

PERSONAL INFORMATION

Suzana Pecakovska



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 Suzana.pecakovska@bas.edu.mk
Suzana.pecakovska@yahoo.com

Sex Female | Year of birth 1969 | Nationality Macedonian

WORK EXPERIENCE

February 2026
Present

Lecturer

Business Academy Smilevski BAS (Private Independent non-for-profit higher education institution, higher vocational school
 Kuzman Josifovski-Pitu 19/4-21, 1000 Skopje
<http://www.bas.edu.mk/>
 Delivering lectures in Fundamentals of Project Management and Quality Management.

January 2023
January 2026

Project Manager

Foundation for Educational and Cultural Initiatives Step by Step
 Stand up 4 Children Rights! /Децата на 1-во место!
 Blvd. Partizanski odredi 72a – mezzanine, 1000 Skopje
 Tel: +389 2 3077 900
www.stepbystep.org.mk
 Managing EU funded project intended to support and promote respect of child rights (CR) as a precondition for democratic school communities that built and nurture active and responsible citizens; program and financial management of work packages on CR research & advocacy; schools support and empowerment of students, teachers and parents on students' participation; on digital safety and online violence; CR campaigning; visibility and PR of the project; M&E, financial and program reporting
 Business or sector: Non-for-profit sector; Education

January 2017
December 2022

Senior Program Coordinator

Foundation Open Society-Macedonia
 Cedomir Minderovic no 31, 1000 Skopje
www.fosm.mk
 Developing and managing education and youth projects & working with education stakeholders at all levels of education (education policy makers, education institutions, teachers, students, civil society organizations, think-tanks, local self-governments etc); spearheading initiatives and projects that promotes children' rights to education and education inclusion, advances teachers' competences, encourages participation and improves education outcomes of Macedonian students and youth; monitoring, policy and research advocacy, reporting, initiating research and participating in research teams that examines various education reform and youth policies issues of FOSM concern, writing various types of strategy documents, papers and analysis, grants management.
 Business or sector: Non-for-profit sector; Education

June 2014
January 2017

Education and Youth Program Coordinator & Monitoring and Evaluation Officer

Designing and managing education projects; coordinating all partners and stakeholders, fundraising, monitoring, policy and research advocacy, reporting, writing various types of documents and papers, design of /and reporting on M&E framework of FOSM program portfolio, grants management.
 Foundation Open Society-Macedonia
www.fosm.mk
 Business or sector: Non-for-profit sector; Education

July 2004
June 2014

Roma Education Program (REP) Coordinator and Communication Officer for the Roma Education Program funded by USAID

Project design, overall program and financial management of the project intended to Roma students and youth from preschool to university education, monitoring and reporting, coordinating all partners and stakeholders, fundraising, communication of project achievements; Assisting COP in all aspects of the project implementation, Foundation Open Society-Macedonia

www.fosm.mk

Business or sector: Non-for-profit sector; Education

1st of June 1996
July 2004

Higher Education Program Coordinator

Designing and managing higher education projects; coordinating all partners and stakeholders, fundraising, monitoring, policy and research advocacy, reporting, design of and reporting on M&E framework of FOSM program portfolio, grants management.

Foundation Open Society-Macedonia

www.fosm.mk

Business or sector: Non-for-profit sector; Education

1st of December 1995
1st of June 1996

Education Program Assistant

Overall administration of the FOS-Macedonia Education and Scholarship Programs
Foundation Open Society-Macedonia

www.fosm.mk

Business or sector: Non-for-profit sector; Education

EDUCATION AND TRAINING

2011-2015

PhD in Education Management

Faculty of Philosophy, Institute of Pedagogy, University "Ss. Cyril and Methodius", Skopje, Republic of North Macedonia

<http://fzf.ukim.edu.mk/>

ISCED 8

January, 2004-December, 2005

MPPM (Master of Public Policy and Management)

University of Pittsburgh, Graduate School of Public and International Affairs (GSPIA), USA

<https://www.gspia.pitt.edu/>

ISCED 7

October, 1989-February, 1993

BA -Bachelor of Arts in Macedonian Literature and South Slavic Literatures

Faculty of Philology, University "Ss. Cyril and Methodius", Skopje, Republic of North Macedonia

<https://ff.ukim.mk/>

ISCED 6A

March-December, 2023

SEMOS Human Resource Academy certified by MoES

9 training modules completed

June 28th-July 2nd, 2021

CEU Summer University online course completed; *The Quality of University Education: Harmonizing Purposes, Processes and Outcomes*, **1 ECTS credits earned**;

2012-end of 2013

Education Policy nine training modules completed in Skopje, provided by the Faculty of Education, Centre for Educational Policy studies, University of Ljubljana, **31 ECTS earned**;

PERSONAL SKILLS

Mother tongue(s)

Macedonian language

Other language(s)

UNDERSTANDING		SPEAKING		WRITING
Listening	Reading	Spoken interaction	Spoken production	

English	C2	C2	C2	C2	C2
Serbian/Croatian	C2	C2	C2	C2	C2

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user
Common European Framework of Reference for Languages

- Communication skills**
 - good communication skills gained through my experience as education program coordinator
- Organisational / managerial skills**
 - Strategic thinking, multitasking, capacity in planning and delivering the envisaged project outputs as a result of my experience in designing and implementing projects organizing trainings, workshops, conferences and other public events;
- Job-related skills**
 - Exemplary skills in writing; presentation and facilitation skills, great attention to details;
- Computer skills**
 - Excellent command of Microsoft Office™ tools
- Driving licence**
 - Macedonian driving licence B

ADDITIONAL INFORMATION

Books ПЕЦАКОВСКА, Сузана. Како до култура на квалитет во македонското високо образование?. Скопје: Сигмапрес, 2020. 284, [1] стр. ISBN 978-9989-36-224-8. PECAKOVSKA, Suzana. How to Achieve Quality Culture in Macedonian Higher Education? Skopje: Sigmapres, 2020. 284, [1] стр. ISBN 978-9989-36-224-8.

Papers PECAKOVSKA, Suzana. MOJSOSKA, Snezana and TOSHEVA Elizabeta. MACEDONIAN HIGHER EDUCATION AGAINST THE PRINCIPLES AND GUIDELINES ON EQUITY, INCLUSION AND DIVERSITY: SOCIAL DIMENSION OF BOLOGNA. (2025). *UKLO Proceedings*, 1(1), 129-136. <https://doi.org/10.20544/AISC.1.1.25.P12>

MARKOVSKA SPASENOVSKA, Elizabeta. GAJTANOVSKI, Tomislav., PECAKOVSKA, Suzana. ANĐELESKA, Natasha and BAJRAMOVSKA MUSTAFA, Vaska. Children's rights in our schools: Research on awareness of the Convention on the Rights of the Child, student participation and digital safety in primary schools in the Republic of Macedonia. (2023). Foundation Step by Step ISBN 978-608-4857-94-5 available at: www.stepbystep.org.mk/WEBprostor/priracnici/Pravata_na_decata_vo_nashite_uchilishta.pdf

PECAKOVSKA, Suzana. (2018). How to move towards ENQA membership? - Macedonian quality assurance agency against ENQA European standards and guidelines for quality assurance in higher education. *International Journal for Education, Research and Training* June 2018, vol. 4, iss. 1, стр. 19-31. ISSN 1857-9841.

PECAKOVSKA, Suzana. (2015). Pros and Cons Ranking of Universities as new phenomena in Quality Assurance of Macedonian Higher Education, *International Journal for Education, Research and Training*. ISSN 1857-9841.

PECAKOVSKA, Suzana. (2015). *Creating a concept for quality assurance of higher education: Macedonian higher education against the standards and guidelines for quality assurance of ENQA* (unpublished PhD thesis)

SPASOVSKI, Ognen. & PECAKOVSKA, Suzana. (2020). The academic profession in North Macedonia: A never ending transition. *European Journal of Education*. 2020, 55(4) <https://doi.org/10.1111/ejed.12419> Wiley; <https://www.wiley.com/en-us>

MISIK, Elena, DZAJKOVSKA, Branka, KIRANDZISKA, Suzana, PECAKOVSKA, Suzana, ANĐELESKA, Natasa, LAZAREVSKA Spomenka. (2020). *Study to assess the situation, needs and challenges in the implementation of online teaching in primary schools in rural areas, with*

teaching in the languages of the smaller communities and with children at socio-economic risk. Skopje: Foundation Open Society-Macedonia: Foundation for Educational and Cultural Initiatives Step by Step, 2020 ISBN 978-608-218-301-5, ISBN 978-608-4857-65-5. <https://www.fosm.mk>, <https://www.stepbystep.org.mk/>.

PECAKOVSKA, S. (2019). The Curse of the Small Countries: Trends, Challenges and Perspectives in the Development of a Macedonian Higher Education Quality Assurance. In Kováts, Gergely Ferenc and Rónay, Zoltán, eds. (2019) *In search of excellence in higher education*. (pp.11-29). CIHES book series / NFKK kötetek, 3. Corvinus University of Budapest Digital Press, Budapest. ISBN 9789635037797
http://unipub.lib.uni-corvinus.hu/4132/1/Danube_kotet_cimlappal-2.pdf

PECAKOVSKA, S. (2016). *At a standstill: Macedonian Higher Education institutions against ENQA European standards and guidelines for internal quality assurance*, paper presented at the International Conference on Social Sciences and Humanities (ICSSH2016), International Balkan University, Skopje, 2016

PECAKOVSKA, Suzana and LAZAREVSKA, Spomenka. *Long way to knowledge based society : Macedonian education in the light of the EC Education and training 2010 work program benchmarks and indicators*. Skopje: Foundation Open Society Institute - Macedonia, 2009. ISBN 978-9989-185-96-0.

PECAKOVSKA, Suzana and LAZAREVSKA, Spomenka. (2009). *Difference the Mentoring Can Make-School Based Mentoring of Roma students as Inclusive Education Practice*, paper presented at BASOPED Conference in Ohrid, Macedonia, published in BASOPED conference proceedings (2009)

PECAKOVSKA, Suzana and LAZAREVSKA, Spomenka. (2008). *Supporting Inclusive Education - FOSIM's Roma Education Program as Inclusive Education Practice*, submission at UNESCO Conference, 2008 Geneva, Switzerland

Editorial

ANGJELESKA, Natasha (editor) PECAKOVSKA, Suzana (editor), *Teacher's manual on UNCRC and student's participation; violence against children-recognition, prevention and protection and on digital security* (2024). Foundation Step by Step.

PECAKOVSKA, Suzana (editor), LAZAREVSKA, Spomenka (editor). *Ромските активисти за информирани и ефикасни политики за интеграција на Ромите : кратки документи за јавни политики = Roma activists on informed and efficient Roma integration policies : policy briefs = O Romane aktivistija basho haberija thaj šukar kerde politike baši integracija e romengiri : tikne dokumentija bašo sasuitnikane politike*. Скопје: Фондација отворено општество - Македонија, 2016. ISBN 978-608-218-233-9. www.fosm.mk.

PECAKOVSKA, Suzana (editor), LAZAREVSKA, Spomenka (editor). *Roma education program : 10 years later : changes behind the numbers*. Skopje: Foundation Open Society - Macedonia, [2014]. ISBN 978-608-218-199-8.

Consultancies

- National Expert on Roma Inclusion, Supporting Innovative models of financing of ECEC in Macedonia, for ACT Global supported by UNICEF (2025)
- National Eurydice expert of the National Agency for European Education Programs and Mobility (co-author of the National report on *Equity in school education in Europe*) (2018-2020)
- National Eurydice expert of the National Agency for European Education Programs and Mobility (co-author of the National report *Towards Equity and Inclusion in Higher Education in Europe*) 2021-2022
- National Eurydice expert of the National Eurydice expert of the National Agency for European Education Programs and Mobility on the national education descriptions of higher education system
- Co-author of the ETF Report ("Report on Macedonian Education Policy & Priorities in the Light of the EU's Policy Directions" IPA COM WPO7 11 08, December, 2007)

Conferences

- UKLO Annual International Scientific Conference 2024 in Bitola, November, 2024
- Igman Obrazovni Forum, 15-17 November, 2024 Sarajevo, BIH
- ISSA Connects for Learning International conference in Opatija, Croatia 26-29 of September, 2023
- International online conference, OECD Directorate for education and skills “Digital Education for a Strong Recovery – forward look” 8-10 June, 2021
- Discussant at the World Bank conference on the WB report “Breaking the Cycle of Roma Exclusion in the Western Balkans: Core Diagnostics and Policy Recommendations” Skopje, March 14th, 2019
- Speaker at the Regional Conference: Stay at School; The Challenges We Face - Early School Leaving and Drop Out in SEE organized by Education Reform Initiative of South Eastern Europe - ERI SEE in, Belgrade, Serbia (*Should I stay or should I go? Macedonian challenges and possible solutions for ESL and Drop-Out: The case study of FOSM Roma Education Program*) 11-12 December, 2013
- Regional conference: “Early Childhood Development and Quality education of Roma” organized by the Macedonian Government / Ministry of Social Work and Policy and the Ministry of Education and Science) Skopje, Macedonia 2012.
- Regional Conference: Social Inclusion of Ethnic groups in the Western Balkan countries, European Training Foundation ETF Italy, Skopje, Macedonia (22-23 April, 2008)
- Speaker at the International Conference “Ethnic Minorities and Higher Education Policies”- organized by the Austrian Cooperation Agency and the Centre for Social Innovation and Research, from Vienna, Austria in Dubrovnik, Croatia, December 2004
- International conference: “External Funding and the University Autonomy”, in Oslo, Norway, June, 2003)

Other education and training experience

- Family Readiness Group Leader Training, Army Community Service-Fort Bliss, El Paso, Texas (September, 2011)
- Army Family Team Building Training Level III, Ft. Bliss, El Paso, Texas (August, 2011)
- Developing Policy Briefs for Research Communication training organized by the OSI Education Support Program in Durres, Albania (21-23 March, 2010)
- Training of trainers in Mentoring of students, delivered by the Common Ground Consulting, USA through the USAID Human and Institutional Development Program (World Learning), Skopje (2-5 November, 2007 and 16-18 January, 2008)
- EU Instruments for pre-accession assistance, training, Macedonian Centre for European Education (1-3 and 8-10 February, 2008)
- Summer School on “Shaping European Higher Education and Research-The theoretical and practical sides of trendsetting, politicking and lobbying” organized by the Centre of Higher Education Policy Studies, University of Twente, Netherlands in Porto, Portugal, 2006
- Summer school on “Management in Education”, University of Koper, Republic of Slovenia (8 ECTS credits earned) July, 2005
- “Evaluation of Education Projects”, Bled, Slovenia, organized by the OSEP-SEE Ljubljana, 2004
- OSI Policy making training, Budapest, organized by the Center for Policy Studies, Central European University, Budapest, Hungary, 2000

Seminars

- Roma Living Libraries – training methodology seminar, 13-16 September, provided by ABCitta , Milan, Italy, 2015
- “From self-evaluation to school development plan”, organized by FOSM, September, 2014
- “Roma and EU policies” training seminar, organized by Macedonian Centre for European Training, November, 2013
- USAID Disability Policies and Procedures Training, organized by the USAID and US Embassy in RM, January, 2013
- One-week study stay & training on “Operating Roma Education Centers”, Republic of Slovakia, World Learning, 2005
- Public speaking Training, November, 2012 organized by the USAID-Macedonia DOC office;

- Education for Social Justice Training, October, 2005 provided by the Foundation for Educational and Cultural Initiatives Step by Step
- “SEE Education Conference, organized by the Institute for Educational Policy, OSI Budapest; April, Zagreb, Croatia, 2000
- “Building donor partnerships”, organized by the OSI Budapest Skopje, Macedonia, January 2001
- “Facilitative leadership seminar”, organized by OSI Budapest, Ohrid, Macedonia, September 2000
- “Project Management, Fundraising and Building Donor Partnership”, organized by the OSI Budapest, 1999
- “Project and Grant Management Seminar”, organized by the OSI Budapest, (July 18-22, 1998);

Memberships

Member of National Joint IPA Monitoring Committee

Member of ISSA (International Step by Step Association)

Member of European Association for International Education (2011- 2013);

President of the Board of the “Education Resource Center” Skopje and Bitola (1999-2000)

President of the Board of the Foundation for Education and Cultural Initiatives Step by Step-Macedonia (2015-2016)