start a business and further continuation in the programme.

December 2019 – December 2020	Kosovo	<p>Kosova Young Lawyers - KYL,</p> <p>Deshmoret e Kombit 58/6, 10000 Prishtine, Kosovo</p> <p>Liridon Shurdhani President liridon.shurdhani@gmail.com Cell:+38349887666</p>	Curriculum Expert	<p><u>Curriculum expert for purpose of creation Exchange It Mechanism</u> Providing theoretical inputs and step by step approach for follow up activities related to Exchange It Mechanism curriculum:</p> <ul style="list-style-type: none"> • Facilitating the part of Baseline meeting connected to learning curriculum development • Collecting given inputs from Consortium members and participants of Baseline meeting • Preparing methodology to be used at trainings for Starters and Developers and to be later transferred into Exchange it mechanism • Methodology for Baseline meeting sessions connected to development of learning curriculum • Report from Baseline meeting with inputs for development of learning curriculum • Methodology to be used at trainings for: 1) Starters and 2) Developers • Curriculum of the Exchange it mechanism to be used by youth organizations • Reporting to Consortium
December 2019- onwards	Macedonia	<p>APERM Agency for Promotion of the Entrepreneurship of the Republic of Macedonia Dimitar Vlahov 4 1001 Skopje</p> <p>Marjan Stojcev marjan@apprm.gov.mk Office:+38923120132</p>	Long term Expert – Counsellor	<p><u>Counselor General in the Voucher Counseling Programme in the Republic of Macedonia</u></p> <ul style="list-style-type: none"> • To support businesses in General business plan consulting • To provide General help with designing and validating a business idea • To support businesses in General management consulting • To provide General counseling in the field of marketing • To provide General counseling in the field of market research
August – September 2018	Macedonia	<p>YES Youth Entrepreneurial Service Foundation P.O. BOX 776, 1001 Skopje Macedonia</p> <p>Sofija Cali, sofija.cali@yes.org.mk Cell:+38976468031</p>	Expert – Author of Toolkit	<p><u>To develop and prepare a Tool kit for civic organizations in the field of youth policies “Toolkit for Youth policy, Youth participation and Advocacy & Lobbying”</u></p> <ul style="list-style-type: none"> • To develop a tool that will cover the topics of Youth policies, Youth participation, Advocacy, as well as successful foreign and Macedonian examples according to the given offer; • The tool contains up to 70 pages, including the theoretical and practical part for the activities of the civil society organizations in the mentioned areas • The tool should be produced in Macedonian language and submitted in an electronic version (in Word and PDF format) • To submit timesheet for the engagement (form provided by the Contracting Authority) • To submit a report on its work

October 2017 – July 2019	Macedonia	<p>SEGA/USAID CEP Project: “Strengthening Youth Engagement in Local Communities” Project Vasil Glavinov 7B, 1000 Skopje Macedonia</p> <p>Jeton Krasniqi jkrasniki@yahoo.com Cell:+38971212448</p>	Team leader	<p><u>In charge for the overall management of the action, he is the primary contact point with contracting authority and project partners. Specific tasks are:</u></p> <ul style="list-style-type: none"> • To support external actions to identify and to communicate with key stakeholders and consultants that are important for project implementation, • To support internal actions for implementation of the action plan • To verify and approve specific action plans within the action • To monitor the expenditures of the financial support and to establish transparency and accountability • To verify and approve quarterly and final narrative reports • To communicate with the CEP project and USAID with the new information in regard with the needs and results of the action • To submit narrative progress reports, final reports and financial reports. • To supervise the personnel and the activities implemented by the partners
July 2009 – December 2020	Macedonia	<p>SEGA/Pestalozzi children foundation</p> <p>Azbija Memedova Pestalozzi Country Representative Macedonia a.memedova@pestalozzi.ch Cell:+38970248490</p>	Team leader	<p><u>Project “Implementation of the Convention on the Rights on the Child in Macedonia”</u></p> <ul style="list-style-type: none"> • Monitoring, evaluation and regulation of the work of the Project team. • Ensuring good communication between the Project partners, Project team and the Consultants, Supervising all technical aspects of the project, • Responsible for development search methodology for the system of M&E, • Management of the project team, • Organizing an overseeing of administrative and logistical support including the monitoring of the project costs, preparation of narrative reports and timely delivered of them, • Informing the Pestalozzi Children Foundation (PCF) about the progress of the implementation of the project, needs and results, • Ensuring good communication between the project team and the local partners and institutions, • Responsible for promotion and presence on national and local media aiming to promote the project and the current results, • Responsible for supervising the progress of activity implementation according with the indicators laid down in the framework for monitoring of expected results, • Responsible for timely submit narrative progress reports, final reports and financial reports to PCF.

July- 2018 December 2019	Macedonia	<p>UNDP Project “Creating Job Opportunities for All – I/II”</p> <p>Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje, Macedonia</p> <p>Urim Kasapi urim.kasapi@undp.org Cell:+38977364775</p>	Consultant/ Mentor	<p><u>Employment mentor to provide employment information, advisory and mentoring services to hard-to-employ groups</u></p> <ul style="list-style-type: none"> • To identify potential employment candidates in the local community which are eligible for support as per the Programme criteria. • To collect information and reports on the field status, especially in the employment area and the labour market needs; and to follow up development processes and changes in the local community. • To transfer information and advices about the relevant employment opportunities to interested eligible candidates in selected municipality(its). • To help interested candidates acquire more detailed information related to employment possibilities by connecting them with the professionals coming from ESA, CSW, RIC, the representatives of other relevant programmes and the managing staff of the private companies and/or their associations. • To prepare Individual Employment Plans (IEPs) based on the assessment of interested candidates’ professional capacities and potential, prior education and work experience thus supporting their decision making for entering in the ALMMs and selection of the most appropriate measure, or using other available employment opportunities provided by the private / public / civil society sector. The assessment will be done only with a consent of the interested candidate(s). • To network and exchange/communicate best practices with mentors engaged in other municipalities.
May – August 2015 May – August 2016 March 2017 – July 2019	Macedonia		Senior Short-Term Expert-Trainer/ Consultant	<p><u>Provide training for entrepreneurship and business skills development to candidates of the Self-employment programme;</u></p> <ul style="list-style-type: none"> • Evaluated developed Business Ideas and Marketing Plan after training, using evaluation criteria previously provided by UNDP. • Prepare business plans (only for trainees covered under the Self Employment programme of people with disabilities) for each selected candidate including a recommendation for the preparedness of the candidate to start a business; • Individual Assessment Report for each candidate who will go through the process of training and business plan development (only for trainees covered under the Self Employment programme of people with disabilities). To identify the challenges, propose how to overcome them and identify beneficiary’s needs for additional types of support. This report shall be submitted together with the business plan including a recommendation for the preparedness of the candidate to start a business and further continuation in the programme. • Providing template of the Individual Assessment Report to the UNDP

September - November 2018	Macedonia	Erasmus + KA3 / SEGA Project "NEET group integration"	Expert / Researcher	<p><u>Expert for conducting desk-research of the national legislation related to NEET with focus of the governmental employability measures.</u> Specific tasks:</p> <ul style="list-style-type: none"> • To develop methodology for conducting desk research • To analyse documents related to national legislation concerning NEETs • To prepare Comparative analysis of governmental measures related to young people in NEET situation in the Republic of Macedonia • To present the findings at national workshop with decision makers, youth organizations and young people • To prepare methodology for structured dialogue among decision makers and young people • To prepare policy brief on the integration of NEETs in education, training and employment
July – October 2018	Macedonia	Erasmus + KA2 / SEGA Project "Youth Information centers fit to NEET"	Senior Expert / Researcher / Team leader	<p><u>Senior Expert for the Intellectual Output "ToT Webinar on information methods for youth in NEET situation" with specific tasks to:</u></p> <ul style="list-style-type: none"> • To develop Methodology for Training of Trainers of youth workers • To develop Module for conducting ToT webinar • To prepare Manual for youth information methods for youth in NEET situation • To conduct ToT Webinar on information methods for youth in NEET situation • To prepare report
October 2017 - January 2018	Macedonia			<p><u>Expert/Senior researcher for the Intellectual Output "Innovative tools for youth information services for NEET"</u> with specific tasks to:</p> <ul style="list-style-type: none"> • To develop methodology for conducting intellectual output • To develop methodology for conducting desk-research in Macedonia and Croatia regarding legislation related to NEETs • Do develop methodology for conducting field research with NEETs in Macedonia and Croatia • To provide training for field surveyors in Macedonia • To perform field survey for identifying the needs of NEETs in Macedonia • To analyze field survey data in SPSS and to prepare field survey report • To prepare Situation Analysis of the Governmental measures related to NEETs in Macedonia • To prepare Need Assessment Report "The role of youth information services in social inclusion of youth in NEET situation" • To work closely with junior experts from Croatia and Poland to develop Innovative tools for youth information services for NEETs

March – May 2018	Macedonia	Erasmus + KA3 / SEGA Project "Youth Workers for Youth"	Expert / Researcher	<u>Preparation of methodology for conducting on-line survey "Opinions of young people in the process of developing Code of ethics for youth workers"</u> with specific responsibilities to: <ul style="list-style-type: none"> • To develop Methodology for conducting online research for gathering young people's opinions regarding Code of ethics in youth work • To conduct online survey • To prepare report based on the findings of conducted online research • To prepare document with recommendations on the structure and contents of the Code of ethics in youth work in Macedonia • To develop methodology for structured dialogue among decision makers and young people • To prepare Code of ethics in youth work in Macedonia
November 2017 - December 2017	Macedonia	OSCE Mission in Skopje Boulevard 8 th of September 16, 1000 Skopje, Macedonia Jasmina Todorovska Miteva Jasmina.Todorovska-Miteva@osce.org Cell:+38970238856	National Consultant	<u>To assist the Mission of OSCE in drafting the text for the Guideline for Local Youth Councils</u> <ul style="list-style-type: none"> • To implement the tasks and responsibilities as envisaged in the methodology and dynamic prepared by the OSCE • To visit 7-10 Local Youth Councils and Municipalities in line with approved questionnaire by the OSCE • Deliver the designed chapter for the Guideline for the Local Youth Councils in line with the timeline of activities • To provide the Mission with extensive feedback (written or oral) on the process and discuss all aspects of the preparation end implementation
September 2017 – August 2019	Macedonia	UNDP Project: “Promoting Sustainable Employments Jordan Hadzi Konstantinov Dzinot br.23, Skopje, Macedonia Zerina Ramikevik Monitoring Officer zerina.ramikevik@undp.org Cell:+38970384046	Senior Short-Term Expert-Mentor/ Consultant	<u>Business mentors to newly established businesses under Self-Employment Programme for People with disabilities</u> The mentoring will involve services aimed at developing the company’s operations, market positioning, contacts with partners locally and nationally, identifying suppliers and sub-contractors, marketing and promotion, facilitating contacts with local authorities and agencies, financing institutions, etc. To provide support: <ul style="list-style-type: none"> • Provide support during the registration process of legal entity • Financial planning and Execution • Legal requirements and obligations • Production and Operational Management • Strategic Marketing Planning and Execution • Business consulting services • Risk Management • Liaising with and Reporting to the UNDP Project – Promoting Sustainable Employments

August – December 2017	Macedonia	Erasmus + KA3 / SEGA Project "Youth Information as basis of youth participation"	Expert / Researcher	<u>Expert for development of methodology and conducting of 10 local group discussions and 2 national workshops.</u> Specific tasks: <ul style="list-style-type: none"> • To conduct desk-research on the models of youth information in Europe and Macedonia • To prepare publication “Youth information - introduction, experiences and practices [Analysis of models of youth information in Europe and Macedonia]” • To develop methodology and facilitate national workshop with national decision makers • To develop methodology for conducting structured dialogue at local level among local decision makers and young people on youth information (and preparation of Summary Report) • To perform 10 local group discussions with local decision makers, representatives of youth organizations and young people in 10 municipalities in Macedonia • To develop methodology for conducting structured dialogue at national level for defining key priorities and recommendations on improving the youth information at local, regional and national local level • To facilitate Structured Dialogue national workshop • To prepare Position Paper "Establishment of system of youth information at local and national level in the Republic of Macedonia"
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September 2017 – March 2018	Macedonia	<p>UNDP Project: “Promoting Sustainable employment and supporting the Government in Implementation of the Operational Plan for Active Labour Market Measures - 2017”</p> <p>Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje, Macedonia</p> <p>Urim Kasapi urim.kasapi@undp.org Cell:+38977364775</p>	Senior Short-Term Expert-Mentor/Consultant	<p><u>Youth Employment mentor to provide employment information, advisory and mentoring services to young unemployed groups</u></p> <p>1. Provision of employment information, motivation and assessment:</p> <ul style="list-style-type: none"> • To identify potential employment candidates in the local communities which are eligible for support as per the Programme criteria. • To collect information and reports on the field status, especially in the employment area focusing on youth, as well as the labour market needs; and to follow up development processes and changes in the local community. • To transfer information and advices about the relevant employment opportunities to interested eligible candidates in selected municipalities. The information and advices shall include employment opportunities foreseen within the ALMMs, other governmental and non-governmental programs and the local private sector. UNDP will assist in familiarizing with the ALMMs through training organized in cooperation with the MLSP, ESA and CSWs. • To help interested candidates acquire more detailed information related to employment possibilities by connecting them with the professionals coming from ESA, CSW, RIC, the representatives of other relevant programmes and the managing staff of the private companies and/or their associations. • To prepare Individual Employment Plans (IEPs) based on the assessment of interested candidates’ professional capacities and potential, prior education and work experience thus supporting their decision making for entering in the ALMMs and selection of the most appropriate measure, or using other available employment opportunities provided by the private / public / civil society sector. The assessment will be done only with a consent of the interested candidate(s). • To network and exchange/communicate best practices with mentors engaged in other municipalities. • To serve as a liaison between the candidate and other involved institutions <p>2. Facilitation of the access to ALMM / other employment opportunities</p> <p>To assist the candidates in accessing the selected ALMMs and/or other employment opportunities through continuing information, advices, consultations, and monitoring of the candidates as well as through mediation between the candidates and the relevant organizations/businesses. This assistance implies regular follow up of candidates’ progress in the accessions process, communication with the targeted organization/institution providing the employment opportunity, identification of possible barriers, definition of solution(s) in consultations with the candidate and the relevant organizations / institution, and assistance in implementing the selected solution(s).</p> <p>3. To prepare and deliver reports as specified in the section “Deliverables”</p>
March – May 2017	Macedonia	Erasmus + KA3 / SEGA Project "Youth participation in decision making processes"	Expert / Researcher	<p><u>Expert / Researcher for developing methodology analysis of results of local discussions.</u> Specific tasks are:</p> <ul style="list-style-type: none"> • To perform and prepare report on Situation analysis of implementation of the Law on Councils of youth in Croatia • To develop methodology for conducting structured dialogue at local level among local decision makers and young people on youth participation (and preparation of Summary Report) • To perform 10 local group discussions with local decision makers, representatives of youth organizations and young people in 10 municipalities in Macedonia • To develop methodology for conducting structured dialogue at national level for defining key priorities and recommendations on improving the youth participation in decision making at local level • To produce Policy Brief: "Improving the functioning of the Councils of Youth in Macedonia"

March 2017	Macedonia	KulturKontakt Austria Regional project office Albania, Macedonia and Kosovo Michael Schernthaner Austrian Educational Coordinator michael.schernthaner@kulturkontakt.or.at Cell: +355682011250	Senior Short-Term Expert, Evaluator	<u>To perform Impact evaluation of the project "Entrepreneurship Learning" on the quality of "Entrepreneurship Education" in VET schools in Macedonia</u> 1. To evaluate the impact of "Entrepreneurship Learning" Trainings provided by KKA on the quality of "Entrepreneurship Education", in Macedonia by assessing <ul style="list-style-type: none"> • Whether teachers use the new learning and teaching approaches learned in the trainings in the classroom • Whether the trainings by KulturKontakt Austria provided enough support to teachers for using the new methods in the classroom • Whether students' interest for and active participation in Entrepreneurship Education has increased • Whether the material provided is useful for teachers 2. To support the team of KulturKontakt Austria in the post processing 3. To prepare Final Evaluation Report for Impact Evaluation
September 2016	Macedonia	Agency of youth and Sport of the Republic of Macedonia Gordana Cekova, Head of Youth Unit gordana@ams.gov.mk Office: +38923126270	Senior Short-Term Expert	<u>Senior Short-Term Expert for development of TNA and delivering training's</u> <ul style="list-style-type: none"> • To develop a Training Needs Assessment (TNA) of the members from Local Youth Councils of 53 municipalities related to related to the youth advocacy within the City Councils and the Local Youth Strategy's implementation; • To design training curricula for Lobbying and Advocacy and implementation plan; • Training delivery for a member of 53 Local Youth Councils (at list 140 participants) • To prepare and timely submit Training report's
August – November 2016	Macedonia	Erasmus + KA3 / SEGA Project " Youth Work Policy development"	Expert / Researcher	<u>Expert / Researcher for developing methodology for youth work and situation analysis of youth work in Macedonia with specific tasks:</u> <ul style="list-style-type: none"> • To perform and analysis of youth work practices in Europe • To develop methodology for conducting structured dialogue at local level among local decision makers and young people on defining standard for youth work (and preparation of Summary Report) • To perform at least 10 local group discussions with local decision makers, representatives of youth organizations and young people in 10 municipalities in Macedonia • To develop methodology for conducting structured dialogue at national level for defining key priorities and recommendations on defining standard of youth work in Macedonia • To produce White Paper: "Developing a policy of youth work in Macedonia"

December 2015-September 2017	Macedonia	SEGA/IPA CFCD CFCD - Ministry of Finance Ankica Ivanovski, Head of Unit for M&E of IPA - Component IV(deputy) Alvanovska@mtsp.gov.mk Office: +38923106 358	Team leader	<u>Project: “Fostering social inclusion through employability enhancement Open door – for youth by youth”</u> <ul style="list-style-type: none"> To provide support external actions to identify and to communicate with key stakeholders and consultants that are important for project implementation, To support internal actions for implementation of the action plan To verify and approve specific action plans within the action To monitor the expenditures of the financial support and to establish transparency and accountability To verify and approve periodical and final narrative reports To communicate with the CFCD and the Delegation of EU in Skopje with the new information in regard with the needs and results of the action To timely submit narrative progress reports, final reports and financial reports. To supervise the personnel and the activities implemented by the partners
July 2016	Macedonia	CRPM Center for Research and Policy Making Cico Popovic 6-2/9 1000, Skopje, Macedonia Maria Risteska - Executive Director risteska@crpm.org.mk Office:+389023109 932	Short Term Expert - Assessor	<u>Expert - Assessor of project proposals in the area of social entrepreneurship</u> <ul style="list-style-type: none"> To be a member of the evaluation committee and participate in at least two meetings of the evaluation committee Detailed familiarization with the project aims, goals and activities Detailed familiarization with the application package, evaluation criteria and registering grades and comments; Evaluation performed on all 34 applications in accordance with the guidelines and criteria Send evaluation detailed report and sheets to Project officer Active participation in the Evaluation committee Available for update and report at any time during regular working hours
October – December 2015	Macedonia	Agency of youth and Sport of the Republic of Macedonia Gordana Cekova, Head of Youth Unit gordana@ams.gov.mk Office: +38923126270	Senior Short-Term Expert	<u>Senior Short-Term Expert, responsible for development of the Action Plan (216) for National Youth Strategy</u> <ul style="list-style-type: none"> To perform and analysis of existing National Youth Strategy (2016-2025) To develop methodology for conducting focus groups with main stake holders (and preparation of Summary Report) To perform at draft measures for the priority areas of: <ul style="list-style-type: none"> Youth participation Youth information Employment and pre employment support Culture To draft AP and to organize consultation meetings with relevant stake holders aiming to collect recommendation and cross ministerial coordination To prepare Draft Action Plan (2016) and timely to submit to the Agency for youth and sport

January - October 2015	Macedonia	<p>UNDP Jordan Hadzi-Konstantinov Dzinot 23, 1000 Skopje,</p> <p>Dejan Dukovski dejan.dokuzovski@undp.org Office: +38923249 548</p>	Senior Short-Term Expert, National facilitator to support the development of the National Youth Strategy	<p><u>National facilitator to support the development of the National Youth Strategy (2015-2025)</u></p> <ul style="list-style-type: none"> • Development of working plan for all workshops foreseen for gathering inputs for preparation of the National Youth Strategy • Review of the detailed analysis in order to determine and divide among facilitators the areas of interest for the National Youth Strategy • Prepare inputs from each workshop and incorporate into selected areas of interest of the National Youth Strategy. • Develop a Draft Document of the National Youth Strategy, which incorporates all inputs from participants and other stakeholders from the delivered workshops, consultation meetings and information presented on the online web platform of the National Youth Strategy.
April 2013-March 2014	Macedonia/Albania	<p>SEGA/IPA CBC Delegation of the European Union Sv. Kiril i Metodij 52b, Skopje</p> <p>Elvis Ali Elvis.ALI@ec.europa.eu Office: +38923248585</p>	Team leader	<p><u>Project: “Youth without borders” IPA-CBC</u></p> <ul style="list-style-type: none"> • Responsibility for the smooth running and timely implementation of the project and efficient use of project funds. Responsible for the overall management of the project and the primary point of contact for communications and delivery of reports to the Contracting Authority and international partners. Overseeing, monitor, evaluate and regulate the work of the Project team. Ensuring good communication between the Project team and the institutions involved in the project. • Responsible for need assessment the capacities of civil society sector in CBC area, and propose the instruments to increase them in the terms of advocacy for participation of the CSOs in decision making. • Management of all technical aspects of the project including the visibility. Responsible for promotion and presence on national and local media aiming to promote the project and the current results. Responsible for supervising the progress of activity implementation according with the indicators laid down in the framework for monitoring of expected results. To keep updated with the new information in regard with the needs and results the JTS and the Delegation of EU in Skopje, timely submit narrative progress reports, final reports and financial reports to contracted authorities.
March 2013-May 2013	Macedonia	<p>MSI-Management Systems International 600 Water St., SW, Washington, DC 20024, USA</p> <p>Jeremy Gans jgans@msi-inc.com Cell: +1 202-550-3751</p>	Junior Short-Term Expert, Local Evaluator	<p><u>Local Evaluator to conduct Performance evaluation</u></p> <ul style="list-style-type: none"> • To evaluate elements of the Youth Employability Skills Network Project – performance evaluation • To determine the project outcomes to be evaluated and associated outcome indicators • To design a mixed approach to measure the outcome indicators • Inception Data Collection Report for Performance Evaluation • To prepare Draft Evaluation Report for Performance Evaluation • To prepare Final Evaluation Report for Performance Evaluation

September 2011 – March 2012	Macedonia	SEGA/ CIVICA / UNICEF Project “Monitoring on child rights in the Republic of Macedonia”	Senior Expert / Researcher	<u>Senior Expert / Researcher for developing methodology for performing monitoring on the concluding observations of the UN Committee to the Republic of Macedonia regarding the Implementation of CRC in Macedonia.</u> Specific tasks: <ul style="list-style-type: none"> • To develop M&E methodology and monitoring plan • To develop M&E Matrix and guidelines for usage. • Developing indicators for M&E on the concluding observations regarding: <ul style="list-style-type: none"> ○ Legislation – paragraphs 8 & 9 ○ Coordination – paragraphs 10 & 11 ○ Reallocation of funds – paragraphs 16 & 17 ○ Cooperation with civil society – paragraphs 24 & 25 ○ Respect of the attitudes of child – paragraphs 30 & 31 ○ Adolescent health – paragraphs 58 & 59 ○ Education, including vocational preparation and leadership – paragraphs 65 & 66 • Producing Monitoring report
August 2011- March 2013	Macedonia	GOPA-Gesellschaft für Organisation, Planung und Ausbildung mbH Hindenburggring 18, 61348 Bad Homburg, Germany Philipp Dryander philipp.vondryander@gopa.de Office: +490 6172 930 557	Junior Short-Term Expert	<u>Key expert to draft an 2012-2014 Strategy for Cooperation of the Government with the Civil Sector and associated Action Plan</u> <ul style="list-style-type: none"> • To assess the results and impact of the implementation of the 2007-2011 Strategy, including recommendations from the report prepared and adopted under IPA 2007 project; • Based on the previous assessment, and by assisting the new Strategy’s development working group, to draft an updated 2012-2014 Strategy for Cooperation of the Government with the Civil Sector and associated Action Plan; • To prepare and conduct a wide consultation plan with the CSOs and government institutions to collect opinion, comments and input on the first draft of the Strategy and Action Plan; • To incorporate the comments from the above consultations and prepare the final version of the 2012-2014 Strategy ready to be adopted by the Government; • To organize a public event to widely introduce the 2012-2014 Strategy; • To develop a Training Needs Assessment (TNA) related to the policy for cooperation with the civil society and the Strategy implementation, including training design, implementation plan, development of curricula and training delivery; • To assess the Code of Good Practices for Participation of CSOs in Policy Making Process.
January 2010 – December 2011	Macedonia	SEGA/ Pestalozzi children foundation Project: “Implementation of the Convention on the rights of child”	Expert / researcher	<u>Expert / researcher for developing methodology for conducting national research,</u> with specific tasks: <ul style="list-style-type: none"> • To develop methodology for performing monitoring of the implementation of CRC at local level • To provide guidelines for local data collectors for conducting interviews and focus groups with local stakeholders • Main person in charge for conducting monitoring at national level, including performing interviews with decision makers at national level, desk-research gathering data • To contribute in preparation of annual monitoring report on the implementation of the right to participation of children in decision making in schools and in the community

January 2010- December 2012	Macedonia	SEGA/ Agency for youth and sport of Republic of Macedonia	Project manager	<u>Project „Creating the system of M&E for implementation of National Youth Strategy of Macedonia “</u> <ul style="list-style-type: none"> • Responsible for work together with external experts responsible for creating of the system of M&E, daily communication with the Agency of Youth and Sport and other Governmental Institutions, leading the Working group for M&E.
August 2010 – December 2012	Macedonia	SEGA/ Civica Mobilitas Embassy of Switzerland Maksim Gorki 19 MK - 1000 Skopje Ibrahim Mehmeti ibrahim.mehmeti@e da.admin.ch Office: +38923103340	Project manager	<u>Project “Councils of Youth in The Local Self-Governments”</u> <ul style="list-style-type: none"> • Responsible for the overall management of the project and the primary point for contact for communications and delivery of reports to the Contracting Authority and local Governments • Overseeing, monitor, evaluate and regulate the work of the Project team and regional Coordinators • Management of all technical aspects of the project including the development of the activity (predicted in the project) • Responsible for delay communication with the local authority • Main responsibility for Monitoring & Evaluation of the project activity • Responsible for communication with the Municipality Council President and Mayor • Lobbying for Statutory adoption of Council of Youth within the Municipality Council • Participating on the sessions of the Municipality Council in the process of statutory changes • Preparing Draft Book of procedures for the Councils of Youth, and giving support to the Council of Youth and the Youth Parliaments • Responsible to keep updated with the new information all Mayors and other stake holders about the project activities needs and results, responsible for timely submit narrative progress reports, final reports and financial reports to Contracting authority.

January 2010 – December 2015	Macedonia	SEGA/CIVICA Embassy of Switzerland Maksim Gorki 19 MK - 1000 Skopje Ibrahim Mehmeti ibrahim.mehmeti@da.admin.ch Office: +38923103340	Team leader / Researcher	<u>Programme “Creating Local Youth Strategies”</u> <ul style="list-style-type: none"> • Responsibility for the smooth running and timely implementation of the project and efficient use of project funds • Responsible for the overall management of the project and the primary point of contact for communications and delivery of reports to the Contracting Authority and local partners. Overseeing, monitor, evaluate and regulate the work of the Project team • Ensuring good communication between the Project team and the Regional Coordinators as well as the institutions involved in the project • Management of all technical aspects of the project including the development of the methodology for creation of Local youth policies • Responsible for promotion and presence on national and local media aiming to promote the project and the current results • Responsible for preparation of a training module for Training for Creation of Local Youth Policy • Responsible for selection of consultants for the training and surveyors • To prepare the Creation of Local Youth Policy manual, Main responsibility for Monitoring end evaluation of all local events, leading the monthly coordination meetings with the project team and the regional coordinators • Main contact point of the project with the Mayors and the Agency of youth and Sport • Responsible for supervising the progress of activity implementation according with the indicators laid down in the framework for monitoring of expected results • To keep updated with the new information in regard with the needs and results, involved Local Governments, Agency of youth and sport • Timely submit narrative progress reports, final reports and financial reports to contracted authorities
March 2010 – July 2010	Macedonia	SEGA/CIVICA	Project manager	<u>Project „Analyses of the Macedonian and European Legislation referring to youth “</u> <ul style="list-style-type: none"> • Responsible for desk research and analysis of the international European legislation and finding of the possible ways to practice implementation in accordance with Macedonian laws • Responsible for coordination of the external expert, prove reading of the research report, organizing national conference for presenting of the research results.
January 2010 – December 2011	Macedonia	SEGA/CIVICA	Project manager	<u>Project „Initiating process for creating Law for youth in Macedonia “</u> <ul style="list-style-type: none"> • Responsible for organizing of national and regional discussions for youth needs, and defining of the general contents for draft law for youth (direct involvement of the young people for increase their voice about their needs to be regulated with specific Law) • Communications with governmental institutions, local authorities, different organizations (agencies and nongovernmental organizations)
June 2010 – December 2010	Macedonia	SEGA/CIVICA	Project manager	<u>Project “Promoting youth activism “</u> <ul style="list-style-type: none"> • Responsible for creation of training programme for capacity building of youth NGOs • Organizing different trainings, daily communication with the local authorities, meetings with City Councilors

April 2010 – September 2010	Macedonia	SEGA/CIVICA	Project manager	<u>Project „Research on the youth trends in the Republic of Macedonia “</u> <ul style="list-style-type: none"> • Responsible for implementing of the research together with the external experts, • Prove reading of the research and organizing of the national conference for presenting the research results.
December 2009 – Ongoing	Macedonia	SIPU /European Commission regional project, Nikola Parapunov no. 41 A 1060 Skopje Suncica Sazdovska Resident Advisor TACSO-TA to Civil Society Organizations MK Office suncica.sazdovska@taco.org Office:+38923225	Local Advisory Experts	<u>Local Advisory Experts to support programing and evaluation of TACSO project in Macedonia</u> <ul style="list-style-type: none"> • Providing advice in relation to the creation of project activities and events, methodology and materials to be used in the implementation of project activities • Monitoring and adjustment of project activities in relation to the real needs of civic organizations, • Acting as a liaison between the project and civic organizations

14. Other relevant information: (e.g. Conferences, seminars, publications)

International trainings and conferences:

- International scientific conference Ohrid School of Law “Law reforms: Reality or Wishful thinking”, October 2021, Organized by Institute for Legal – Economic research and Education
- (on-line) International Conference “Convention Europe 2021”, October 2021, Organized by Leo Lagrange Paris
- International scientific conference “Towards a better future: State and Society”, October 2021, Organized by University “St. Kliment Ohridski” – Bitola Faculty of Law
- Regional Community Resilience Forum, October 2021, Organized by TACSO 3
- Western Balkans Civil Society Forum, September 2021, Organized by European Economic and Social Council
- Multi-Stakeholder Workshop on the United Nations Convention against Corruption (UNCAC) and its Review Mechanism, September 2021, Organized by UNODC
- Training on “Counselor for employers: building knowledge and skills”, December 2020, Organized by UNDP Macedonia
- (on-line) Training Programme on “Mentoring and Coaching”, December 2020, Organized by EU TACSO 3
- (on-line) Training on “Moderating for Public Deliberation”, October 2020, Organized by Kettering Foundation (USA)
- (on-line) Training “ACCEDER labour mediation programme, incorporation of the Roma population in employment”, May 2020, Organized by Fundación Secretariado Gitano (ES)
- Master Training of Trainers “Employability, Life Skills and Coaching: A Training Programme for Youth”, February 2020, Organized by SOS Kinderdörfer Weltweit
- International Workshop “Youth Perceptions and Advocacy on Priorities for Sustaining Peace in the Western Balkans”, October 2019, Organized by UNDP office Istanbul
- International Conference “Convention Europe - Fight against discrimination”, October 2019, Organized by Leo Lagrange Paris
- International Workshop “Pedagogical workshop for active inclusion“, July 2019, Organized by La Piccionaiia Theatre Production Centre Vicenza
- Youth Conference “YouthWorkFinland 2019”, March 2019, Organized by Finnish National Youth Council Allianssi
- International workshop “WISE-project impact evaluation”, March 2019, Organized by REDE DLBC Lisboa
- Conference “Regional Youth Compact For Europe”, February 2019, Organized by ALDA
- Study visit “German’s CSO sustainability”, January 2019, Organized by ASB
- Senior Professional Training on “Human Recourses Management Evaluation”, May 218, Organized by Pestalozzi Children Foundation
- Training on “Employability Ambassadors” November 2017, Organized by Spanish Institute for Youth
- Training on “Leadership & Management of Projects” June 2017, Organized by AECOM
- “Grant Management Training” December 2016, Organized by AECOM
- Study visit on “Youth Information and Social entrepreneurship” region of Venice – Italy, July 2016, Organized by Consorzio Leonardo/ALDA
- “Regional Seminar on Youth Information and Counselling”, December 2015, Organized by CoE and ERYCA
- International Seminar “European Youth Environment Sentinels” June 2015, Organized by ALDA;
- Conference "Monitoring of the EU Guidelines for the Support to Civil Society in the Enlargement Countries 2014 -2020 - Year 1", April 2015, Organized by TACSO Regional project;
- Training Course "Youth Unemployment: Working on Social Cooperation", February 2015, Organized by Consorzio Leonardo/ALDA
- Study visit – Germany “Learning from the best - A Study Visit on Professional Education and Measures to meet Youth Unemployment", September 2014, Organized by Mostar Friedensprojekt
- Conference “Youth in 2020-the Future of Youth Policies”, September 2013, Organized by CoE

- Conference of INGOs of the Council of Europe, June 2013, Organized by CoE
- Symposium on the “Role of information and counselling in fostering young people's social inclusion and access to their rights“, June 2013, Organized by CoE
- “Academy for Civil Society development “, January-April 2012, Organized by CIRa
- XII Central European Initiative (CEI) Youth Forum “Role of information in the youth policy context“, November 2011, Organized by CEI and Ministry of Youth and Sport of R. of Serbia
- Conference “Innovation towards participative society“, October 2010, Organized by Euro Desk, EYCA and ERYICA
- Colloquy “Bridging the gap” on Youth Information in Europe, September 2010, Organized by CoE
- “Sixth Assembly Solidarity across Cultures: Working Together for Democracy“, April 2010, Organized by World Movement for Democracy
- Study visit on “Youth information and participation“, October 2009, Organized by INPETO and ERYICA
- Conference “Youth Gendering” on Youth Participation in SE Europe, September 2010, Organized by CoE
- Consultative meeting on “Youth Information and Counselling“, June 2010, Organized by CoE
- Seminar “Youth Policy and Youth Information“, December 2009, Organized by CoE and ERYICA
- Training “Planning of organizational budget“, June 2009, Organized by Institute for Sustainable Communities/USAID
- Study visit- “Development of future cooperation in between the participating countries within Youth in Action programme“, March 2009, Organized by The Finnish National Agency for the Youth in Action programme
- Training “Peer to peer educators training“, October 2008, Organized by Association of the Local Democracy Agencies
- Seminar “Youth Participation and European Citizenship“, September 2008, Organized by European House Caen- France
- Seminar “Youth participation in youth policy development processes in south-east Europe“, June 2008, Organized by Forum MNE
- Euro-Med seminar “The role of youth participation and civil society in youth policy and youth work development in the broader Euro Med Context“, October 2007, Organized by Council of Europe, European Youth Centre Budapest
- Training for Short Term Observers, June 2007, Organized by OSCE-ODIHR
- Youth Employment Conference “From Policy to action“, May 2007, Organized by World Bank
- Conference “Youth Policy in Balkan countries“, May 2007, Organized by Forum Seed
- Study visit of election process in republic of Poland, September 2006, Organized by Ministry of external affairs of Republic of Poland.
- The role of research in youth policy and youth work development in the broader Euro-Med context, November 2006, Organized by Council of Europe and European Youth Centre Budapest
- Training for Monitoring and Evaluation of programs, September 2006, Organized by Danish Refugee Council
- Study visit “Youth Policy implementation in Slovak Republic“, June 2006, Organized by Ministry of Education and National Youth Council of Slovakia
- Youth Seminar: “*Youth participation at local level: Local government and youth NGOs join hands to increase participation*“, September 2005, Organized by National Youth Council of Slovakia
- Youth Policy Seminar” Exchanging experiences and current practices in Europe and Middle East countries in the field of Youth Policy and Youth participation.”, September 2005, Organized by Council of Europe and Euro-Maed youth platform.
- Advanced found raising training, July 2006, Organized by Coalition of youth organizations SEGA
- Community mobilization, coalition-building and fundraising, September 2005, Organized by

Balkan Youth Without Borders

- Advocacy and Community Mobilizing (Managing an advocacy campaign), August 2005, Organized by Western Balkan Youth and Student Democracy Initiative
- New approaches for Strategic Planning, August 2005, Organized by Danish Refugee Council
- Applying to EU funds, January 2005, Organized by Foundation for Development of Democratic Rights - Budapest Hungary
- Financial management, October 2004, Organized by Institute for Sustainable Communities/USAID
- Communities Action planning, August 2004, Organized by Institute for Sustainable Communities/USAID
- Organize an advocacy campaign on youth issues, May 2004, Organized by Institute for Sustainable Communities/USAID
- Management with human resources, March 2004, Organized by Southeast Europe Enterprise Development (World Bank)
- Strategic Planning, May 2004, Organized by Institute for Sustainable Communities/USAID
- Advocacy and Community Mobilizing (Developing an advocacy campaign), May 2004, Western Balkan Youth and Student Democracy Initiative
- Project Cycle Management Training, November 2003, Organized by Institute for Sustainable Communities/USAID
- Training for Lobbying and Advocacy, March 2003, Organized by National Democratic Institute Skopje.
- Training of trainers – Evaluation methods, Organized by National Democratic Institute, October 2002
- Training of Trainers – School for Democracy, July 2002, Organized by Open Society Institute Macedonia
- Training for Recruitment of volunteers, June 2002, Organized by National Democracy Institute – Skopje Macedonia;
- Training for Public Relations 2002, Organized by National Democracy Institute – Skopje, Macedonia;

Author/Editor on publications:

1. Advocacy Toolkit: A guide to influencing decisions that improve the situation of young entrepreneurs in the Western Balkan in times of Covid-19	Available in printed version
2. Manual for Local Youth Councils	https://bit.ly/3F2qYi1
3. Guide for student participation, student organizing and protection of child rights in the primary schools	https://bit.ly/31UbKpa
4. Policy Brief - Preventing Violent Extremism among youth	https://bit.ly/3e7TdhZ
5. Manual for youth information methods for youth in NEET situation	http://bit.ly/2ZOgiEM
6. Toolkit for youth participation and advocacy for youth policies	http://bit.ly/36q5oDP
7. Need Assessment Report "The role of youth information services in social inclusion of youth in NEET situation"	http://bit.ly/2N6zswB
8. Situation Analysis of the Governmental measures related to NEETs in Macedonia	http://bit.ly/2T5sBHk
9. Guideline for Local Youth Councils	Available in printed version
10. Impact evaluation of Entrepreneurship learning	Available in printed version

11. Comparative analysis of governmental measures related to young people in NEET situation;	http://bit.ly/2N7Umeu
12. Position Paper "Establishment of system of youth information at local and national level in the Republic of Macedonia"	http://bit.ly/37pWnuo
13. Youth information - introduction, experiences and practices "Analysis of models of youth information in Europe and Macedonia"	Available in printed version
14. Policy Brief: "Improving the functioning of the Councils of Youth in Macedonia"	http://bit.ly/2rPVdt6
15. Situation analysis of implementation of the Law on Councils of youth in Croatia	Available in printed version
16. White Paper: "Developing a standards of youth work in Macedonia"	http://bit.ly/37sMw7e
17. Research on actual policy for youth employment of EU and the Republic of Macedonia	http://bit.ly/2Fa2Ai7
18. Creation of Local Youth Policy Manual	http://bit.ly/2Qzpx3m
19. Lobbying and Advocacy Manual	http://bit.ly/39w7hAL
20. Youth Participation Manual	http://bit.ly/2Qdc6ak
21. Voters Educators Manual	http://bit.ly/35e3OTR
22. Youth policy Manual	Available in printed version
23. Peer education Manual	Available in printed version
24. Handbook for Democracy	Available in printed version
25. Handbook for TOT	Available in printed version
26. Handbook Youth for Youth	Available in printed version
27. Handbook for professional orientation	Available in printed version
28. Promoting the youth participation in undeveloped regions	http://bit.ly/39r0bNX
29. Youth in creating changes in the community	http://bit.ly/2QeaOfd
30. Youth in protecting public interest	http://bit.ly/2toyZ1q
31. Contribution of Coalition "SEGA" to the National Youth Strategy	http://bit.ly/37vHx5p
32. Report from SEE Youth Policy Conference	http://bit.ly/2QfKlOq

References:

FULL NAME	CONTACT DETAILS	BUSINESS OCCUPATION
Mr. Urim Kasapi	urim.kasapi@undp.org Cell:+38977364775	Programme Analysts Social Inclusion Unit UNDP
Ms. Azbija Memedova	a.memedova@pestalozzi.ch Cell:+38970248490	Pestalozzi Country Representative Macedonia
Mr. Jeton Krasniqi	jkrasniki@yahoo.com Cell:+38971212448	(former) Chief of Party USAID CEP Project: “Strengthening Youth Engagement in Local Communities”

Europass curriculum vitae



Specialist of Strategic Management

Co-founder and President of SEMAK and CEO of SETTIM Consulting

Personal information

Surname(s) / First name(s)

Lutovska Klaudija

Address(es)

16/7 Niko Fundali, 7000 Bitola, Macedonia

Telephone(s)

Mobile: 00 389 (0) 78 313 298

Fax(es)

/

E-mail(s)

klaudija.lutovska@gmail.com

Nationality(-ies)

Macedonian

Date and place of birth

06 / October / 1973 , Frankfurt am Main

Gender

Female

Professional experience

Lutovska is the innovator and the strategic designer of the reforms in the agriculture in the region, aiming entrepreneurship in the agriculture, designing the farm –businesses, establishing family farms, mentoring famers for successful entrepreneurship, networking in cooperatives, promoting and improving quality and quantity of agricultural production, and rural development. Ms. Lutovska puts up special efforts in creating jobs in rural areas, decreasing the migration from villages to the cities, returning population in the rural areas, food production, direct impact on exports and domestic GDP, on the axis - economic development of the Republic of Macedonia. She pays special attention to the environmental aspect, renewable energy, smart farms and climate changes in accordance with the CAP 2020 and Climate Change 2030. Lutovska was Project designer and Manager of Innovative projects more than 10 years.

<http://www.business-innovation-forum.com/index.php/component/k2/item/345-klaudija-lutovska>

Work experience

Dates	2013- Continue
Occupation or position held	CEO of SETTIM Consulting
Main activities and responsibilities	Strategic Developer of agriculture reforms, Designer of Foundation Rural Recourse Center of agriculture in National Extension Agency [Rural Business Incubator, R&D Center and CSR Center] Collaborator of Innovative Business Forum & Business Angels Network, Collaborator of EU Funding Academy Preparation in Part of IPA CBC (Cross- border Program) and IPARD (Rural Development funds).(www.settimconsulting.com)
Name and address of employer	CEO of SETTIM Consulting, 5/5 Krusevo, 7000 Bitola
Type of business or sector	Private business- Consulting of Strategic Development, Project Development and Project Circle Management
Dates	2015- Continue
Occupation or position held	FoxNews (USA) (www.foxnews.com) collaborator writer
Main activities and responsibilities	Writer of topics of movement toward greater regional stability both through bilateral and multilateral co-operative arrangements and steps governments take toward integration into European institutions, with focuses on developments that hinder both terrorist activity and support for terrorism in the region.
Name and address of employer	Informative agency FoxNews, USA
Type of business or sector	central source of news and information worldwide
Dates	2010-2015
Occupation or position held	SETimes (Washington) (www.setimes.com) collaborator writer
Main activities and responsibilities	Writer of topics of movement toward greater regional stability both through bilateral and multilateral co-operative arrangements and steps governments take toward integration into European institutions. SET also focuses on developments that hinder both terrorist activity and support for terrorism in the region.
Name and address of employer	Southeast European Times is a Web site sponsored by the United States European Command
Type of business or sector	central source of news and information about Southeastern Europe
Dates	2013-2014
Occupation or position held	Project Manager of EU IPA CBC Project AITOLOS [Greece- Macedonia] of Macedonian partners
Main activities and responsibilities	Project Manager of EU IPA CBC project
Name and address of employer	PE Macedonian Forests
Type of business or sector	Forestry/ EU IPA CBC project
Dates	2013-2015
Occupation or position held	Clinic assistance of BAS Business Academy Smilevski
Main activities and responsibilities	Clinical/ Practice educator of Project Development and Project Management
Name and address of employer	BAS Academy Smilevski, 7000 Bitola
Type of business or sector	Academy (Business Academy Smilevski)
Dates	2003- 2015
Occupation or position held	President of NGO
Main activities and responsibilities	Implementations of projects Financed by Donors, Initiator of establishing of national agriculture forum and agriculture firms COO, Development of pre-fusibility study of Energy efficiency for University St.Kliment Ohridski Bitola, Advisor of IPA projects of University St.Kiril and Metodij – Skopje, Advisor of IPA projects of NEA (National Extension Agency) with Kosovo Ministry of Economy, Japan donation of bilateral agreement, Advisor of NEA partnership in COSME and Horizon 2020 Consortia, Project Developer of IPA CBC [Business Confederation of Macedonia, Federation of Trade of Unions of Macedonia, 2009 / Strategy of rural development, EU integration – education and human resources capacities for rural Municipalities Novaci, Kicevo, Mogila, Drugovo, Dolneni, Rural development-

Name and address of employer	project MARIOVO NO COMMENT- MULTIMEDIA etc.
Type of business or sector	NGO SEMAC in Partnership with PI and Rural Municipalities Co-founder and President of NGO SEMAK
Dates	2009- 2010
Occupation or position held	Project Developer, and Project Manager
Main activities and responsibilities	Project Developer, and Project Manager of Regional Rural Strategy in Western Balkan named Development through twinning[Project manager of Project development through twinning – Citizenship programme – Europe for citizens- Correspondent of 4 Rural Municipalities of 4 countries – Macedonia, Albania, Bulgaria, Greece]. LUTOVSKA is one of the creators of the Regional Strategy for Rural Development for Macedonia, Bulgaria, Greece and Albania, through the project of networking of rural municipalities in the region funded by EACEA EU - "The Strategy for Balanced Rural Development of IPA and EU member states in the Balkans." Through this project, for the first time in Republic of Macedonia, the software based Decision Making System was implemented in the municipality of Novaci.
Name and address of employer	EU EACEA Project, Novaci Municipality
Type of business or sector	EU Project implementation
Dates	2010
Occupation or position held	Project Developer, and Project Manager of MIC UNDP Project
Main activities and responsibilities	Project coordinator of project Inter municipal corporation MIC- Novaci & Mogila- UNDP
Name and address of employer	MIC UNDP Project, Novaci Municipality
Type of business or sector	UNDP Project implementation, Establishing of common inter-municipal Department of Urban Planning and Department of Taxes in rural municipalities (Novaci and Mogila)
Dates	2009- 2010
Occupation or position held	Project Developer and Project coordinator of SDC Project
Main activities and responsibilities	Project Developer and Project coordinator of project Inter municipal collaboration and Establishing joint inter- municipal PE for Communal Waste Novaci & Mogila
Name and address of employer	SDC Project, Novaci Municipality
Type of business or sector	
Dates	2009-2011
Occupation or position held	
Main activities and responsibilities	
Name and address of employer	Novaci Municipality, engaged consultant, energy efficiency and eco-protection projects (World Bank credit lines)
Type of business or sector	
Dates	1991 - 2013
Occupation or position held	Journalist and reporter
Main activities and responsibilities	Working with different news and media organizations and companies
Name and address of employer	Bitolski vesnik- Bitola, TV and Radio station B92- (Belgrade), Republic of Serbia Nova Zora – journal of agriculture – Bitola, Republic of Macedonia
Type of business or sector	Media

Voluntary work and experience

Dates	2003
Occupation or position held	President
Main activities and responsibilities	Coordinator of projects (evaluation, monitoring, reporting) Coordinator of different Humanitarian and Social Programs and Projects within Republic of Macedonia [Planning, organizing and coordinating work on social programs for old persons, Planning, organizing, coordinating and working with youth and problems of unemployment that young people have, Working on programs for private sector business development, Planning, organizing and working with kids and parents utilizing programs especially aimed on this social group in society. Planning, organizing and working on projects for homeless mothers with kids victims of domestic violence-provided also with clothing and other things donated by different international humanitarian organizations. Working on projects specially organized and aimed for work with disabled kids (hearing, speaking). Help for schools and Help for Municipalities
Name and address	ZG SEMAK – Bitola (NGO)
Type of sector	Youth, Women, Unemployment, Rural area development https://ngosemak.wordpress.com/

Education and professional skills

Dates	2013/ 2015
Title of qualification awarded	Master Degree
Principal subjects/Occupational skills covered	Master Degree of Strategic Management, M.B.A. (Management, Business, Administration)
Name and type of organisation providing education and training	BAS Business Academy Smilevski, Bitola
Level in national or international classification	University
Dates	VI/ 1 – 1997, VII/1 - 2006
Title of qualification awarded	B.A., Graphical Engineer for Industrial graphic
Principal subjects/Occupational skills covered	Graphical Engineer
Name and type of organisation providing education and training	Tehicki fakultet – Bitola, St.Kliment Ohridski University
Level in national or international classification	University
Dates	2008
Title of qualification awarded	
Principal subjects/Occupational skills covered	Participation in CBIB on Grant preparation
Name and type of organisation providing education and training	CBIB
Level in national or international classification	Certificate
Dates	2008
Title of qualification awarded	
Principal subjects/Occupational skills covered	Participation in IPA - grants
Name and type of organisation providing education and training	Chronos Info- Croatia & Macedonian Companies Directory
Level in national or international classification	Certificate

classification
 Dates 2008
 Title of qualification awarded
 Principal subjects/Occupational skills covered Participation in IPA - grants
 Name and type of organisation providing education and training Chronos Info- Croatia & Macedonian Companies Directory
 Level in national or international classification

Dates 2008
 Title of qualification awarded
 Principal subjects/Occupational skills covered IPA and Community programs of EU
 Name and type of organisation providing education and training Macedonian centre for European training
 Level in national or international classification

Personal skills and competences

Mother tongue(s) **Specify mother tongue** Macedonian

Other language(s)

Self-assessment

European level ()*

English Language

Bulgarian Language

Serbian Language

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	
Excellent	Excellent	Good	Good	Good
Excellent	Excellent	Good	Good	Good
Excellent	Excellent	Excellent	Excellent	Excellent

() Common European Framework of Reference (CEF) level*

Social skills and competences

- Excellent knowledge of agriculture sector
- Excellent knowledge of national legislative and regulative
- Excellent knowledge of non-government sector
- Excellent knowledge of Public sector
- Excellent knowledge of business sector
- Knowledge to the Social projects and programs
- Knowledge in media and PR

Organisational skills and competences

- Excellent knowledge of systems of state and local management and bussines sector.
- **Consultant of IPA 1 projects of Municipalities Bitola and Novaci and other applicatoons for grants of Forein Goverments**
- **Team lieder, affinities to team building and new knowledge**
- **Organizing, Managing and Diplomatic skills**

Technical skills and competences

- Team work
- Affinity to learning and ambitious for knowledge
- Dynamic person

Computer skills and competences

College knowledge of Design Computer programs: Adobe Photo Shop, Corel Draw, Auto CAD

Artistic skills and competences

Replace this text by a description of these competences and indicate where they were acquired.
(Remove if not relevant, see instructions)

Other skills and competences

Courses completed: **Marketing, Management and financial work (Developing Centre Veles)**
Excellent scils of prezingting , manageing and oratoring., Human resources, Strategic management organizations, Project Cycle Management

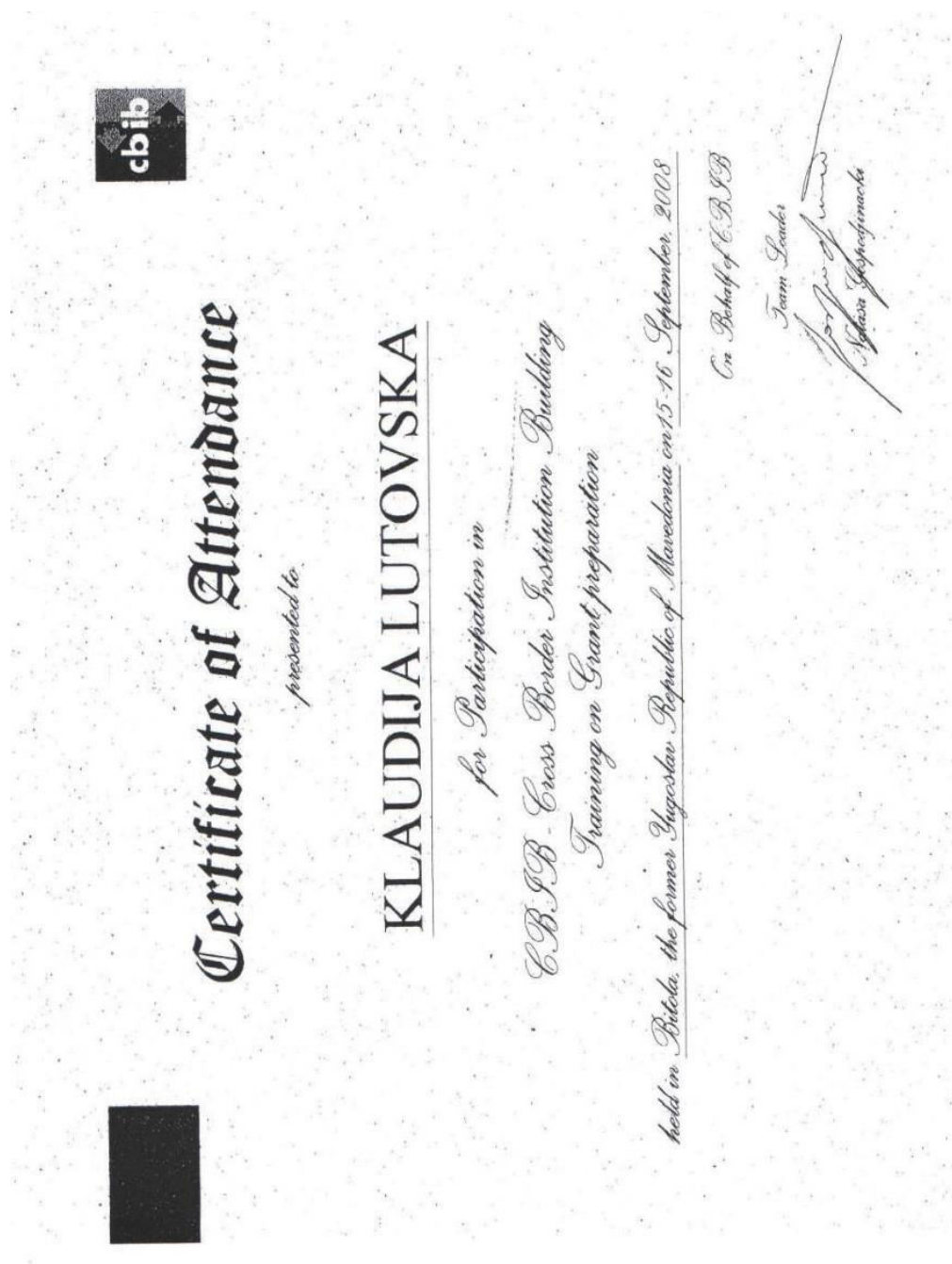
Driving licence(s)

Driving License- B category – 1993

Marital status

Single, mother of two over 18 children

CERTIFICATES



LEKSIKA
ENGLISH C1
PROFICIENCY



A1 A2 B1 B2 C1 C2

KLAUDIJA/КЛАУДИЈА

Name - Име

LUTOVSKA/ЛУТОВСКА

Last name - Презиме

06.10.1973

Date of birth - Дата на раѓање

BITOLA/БИТОЛА

Place of birth - Место на раѓање

01.12.2017

Date of exam - Дата на полагање

Bitola/Битола

Place of exam - Место на полагање

Result/ Резултат:

HEARING - СЛУШАЊЕ
READING - ЧИТАЊЕ
WRITING - ПИШУВАЊЕ
SPEAKING - ЗБОРУВАЊЕ

19.92/25
13.28/25
17.43/25
10.79/25

TOTAL - ВКУПНО
AVERAGE - ПРОСЕК

61/100

Average - Просечен

Тестирањето е извршено согласно стандардите и програмата на Cambridge образовен центар а спроведено од страна на професори по англиски јазик

Bitola 04.12.2017

Place, Date/ Место, датум

Examining comission



Prof. Nikola Avramovski
Prof. Damjana Petrovska
Prof. Dijana Krstevska



Number - C1 0610973415010/2017

CENTER FOR FOREIGN LANGUAGES

LEKSIKA

Бул. Иван Милутиновиќ 15/4, 7000 Битола, тел/факс 047/552 422, Струга ул. ЈНА 17, e-mail: avramb@hotmail.com

Additional information

- In the long-term work experience of 20 years, out of which 13 in the managerial position, the investments and efforts have resulted in more accomplished European projects and projects from other donors such as UNDP, the Swiss Development Agency, the Kingdom of Norway, aimed at improving the living and development conditions the local, national and regional economy. In the realized European projects for the Macedonian municipalities, especially rural local communities (through designing the project, preparation of application and documentation, and realization), include:
- (2017) Debarca Municipality - IPA, Border Cooperation Republic of Macedonia - Republic of Greece 2014-2020, First Call, Project: Consep (Development of Protected Areas, Protection of Aphthoctic Species of Vegetation, Botanical Garden, Urban Equipment, Drons, Laboratory)
- (2017) Municipality of Dolneni - IPA, Border Cooperation Republic of Macedonia - Republic of Greece 2014-2020, First Call, Project: PAPESHE (Preservation of aphthoctic sheep species, treatment of diseases, equipping with lactofizers 20 farmers, , laboratory)
- (2017) Municipality of Dojran - IPA, Border Cooperation Republic of Macedonia - Republic of Greece 2014-2020, First Call, Project: ZEFFIROS (Organizing waste treatment, Bio gas plant for primary school, equipment for communal enterprise)
- (2017) Municipality of Dojran - IPA, Border Cooperation Republic of Macedonia - Republic of Greece 2014-2020, First Call, Project: PLAN D (Environmental Measures for Dojran Lake, grass and cane cleaning and telemetry station in the Lake, Management Plan cleaning and maintenance of Dojran Lake)
- (2017) Municipality of Dojran- PLRC (IPA and World Bank), Tourism Development, First Call, Project: Dojran - Memorial Tourism (Construction of Park for 1.4 Ha for World War I, Dojran Bats, procurement of 5 cars for a panoramic walk, preparation of tourism applications for local SMEs)
- (2014) PE Macedonian Forest- IPA, Border Cooperation Republic of Macedonia - Republic of Greece 2007-2013, Second Call, Project: AITOLOS (Reconstruction of illegal and illegal logging, monitoring of woodcutting, new technologies RFID)
- (2011) Municipality of Bitola and Novaci - IPA, Border Cooperation Republic of Macedonia - Republic of Greece 2007-2013, First Call, Project: THELETERM (Exploitation of Wastewater Wastewater from REK Bitola for Heating of Bitola and Novaci)
- (2010) Municipality of Novaci - EACEA, twinning of towns (In 4 countries in the region, Macedonia, Albania, Bulgaria and Greece, rural areas are studied together through joint regional rural development)
- (2009) Municipality of Bitola - IPA I, institutional strengthening first call, reconstruction and extension of the Home for the Elderly People, Sue Ryder in Bitola

Other projects from other donors:

- (2015) Psychiatric Hospital DemirHisar, USAID (Construction and renovation of the hospital buildings)

- (2011) Municipality of Novaci and Mogila- Community Forums, SDC, Project: Inter-municipal utility for Novaci and Mogila, installation and equipping, equipment for the local population and the private sector, communal waste management in both rural small municipalities
- (2010) Municipality of Novaci and Mogila - UNDP IMC (inter-municipal cooperation), Project Joint departments for urbanism and tax collection
- (2008) Home for children with hearing impairment "KocoRacin", Bitola, Embassy of the Republic of Germany, renovation and reconstruction of the teaching floor
- (2006) Home for children with impaired hearing "KocoRacin", Bitola, Embassy of the Kingdom of Norway, Performing, renovating and equipment for preschool children
- (2006) PS GoceDelchev Bitola and PS K.Mizirkovs.Porodin, Embassy of the Republic of Germany, construction, reconstruction and renovation of 11 sanitary facilities, school equipment

Other significant achievements:

- (2014) NEA (Agency for Agricultural Development, Bitola), designing RBI (Rural Business Incubator)
- (2009) Municipality of Bitola, Humanitarian Action, winter clothes for over 3000 socially endangered families

Other cooperation with institutions and organizations:

Ministry of Agriculture, Forestry and Water Economy, JP Jasen, Economic Chamber of the Republic of Macedonia - Bitola, University "St. KlimentOhridski" - Bitola, Veterinary Faculty Bitola, University "Cyril and Methodius" - Skopje, Faculty of Forestry Skopje, UMD Diaspora), Macedonia 2025, Council of Municipalities in Korca - Albania, Ministry of Economy - Kosovo, Tourism RoundtripBlagoevgrad - Bulgaria, Rila National Park Bulgaria, Municipal Bank Blagoev City - Bulgaria, Bulgarian Chamber of Commerce in Sofia - Bulgaria Republic of Macedonia and Thrace Greece - Greece, ARKTUROS - Greece, Central Macedonia – Greece

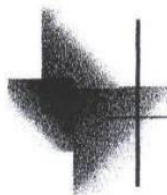
IPARD (EU Instrument of Pre-Accession, Rural Development Program), realized above 60 projects and investments for Macedonian companies and farmers

In the rural areas, are realized investment projects in investment types:

- agricultural enterprises and farms,
- rural tourism,
- processing and packaging of teas,
- light metal industry,
- wood industry,
- quarries and separations,
- photovoltaic power plants.

Annexes

Submitted bellow



ГАУС Институт-
Фондација за нови технологии, иновации и трансфер на знаење

До
Каде има потреба

Битола, 05.08.2014
ПРЕДМЕТ: Препорака

Гаус институт - фондација за нови
технологии иновации и трансфер на знаење

Бр. 03-10
05.08 2014 год.
Битола

Фондацијата за нови технологии, иновации и трансфер на знаење ГАУС Институт – Битола или некои од експертите ангажирани во фондацијата имаат соработувано со г-ѓа Клаудија Лутовска на неколку европски проекти. На пример: „Преку-гранична соработка за борба против нелегална сеча и трговија со дрво (АИТОЛОС)“ финансиран од Европската унија - програма за погранична соработка меѓу Грција и Република Македонија; „Развој преку збратимување“ финансиран од Европската унија програма Европа за граѓаните; „Развој и имплементација на систем за управување со документи во општините Новаци и Могила“ финансиран од УНДП.

Во овие проекти г-ѓа Лутовска беше менаџер/ координатор додека Гаус институтот или некои од неговите експерти беа ангажирани како подизведувачи. Исто така сме соработувале и во подготовката на неколку апликации за финансирање на проекти од меѓународни донатори.

Во целиот период на соработка кој трае веќе пет години, г-ѓа Клаудија Лутовска се покажа како одличен менаџер, само- мотивирана личност, која знае независно да размислува и бара ефикасни решенија за секој проблем кој ќе се појави при имплементацијата на проектите.

Клаудија е динамична и интелигентна личност со која е задоволство да се соработува.

Со почит,

Проф. д-р Игор Неделковски
Претседател на Одборот на Гаус институтот – Битола
Редовен професор на Универзитетот „Св. Климент Охридски“ - Битола
Претседател на Македонското научно друштво - Битола

Гаус институт
Питу Гули 27
МК-7000 Битола
Република Македонија

Тел.: 075 22 21 85
Тел./Факс: 047 22 61 31
E-mail: contact@gaussinstitute.org
<http://www.gaussinstitute.org>

С-ка број: 300060000025350
Банка: Комерцијална банка а.д. Скопје
Даночен број: 4002006173966

February 13, 2015

To Whom It May Concern,

I have known Klaudija for some time and feel qualified to write to you about her strengths and desires to work for the betterment of Macedonia.

Klaudija has been working on a project with me intended to help rebuild the farming infrastructure of your country. We have been working on proposals for providing a way for young people to become farmers and keep existing farmers on the land.

We not only have been developing such a project, but we also have been working hard for this project to meet European Union standards for farming and produce production. In particular, we support organic farming in accordance with the EU standards for gaining admission to the EU.

Both of us support small organic farms as a means to your future. We support the recent UN report that concludes that small organic farms are the key to the future of food production.

Klaudija is a patriot. She is working hard to continue the process of building Macedonia. I have been pleased by her strong ties to your country and how she wants to be part of the solution to the problems of food production for your people.

I strongly urge you to seriously consider her for this position. I do not think you could find a better person not only for this position but for the future of your country.

Irving Leif, Ph.D.
Founder and Director
Viroqua Free University
Viroqua, Wisconsin USA
E-mail: irving.leif@gmail.com





HELLENIC REPUBLIC
DECENTRALIZED ADMINISTRATION of
MACEDONIA & THRACE
GENERAL DIRECTORATE of FORESTS &
RURAL AFFAIRS

Thessaloniki, 01/08/2014
Ref. Number: 66474

Address : Oikonomidi & Prof. Rossidi 11 str.
Post Code 54 008 Thessaloniki
Tel: 2313309114
Fax: 2310428834
e-mail: gdday@damt.gov.gr

TO: May whom concern

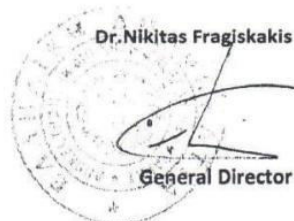
Klaudija Lutovska has worked for «AITOLOS project a Cross-border collaboration to fight illegal logging and timber trade to protect trans-boundary Greek-F.Y.R.O.M. ecosystems» as the Country coordinator for the past two years. Her responsibilities have included management, coordination and supervising of the project.

She has established an outstanding rapport with all partner managers and colleagues. Her ability to get work done through the service personnel has been outstanding. Klaudija Lutovska is highly respected by the people who work under her supervision, she is organized, through in her paperwork, and is always on time.

Klaudija Lutovska has done an excellent job and we would highly recommend her for a position with your organization. Please let me know if I can provide you with any further information.

Respectfully,

Dr. Nikitas Fragiskakis



General Director



HELLENIC REPUBLIC
DECENTRALIZED ADMINISTRATION of
MACEDONIA & THRACE
GENERAL DIRECTORATE of FORESTS &
RURAL AFFAIRS
KILKIS FOREST DIRECTORATE

Kilkis, 02 /09/2014
Ref. Number: 10928

Address : Aristotelous 18 str.
Post Code 61100 Kilkis
Tel: 2313309760
Fax: 2341024691
e-mail: ddas-kil@damt.gov.gr

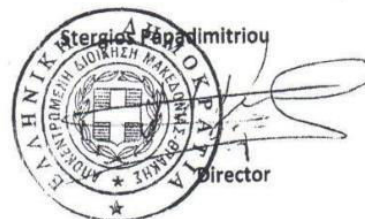
TO: May whom concern

Klaudija Lutovska has worked for «AITOLOS project a Cross-border collaboration to fight illegal logging and timber trade to protect trans-boundary Greek-F.Y.R.O.M. ecosystems» as the Country coordinator for the past two years. Her responsibilities have included management, coordination and supervising of the project.

She has established an outstanding rapport with all partner managers and colleagues. Her ability to get work done through the service personnel has been outstanding. Klaudija Lutovska is highly respected by the people who work under her supervision, she is organized, through in her paperwork, and is always on time.

Klaudija Lutovska has done an excellent job and we would highly recommend her for a position with your organization. Please let me know if I can provide you with any further information.

Respectfully,


Stereios Papadimitriou
Director

UNIGAS

شركة الغاز المتحدة (يونيفاز) ذ.م.م.
United Gas Co. L.L.C.

To whom it may concern

I would like gladly to recommend MBA specialist Klaudija Lutovska. Within several investments we have made in Macedonia (sector energy, tourism, etc) she proved to be highly professional, effective and dedicated to every project that we have worked on.

Klaudija is kind and collaborative person with high experience and knowledge in legislative and regulative in Macedonia related to the European Union integration. Her recommendation about the financial problems and different type of subsidies and other programs are addressed to strengthening and development of Macedonia's economy. Her advising helped to us as foreign investors to meet the needed conditions in the country.

On very clear, likeably and understandable way Klaudija give us short and detailed presentations which was very useful for us and our business development. Klaudija is always updated on all the latest information and technology associated with this field.

Klaudija has a great network of contacts that allowed us to connect to key persons in the country. Also she has great knowledge and prepared for us feasibility studies and business plans.

I recommend Klaudija as quite cooperative and accessible for work at any time.

Salah Abdalbari
Managing Director

17/01/2018



HEAD OFFICE

Tel.: +971 6 5360012/13
Fax: +971 6 5360014
P.O.Box: 2915

المكتب الرئيسي
تليفون: +971 6 5360012/13
فاكس: +971 6 5360014
ص.ب: 2915





16-01-2018

Klaudija Lutovska
SETTIM Consulting LLC

To whom it may concern

I recommend Klaudija Lutovska as a professional and quite successful person in her field of work.

I had the opportunity to work with Klaudija for the first time last year, and on her merit managed to export Mama's products for the first time in Copenhagen.

This is certainly due to her persistence, dedication, contacts and great sense of business. In addition, Klaudija has experience with the domestic and foreign market of products. She is doing market analyses and thus enables Macedonian firms to prepare their products for export.

Her availability and responsibility has enabled us for two years of cooperation, whereby Klaudija helps us in looking for future investments in Macedonia, regarding distribution centers and seeking for opportunities for connecting the market of Macedonia with the markets of Denmark and Sweden.

Cooperation with her is always on very high level, pleasant and friendly and definitely continues in the future.

Best Regards



Aydin Musovski
Sales Manager – Sjælland Denmark



Tlf: +45 92 72 04 07
E-mail: amu@celfon.dk
Web: www.celfon.dk

celfon A/S - Sjælland: Roskildevej 183 - 2500 Valby, Denmark



ILSC INDIA PRIVATE LIMITED

CIN: U80904DL2007PTC161063
B-17 Shivalik, GF, Gitanjali Road,
Malviya Nagar, New Delhi 110017 India

(+91) 84 70 866 266
inquiry@ilsc.in
WWW.ILSC.IN



29 July 2014

Re: Ms. Klaudija Lutovska

To Whom It May Concern:

As a former consultant and magazine editor, with experience in NGO communications work for the Macedonian diaspora community, I met Ms. Klaudija Lutovska several years ago, and ever since, she has been an invaluable colleague and resource for original analysis and research.

Klaudija and I have shared interest in a variety of vital issues which face Macedonia and the Balkans. Her resourcefulness and keen eye for detail has helped me in my work over the years, and her networking / Interpersonal skills are particularly impressive. I have relied on her assistance numerous times, and she has always delivered.

In my current role as Director of an educational institute in New Delhi, India, Klaudija has assisted me with research into various educational grants, as well as opportunities for our company's future expansion into the Macedonian market. I look forward to more collaboration with her, based on mutual benefit and respect for the highest professional standards.

I have every confidence in Klaudija's integrity, determination and work ethic, and I am confident that she will excel in any future academic and professional endeavors.

Sincerely,

Mark Branov
Director
International Language Schools of Canada - New Delhi
mark.branov@ilsc.in
+91 999 996 9236

EMPOWERING THROUGH EDUCATION

LANGUAGE SCHOOLS COLLEGES TEACHER TRAINING
CANADA VANCOUVER TORONTO MONTREAL USA SAN FRANCISCO NEW YORK AUSTRALIA SYDNEY MELBOURNE
INDIA NEW DELHI



21 July 2014

Re: Ms. Klaudija Lutovska

To Whom It May Concern:

Please accept this letter of recommendation on behalf of Klaudija Lutovska Siegel for employment, internship or graduate school opportunities.

I am a newspaper editor with 20 years of professional experience and also serve as editor at SETimes, WEB site as a central source of news and information about Southeastern Europe in eight languages: Albanian, Bosnian, Croatian, English, Macedonian, Serbian, Russian and Ukrainian. Southeast European Times coverage is distinguished by an in-depth knowledge of local issues - the key players, events and sensitivities that can trigger significant developments - tempered by a cross-regional perspective. It identifies trends, solutions and successes that can serve as models for progress throughout the region.

I have worked closely with Klaudija for about four years (since 2010). Shis growth as a contributor writer during that time has been impressive.

Klaudija has a tireless work ethic. She has shown steady improvement in researching journalism, writing, reporting, editing, design and web skills. She has embraced digital technology and strives to learn and implement the different ways stories are told in print and online, both written and visually through photos and videos.

As Klaudija has been mentored by me and the SETimes editors who preceded her, she has recruited and nurtured as writer of political, economy, social and cultural issues. Perhaps the greatest reward for me personally in watching Klaudija's development is shes penchant for the fundamentals of successful journalism: accuracy, fairness and a willingness to take on responsibility. She also has concentrated on expanding and diversifying shes writing and editing skills. All of these attributes are the hallmark of a great contributor writer and collaborator and gifts that will serve Klaudija well in whatever profession she chooses to pursue.

Klaudija participate on annual Internetaional Conference in Istambul 2013 and was awaridet with SETimes OSCAR for the most popular podcast. Klaudija participate on International Conference in Sarajevo 2014 and was awared with SETimes Compas for the most commented reportage in section multiethnic relations.

I promise you that by giving Klaudija a chance, you are making an investment in an outstanding person who will do your organization proud.

Please don't hesitate to contact me if you need further assistance or information.

Sincerely,

Zlatko Kovach

E-mail: zlatko.kovach@gmail.com

КРАТКА БИОГРАФИЈА

Кристина Крстеска

Е-пошта: mm_kristina@yahoo.com +389 78 278 359 (мобилен и WhatsApp)

Кристина Крстеска е родена во Прилеп на 19.12.1977 и има државјанство на Северна Македонија. Основното и средното образование ги завршила во Прилеп, Северна Македонија, а потоа се запишала на Природно-математичкиот факултет во Скопје (1997-2002) и успешно ги завршила студиите по математика - физика. Потоа се запишала на магистерски студии на Економскиот факултет, Државен универзитет Св. Климент Охридски во групата за Општо и стратешко управување (2003-2006). На истиот факултет ги продолжила докторските студии и ја добила титулата Доктор на науки (2008-2011).

Во меѓувреме, додека студирала, континуирано работела во бројни меѓународни компании каде што го применувала своето знаење во областа на човечките ресурси според различни деловни потреби (т.е. планирање на трошоци, контрола и известување, развој на човечки ресурси, компензации и бенефиции, дисциплина, етика и морал, KPI и аналитика).

Македонскиот е нејзин мајчин јазик, а течно зборува англиски, српски и хрватски. Работно ниво има на бугарски, додека основно ниво има на турски, руски и словенечки.

Во текот на својата кариера има објавено или презентирano на меѓународни професионални и научни конференции и симпозиуми повеќе од 30 трудови, повеќето од нив на англиски јазик во релевантната област прикачена.

Исто така, активно придонесувала во компаниите (некои од нив наведени подолу), сите од нив се или со странски инвестиции или работат со странски компании каде што извршуваат специјализирани и применети активности и активности од поголем интерес во соработка со други институции. Обезбедувала услуги на ниво на деловно консултирање, координација и анализа.

ММ колеџ (поранешен ФОН факултет)

Њујорк колеџ (подоцна Универзитет на Њујорк колеџ)

Рудник САСА (Украина - руска инвестиција – производство на рудни концентрати)

ВИП ОПЕРАТОР (австриска инвестиција - телекомуникациски оператор)

Пиварница СКОПЈЕ (заедничко вложување на Кока-Кола и Хајнекен)

NEXTSENS (регионален лидер на пазарот во развој на софтвер кој покрива некои од телекомуникациите на Блискиот Исток)

WABTEC MZT (дел од глобална корпорација)

CV – БИОГРАФСКИ ПОДАТОЦИ

Проф. д-р Марјан Танушевски

martan@t.mk

М: 075-284-513

Образование:

Доктор на менаџмент, (докторска дисертација на тема „Лобирање на граѓанските организации во функција на креирање на јавните политики“) Институт за социолошки политичко правни истражувања -Скопје, Универзитет „Св.Кирил и Методиј“-Скопје, 2012

Магистер на менаџмент на човечки ресурси (магистрирал на тема „Лобирањето како фактор за зголемување на ефикасноста на локалната самоуправа“) Институт за социолошки, политичко-правни истражувања-Скопје, Универзитет „Св. Кирил и Методиј“-Скопје, 2008

Академска активност:

1. Македонско научно друштво-Битола, претседател на МНД-Битола 2016-2020
2. Академија на науките и уметностите на Босна и Херцеговина-АНУБИХ, избран надворешен соработник и рецензент, Одделение за општествени науки, Сараево 2017
3. БАС Институт за менаџмент-Битола, избран вонреден професор, 2018-
4. ЈП Национален парк „Пелистер“-Битола, член на Научен Совет, 2018-2021
5. Универзитет ОН ЕЦПД-Белград, член на Меѓународен тим за едицирање „Лобирање во пракса“, 2020

Листа на авторски книги, аудио книги и монографии:

1. **Танушевски М.:** Битолски хорологион, МНД-Битола, 2021
2. **Танушевски М.:** Монографија „60 години ДНУ/МНД-Битола 1960 – 2020“, МНД-Битола, 2020

3. **Танушевски М.:** Лобирање во културата, Конзулската дипломатија во Битола, МНД-Битола, 2018
4. **Танушевски М.:** Нов практичен водич за лобирање, Делегација на ЕУ, Гаус Институт и МНД-Битола, 2016
5. **Tanushevski M.:** Manual for Transparent Lobbying of the Civil Organizations, Delegation of EU, PREDA, MSS-Bitola, 2014
6. **Танушевски М.:** Прирачник за транспарентно лобирање на граѓанските организации, Делегација на ЕУ, ПРЕДА, МНД-Битола, 2014
7. **Танушевски М.:** Вечноста на Битола (*аудио книга за слепи лица-MKD/EN*), Лајонс клуб Битола, 2014
8. **Tanushevski M., Mironski J.:** (*Alb.*) Shkatehtesi per komukim dhe Lobim, Konrad Adenauer-Skopje, 2014
9. **Танушевски М., Миронски Ј.:** Вештини за комуницирање и лобирање, Конрад Аденауер, Фондација во Скопје, 2014
10. **Tanushevski M.:** Lobbying in Local Government, MSS-Bitola, 2010
11. **Танушевски М., Петковски К.:** Комуницирање, односи со јавност и лобирање, Битола, 2009
12. **Танушевски М.:** Лобирање во локалната самоуправа, МЦМС-Скопје, 2009
13. **Танушевски М.:** Водич за медиумска презентација и афирмација на општински комисии за еднакви можности, Министерство за труд и социјална политика, Општина Битола, МКЦ-Битола, 2008

Обучувач – пренесување знаења во пракса (проекти-извадок):

*„Комуницирање за промени – Ефективна комуникација со јавноста“, Институт за комуникациски студии ИКС-Скопје, 2018

*„Младинска вклученост во локалните заедници“, НВО СЕГА-Прилеп, Демир Капија, 2019

*„Активности за социјална инклузија на старите лица“ - Застапување и комуникација пред медиумите, Црвен Крст на РСМ, Скопје, 2018

*„Градење на одржливо граѓанско општество преку соработка и управување со стратешко лобирање заради поголемо вклучувачко водење на политики и донесување

одлуки“, Делегација на ЕУ во РСМ, Агросиндикат на Македонија, ГАУС Институт-Битола, 2016

*„Практикување односи со јавност – јакнење на партиципативната култура во урбанистичкото планирање во РМ“, ГАУС Институт, Делегација на ЕУ, Маврово 2016

*„Инспирирај 2012-2015“, Македонско женско лоби, Скопје, 2014

*„Зголемување на јавната свест за енергетска ефикасност – пристап до информации и лобирање“, АРХАМ-Битола, Делегација на ЕУ во РСМ, 2014

*„Поддршка на жените Роми за пристапување на пазарот на трудот во Република Македонија“ – „Информации за пазарот на трудот“, COSV-Comitato di coordinamento delle Organizzazioni per il Servizio Volontario-Italia. Проектот е финансиран од Европска Унија, Договор меѓу COSV, CFCD и Министерство за финансии на РМ (09-384046/1), 2013

*„Подобрување на капацитетот и умешноста на претставниците на верските заедници за односи со јавност во средствата за јавни информирање“, Фондација Конрад Аденауер, Скопје, 2013

*„Градење дијалог- Лобирање на граѓанските организации и учество во донесување на јавни политики“ (EIDHR/2012/309-107), Делегација на ЕУ во Скопје, ЦРППР-Битола, 2013

Листа на трудови од авторот вон. проф. д-р Марјан Танушевски (последни 5 години)

1. **Tanushevski M.** -Lobbying of civil society organizations in order to create public policies, International Conference, Knowledge in practice, Bansko, 2020
2. **Tanushevski M.** -The role of media and PR practitioners in raising the awareness of cyber security in society, International Conference, Digitalization and Cyber Security as a Managerial Challenges, BASIM, Bitola, 2020
3. **Танушевски М., Соклевски В.**, Семинарот за традиционална музика и игра на фестивалот „Илинденски денови“ во Битола, академски текст за иднината, Прилози-специјално издание, МНД-Битола, 2020
4. **Танушевски М.** -„Улогата на односите со јавност за публицитетот на фестивалот „Илинденски денови“, Прилози-специјално издание, МНД-Битола, 2020
5. **Tanushevski M.** –International normative measures and initiatives for protection for “Face News” in the mediums, International Scientific Conference “Towards a better

future: The Rule of Law, Democracy and Polycentric Development”, Faculty of Law, UKLO-Bitola, 2018

6. **Tanushevski M., Shijkova A.**, -The role of formal education and media in raising the level of media literacy in the Republic of Macedonia, Contributions, MSS-Bitola, 2018
7. **Tanushevski M.** –Lobbying in Local Level – Municipality as a Focus, International Seminar on Legitimate Interest Representation and Effective Lobbying, University for Peace est. by United Nations, European Centre for peace and development (ECPD), Belgrade, 2018
8. **Tanushevski M.** -Managing of e-PR and the Innovative Importance of WWW in Organizations, International Conference Innovations and Organization Development, BASIM & Faculty of Strategic Management-Belgrade, 2018
9. **Танушевски М.** - „Училишна инфраструктура од 19.век – туристичка дестинација во 21. Век“, Меѓународна научна конференција „Образование на крстопат“, Зборник, МНД-Битола, 2017
10. **Tanuševski M.** –Lobiranje s legitimitetom i integritetom – iskusva iz Makedonije, 14. Međunarodni skup, tema naučnog skupa: Nezavisnost pravosuđa, Pravni fakultet- Novi Sad, 2017
11. **Танушевски М.** -Соработката на независните новинарски синдикати од Република Србија и Република Македонија, Меѓународен научен симпозиум, Битола, 2017
12. **Tanushevski M.** -Managerial lobbying – The educational approach as a factor for individual and institutional development-The qualitative analyses, 3. International Conference, Faculty of Education, UKLO-Bitola, 2016
13. **Tanuševski M., Pušara K.**, -Economic Diplomacy Within World, International Scientific Conference, Harmonization of Legislation with the European Union Acquis, Novi Sad, 2016
14. **Tanushevski M., Stefanovska L.**, -The Impact of Globalization on Organization Culture, Indian Journal of Commerce & Management Studies (Impact Factor – GIF 0.875), 2016
15. **Танушевски М.** -Научната соработка на БАС-Скопје и БАСИМ-Битола со академски институции од Република Србија, Меѓународен научен симпозиум, Почесен Конзулат на Р. Србија, Битола, 2016
16. **Tanushevski M.** -„Networking CSOs – teams within a team“, International Conference: Contemporary Management Challenges and Organizational Sciences, BASIM, 2016,

Други референци:

Член на работна група за изработка на национален Закон:

1. Закон за здруженија и фондации, Министерство за правда-Скопје, 2009
2. Закон за лобирање, Министерство за правда-Скопје, 2019



Predrag Stojkovski

Date of birth: 04/01/1982 |

Nationality: Macedonian/citizen of the Republic of North Macedonia | **Gender:** Male |

Phone number: (+389) 77681579 (Mobile) | **Email address:** predrag@solutions.mk |

Address: Anesti Panovski 29/7, 7000, Bitola, North Macedonia (Home)

WORK EXPERIENCE

04/11/2022 – 30/06/2024 Skopje, North Macedonia

BUSINESS CONSULTANT UNDP

- 1. Market Research and Analysis:** Conducting in-depth market research to identify trends, consumer behavior, and competitive landscapes. Analyzing data to inform strategic decision-making and ensure alignment with client objectives.
- 2. Strategic Planning:** Collaborating with clients to define marketing goals and objectives. Creating tailored, data-driven marketing plans that encompass digital and traditional channels, ensuring a cohesive and effective approach.
- 3. Brand Development and Positioning:** Crafting and refining brand identities to resonate with target audiences. Developing messaging strategies to enhance brand positioning and differentiation in the market.
- 4. Digital Marketing:** Overseeing digital marketing initiatives, including social media management, content creation, SEO optimization, and email marketing. Implementing analytics tools to measure and optimize digital campaign performance.
- 5. Campaign Management:** Planning and executing integrated marketing campaigns across multiple channels. Monitoring campaign effectiveness, adjusting strategies as needed, and delivering comprehensive post-campaign analysis.
- 6. Client Relationship Management:** Building and maintaining strong client relationships through effective communication and regular updates. Providing strategic guidance and addressing client needs to ensure satisfaction and long-term partnerships.
- 7. Market Entry Strategies:** Advising on market entry and expansion strategies, including international market assessments, localization, and adaptation of marketing

22/03/2019 – 10/01/2020 Bitola, North Macedonia

BUSINESS MENTOR GAUSS INSTITUTE BITOLA

Mentoring services for start-up companies in Bitola region

30/04/2015 – CURRENT Bitola, North Macedonia

EXECUTIVE DIRECTOR NOVA SOLUTIONS LLC

Nova Solutions is a friendly company that helps companies to sell their products/services/brand. Nova Solutions provide Product Design, Identity Development, Event Management, Web development, Social Media Marketing and SEO and everything that you need in between :) We had worked for big and small brands, but for us, a customer is not just customer. We value our work, but if you need a favor or free service, we can help you.

2008 – 2011 Bitola, North Macedonia

FOUNDER THREE TECH ENERGY NGO

One of the founders and active member of NGO "Three tech energy" Bitola, NGO for promoting of Energy efficiency and renewable energy.

30/04/2008 – CURRENT Bitola, North Macedonia

FOUNDER INTRO GROUP LLC

Introgroup, Bitola (Macedonia)■ Develop financial models through benchmarking and process analysis■ Analyze and report on the current financial status■ Conduct thorough research on historical financial data■ Explore investment options and present risk and opportunities■ Participate in budgeting■ Review accounting transactions for data accuracy

30/09/2006 – 31/03/2008 Loznica, Serbia
BUSINESS PLANNING PANTHER PROFI STIL LLP

Assisting clients in the planning and arrangement of their financial affairs. Drafting financial plans and investing projects.■ Provide strategic advice across a variety of financial products and services (debt management, cash management, insurance coverage, investments)■ Assess client"s overall financial picture, understand their needs and develop a solid financial plan■ Guide clients towards a profitable and secure financial decision■ Oversee the course of the financial plan and update it, if necessary, to ensure profits■ Liaise with providers, solicitors, valuers and other professionals

● **EDUCATION AND TRAINING**

05/06/2024 – 04/06/2027 Wien, Austria
CERTIFIED DIGITAL TRANSFORMATION EXPERT WIFI Austria certification body

Website <https://www.wifi.at/>

12/2022 – CURRENT Skopje, North Macedonia
JICA MENTOR CERTIFICATED AGENCY FOR PROMOTION OF ENTREPRENEURSHIP [http://www.apprm.gov.mk/OF THE REPUBLIC OF NORTH MACEDONIA](http://www.apprm.gov.mk/OF%20THE%20REPUBLIC%20OF%20NORTH%20MACEDONIA)

Website <http://www.apprm.gov.mk>

30/09/2004 – 30/09/2006 Valjevo, Serbia
BACHELOR OF ECONOMICS Business School of Applied Studies

31/08/1996 – 29/05/2000 Loznica, Serbia
ECONOMIC TECHNICIAN High school of economics

31/08/1988 – 14/06/1996 Loznica, Serbia
ELEMENTARY EDUCATION Elementary school "Jovan Cvijic"

● **LANGUAGE SKILLS**

Mother tongue(s): **MACEDONIAN | SERBIAN**
Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
CROATIAN	C2	C2	C2	C2	C2
ENGLISH	B2	B2	B2	B1	B2

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

● **DIGITAL SKILLS**

Microsoft Word | Microsoft Excel | Microsoft Powerpoint | Microsoft Office | Google Drive | Google Docs | Social Media | Facebook | Twitter | Instagram | Zoom | Skype | LinkedIn | Good listener and communicator

● **CONFERENCES AND SEMINARS**

Conferences

Marketing conference: Konverzija 2019, Banja Luka, Republic of Bosnia and Herzegovina

Conferences

Marketing conference: Kaktus 2018: IDEA IS NOTHING WITHOUT EXECUTION! Belgrade, Serbia, 12th - 13th November 2018

Conferences

Marketing conference: Marketing kingdom, Skopje, Macedonia, 30th September 2016

Seminars

How to overcome psychological barriers for entrepreneurial success? CEFCE Macedonia, Bitola, Macedonia, 12-13/09/2015

Seminars

Modelling front man, creativity and high standard for sales companies, D2EM consulting, Skopje, Macedonia, 06/11/2014

Seminars

Balance scorecard methodology, D2EM consulting, Skopje, Macedonia, 13/11/2013

Seminars

Banking school for journalist, ProCredit Regional academy, Macedonia, 25/10/2013

Seminars

Seminar for legal and finance working of companies, Business start-up center, Bitola, Macedonia, 29/08/2011

● HONOURS AND AWARDS

Honours and awards

Honour for the contribution in realization of the school for leadership and public policies POLITEA, CEDI, Bitola, Macedonia, 2016

● LECTURER

Lecturer

25/01/2013 "Financial management for entrepreneurs", lectures organized in cooperation with Business startup center Bitola

November 2012 – February 2013 lectures for Energy efficiency and renewable sources of energy, within the project "Adopt a park" supported by the U.S. Embassy through the Alumni Engagement Innovation Fund, Local Development Agency Struga

13/05/2012– "Energy efficient lighting" - lecture delivered in the local community Streliste, Municipality of Bitola

07/05/2012 – "Energy efficiency in the business sector." Presentation of energy efficiency credit line of "ProCredit" Bank. Lecture held in Bitola, in the premises of "ProCredit" Bank.

05/05/2012–"The first two years of the internet portal for energy efficiency." Place Karpos, Skopje. Lecture on the occasion of two years energy efficiency internet portal.

23/04/2012–„Energy Efficiency presentation with Predrag Stojkovski,.. Lecture on the occasion of Earth Day at the American Corner in Bitola

24/10/2011–"Debate on energy efficiency and power saving", organized in cooperation of Lajt Elkom private company from Bitola and internet portal for energy efficiency

● COURSES

Courses

Course: Emphatic sales, Macedonia export consulting, Skopje, Macedonia, 03/11/2016

Courses

Marketing and selling consulting services. European Bank for reconstruction and development, Skopje, Macedonia, December 2016

Courses

Finance and human resource management for business start-ups and entrepreneurs, Human resources development fund, 4-21/06/2008

Професионална биографија



Санде Смиљанов е роден 1971 година во Скопје. Има дипломирано „Оперативен Менаџмент“ и магистрирано со звање МБА – Специјалист за стратески менаџмент на „Бизнис Академија Смилевски“, во Скопје. Смиљанов докторира на Институтот за безбедност, одбрана и мир, во рамки на Филозофскиот факултетот при Универзитетот „Свети Кирил и Методиј“ во Скопје, фокусирајќи ги своите образовно-стручни интереси кон научното истражување за корелациите на протоколот и одбранбената дипломатија во сегментот на безбедносната политика.

Протоколот, дипломатијата, како и протоколарната и дипломатската комуникологија се сфера на негов

перманентен над двоецениски интерес и надоградба, особено имајќи предвид дека неговата теоретско-научна наобразба е тесно поврзана со неговиот практично-искуствен ангажман, како дел од кабинетот на министерот за одбрана на Република Северна Македонија, потоа Секторот за меѓународна соработка во Министерството, кабинетот на началникот на Генералштаб на Армијата и Секторот за комуникации во Министерството, надворешен соработник за протоколарни работи во Канцеларијата на Претседателот на Владата на Република Северна Македонија, како и во Одделот за односи со јавност и стратешки прашања на Министерството за внатрешни работи, каде што работи во моментов.

Неговиот прв труд, „Воспоставување на единствен државен протокол на ниво на Република Македонија“ настанат во периодот 2015/2018 година е целосно плод на таа корелација од теоретско-практичната, односно образовно-работната ангажираност на Смиљанов.

И вториот негов труд, „Прирачникот за Организирање на конференции и настани во јавна/државна институција, од А до Ш: Како до совршена конференција?“ е, исто така, резултат на ефектуирањето на повеќегодишно работење во областа на протоколот и протоколарната комуникологија, и истиот е наменет за сите организатори на конференции, како практичен водич, кон успешна организација и реализација на протоколарните активности. Всушност, станува збор за труд кој што е конципиран како своевиден патоказ, научена лекција што дава одговори на одредени специфични прашања во текот на целокупниот процес на реализација на протоколарни настани, при тоа провоцирајќи ги практичарите и организаторите да размислуваат за нови и иновативни начини за организација и реализација на конференција, за воведување поефикасни и поефективни методи во своите полиња на работа.

Третиот стручно-публицистички труд кој што примарно е втемелен врз концептите од докторската дисертација на Смиљанов, е на тема „Улогата на протоколот и одбранбената дипломатија во остварувањето на безбедноста на Република Македонија“ и го носи насловот: Дипломатијата, протоколот и безбедноста“.

Четвртата негова книга е актуелна тема со која се соочува денешницата на тема:

„Дигитална ера“, во која што во четири глави ги обработува, дигиталната трансформација и сајбер безбедноста, дигиталната дипломатија, протоколот и дигиталната етикеција.

Во процесот на стручно усовршување Смиљанов, сосема оправдано значително внимание посветува и на аплицирањето на странските и меѓународни искуства од областа на протоколарната комуникаологија, безбедноста и менаџментот во домашната практика, посетувајќи и учествувајќи во низа меѓународни конференции, симпозиуми и престижни стручни семинари. Неговиот труд и посветеност во областа на протоколот, дипломатијата и безбедноста се препознаени од институциите во кои што работи преку низа признанија, пофалници и плакети доделени за особен придонес во протоколарното работење.

Образование

Оперативен Менаџмент

„Бизнис Академија Смилевски“, во Скопје

МБА – Специјалист за стратегиски менаџмент

Бизнис Академија Смилевски“, во Скопје

Одбранбената дипломатија во сегментот на безбедносната политика

Институтот за безбедност, одбрана и мир, во рамки на Филозофскиот факултетот при Универзитетот

„Свети Кирил и Методиј“ во Скопје