

Curriculum vitae

Proposed role in the project

1. **Family name:** Uitdehaag
2. **First name:** Adrianus (Jos)
3. **Date of birth:** 13 July 1960
4. **Nationality:** Dutch
5. **Civil status:** Single

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6. Education:

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
Open University Heerlen (01/01/1986-ongoing) Various university and post academic courses in civil law, criminal law, administrative law, human rights, marketing, economics, politics, business organization and administration (Master level)	Various university certificates
Global Education Network Mediation (01/01/2008 -31/12/2008)	yes
Utrecht University Molengraaf Institute Utrecht judicial officer (bachelor level) (01/01/1984 – 01/01/1988)	yes
University for Applied Sciences Breda; study Law and Management (bachelor level) (01/08/1979 – 01/08/1983)	yes
Rochester Institute of Technology (USA) micro master project management	ongoing
(University Queensland) micro master leadership in global development (2017)	yes

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

Language	Reading	Speaking	Writing
Dutch	5	5	5
English	5	5	5
French	3	2	2
German	5	3	2

8. Membership of professional bodies:

- Secretary Board of the Union Internationale des huissiers de Justice (International Association of Judicial Officers, UIHJ), NGO 92 member countries);
- Former Member Board of the Royal Dutch Organization of Enforcement agents (during 12 years; in the field of international and legal affairs);
- Former Member of the board of trustees of the Center for International Legal Cooperation (CILC) in The Hague;

9. Other skills:

- IT: legal software development and business solutions;
- Fluent internet practice;
- E justice
- Over 20 years of management experience in both legal commercial companies and project organizations

10. Present positions:

- Technical advisor Worldbank and International Monetary Fund, Washington
- Secretary/ Board member UIHJ (NGO with 92 member countries)
Created in 1952, the purpose of the UIHJ is to represent its members to international organizations and ensure collaboration with national professional bodies. UIHJ works to improve national procedural law and international treaties and makes every effort to promote ideas, projects and initiatives, which help to move forward and elevate the status of enforcement agents. Furthermore, the UIHJ takes part in the structural actions of enforcement agents, notably via its involvement in the setting up and development of national professional organizations. It participates in investigation missions in relation to governments and international bodies. Lastly it promotes, wherever possible, the creation of a body of enforcement agents made up of professionals and high-level legal officers fulfilling the task of the officer responsible both for the service of judicial and extra-judicial documents and the enforcement of orders. UIHJ has 93 member countries. UIHJ is a member of Uncitral and the United Nations Economic and Social Committee and has an observer status in Council of Europe's CEPEJ (Commission for the efficiency of Justice). UIHJ was one of the founding members of the European Law Institute (ELI).
- Former Member Board Royal Dutch Chamber of self-employed judicial officers
Royal Dutch Chamber of Judicial Officers is a public body according to article 134 of the Dutch Constitution. All judicial officers, deputy judicial officers and assistant judicial officers are a compulsory member of the Chamber, established by law. The Board is entrusted with the general management of the Chamber.
- Senior expert for IMF, the Council of Europe, European Commission, European Union, USAID, World Bank and other NGO's
- Lecturer several universities / Judicial Academies on enforcement law and Human Rights
- Reporter of the Project Fiduciary Access to Digital Assets (European Law Institute)
The project focuses on the transfer of property and information at death or incapacity in a digital age, including questions on the nature of digital property, the possibility to seize digital assets and the need to protect consumers and specifically owners of digital assets in cases of death or disability.
- Member of the Blockchain project team (European Law Institute)
The project aims at providing policymakers, legislators, but also legal practitioners with a legislative guide, a toolbox on how to approach the questions of Blockchains and smart contracts. For example: what are blockchains and smart contracts, overview of general legal questions which may arise (e.g. jurisdiction, applicable law, the ledger has a database that allows data authentication and certification, the applications or smart contracts, the smart objects that will function thanks to smart contracts on the blockchains). The project team consists of professors of private law, computer scientists, legal practitioners and representatives from European organisations of judges, lawyers, notaries, land registrars, judicial enforcement officers.
- Advisor to the Depository Network
This project to build a secure infrastructure for lenders to accept blockchain assets as a guarantee for loans);

11. Years within the firm: 20

12. Key qualifications:

- Over 30 years experience (since 1984) in the judicial sector in both private and public sector with proven management experience (over 16 years) within private and public sector:
 - In **private sector** from 1995-2011 as co-owner of two enforcement agent offices and one debt recovery office (total number of employees: 80), Co-owner Elsad (European Legal Software

Application Development; from 2003-2005; 5 employees) and as a partner in Eulan (European Legal Assistance Network; company (and network within Europe) on international legal affairs and credit management activities (from 2006);

- In **public sector** as a Board member Royal Dutch Chamber of self-employed enforcement agents (from 2005 until 2017); as (first) secretary Union Internationale des huissiers de Justice (UIHJ), NGO with 93 member countries, since 2012; as a Council member of the Council for International Legal Cooperation, The Hague (Netherlands)
- Over 20 years of experience as a recognized legal senior expert in legal reform processes (including legal drafting and institution building) in various countries, including Western Balkans, Eastern Europe and Asia including experience as a team leader in various projects;
- Technical advisor International Monetary Fund on legal reform, especially court management, civil procedure and enforcement law (among participated in Troika Portugal)
- (Senior) expert for World Bank, Council of Europe, European Court on Human Rights, European Commission, EBRD, the European Union, USAID on a number of missions and various projects: EU law, civil law, civil procedure law, enforcement law, institution building, ethics, disciplinary proceedings, human rights, management and enforcement of legal organizations, E justice
- Recognized lecturer (bachelor and LLM programs and Judicial Academies)
- Over 20 years experience in evaluation and assessment in the field of justice (capacity building, case management, court administration, judicial reform, justice administration, reinforcement of the rule of law, human rights, e-justice);
- Capacity building and institution strengthening for legal professions;
- Development of quality management systems, audit systems, monitoring and control in the legal field;
- Training Needs Assessments, Curriculum development, Training of Trainers for legal professions such as lawyers, bankruptcy administrators, mediators, notaries and enforcement agents;
- Project management in both country projects and regional projects
- Public legal awareness: information, communication, general public, other legal professionals
- Media relations: radio, newspapers, television
- Experience in multi-cultural and multi-disciplinary project teams
- Experience in regional (multilateral) cooperation
- 25 years as high qualified judicial officer with excellent experience in civil law, civil procedure, enforcement law

13. Relevant specific experience:

Country	Date from - Date to	Country	Date from - Date to
Central Asia (regional)	2012	Moldova	2004, 2005, 2008-2011, 2014-2018
Western Balkans (regional)	2008-2011, 2012-2013	Mongolia	2016
Albania	2002, 2003, 2005, 2008-2011, 2014-2018	Montenegro	2008-2012
Armenia	2012, 2014	Portugal	2011-2013, 2018
Azerbaijan	2013-2014; 2017-2018	Romania	2009
Bosnia & Herzegovina	2008-2011, 2015	Russia	2005, 2008, 2011
Bulgaria	2001, 2004-2007, 2008-2011, 2018	Serbia	2008-2011, 2012-2018
Croatia	2001-2003, 2006-2011; 2017-2018	Slovenia	2003, 2007
Cyprus	2012	Slovakia	2000
Estonia	2002	South Africa	2007, 2012
Georgia	2009, 2010, 2011-2019	Tajikistan	2013
Greece	2004, 2011	Tatarstan	2011
Kazakhstan	2008, 2012, 2018	Thailand	2014, 2018
Kosovo	2008-2011, 2012, 2014 2017-2019	Turkey	2008-2010
Latvia	2001, 2003, 2013, 2018	Ukraine	2009-2010
Lithuania	2003-2005, 2018	Vietnam	2012, 2013
FYROM (Former Yugoslav Republic of Macedonia)	2004-2006, 2008-2011, 2016, 2018-2019		

14. Professional experience:

Date	Location	Company & Reference Person	Position	Description
Membership professional bodies				
05/2012 – present	Paris, France	Union Internationale des Huissiers de Justice (UIHJ)	First secretary / Board member	Created in 1952, the purpose of the UIHJ is to represent its members to international organizations and ensure collaboration with national professional bodies. UIHJ works to improve national procedural law and international treaties and makes every effort to promote ideas, projects and initiatives, which help to move forward and elevate the status of enforcement agents. Furthermore, the UIHJ takes part in the structural actions of enforcement agents, notably via its involvement in the setting up and development of national professional organizations. It participates in investigation missions in relation to governments and international bodies. Lastly it promotes, wherever possible, the creation of a body of enforcement agents made up of professionals and high-level legal officers fulfilling the task of the officer responsible both for the service of judicial and extra-judicial documents and the enforcement of orders. UIHJ has 93 member countries. UIHJ is a member of Uncitral and the United Nations Economic and Social Committee and has an observer status in Council of Europe's CEPEJ (Commission for the efficiency of Justice). UIHJ was one of the founding members of the European Law Institute (ELI).
05/2005 – 05/2017	Netherlands	Royal Dutch Chamber of Judicial Officers	Member of the board (portfolio international legal cooperation)	Royal Dutch Chamber of Judicial Officers is a public body according to article 134 of the Dutch Constitution. All judicial officers, deputy judicial officers and assistant judicial officers are a compulsory member of the Chamber, established by law. The Board is entrusted with the general management of the Chamber.
12/2004 – 10/2013	The Hague, Netherlands	Council for International Legal Cooperation	Council member	The Council for International Legal Cooperation was initiated by CILC (Centre for International legal Cooperation). In the Council all legal professions and legal organizations (e.g. judges, prosecutors, lawyers, commercial lawyers, judicial officers; Ministry of Justice, Dutch Helsinki Committee, Hague Institute for International Law,, law faculties of all Dutch universities) are represented. Main aim is to act as a platform for international legal cooperation and to coordinate any initiatives in this respect.
Non country related experience				

09/2018 – present	Europe	European Institute	Law	Reporter of the ELI project on Fiduciary Access to Digital Assets	In the Internet age, the nature of property and the methods of communication have changed dramatically. Yet, so far, hardly any legislation is available with regard to a person's digital assets (such as computer files, web domains, digital currency and social media accounts). As in the USA and Canada, also within the European legal environment there is a need to introduce rules with regard to such digital assets. European citizens need to be able to manage and plan the disposition of their digital property (e.g. in case of death). In case of absence of such planning, rules should apply. The project focuses on the drafting of a European legislative instrument.
09/2018 – present	Europe	European Institute	Law	Member of the project team	Distributed Ledger Technology (blockchain) has a disruptive effect on the law and developing an anticipatory legal response is important for lawyers and policymakers. The project aims to provide support for judges and legislative aid for policymakers and legislators by formulating a legislative guide (Toolbox) for blockchains and smart contracts.
09/2018 – present	Europe	European Institute	Law	Member advisory Committee	Draft Online intermediary platforms. The digital economy is increasingly shaped by online platforms serving as marketplaces where customers can buy goods or book services (eg Airbnb, Uber, Amazon). Their dynamics can be difficult to reconcile with the currently existing regulatory framework at EU level. The applicable law only regulates bilateral consumer-supplier relations. Platforms on the other hand are often triangular-based business models that require the customer and supplier not only to make an agreement between each other, but also that they each conclude an agreement with a platform operator. The result is that in many situations consumers that conclude contracts through online platforms are left without effective consumer protection. The project aims to develop rules for these online platforms.
11/2018 – present	Europe	European Institute	Law	Member advisory Committee	ALI-ELI principles for a data-economy (together with the American Law Institute). Study, identify, and collate the existing and potential legal rules applicable to transactions in data as an asset and as a tradeable item and assess the 'fit' of those rules with these transactions.
06/2015	Madrid	UIHJ		General reporter International Congress	International three yearly congress for enforcement agents. Total 590 participants from 72 countries plus international organizations such as European Commission, CEPEJ, World Bank, Ohada, Hague Conference for private International Law General reporter on the congress, theme: "Judicial Officer, link between Law and Economy; a new approach towards enforcement"
06/2011-02/ 2013	World wide	Centre International legal Cooperation/ Dutch Government		Expert Innovative Rule of Law Initiative	The Innovative Rule of Law Initiative aims to address the static nature of the Rule of Law sector by stimulating, facilitating and improving (creating products and services for lasting) innovation in its domain. For example this is done by developing several toolkits (business models) on law, legal training or law related issues. Through these business models innovative approaches regarding both the legislation process and project implementation are developed.

				Assessment, evaluation, drafting business models and toolkits in the field of enforcement and training of legal professionals (judges, prosecutors, court staff, enforcement agents)
Professional experience various countries				
11/2017 – Ongoing	Serbia	USAID Checchi and Company Consulting (Washington)	Senior expert	Senior expert to support targeted judicial reforms in the area of judicial accountability (USAID Rule of Law Project) Gap analysis to support the ongoing improvement of the system for enforcement of judgments, ensuring the timeliness and integrity of enforcement actions, in close cooperation with our partners and main stakeholders (Ministry of Justice and the Chamber of Professional Enforcement Officers in the area). Aim: Design proposals for intervention in area of enforcement of judgments in compliance with EU acquis, with a list of recommendations that would affect: Reduction in average time required to enforce judgements; Increased monitoring and accountability of enforcement officers; Increased consistency and predictability of enforcement actions; Improved public understanding and acceptance of the enforcement process.
05/2017 – 02/2018	Croatia	EU funded Centre International Legal Cooperation/ Dutch Government	Senior expert	Expert in the twinning project to provide support to the Judicial Academy in Croatia in: (1) updating and development of EU law modules and materials (civil, commercial and criminal law), including relevant training of the trainers (2) assistance in preparation of the comprehensive EU law curriculum for judiciary and upgrade and improvement of the judicial training system and enhancement of the lifelong learning system, (3) enhancement of professionalism and competences of the Croatian judiciary and integration of EU law in national law through training.
07/2017 – 07/2018	Azerbaijan	World Bank	Team leader and key expert	(World Bank Judicial Services and Smart Infrastructure Project) Assistance to the Ministry of Justice of Azerbaijan in developing a set of concrete recommendations to improve the quality of judicial decisions in first-instance courts, as an essential component of the development of a fair and equitable justice system and an independent and professional judiciary. The assignment includes the undertaking of an analysis and the development of recommendations; organization and delivery of consultation workshops; preparation of training materials and a bench-book for judges; development of training courses/curricula for judges; and delivery of training to judges and their assistants.
01/17 - ongoing	EU member states	EU funded UIHJ/ University Thessaloniki/	Project manager and key expert	Project ENABLE Enabling Dematerialised Access to Information and Assets for Judicial Enforcement of claims in the European Union) The project aims to explore e-justice solutions for dematerialized exchanges and pragmatic

		Centre European Constitutional Law		conditions for secure access to and exchange of information for enforcement in the EU MS. Specifically to make an inventory of procedures, systems, e-justice practices and solutions; assess the interoperability and compatibility of national systems; assess the electronic access to debtor registration systems; identify bottlenecks and good practices; enable cross country exchange; propose alternative scenarios for coordinating existing systems to ensure compatible solutions; propose technical specifications and architecture of supporting systems; assess the impact and cost of these solutions. (Participating countries: Netherlands, Belgium, Portugal, Greece, Bulgaria, Estonia, Lithuania, Latvia)
01/2017 – ongoing	Kosovo	EU project (B&S Europe)	Legal and Institutional Capacity building senior expert	Project: support institutional development of free legal professions (mediators, bankruptcy managers, enforcement agents, notaries and attorneys) and strengthening the Department for Free Legal Professions and the capacities of free legal professions and the bar. Review of the relevant legislation, institution and capacity building of national organizations for enforcement agents, notaries, mediators, bar association, bankruptcy managers. Training needs assessment and curriculum development for members Bar Association, enforcement agents, notaries, mediators and bankruptcy managers; Training of the Trainers for free legal professions Bar Association, enforcement agents, notaries, mediators and bankruptcy managers
10/16 - ongoing	Georgia	EU funded GIZ	Senior legal advisor	Program: Legal approximation towards European Standards in the South Caucasus/ Support to the development of private and administrative law system in Georgia The objective of the project is to support to the development of Private and Administrative Law System in Georgia, to improve the system of administration of justice, consolidate the rule of law and strengthen human rights protection in line with international and European standards. In order to achieve European standards and to apply the new legislation in accordance with rule of law principles, the qualification of legal practitioners needs to be reformed as well. Main focus: enforcement and debt relief natural persons Training of Trainers for enforcement agents
10/2014 – 07/2018	Moldova	EU funded Centre International Legal Cooperation/ Dutch Government	Key expert enforcement	Support to the enforcement, probation and rehabilitation systems in Moldova (Component 2: Increased Efficiency of the Justice System) Providing support to sector institutions involved in the enforcement, probation and rehabilitation process (the Penitentiary Department and network of prisons, the Central Probation Office, and the Union of Bailiffs), through institutional and organisational management (including direct assistance and on the job coaching; expertise related to the technical dialogue process; progress monitoring and steering of the various actions and work plans). Support to indirect beneficiaries, (social workers, psychologists, teachers, as well as

				any person or entity who becomes involved with the justice system, as offenders or victims, plaintiffs or defendants as well as the general public). Improvement of the legislative framework to facilitate the work of enforcement agents. Improvement supervision. Enhancing the capacities of enforcement agents to perform their work by applying modern and efficient methodologies. Training of Trainers for enforcement agents and members of the judiciary.
04/2016-12/2016	FYROM	EU Twinning light Centre International Legal Cooperation/ Dutch Government	Key expert	Assessment and assistance in harmonization of legislation framework on international judicial cooperation in civil matters in line with the EU acquis and international standards and strengthening the capacities of the department for international legal assistance within the Ministry of Justice and courts for a faster performance. Training of members of the judiciary on international private law.
03/2016 – 09/2016	Mongolia	EBRD (IDLO)	Expert Institutional Capacity Development	Advise the Mongolian General Executive Agency of Court Decisions on strategies to enhance its management and organizational performance with a view to strengthen in a sustainable manner its role in enforcement of civil and administrative decisions
08/2015 – 04/2016	Georgia	Council of Europe	International expert (ethics)	Support to the Georgian Bar Association: - Providing an assessment of the Law on Advocates (with regard to ethics), the Ethics Code and other related regulations with particular emphases on the grounds of ethical violation and the respective sanctions. Suggesting ways of amending ethics-related legislation/regulations in compliance with European best practices; - Designing the rules and regulations on disciplinary appeal proceedings (Supreme Court level) specifically tailored for lawyers' ethical violations.
06/2015 – 10/2016	Albania	EU Twinning Centre International Legal Cooperation/ Dutch Government	Key expert	Evaluation and proposals for improvement of the legal framework and internal working methods to enable efficient performance of bailiffs and respect to rights and obligations of involved parties; Training of the Enforcement agents; institution building (Chamber) and training Chamber management
06/2015 – 06/2016	Bosnia and	USAID	Team leader/	Policy assessment in coordination with team members and Project staff. Leading role in drafting a detailed diagnostic assessment that included:

	Herzegovina	(Millennium Partners) DPI	International expert	- Preparation of the policy level analysis with findings of the current legislative framework for enforcement of judgment and recommendation of (1) changes to existing enforcement of civil judgment practices and procedures in BiH courts and (2) a new legislative framework for enforcement of civil judgments in BiH, including possible use of ADR, private enforcement mechanisms, and/or notaries; - Proposals for legislative changes in both the Law on Enforcement Procedure (LEP) and related laws and other legislation which will make the enforcement procedure more effective; - Analyze of options for introduction of Alternative Enforcement Agents (AEA) and proposals for legislative framework for body for licensing, monitoring & control and assignment of AEA; - Analyze of the provisions of Entity Laws on Seizure of Property Obtained by Committing a Criminal Act and provide guidance for Justice Project's Components on synergized approach to this issue. - Legal assessment of possibilities for use of alternative structures such as notaries and mediators;
10/2013 – 06/2016	Serbia	IPA 2012 (EU) GIZ Legal Reform	International Key expert	Project Support Rule of Law System in Serbia, enforcement component. (improvement of efficiency, effectiveness and quality of court proceedings and support newly established system enforcement court decisions). As the project's principal legal advisor providing advisory services to the project; legislative activities; development professional standards; capacity building (elaborating strategic and operational recommendations (services, monitoring, oversight, disciplinary powers, revenues); implementation strategic recommendations; training needs analysis; elaboration and implementation training programs; advisory and coaching Ministry of Justice on monitoring, oversight, disciplinary powers and procedures; analysis legislative and institutional framework.
04/2014 - 10/ 2014	Serbia	European Union (IPA) GIZ through SIPU	Team leader/ international legal expert	Team leader on a team of 3 international key experts, 2 national experts, 10 local experts and 5 local judges assessing the legislative framework on enforcement: thorough and comprehensive analysis of all legislation (primary and secondary, directly or indirectly relevant to the current system of enforcement of civil claims in Serbia. Identification of systematic shortcomings and elaboration of specific recommendations to serve as a basis for legislative amendments. Regulatory impact assessment on enforcement in the strict sense, but also the code of civil procedure and related legislation. Analysis of institutional, organizational and procedural aspects of the entire system of enforcement of civil claims. Identification of structural shortcomings. Development set of recommendations and corresponding performance indicators and options for the introduction of IT-based information systems. Deliverance of a roadmap to sketch out the necessary sequence of steps in view of a systematic legal and organizational reform in the field of enforcement of civil claims. Impact of the enforcement system to reduce the backlog of

				currently approx. 3 Mio pending enforcement cases.
10/2013; January 2014	Kosovo	USAID	Senior Training expert	Reviewing and improving (as needed) the complete curriculum, including training materials, for the Private Enforcement Agents with practical cases focus, preferably from around the region. This training included all notes and other materials needed to be developed. The delivery of trainings to the private enforcement agents and staff of the USAID project. Final Training Report developed, which includes (a) findings with regard to the readiness and prospects of the PEA system in Kosovo; (b) recommendations for changes or adaptations to the training curriculum and materials based on actual experience, and (c) analysis and specific recommendations for the long-term sustainability of the PEA system in Kosovo.
10/2013- 04/ 2015	Georgia	EU Technical Assistance ECO	Senior expert, legal drafting expert	Drafting of the new Enforcement Code and elaboration recommendations regarding debt legislation; Drafting comparative analysis of the EU debt regulation and enforcement and proposing practical solutions and recommendations on revising relevant Georgian legislation;
10/ 2013 10/2014	Kosovo	USAID	Advisor International Legal Cooperation	Assistance to the Department for International Legal Cooperation (DILC), Ministry of Justice, working with legal officers who have increasingly been asked to interpret and apply bilateral agreements, EU standards and international covenants when resolving cross-border civil matters; Build, broaden staff competencies in research, comprehension of international civil laws and procedure;
09/ 2013	Togo	UIHJ	Lecturer	Lome; 3 rd Africa-Europe meeting; The judicial officer, actor of good governance; 20 years Ohada, a model for African and European judicial officers
07/ 2013 - 07/ 2014	Azerbaijan	Worldbank	Senior consultant	Assistance to the Ministry of Justice in improving the efficiency and effectiveness of the execution of court decisions and enforcement procedures, and in measuring the results and outcomes of such efforts (analysis and needs assessment of the existing system of execution of court decisions, with a view to restructure the policies, regulatory framework, procedures and practices, if necessary; proposal for a package of Recommendations and an Action Plan/Matrix for institutional strengthening and development of the General Department of Bailiffs (GDB), that shall serve as an institution responsible for enforcement of court decisions; proposals for legislative changes, the internal organizational structure, administration, accountabilities, results indicators, operating procedures and program development)

02/2013 – 04 /2013	Serbia	European Court Human Rights	Leading senior consultant	Advisory report on Serbian draft law on amendments of the Law on Enforcement and Security (Comparison of the draft legislation with the European standards existing in the field of enforcement and security law. The objective of this analysis is to ensure that the draft law is in compliance with those standards, in particular with the European Convention on Human Rights (ECHR) and its case-law and other relevant Council of Europe Conventions)
06/2012	South Africa	UIHJ	Lecturer	Congress (500 participants) Judicial Officer in the 21 st century
12/2012 and 05/2013	Vietnam	EU British Council	Lecturer	EU project on legal and judicial reform supporting the Ministry of Justice (MOJ, lead agency), the Supreme People's Procuracy (SPP), the Supreme People's Court (SPC) and the Vietnam Bar Federation (VBF). Conference on <i>Judicial organs and judicial support institutions reorganized and strengthened</i> as a contribution to the on-going debate on the reorganisation of the court system of Vietnam and in particular to provide proposals and recommendations for such reorganisation based on international experience.
05/2012 and 06/ 2013	Serbia	GIZ Legal Reform and USAID	Legal expert	In 2011 a new law on Enforcement and security was adopted in Serbia, introducing a system of self-employed enforcement agents. Once these agents were appointed training was necessary with regard to the legislative changes, role of the newly established institutions such as the Chamber and the Disciplinary Committee, role of the Ministry of Justice and the changing role of these self-employed enforcement agents in comparison with the already existing court enforcement system.
03/2012	Armenia	State Enforcement Service	Lecturer	One week training for representatives Ministry of Justice and Enforcement Service as a preparation for a possible reform of the enforcement system
February 2012-	Kazakhstan	EU	Senior expert	EU Project "Support to the Judicial and legal reform in the republic of Kazakhstan" Training on the institution of private enforcement agents Lectures at the Universities in Astana and Karaganda
06/2011- 12/ 2013	Regional Western Balkans	GIZ ORF	Legal key expert:	Assessment, analyse, legal drafting (Member of the expert team for South eastern Europe on civil and commercial law) The Open Regional Fund for South-East Europe on legal reform started in January 2007 with the aim to support the reform of the legal economic framework and its regional implementation in the member countries. Among its activities is the development of the draft Convention on

				cross border recognition and enforcement of decisions in the region. The development of such a convention must be seen within the scope of the legal reforms in the member countries in the field of civil enforcement. As a consequence, there is also the need to improve legal cooperation on a regional level.
11/ 2011-04/ 2013	Portugal	IMF	Technical advisor IMF in Trojka (IMF, European Central Bank European Commission)	Technical advises as an advisor of IMF on assessment of the present system and necessary legal reforms in Portugal. Advises with regard to the Portuguese proposals for amending the Civil Procedure Code and enforcement legislation, with a view to facilitate resolution of backlog cases in enforcement and courts and to make the enforcement system and court system more efficient. Reports on necessary legislative changes and changes in organization of courts and enforcement (including its institutions).
10/ 2011	Greece	UIHJ	Lecturer	New technologies for (court) fact finding
09/ 2011-04/ 2013	Georgia	EU Twinning Centre International Legal Cooperation/ Dutch Government	Key expert, legal drafting expert	Evaluation and proposals for improvement of the legal framework and internal working methods to enable efficient performance of bailiffs and respect to rights and obligations of involved parties; Training of the staff (290 persons) of The National Bureau for Enforcement, enforcement agents and judiciary; development of public awareness strategy Writing study book for universities on (inter) national aspects of the Georgian enforcement system
09/2011	Portugal	CPEE (Commission for the Efficiency of Enforcement)	Lecturer	Promotion on the efficiency of enforcement and the importance of a well functioning monitoring and control system
08/ 2011 – 04/ 2012	Kosovo	USAID / Pristina University	Lecturer	Lecturer Pristina University, Kosovo; LLM Master Program Contract and Commercial Law; “International practices in enforcement of decisions” (5 ECTS)
06/2011	Tatarstan (Kazan)	EU	Lecturer	2 nd International Conference of the Russian Bailiff Service; European best practices on transparency of assets; including assessment report
06/2011	Russia	EU	Senior expert	Evaluation and assessment on the liability of enforcement bodies and staff, role of the Federal Bailiff Service, courts and other bodies in controlling the activities of enforcement agents, disciplinary rules and professional rules. Assess the specific requirements of future regulations of professional standards, behavioural rules and ethics that should be implemented in future legislation. Development of guidelines for future drafting of an ethics code and recommendations aiming at furthering the institutional reform of the Federal Bailiff

				Service and the enforcement officer.
11/ 2010 – 01/2011	Serbia	Council of Europe (European Court Human Rights)	Senior legal expert European Court of Human Rights	Evaluation: analytical study of the compatibility of the draft Enforcement Act with the requirements of the European Convention on Human Rights and the case-law of the European Court of Human Rights in the field of non-enforcement/non-execution of domestic court judgments in particular against Serbia and the extent the draft law may remedy violations found by the Court in judgments in respect of Serbia.
2010-2011	Bosnia & Herzegovina	Centre International Legal Cooperation/ Dutch Government	Lecturer for the Judicial Training Center of the Bosnian Federation and the Judicial Training Center for Republika Srpska	Article 6 ECHR and the ECtHR jurisprudence in the Western Balkans, especially Bosnia & Herzegovina
2010-2011	Bulgaria	Centre International Legal Cooperation/ Dutch Government	Lecturer	Several training courses on EU Regulations and its implementation in Bulgarian legislation; including ToT
06/ 2010	France	L'ecole Nationale de procedure France	Lecturer	Toulon, "Recontres Européennes de procédures"; recent developments in Eastern European enforcement law.
10/2009 – 12/2010	Ukraine	EU	Senior Legal expert European Union	Leading of the research and analysis of EU guidelines for judicial enforcement officers; Extensive evaluation and review the problematic issues in the current law and practice in the enforcement of judgments in Ukraine and facilitate the conveyance of that information to the EU trainers; review in advance of training presentations and materials proposed by each EU trainer and providing comments and recommendations; development of the conception, strategy and content of the Compendium and Guidelines for training; compiling relevant EU materials and helping prepare them and other materials to inform the trainers and for inclusion in the Compendium and Guidelines.
2008-2010	Turkey	Council of Europe	Legal expert for the Council of Europe	Project for the support to the Court Management System in Turkey; Development of a working strategy and planning; Evaluation and assessment on various topics.
09/ 2009	Croatia	Interuniversity Centre Zagreb	Lecturer, co-moderator, co-	Dubrovnik: "Public and Private Justice Course. Enforcement, enforceability and effectiveness of legal protection"; organised by the Interuniversity Centre Zagreb

			organiser	
05/2009	Romania	UIHJ	Lecturer	Sibiu, organized by Law Faculty University Sibiu/UIHJ: "Legal Europe, 10 years after Tampere"
09/ 2008 - 09/ 2011	Bulgaria	Center for International Legal Cooperation (CILC) / Dutch Government	Senior legal expert, training expert, legal drafting expert, member Project Management Team	On 1 September 2005, a new Law on Private Enforcement Agents (further: "LPEA") entered into force in Bulgaria. Conforming to European commitments this law brought a fundamental change to the system of enforcement of court judgments in Bulgaria. As a result of the introduction of the LPEA, the Bulgarian Chamber of Private Enforcement Agents (further: "BCPEA") was established as <i>the</i> professional organization for the private enforcement agents at the end of 2005. As a professional organization of Bulgarian private enforcement agents, the Chamber is charged with the huge responsibility for the reform success. That is why the structures and operations of the Bulgarian Chamber for Private Enforcement Agents should be further strengthened in order to really become <i>the</i> professional organisation for private enforcement agents in Bulgaria. The overall objective of the project was to contribute to a legal and judicial system in Bulgaria that effectively ensures the execution of court judgments and thus contributes to the enhancement of the Rule of Law through proposals for a harmonized legislative framework, increased professional competence of private enforcement agents and their staff and an increased awareness and understanding of the system of private enforcement agents in Bulgaria among the other legal professionals and the general public increased.
07/ 2008- 02/ 2012	Regional Western Balkans and bilateral: Albania, Bosnia, Croatia, Kosovo, Montenegro Serbia	Center for International legal Cooperation (CILC) / Dutch Government	(Senior) Key Expert and Member of the Project Management Team	(Senior) Key Expert and Member of the Project Management Team: evaluation, assessment, (legal) analysing, legal drafting, institution building, training Balkans Enforcement Reform Project: Regional project on organizing a regional structure for enforcement and service of documents; evaluation, assessment, training; national reforms including evaluating, assessing, organizing a (regional and) national structure for enforcement and service of documents, including backlog reduction and legislative drafting and institution building in Bosnia, Serbia, Kosovo, Montenegro, Croatia, Macedonia and Albania.
01/ 2008 – 01/ 2011	FYROM; Former Yugoslav Republic of Macedonia)	USAID	Senior legal expert, legal drafting expert, training expert	USAID project on enforcement; Assistance in implementation through advise on legislation, and training of enforcement agents. Several (assessment) reports on the reform of the enforcement system in Macedonia.
10/2007	South Africa	UIHJ	Lecturer	Johannesburg: Inter-Africa conference (25 African countries); Several workshops on Ohada Treaty, Hague Conference, international private law issues.

04/ 2007	Slovenia	UIHJ	Lecturer	Ljubljana: Evolution of enforcement in Europe, several presentations.
02/ 2007	Regional Western Balkans	EU	Moderator, expert of European Union	CARDS Regional Project Establishment of an independent, reliable and functioning judiciary and the enhancing of the judicial cooperation in the Western Balkans CARDS Regional project (EU-CoE); Moderated a three day Regional Roundtable "Common standards among the bailiff systems in the EU Member States"
01/ 2007 – 01/2011	Netherlands	Utrecht University for applied sciences	Lecturer	Utrecht University for applied sciences; courses international law, human rights, EU law, international institutions
08/ 2005- 2011	Moldova	Council of Europe	Legal expert on reform	Several evaluation and assessment reports, seminars, trainings, and meetings. Assessment reports legislation on enforcement Analysis of the draft legislation on enforcement, participation Working Group Meetings, legal drafting
06/2005 – 04/2008	Russia	Council of Europe	Legal expert for the Council of Europe	Various seminars on "Principal ways to improve the efficiency of the enforcement system within the Federal Agency of Enforcement agents of the Russian Federation".
06/ 2004- 12/ 2006	FYROM; Former Yugoslav Republic of Macedonia)	USAID	Senior legal expert, legal drafting expert, training expert	Project: "The Macedonian Court Modernization Project (DPK/USAID)"; Evaluation existing court system and development of an action plan on enforcement including a draft law, bylaws and regulations, organizational structures and governance of enforcement institutions and training programs.
09/ 2003 – 10/ 2007	Bulgaria	USAID	Senior legal expert, training expert, legal drafting expert	The judicial reform program on enforcement of court decisions and the reform of the enforcement system; evaluation, advising, planning and supporting the establishment of the consequences of the legal reform through e.g. institutional building, training and developing secondary regulations. Training on control mechanisms, Code of Behaviour, disciplinary systems.
09/ 2003	Regional Western Balkans	Council of Europe	Lecturer	Expert Council of Europe; International Conference on "Reform of the judicial procedures from the aspects of European Standards" organised by the Macedonian Ministry of Justice, the Council of Europe and USAID-DPK-International, three presentations and workshop and the items: "Decreasing the possibility to (ab) use legal remedies as one of the reasons for the delay of executive procedure"
09/2003- 12/2005	Lithuania	Dutch Government/ Center for International Legal Cooperation (CILC)	Expert	Project: "Implementation of the new Lithuanian Code of Civil Procedure – National and international aspects" a project on the training of (judges) trainers and enforcement agents (CILC)
04/ 2003	France	L'ecole Nationale de procedure	Lecturer	Paris, College at the Paris I University in Paris, "Recontres Europeennes de procedures"

		France		
03/ 2003 – 06/2003	Latvia	EU	Legal expert	Phare Horizontal Project “Reinforcement of the Rule of Law” Riga: Several seminars in March-June 2003 in order to assist the Latvian Ministry of Justice to start a training centre for enforcement agents (Center for International Legal Cooperation, The Hague), the Phare Horizontal Programme on Justice and Home Affairs reinforcement of the Rule of Law.
03-04/ 2003	Slovenia		Legal expert	Phare Horizontal Programme on Justice and Home Affairs “Reinforcement of the Rule of Law” (enlargement of the EU) Assessment and assistance in the implementation of the new enforcement legislation
06/ 2002 – 10/ 2005	Albania	Council of Europe	Legal expert for the Council of Europe	Various expert meetings on the Albanian Enforcement Agent Service (evaluation of the reforms); Assessment of the enforcement system; suggestions for amendments in laws and bylaws and organization
03/ 2002	Estonia	Ministry of Justice	Lecturer	“The Delegation of State Power”
11/ 2001 – 12/ 2004	Bulgaria	Council of Europe	Council of Europe Expert	Expert meetings, assessments and evaluations organised by the Council of Europe within the framework of its 2001 Co-operation Programme to Strengthen the Rule of Law. Intention of this program is to exchange the expertise and experience of the Council of Europe experts with a view to identifying those aspects of the enforcement process that could be usefully developed and strengthened.
10/ 2001 – 03/ 2007	Croatia	Council of Europe	Legal expert Council of Europe	Expert meetings, assessments (of both the law and all amendments as proposed between 2001 and 2006) and evaluations organised by the Council of Europe within the framework of its 2001 Co-operation Programme to Strengthen the Rule of Law. Intention of this program is to exchange the expertise and experience of the Council of Europe experts with a view to identifying those aspects of the enforcement process that could be usefully developed and strengthened.
1999-2000	Slovakia	Center for International legal Cooperation (CILC)	Expert	Phare Horizontal Project “Reinforcement of the Rule of Law” (enlargement of the EU) Assessments report on the Slovakian legal system.

15. Other relevant information (e.g., Publication):

(Expected February 2019)	<i>Handbook for civil enforcement in Kosovo</i> (EU Delegation in Kosovo)
October 2018	(Co-writer) <i>Compendium for enforcement law in the Netherlands (in Dutch)</i> (SDU Publishers)
June 2018	(Co-writer and editor) <i>Guide for Good practices and professional standards for enforcement agents in the Republic of Moldova (in Romanian language)</i> (EU Delegation in Moldova)
June 2018	(Co-writer) <i>Bestaansminimum en bankbeslag – bescherming van de schuldenaar bestendig (in Dutch)</i> (Comparative study on the attachment of bank accounts and proposals for changes in the Dutch civil procedure code) (SDU Publishers)
December 2017	<i>Survey of Enforcement in Europe;</i> Series: Comparative Legal Studies (For: GIZ and European Union Delegation in Georgia)
November 2017	(Co-writer) <i>Efficacité de l'exécution des décisions de justice dans le monde (rapport sur l'exécution dans les pays membres de l'UIHJ) ; données 2017</i> (UIHJ Publishing)
November 2017	<i>Enforcement fees: clear, transparent and reasonable</i> (UIHJ Publishing)
December 2016	<i>Guide for international legal assistance in civil matters (FYROMacedonia)</i> (European Commission)
October 2015	(co-writer and editor) <i>Diagnostic Assessment on the enforcement regime of civil claims in Bosnia and Herzegovina</i> (Published by USAID)
January 2015	(co-writer and editor) <i>Overall assessment of the enforcement regime of civil claims in Serbia</i> Published by GIZ Legal Reform
June 2014	(co-writer) <i>Naar een nieuwe beslagvrije voet; vereenvoudiging in een tweetrapsraket (in Dutch)</i> (Comparative study on regulations on seizure free amounts from salary and other periodic income) Published by SDU Publishers
May 2014	<i>New enforcement system in Serbia: noblesse oblige (Serbian language)</i> In: Legal Magazine for Commercial Lawyers (Serbia)
September 2013	<i>Kosovo Guide for International legal assistance in civil matters</i> Published by USAID
April 2013	<i>Observations on the Georgian enforcement system; the Georgian enforcement system and its national and international context</i> Study book for Georgian universities relating to courses on enforcement law and its relation with human rights (588 pages) Published by NBE/ EU; financed by the European Commission
November 2012	(Cowriter) <i>Herziening van het beslagverbod roerende zaken (in Dutch)</i> <i>Preliminary advice on chances in the Dutch Civil Procedure Code on modernising the system of exemptions in enforcement</i>

	Published by SDU Publishers
August 2012	<i>Annotation on ECtHR judgment Mago cs/ Bosnia and Herzegovina, 12959/05 as in European Human Rights Cases, a Dutch legal magazine on ECtHR jurisprudence</i> Published by SDU Publishers
January 2012	<i>Transparency of assets in the Western Balkans</i> Published by Balkan Enforcement Reform Project
September 2011	<i>Access to information, a balance between debtor and creditor interests, (page 306-323)</i> In: <i>Efficiency of enforcement proceedings of court judgments and acts of other official authorities</i> Published by CTATYT Moscow and the Kazan (Volga Region) University, Tartarstan, Russian Federation
June 2011	(Co-writer) <i>Openbare exploten en ambtelijke publicaties; Artikel 54 en enkele andere artikelen van het Wetboek van Burgerlijke Rechtsvordering opnieuw bezien (In Dutch)</i> <i>"writs and legal announcements, preliminary advice on some changes in the Dutch Civil Procedure Code"</i> (76 pages)
May 2011	<i>"Enforcement systems in the Western Balkans"</i> <i>An overview of the present status and actual developments on the civil enforcement systems in the Western Balkans</i> (>300 pages) Financed by the Dutch Ministry of Foreign Affairs
May 2011	<i>"Legal framework analysis of the civil judgment enforcement in Bulgaria and Recommendations for its improvement"</i> Publication from the Matra project, Financed by the Government of the Netherlands
May 2011	<i>"Between legal history and modern efficiency, reform of the enforcement system in Serbia"</i> (Serbian Language) In: Legal Magazine for Commercial Lawyers (Serbia)
April 2010	<i>"Enforcement in the Western Balkans and its compatibility with the human rights standards of the Council of Europe"</i> (An analysis of European Court of Human Rights jurisprudence on enforcement issues) Published in <i>"Dubrovnik volume on Enforcement, Enforceability and the Effectiveness of Legal Protection."</i> (Publication from the Inter University Centre Dubrovnik), Translated in both English and (April 2011) Russian language Publisher: Intersentia 2010
December 2009	<i>"Ubi ius, ibi remedium (there is no right without an effective remedy)" published in "Civil Law Cultures in Europe"</i> Publication from the Dutch Ministry of Justice on occasion of the Annual meeting of the European Judicial Network in civil and commercial matters in The Hague, December 2009
September 2009	<i>"The role of UIHJ in legal reform projects; 40 pages</i> In <i>"Liber Amicorum Jacques Isnard"</i> Publisher : Editions Juridique et Technique, Paris, France
November 2007	<i>"Provisional and protective measures in an international context"</i> In: <i>"The harmonization of enforcement Procedures in an area of justice with no boundary"</i> Publisher : Editions Juridique et Technique, Paris, France

October 2006	<i>De rol van de UIHJ/KBvG in juridische ontwikkeling (in Dutch)</i> <i>The role of the UIHJ/KBvG in legal reform processes</i> In: Legal magazine (Dutch) Executief, magazine for civil procedure and enforcement
November 2004	(Co-writer) <i>The European bailiff: is it a vain hope or is it Utopia?</i> Publisher: Kluwer Law
November 2003	<i>Kleine vorderingen: een zaak van Europees belang (in Dutch)</i> <i>Small claims a matter of European interest</i> In: Legal magazine (Dutch) Executief, magazine for civil procedure and enforcement
May 2003	(Co-writer) <i>Judicial reform and judicial cooperation in Europe</i> Publisher : Éditions Juridique et Technique, Paris, France
December 2002	<i>De elektronische handtekening; een internationaal overzicht (in Dutch)</i> <i>The electronic signature, an international survey</i> In: Legal magazine (Dutch) Executief, magazine for civil procedure and enforcement
August 2002	<i>De Richtlijn Betalingsachterstanden bij handelstransacties (in Dutch)</i> <i>The Late Payment Directive</i> In: Legal magazine (Dutch) Executief, magazine for civil procedure and enforcement