

## Curriculum Vitae

1. **Family name:** MIHAILOVSKI
2. **First names:** Gligor
3. **Date of birth:** 27.02.1979
4. **Nationality:** Macedonian
5. **Residence:** Skopje
6. **Education:**

Institution [Dates from – Date to]	Degree(s) or Diploma(s) obtained
Noble Manhattan University/Palitri International, 2021 - ongoing	Practitioner (Professional) Coach Diploma
University American College Skopje, 2008-2012	Master of Business Administration MBA / General Management
Faculty of Philology "Blaze Koneski", SS. "Cyril and Methodius" University in Skopje, 1997-2001	Bachelor of Arts (BA) in English Language and Literature

7. **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
Serbian/Croatian/Bosnian	2	2	3
German	4	4	4
Albanian	3	3	3

8. **Membership of professional bodies:** **Certified Management Consultant; Member of Governing Board of Management Consulting Association 2000; Member of National Coordinating Body for CSR in N. Macedonia.**

9. **Other skills:** Computer Literate, MS Office, Excel, Microsoft Project, Driver License;

10. **Present position:** Executive Director at SEG Holding Consultancy/Owner of Omnium Coaching & Training

11. **Years within the firm:** 9 years

12. **Key qualifications:**

- Mr. Gligor Mihailovski has more than 16 years of relevant professional experience in the field of (social) entrepreneurship development & CSR; mobilization of funds and capacity-building for central and local government, CSOs, chambers of commerce and SMEs. He has **more than 12 years of experience in developing of and consulting on EU and USG projects in N. Macedonia, Kosovo, Serbia, Montenegro and Albania**. His key areas of expertise include: fund raising, CSR and social entrepreneurship, capacity building of CSOs, SMEs and public authorities, procurement procedures as well as Project Cycle Management.
- **Trainer/Coach/Moderator** – Mr. Gligor Mihailovski has experience in **developing and conducting training/coaching** sessions for social entrepreneurship and CSR, strategic development, facilitation of multi-stakeholder partnerships, planning and management of EU projects, project proposal writing, PCM & innovations.
- **Senior Consultant** – Mr. Gligor Mihailovski is active as **consultant in the area of EU/USG funding and project implementation, promotion of social entrepreneurship & CSR**. Moreover, as an expert on EU/USG funding in N. Macedonia, Kosovo, Serbia and Montenegro he has been engaged in assignments related to advisory services on project proposal/tender writing as well as provision of backstopping services. His particular focus is on building cross-sector alliances. His various roles include engagement as Team Leader, Key Expert, M&E Expert.
- **Portfolio (Project/Programme) Manager** - Mr. Gligor Mihailovski has been responsible for the **planning and programming of EU funded projects** in the area of civil society development, social entrepreneurship and CSR, supporting chambers of commerce, SMEs promotion and equitable regional development. He has been **part of the team working on USG funded calls for proposals**. He has been also responsible for overall management of multi-stakeholder partnerships and cooperation of entrepreneurs and CSOs. His strengths are planning, programming, management, consultancy, research, coaching in working with EU programmes and projects for CSOs, chambers of commerce in Macedonia and governmental institutions in the country. Mr. Gligor Mihailovski has had the project management or senior expert roles in implementation of several IPA/USAID projects.
- **Researcher / Evaluator** - Mr. Gligor Mihailovski is (co)author of different researches and analyses: National CSR Strategy for North Macedonia 2019-2023; Strategy of City of Skopje for Cooperation with CSOs 2019-2021; situational analyses of women and youth entrepreneurship; analyses of (new) IPA CBC programmes; social entrepreneurship, etc. He has performed numerous external evaluations of (EU-funded) projects, including IPA CBC in N. Macedonia, Kosovo, Albania and Montenegro.

13. **Specific experience in the region:**

Countries	(Date from – Date to)	Countries	(Date from – Date to)
IPA countries	08/2009 – on-going	N. Macedonia	9/2004 – on-going

14. Professional experience:

Date	Company and Reference	Position	Description
02/2014 Ongoing (1080 man-days)	SEG Holding DOOEL Boul. St. Kliment Ohridski no.58b-24, 1000 Skopje, Republic of North Macedonia	Executive Director	<b>Executive Director.</b> Key responsibilities include: 1) Developing and implementing strategic plans for SEG Holding. This will involves working with stakeholders to identify opportunities and challenges, setting goals and objectives, and creating a roadmap for achieving them; 2) Identifying and pursuing new business opportunities. This involves networking with potential clients, conducting market research to identify emerging trends and opportunities, and developing proposals to pitch to potential clients; 3) Managing client relationships: Once new clients are secured, I manage those relationships to ensure that their needs are being met and that they're satisfied with SEG Holding's services. This involves regular check-ins, responding to inquiries and concerns, and working to address any issues that arise; 4) Providing consulting and coaching services: I provide high-quality consulting and coaching services to SEG Holding clients. This involves conducting research and analysis, developing strategic plans, and providing guidance and support throughout the implementation process; 5) Managing EU/USG projects. Another key responsibility is co-managing EU/USG projects on behalf of SEG Holding and its clients. This might involve coordinating with multiple stakeholders, ensuring compliance with regulations and guidelines, and managing budgets and timelines, as well as monitoring and evaluation; 6) Leading and managing teams. I am also responsible for leading and managing teams of inhouse and associate consultants, coaches, and other professionals. This involves setting goals and objectives, delegating tasks, providing guidance and support, and ensuring that all team members are working together effectively.
02/2020 Ongoing	Omnium Coaching & Training Str. Briselska no.9-4/7, 1000 Skopje, Republic of North Macedonia	Executive Director	<b>Executive Director.</b> Key responsibilities include: 1) Developing and implementing strategic plans for Omnium Coaching & Training. This will involves working with stakeholders to identify opportunities and challenges, setting goals and objectives, and creating a roadmap for achieving them; 2) Identifying and pursuing new business opportunities. This involves networking with potential clients, conducting market research to identify emerging trends and opportunities, and developing proposals to pitch to potential clients; 3) Managing client relationships: Once new clients are secured, I manage those relationships to ensure that their needs are being met and that they're satisfied with Omnium's services. This involves regular check-ins, responding to inquiries and concerns, and working to address any issues that arise; 4) Providing consulting and coaching services: I provide high-quality consulting and coaching services to Omnium Coaching & Training's clients. This involves conducting research and analysis, developing strategic plans, and providing guidance and support throughout the implementation process; 5) Managing EU/USG projects. Another key responsibility is co-managing EU/USG projects on behalf of Omnium Coaching & Training and its clients. This might involve coordinating with multiple stakeholders, ensuring compliance with regulations and guidelines, and managing budgets and timelines, as well as monitoring and evaluation; 6) Leading and managing teams. I am also responsible for leading and managing teams of inhouse and associate consultants, coaches, and other professionals. This involves setting goals and objectives, delegating tasks, providing guidance and support, and ensuring that all team members are working together effectively.

Date	Company and Reference	Position	Description
10/2022 12/2022 (30 man-days)	United Nations Development Programme Contact person: Biljana Georgievska Project Manager Telephone: +389 75 615 150 Jordan Hadzi-Konstantinov Dzinot, no. 23, 1000 Skopje	Trainer and mentor	<b>UNDP commissioned Training and mentoring for NGOs in municipalities of Ohrid, Kumanovo and Bitola.</b> The objective of the assignment was to prepare training curricula and deliver a series of comprehensive PCM training modules and provide mentoring to CSOs to improve their skills to better address needs of targeted groups in partner LGs through project proposals and in line with local strategic priorities in the partner LGs: Ohrid, Bitola and Kumanovo. I provided two-day PCM Training and mentoring to CSOs in three partner LGs: Ohrid, Bitola and Kumanovo. The Consultancy, that were organised during the Public Call for Funding CSO projects in October and November 2022, that focused on four main tasks: i) Design of PCM training materials for grassroot CSOs in partner LGs; ii) Training delivery; iii) Providing mentoring sessions; and iv) Reporting.
10/2022 12/2022 (15 man-days)	United Nations Development Programme Contact person: Fisnik Shabani Programme Manager Telephone: +389 70 63 26 92 Jordan Hadzi-Konstantinov Dzinot, no. 23, 1000 Skopje	Expert	<b>UNDP commissioned Expert on Local Self-Governance.</b> The objective of the assignment was to assist the project Empowering Municipal Councils – Phase 2, to design, prepare and deliver 8 regional introductory trainings for councillors using the ZELS Handbook, Guide Through the Competencies of Newly Appointed Mayors and Municipal Councillors (2021-2025) as main training material. The work was performed under the supervision of the Programme Manager and in close coordination, guidance and oversight provided by the Head of Democratic Governance Unit. The expert was responsible for preparation of the training concept and delivery of regional introductory trainings for councillors.
03/2022 (26 man-days)	United Nations Development Programme Contact person: Marija Karaeva Project Manager Telephone: +389 71 276 684 Jordan Hadzi-Konstantinov Dzinot, no. 23, 1000 Skopje	Moderator	<b>UNDP commissioned Moderation of National Development Strategy workshops / public debates / events.</b> I was responsible for facilitating citizens and experts' discussions, providing the necessary leadership and coordinative support to enable knowledge sharing and ensure smooth moderation of the discussions. I also ensured appropriate data/information flows, handling of diverging viewpoints, responding to critical review comments. The specific responsibilities involved: Conducting a desk review of all relevant documentation and materials prepared in the first phase of the process; Coordination meetings with the project team; Inputs to the concept for the dream labs; Prepare concept for the workshops in coordination with the expert(s) for thematic areas engaged in the process of preparation of NDS thematic baselines; Facilitating and moderating 5 workshops/dream labs for visioning 2021-2041.
02/2022- 03/2023 (120 man-days)	Omnium Coaching & Training str. Briselska no.9-4/7, 1000 Skopje, Republic of North Macedonia Owner: Gligor Mihailovski Telephone: +38970254390	Capacity Building Expert	<b>EU-funded Project "Smart Solutions Veles – To be continued..."</b> aims to decrease the air pollution in the central city area for at least 5% through introduce new Urban mobility habits in the period of 2 years; to increase smart pedestrian and bicycle zones in the central city area; and to increase the public transport share to at least 15%. Capacity Building Expert has the role of support to organization of project; facilitation of cross-sector stakeholders; main responsibility for organization of capacity building; co-management of promotional activities and events organization. I organized the guidance, mentorship, coaching and training activities for the new reorganization for smart urban development of the Municipality of Veles. Moreover, I was responsible for management of the promotional activities, facilitation of cross-sector cooperation, supporting the new systemization design in the municipality.

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11/2021 04/2023 (56 man-days)	NGO Konekt Str. Vladimir Polezhinovski no. 19/1-6, 1000 Skopje President Nikica Kusinikova tel. +389 2 3224 198	M&E Specialist	<b>USAID-funded project “Partnerships for Giving”</b> aims to support Legal and tax frameworks reward corporate, community, and individual philanthropy; increase levels of philanthropic funding; have Companies develop corporate philanthropy strategies and operational plans to implement them; and ensure Sustainable fund-raising platforms and tools are established. ME Specialist provides support in developing, recording and analyzing the M&E system and data.
01/2021 08/2022 (51 man-days)	EPTISA Southeast Europe d.o.o. Beograd Dubljanska 8 11118 Beograd, Republika Srbija MB: 20761890 Tax No: RS107242111	Animation and Communication Expert	<b>EU-funded Project « Support to Social Enterprises”</b> . Tasks include: Motivating groups and environments to create activities aimed at the development of social enterprises; Initiating the creation of initiative groups of social enterprises; Establishing and developing partnerships, cooperation networks of entities in order to develop connections with Centres for SE support, SEs, local municipalities and private companies; Exchanging Information on legal regulations concerning social entrepreneurship; Advising on legislation issues with cooperation of legal experts: Act on Association and Foundation, Act on Social Protection, Act on Cooperatives, Act on Protected Companies, Act on Public Procurement, National Strategy on SE, Strategy on Deinstitutionalization, etc.
08/2021 Ongoing (126 man-days)	Omnium Coaching & Training str. Briselska no.9-4/7, 1000 Skopje, Republic of North Macedonia Owner: Gligor Mihailovski	Monitoring, Evaluation and Learning Expert	<b>“Social Impact Investments in the Communities (SIIC)” - USAID-funded project</b> . I am tasked with: 1) Monitoring outputs (interventions) delivered to help local leaders unlock finance and broker partnerships; Measuring intermediate outcomes—achieved through interventions delivered; Perform the tasks through interviews or participant surveys.; Monitoring of intermediate outcomes, interventions (=outputs), and activities will thus take place at the intervention level.
09/2020 10/2020 (5 man-days)	Strategic Development Consulting (USAID BEP Project), str. Aminta Treti no. 16-17 1000 Skopje, Republic of North Macedonia	Team Leader/ Trainer	<b>Training for USAID BEP’s BSOs: “Management Techniques and Work Processes”</b> . USAID BEP’s BSOs: “Management Techniques and Work Processes”. Tasks included: Team-building lead with senior trainer on the requirements for the hybrid training module; Preparation and delivery of two-day training on Management Techniques and Work Processes; Preparation of PPP for the trainees; Training evaluation.
09/2020 10/2020 (2 months part time)	Community Building Mitrovica, Bulevardi Isa Boletini 11-12 (ex Confidence Area) Mitrovica, 40000, Kosovo	Senior Evaluation Expert	<b>Civil Society Catalytic Fund (Phase 2) under Inclusive Development Programme in Kosovo</b> . External Evaluation under Inclusive Development Programme. Tasks include: Organization of evaluation of the Civil Society Catalytic Fund.
07/2020 08/2020 (3 man-days)	Project “Strengthening of the transparency and accountability of the Coalition of Youth Organizations SEGA” Director Zoran Ilieski; Tel: +38978470400	Senior Consultant	<b>Revision of internal operational rules and procedures of Coalition of Youth Organizations – SEGA under EU-funded project</b> . Tasks included: sensitization meetings on the assessment of internal operational rules and procedures of revision of Coalition of Youth Organizations – SEGA; internal operational rules and procedures of Coalition of Youth Organizations – SEGA under EU-funded project; preparation of report from the consultancy.
06/2020 07/2020 (7 man-days)	NGO Domovik, str. Sutjeska bb., L1, Mitrovica North, Kosovo Director Nenad Radivojevic Telephone: +381 65 63 633 39	Senior Consultant	<b>Establishment of internal monitoring and evaluation system for NGO Domovik</b> . My tasks included: due diligence on the present project management system for NGO Domovik; organization of on-line training for development of first monitoring and evaluation system on organizational level at NGO Domovik; final revision of the M&E format.

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06/2020 07/2020 (5 man-days)	Association of Journalists of Macedonia, address: City Block, block 13, 1000, Skopje, North Macedonia Director Dragan Sekulovski Telephone: +38971266140	Senior Consultant	<b>Improvement of the M&amp;E System of Association of Journalists of Macedonia (AJM) under Sigrig Rausing Trust Project.</b> My tasks included: 1) Updating of the Procurement Regulations of AJM; 2) Development of the Rulebook for the protection of personal data; 3) Drafting of the Rulebook on gender equality; 4) Development of Guidelines for protection against sexual harassment in the workplace; 5) Development of Rulebook for human resources management (employment, systematization of job positions and protection from mobbing).
01/2020 03/2020 (4 man-days)	Centre for Development of the South-East Planning Region, Strumica, address: boul. Marshal Tito, no.101, Strumica, North Macedonia Director Julieta Gjurkova Telephone: +38972304612	Senior Expert	<b>Development of project ideas for local communities within “Sustainable and Inclusive Equitable Regional Development – 1 phase” project of Ministry of Local Self-Government and Swiss Development Cooperation.</b> My tasks included: 1) Development of concept for organization of one-day workshop on generation of project ideas for local communities within “Sustainable and Inclusive Equitable Regional Development – 1 phase”; 2) Facilitation of one-day workshop for project ideas for local communities within “Sustainable and Inclusive Equitable Regional Development – 1 phase” project of Ministry of Local Self-Government and Swiss Development Cooperation.
12/2019 07/2023 (30 man-days)	Strategic Development Consulting, str. Aminta Treti no. 16-17 1000 Skopje Director Kristina Hadgi-Vasileva Telephone: +38970340773	M&E Expert	<b>IFES project “Support to Electoral Reforms in North Macedonia”.</b> My tasks included: 1) Revising the logical framework of the project (technical and content); 2) Implementation of initial data collection for the project; 3) Establishing a system for data collection and reporting; 4) Support in the implementation of periodic and final evaluation of the project; 4) Conducting the final external evaluation and producing the Report.
11/2019 01/2020 (10 man-days tentative)	The International Labour Office(ILO) ILO Office Budapest Mozsar utca 14 Budapest H-1066 Hungary Executive Director Marcus Pilgrim	Senior Consultant	<b>Territorial Diagnostic Report for the City of Skopje.</b> My main task was to support the partners of the City of Skopje: Local Employment Partnership in conducting the territorial diagnostics and developing the local employment plans. Detailed tasks included: 1) Collect and present labour market data and other relevant information related to economic development and employment in target area; 2) Analyse the potential of the territories (from the point of view of the economic endowment; human capital; and institutional set up) to generate and/or formalize jobs; 3) Identify potential actions that could facilitate the creation of jobs and the transition of vulnerable individuals to decent and sustainable employment, building on the LEP service lines; 4) Support the partners in the development of the full project proposal; 5) Encourage stakeholders to cooperate in the spirit of local partnership in order to overcome challenges to job creation and bring the potential to fruition; 6) Promote constant dialogue between stakeholders.
11/2019 12/2019 (10 man-days)	NGO Domovik, str. Sutjeska bb., L1, Mitrovica North, Kosovo Executive Director Nenad Radivojevic Telephone: +381 65 63 633 39	Senior Consultant	<b>Preparation of documents for Rulebook for Governance and Management Bodies, Internal Procedure of Human Resources, Internal Procedure of Systemization.</b> My tasks included: preparation of documents of Rulebook for Governance & Management Bodies, Internal Procedure of Human Resources (HR Manual), Internal Procedure of Systematization. The consultancy included review of strategic plan and related documents of NGO Domovik.

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06/2019 09/2019 (30 days)	Foundation for Development of Education and Culture Albiz Str. 20 No. 97, Saraj, 1000 Skopje Executive Director Besir Dernjani Telephone: +38971329468	Senior Expert/Team Leader	<b>Labor market analysis for youth and social entrepreneurship.</b> My tasks included: 1) Analyse (desk research) labour force state-of-play in N. Macedonia, related to: participation rate; employment-to-population ratio; status in employment; employment by sector; employment by occupation; information on part-time workers; information on hours of work; informal economy; unemployment; youth unemployment; long-term unemployment; time-related underemployment; persons outside the labour force; educational attainment and illiteracy; wages and compensation costs; labour productivity; and poverty, income distribution, employment by economic class and working poverty; and 2) Produce Labour Market Analysis Report in English language.
03/2019 07/2019 (15 man-days)	Navanti Group LLC, 2451 Crystal Drive, Suite 108, Arlington, VA 22202 Arber Kuci - Western Balkans Analyst akuci@navantigroup.com	Advisor	<b>Cross-Sectoral Youth Assessment - CSYA Macedonia project (US-funded).</b> My tasks included: 1) Conduct review of draft research and final draft research on the CSYA Macedonia project; 2) Provide ad-hoc research and advisory support as needed; 3) Participate, as appropriate, in project-related meetings between CSYA staff and local stakeholders in North Macedonia
02/2019 03/2019 (1 man-day)	Strategic Development Consulting, str. Aminta Treti no. 16-17 1000 Skopje, Republic of North Macedonia Director Kristina Hadgi-Vasileva Telephone: +38970340773	Facilitator	<b>USAID "Framework for Giving".</b> My tasks included: Facilitator of working group organized for the needs of the USAID program: "Framework for Partnership and Giving"; Preparation of key notes and minutes from the workshop; Revision and final draft.
01/2019 01/2019 (15 man-days)	Macedonian Chambers of Commerce Str. Crvena Skopska Opstina no.10, 1000 Skopje Executive Director Aleksandar Zarkov Telephone: +38975254085	Senior Consultant	<b>Development of membership fee packages for Macedonian Chambers of Commerce</b> under USAID funded project. My tasks included: 1) Perform a detailed analysis of the present membership fee packages of MCC and present conclusions and recommendations for improvement; 2) Conduct a survey among samples of members MSMEs in order to gauge the acceptable and feasible fee / package structure and present it before MCC, which are tentatively described as Basic membership package, Advanced membership package, and Premium membership package; 3) Undertake review of other existing models of application of membership packages in continental Europe and Anglo-Saxon practices; and 4) Provide several options for application of membership fee packages in MCC.
12/2018 02/2019 (30 man-days)	City of Skopje, Blvd. Ilinden no. 82 1000 Skopje, Contact person Lovren Markic, Contact email: <a href="mailto:lovren.markic@skopje.gov.mk">lovren.markic@skopje.gov.mk</a>	Team Leader/Senior Expert	<b>Development of mid-term strategy of City of Skopje for cooperation with NGOs 2019-2021.</b> My tasks included: 1) Organization of introductory meeting with City of Skopje officials; 2) Analysis of related data and prior Strategy; 3) Preparation of semi-structured questionnaire and implementation of survey of city officials, CSOs and businesses; 4) Preparation of draft Strategy and Action Plan.

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03/2018 06/2019 (15 months part-time)	Natural Values and People Foundation (CNVP) Str. Mirka Ginova, no.13, 1000, Skopje Country Director Nehat Ramadani Contact e-mail: <a href="mailto:nehat.ramadani@cnvp-eu.org">nehat.ramadani@cnvp-eu.org</a>	Senior Expert	<b>Data collection for M&amp;E Plan.</b> My tasks included: 1) Develop and strengthen monitoring and evaluation procedures (in the M&E plan); 2) Monitor all project activities, and progress towards achieving the project outputs; 3) Recommend further improvement of the logical framework; 4) Develop monitoring and evaluation plan; 5) Monitor and evaluate overall progress on achievement of results; 6) Provide feedback to the Project Manager on project strategies and activities; 7) Suggest strategies to the Project Management for improving the efficiency and effectiveness of the project by identifying bottlenecks in project activities and developing plans to minimize or eliminate them; 8) Participate in review of interim reports and plans and assist the Project Manager in preparing relevant reports by providing recommendations; 9) Assist in coordinating across the available components of the Project to ensure effective implementation of M&E; 10) Assist the project personnel with M&E tools and in supporting them in their use; and 10) Prepare compilation report of outputs.
11/2018 12/2018 (12 man-days)	We Effect Orce Nikolov 111, 1000 Skopje Regional Director Anneli Leina Telephone: +389 26 158 057	Senior Trainer/Expert	<b>Training on components, tools and stages necessary to develop successful project proposal.</b> My tasks included: 1) Development of 3-day training for the members of the RRMTG on fundraising; 2) Conduct 3-day training for the members of the RRMTG; 3) Preparation of format/tool for fundraising capacity assessment and training need assessment for POs; 4) Final report
04/2018 12/2018 (7 months part time)	Rural Development Network of North Macedonia Str. Kosta Veselinov 3a, 1000 Skopje, North Macedonia President Petar Gjorgievski Telephone: +38970343582	Senior Consultant	<b>Organizational development of the Balkan Rural Development Network (BRDN).</b> My tasks included: 1) Define BRDN organizational structure; 2) Develop BRDN procedures for functioning of management and executive bodies; 3) Update and define BRDN statute; 4) Support the formal registration of BRDN and related acts.
03/2018 10/2018 (7 months part time)	Ministry of Economy of Republic of North Macedonia Jurij Gagarin 15, 1000 Skopje Contact person Razmena Cekic Telephone: +389 2 3085 347	Senior Expert/Project Director through SEG Holding	<b>Development of first Corporate Social Responsibility Strategy for Government of Republic of North Macedonia.</b> My tasks included: 1) Development of first Corporate Social Responsibility Strategy for Government of Republic of North Macedonia 2019-2023, with Action Plan; 2) Organization of meetings; 3) Presentation of the draft Strategy and Action Plan (engaged through SEG Holding)
07/2018 08/2018 (15 man-days)	Metamorphosis Foundation for Internet and Society Address: str. Apostol Guslarot no.40, 1000, Skopje President Bardyl Jashari Telephone: +389 2 3109 325	Senior Researcher	<b>“Organizational Development of Metamorphosis Foundation”.</b> My tasks included: 1) Develop and/or adapt existing research methodology for assessment mapping of the overall effectiveness and sustainability of donor funds, sponsorships, government funding and small grants for civil society in Macedonia and the Western Balkans, which will be consistent with our mission and vision; 2) Develop a draft version of the analysis of financing possibilities civil society organizations in Macedonia and the Western Balkans.

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4/2017 12/2017 (50 man-days)	Foundation for Sustainable Economic Development Preda Plus Str. Petar Pop Arsov no 45, 1000, Skopje Executive Director Marijana Milevska Telephone: +38975444345	Team Leader	<b>Organizational Management of grass-root CSOs and organization of mentorship programme for CSOs within a project.</b> My tasks included: 1) Develop Training Curriculum; 2) Conduct 5-days training on Project Cycle Management and mobilization of funds for grass-root CSOs; 3) Produce written evaluation report for the organizations capacity containing recommendations for improvements submitted within 10 days following conclusion of the training; 4) Identify CSOs interests, needs and concerns regarding their communication and collaboration with government at different levels on policy and decision-making processes; mentoring programme; 5) Develop Training for mentors (ToM) supported by educational materials; 6) Conduct several visits and on-spot trainings and assignments for the CSOs and its employees; 7) Analyse and capacitate CSOs ; 8) Produce a written evaluation report for the organization summing up their previous capacity and the capacity after the conduction of the mentoring programme
09/2017 10/2017 (10 man-days)	Community Building Mitrovica, Bulevardi Isa Boletini 11-12 (ex Confidence Area) Mitrovica, 40000, Kosovo Executive Director: Aferdita Sylashehu Telephone: +381 28 530 335	Senior Expert/Facilitator	<b>Facilitation of workshop “Baseline indicators tracking methodology”.</b> My tasks included: 1) Preparation and execution of the Facilitation of the workshop for developing Methodology to track Baseline Assessment Indicators for the period of three years consisting of: 1.1 Prepare post-training evaluation plan; 1.2 Prepare tools necessary to carry out the post-training evaluation per the methodology outlined; and 1.3 Conduct short presentation of the post-training evaluation methodology to CBM team to familiarize staff with the evaluation methodology and tools
03/2017 06/2017 (10 man-days)	Epicentar International Str. Nikola Trimpare no. 22/2-1 Executive Director Ljubomir Dimovski Telephone: +38970365049	Senior Consultant	<b>Development of Voucher Scheme for SMEs.</b> My tasks included: 1) Drafting of several Proposals for types of voucher schemes and ways of their full realization; 2) Prepare and develop a detailed system of the type of voucher scheme, the method of its realization and implementation according to the specified elements; 3) Draft the Rulebook on the way the voucher scheme functions; 4) criteria and conditions for the content of the Call for selection of beneficiaries of the voucher scheme; 5) Presentation of the idea of grants from voucher schemes; 6) Provide a detailed system of distribution of voucher grants the scheme; 7) Develop a monitoring system of the voucher scheme; 8) Develop control mechanisms for users; 9) Presentation of the results of using the voucher scheme
01/2017 03/2017 (10 man-days)	Centar for Change Management Str. Rajko Zhinzifov no.44/1, 1000, Skopje Executive Director Neda Maleska-Sachmaroska Telephone: +38970332965	Senior Expert/Trainer	<b>Training of journalists on grant management, monitoring and evaluation.</b> My tasks included: 1) Preparation of methodology and materials, maintenance and evaluation of training for investigative journalism, freedom of expression, human rights and justice and writing of public policy documents; 2) Preparation of methodology and materials, maintenance and evaluation of strategic planning training, preparation of development strategies, strategies for public relations and use of platforms for dialogue between CSOs; 3)Preparation of methodology and materials, maintenance and evaluation of training for the management of grant contracts that are financed within the framework of the project "Investigative journalism - guardian of democracy and human rights", according to the rules for using EU funds.



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06/2016 07/2016 (15 man-days)	Economic Chamber of North-West Macedonia Str, Dimitrija Chupovski 13, Skopje 1000, North Macedonia Executive Director Drilon Iseni Telephone: +38976278877	Researcher	<b>Preparation of analysis within EU-funded project on cooperation between CSOs and private sector in Macedonia.</b> My tasks included: 1) Preparation of analysis within EU-funded project “Financial sustainability of NGOs through cooperation with the business sector, implemented by Economic Chamber of North–West Macedonia and Foundation Albiz, Skopje, Republic of Macedonia” on cooperation between CSOs and private sector in Macedonia; 2) Provision of expert support during the implementation of the project activity related to research of challenges for NGOs in cooperation with the business sector.
03/2016 06/2016 (20 man-days)	Association for Democratic Initiatives, Gostivar, Bul. Braka Ginoski 61 Gostivar, Republic of Macedonia	Expert	<b>Provision of for conducting need assessment/analysis in several municipalities.</b> My tasks included: 1) Provision of expert services for conducting need assessment/analysis in several municipalities within EU-funded project “Local Partnerships for Social Inclusion”, implemented by Association for Democratic Initiatives (ADI): 1.1) Review of relevant documents and inception meeting with ADI; 1.2) Review of methodology for the research; 1.3) Organization of focus groups; 1.4) Preparation of semi-structured set of questionnaires; 1.5) Submission of questionnaires to the target group / Interviews; 1.6) Organization of debriefing meeting; and 1.7) Preparation and submission of background document.
01/2015 02/2015 (15 man-days)	Community & Business Development Center (CBDC)/Ko-Plan Kosovo Halil Kaja, halilkaja@yahoo.com	Expert	<b>Research in project “Green Business” co-funded by the European Union Office.</b> My tasks included: 1) Research undertaken with aim to identify the existing and potential interlinks between the business sector and environmental performance in Kosovo area by providing fact finding mission of the current “green business” situation with new and existing companies in the field of: agriculture (livestock breeding; horticulture); tourism; agri-processing; forestry and timber processing; water management; recycling and general industry.
09/2014 – 11/2014 (30 man-days)	Kosovo Development Centre Destan Krasniqi, <a href="mailto:destan_k@hotmail.com">destan_k@hotmail.com</a>	Expert	<b>Development of marketing packages for 2 selected agro-tourism products with EU RED project “WEST Means Business – Enabling business environment in Region West”.</b> My tasks included: 1) Mapping of all agri-tourism businesses in region West through following methodological approach: semi-structured interviews of agri-tourism businesses; focus groups with selected agri-tourism businesses and local stakeholders; secondary analyses of available data on level of region; 2) Overview of all agri-tourism sectors; 3) Selection and data on 2 agri-tourism business sectors, accompanied with list of companies in the selected sectors; 4) Analysis of the challenges of the companies in marketing their product/service in the selected 2 agri-tourism business sectors; 5) Needs assessment of selected agri-tourism businesses for increasing marketing and sale of products’ services; and 6) ecommendations for attraction of investments, import or/and export potential and increasing consumer base.
08/2014 – 09/2014 (15 man-days)	Strategic Development Consulting Kristina Hadgivasileva, <a href="mailto:kristina@sdc.com.mk">kristina@sdc.com.mk</a>	Expert	<b>Production of a situation analyses report consisting of economic characteristics of the Polog and North-East Planning Regions.</b> My tasks included: 1) Review of employment; 2) Screening of informal economic initiatives; 3) Mapping of sub-sectors; recommendations for development of sub-sectors; and 4) Producing long-term solutions for start-ups and sustainable development of micro-businesses.

Date	Company and Reference	Position	Description
07/2010-12/2012 (290 man-days)	Macedonian Enterprise Development Foundation/Ministry of Economy Reference person: Director Lazar Nedanoski e-mail: <a href="mailto:ln@mrfp.mk">ln@mrfp.mk</a>	Project Manager/Team Leader	<p><b>The general goal of the project Mainstreaming the National Agenda for Corporate Social Responsibility (CSR) - Support for the National Platform for CSR</b> was to contribute to sustainable economic growth through the promotion of corporate social responsibility in society. The aim of the project was to support the inclusion of CSR practices and policies in the mainstream, within the framework of the activities of various actors for CSR in the Republic of Macedonia. The results of the project were: 1) Increased public awareness of the concept and benefits of CSR; 2) Developed capacities and knowledge of key stakeholders for CSR; 3) A favourable environment for the development of OOP has been created.</p> <p>My tasks included: 1) Develop time-frame, budget, and quality requirements; 2) Leading and coordinating the activities related to promoting and implementing CSR within the ministry; 3) Define the scope of the project: Clearly define the goals, objectives, and deliverables of the project; 4) Develop a project plan: Create a detailed project plan that outlines the tasks, timelines, and resources needed to achieve the project goals. Make sure to involve key stakeholders in the planning process to ensure their buy-in and support; 5) Identify and engage stakeholders: Identify the key stakeholders who will be affected by the project and engage them in the process; 6) Develop a communication plan: Develop a communication plan to keep stakeholders informed about the project's progress and to solicit feedback and input. This will help to build trust and maintain stakeholder engagement throughout the project; 7) Monitor and evaluate progress: Monitor the project's progress regularly and evaluate its effectiveness in achieving the project goals.</p>

#### 15. Other relevant information:

##### Publications:

- Author of “Strategy of City of Skopje for Cooperation with Civil Society Organizations”, 2019
- Co-Author of “Strategy for Corporate Responsibility of Republic of Macedonia”, 2018
- Editor and researcher of monthly e-bulletin on socio-economic potentials for members of the Economic Chamber of North-West Macedonia titled “Dobia” (“Benefits”), 2014-
- Editor of Macedonian version of EC’ Social Europe Guide “Social Economy and Social Entrepreneurship”, 2014
- Situational analysis of economic initiatives of women and young in the Polog and North-East Planning Region, 2014, Strategic Development Consulting, within British funded project
- Entrepreneurship in Macedonia, 2013, Macedonian Enterprise Development Foundation and Business Start-Up Center, Macedonia (based on Global Entrepreneurship Monitor);
- Entrepreneurship in Macedonia, 2009, Macedonian Enterprise Development Foundation and Business Start-Up Center, Macedonia (based on Global Entrepreneurship Monitor);
- Survey of Attitudes to Agricultural Advice in Macedonia, 2006, Macedonian Enterprise Development Foundation, Macedonia;
- Quality Assurance in Higher Education: From Analyses to Improvement, 2004, Inter-University Conference of Republic of Macedonia (Technical Advisor), Macedonia.

### Seminars, lectures attended

- Conference Chartering Into The Future - Supporting social entrepreneurs across Europe, European Commission; 16/01/2014 – 17/01/2014
- Conference 'Social Entrepreneurs: Have Your Say!', Euclid Network in cooperation with British Council; 15/01/2014
- International Conference on Social Entrepreneurship, Technical Assistance to Civil Society Organizations, Istanbul, Turkey; 03/04 2012;
- Annual Meeting of Global Entrepreneurship Monitor, Global Entrepreneurship Research Association, Boston, Washington, USA; 01/2009 and 01/2011;
- CSR Multi-stakeholder forum, DG Enterprise and Industry, European Commission, Brussels, Belgium; 11/12 2010;
- Corporate Responsibility – Business intelligence for competition and sustainability of enterprises, Center for Institutional Development, Skopje, Macedonia; 05/2010;
- Forum on CSR, SMART Kolektiv, Belgrade, Serbia; 03/2010
- Combating poverty in Europe, European Commission, DG Enlargement, 06/2009
- Enhancing entrepreneurship and SME development, European Commission, DG Enterprise, Brussels, Belgium; 06/2009
- Organizational strengthening/Institutional Development, Macedonian Centre for International Cooperation, Ohrid, Macedonia, 06/2008
- Entrepreneurship, innovations and regional development, ICEIRD 2008, Ohrid, Macedonia; 05/2008
- Leadership and Community Youth Work, University of Jonkoping, Sweden, School of Education and Communication, through youth organization Forum Syd in Skopje; 2006;
- Seminar on Managing Multi-Stakeholder Partnerships, MDF, Ede, Netherlands; 11/2006;
- Seminar on Human Rights, Balkan Human Rights Network (BHRN), Dubrovnik, Croatia; 06/2006;
- Training on networking and partnerships, Centre for Information Services, Cooperation and Development of NGOs (CNVOS), Slovenia; European Citizens' Action Service (ECAS), Belgium; 05/2006
- Training on Financial Management, Association of accountants for non-profit organizations/MCIC, 11/2005;
- CBI SEMINAR BSO-FAME Western Balkan, 2005 Seminar on exporting opportunities from the countries in the region, Centre for Promotion of Exports from the Developing Countries (CBI), an agency within the Ministry of Development and Cooperation of the Government of Holland; 05/2005;
- Training on Project Cycle Management (PCM), Macedonian Center for International Cooperation (MCIC); 11/2004