

CURRICULUM VITAE (08.2018)

1. **Family Name:** OSTAF
2. **First Name:** Serghei
3. **Date of Birth:** 10.05.1971
4. **Passport Holder:** Republic of Moldova
5. **Residence:** Chisinau, Republic of Moldova
6. **Education (formal):**

Institution [Date]	Degree(s) or Diploma(s) obtained:
<i>Policy analysis and policy implementation: evidence-based policy-making</i>	
2006-08, University of York (UK)	Masters in Public Policy and Management (Social Security Policy, Comparative Social Policy, Policy Analysis, Economics of Public Policy, Governance and Development, Microeconomics, Policy Administration and Development, Public Sector Management, Using Evidence in Public Policy, Labour Policy, Labour Market Policy)
<i>Leadership, management in public sector</i>	
2004-05 Academy of Public Administration (Moldova) 2003-04 Newport University (USA)	Masters of Public Administration (public administration, public finance, public management, public legal relations, local administration) Masters of Business Administration, MBA (Business Economics, Finance Management, Industry Analysis, Strategic Management, Human Resource Management, Leadership, Marketing Management, Managerial Accounting)
<i>Legal skills, drafting, analysis, litigation, advocacy</i>	
1995-88, 2016 State University, Independent Free University (Moldova), Syracuse University (USA)	Licensed in public law (Civil Law, Criminal law, Civil procedure law, Criminal procedure law, Public Law, Public International Human Rights Law (Syracuse), Business law (Syracuse), Constitutional Law (Syracuse), International Public Law (Syracuse))
<i>Scientific, evidence-based analysis, research solution and problem orientation</i>	
1993-95 Bucharest Nuclear Science Institute (Romania) 1988-92, Theoretical Physics chair, Tiraspol State University (Moldova)	PhD Program: differential geometry and quantum field theory MSc in Theoretical Physics (Advanced Maths, Integral and Differential Calculus, Differential Geometry and Equations, Algebra, etc)

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

Language	Reading	Speaking	Writing
Romanian	1	1	1
English	1	1	2
Russian	1	1	1
Ukrainian	2	4	4
French	2	4	4

8. Membership of professional bodies: Resource Center for Human Rights (CReDO), OSCE/ODIHR Panel of Experts on Freedom of Assembly and Association (since 2006-present).

9. Present position: Resource Center for Human Rights (CReDO), National Participation Council (CNP) chairman 2012-15, Member (voluntary position) Integrity Council supervising National Integrity Authority (ANI) as a civil society representative.

10. Key qualifications, skills:

Policy change management: Policy process change management full cycle (examples: 1) freedom of assembly law/policy, 2) antidiscrimination law/policy, 3) Torture Prevention mechanisms, 4) Government accountability mechanisms, 5) Institutional Integrity Policy Implementation, 6) Justice reform sector, 7) Functional efficiency improvement.

Analytical: Assessment of institutional/organizational/legal/policy situation and capacities, in democratization/democratic institutions/Government/human rights; Cross-sector understanding of political, economic and legal issues on policy analysis, justice and social development areas; Comparative legal analysis; cost benefit analysis, scenario planning, strategic estimate for business, political and public decisions, ex-post and ex-ante evaluation and analysis, legal comparative analysis,

Organizational management: strategic decision-making and leadership skills, analytical skills in developing policy papers and intervention actions in various social fields; strategy development and

strategic planning (GAP, Scenario, Portfolio analysis, SWOT) management of medium size public and non-profit organizations;

Legal deliverables: drafting and key contributor to:

- Law on access to information (2000), <http://lex.justice.md/md/311759/>,
- law on access to environmental information; Evaluation of legislation on public participation in Environmental Impact Assessment and IPPC procedure; drafting regulations of environmental monitoring system; Elaboration of guidance on exempted documents, system of charges, public participation in decision making (2002),
- legal advice on compatibility of Kazakhstan legislation with Access to justice, access to information and public participation under Aarhus Convention provisions and EC Directives, and drafting access to information law, access to information and public-decision making (2003),
- Law on national council for the prevention of torture (2007), <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=311577>,
- Law on Transparency of decision-making (2008), <http://lex.justice.md/md/329849/>,
- Law on freedom of assembly (2008), <http://lex.justice.md/md/327693/>,
- Law on public utility nonprofit organizations (2010), <http://lex.justice.md/md/335431/>,
- Law on policing (2012), <http://lex.justice.md/md/346886/>,
- Law on ensuring of equality (2012), <http://lex.justice.md/md/343361/>,
- OSCE/ODIHR Guidelines on Freedom of Peacefull Assembly – soft law rules, <https://www.osce.org/odihr/73405?download=true> (2 editions, 2006, 2012),
- Legal review of few dozen draft laws from the OSCE region on assembly, policing and association regulations (Belarus, Georgia, Romania, Bosnia and Herzegovina, Azerbaijan, Ukraine, etc), 2006-12;
- Government decision on approval of Strategy for the protection of rights of children 2014-20 (2014), <http://lex.justice.md/md/353459/>,
- Government decision on approval of Action Plan to protect the rights of children 2014-20 (2014), <http://lex.justice.md/viewdoc.php?action=view&view=doc&id=365755&lang=1>,
- Legal, institutional and policy analysis of more than 100 draft laws submitted to the Government of Moldova (2012-15, 2017),
- Regulations on organization of selection process of president Integrity Agency (2017), <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=369852>.

Capacity, public relations: *practice oriented skills-building in policy, law, economics, business for various groups of beneficiaries (government, business, civil society); Negotiation with lobby and advocacy perspective, media and public discourse debates, informal settings.*

11. Professional experience, consultancies, projects in OSCE region (selection):

Country	Date from – Date to
Ukraine, Ukrainian Helsinki Human Rights Union	Co-author of the report on the fair trial guarantees for the politically motivated prosecution and trials in Crimea (methodology, content chapters), August-October 2018,
Hungary, OSCE/ODIHR	Legal review of the draft law on the regulation of association rights and emigration of Hungary, May-June 2018
Uzbekistan, OSCE Mission to Tashkent	Capacity-development for Ombudsman and civil society organizations on the working models of the cooperation with civil society, May 2018
Belarus, SYGMA/EU	Consultant SYGMA/EU project on facilitating models for cooperation among civil society organization and governmental entities, June 2018
Belarus, Vesna/Norwegian Human Rights House	Consultant to elaboration of new draft law on Demonstrations and public rallies in Belarus, November-December 2017
Coalition of Ukrainian Associations	Methodology consultant and contributor to report on Deconstruction of Crimean Regional Rada Demonstrations on 24 February 2014 and monitoring of trials related to the events, 2015-16
German-Ukrainian partnership for human rights	July 2015-July 2016 Ukraine, Documenting human rights violations in the regions of adjacent to military operations in the Eastern Ukraine
UNIDO/UN	May-August 2015, Evaluation of RECP (Resource Efficiency and Cleaner production) project and policies in Moldova 2012-15, Rene VAN BERKEL, National Resource Efficient and Cleaner Production Programme Indonesia, United Nations Industrial Development Organization, r.vanberkel@unido.org,
ODIHR/OSCE	Member in the group of experts in elaboration of the Handbook for Policing of Assemblies under the auspices of ODIHR/OSCE, http://www.osce.org/odihr/226981?download=true
ODIHR/OSCE, Warsaw	November 2014-July 2015, Capacity building in monitoring and advocacy for civically active organizations in Ukraine: carrying out 4 comprehensive 4 day trainings in Kyiv, Kharkiv, Odesa and L'viv and developing monitoring methodology and curricular., Omer.Fisher@odihr.pl, www.osce.org/odihr, Rule of Law Department/ODIHR/OSCE, Miodowa 10, 00-557 Warsaw, Poland
	October 2014-April 2015, methodological support and observation of the Azerbaijani trials of civic leaders.
OSCE/ODIHR, OSCE Mission to Serbia	January-February 2015, Capacity building activities to strengthen OSCE Mission in Serbia and partner Serbian organization in advocacy and lobby for the institutional changes, Belgrade, Serbia, maria.alcidi@odihr.pl,
Human Rights House Network, Oslo, Norway	January-March 2015, Monitoring fair trials guarantees in Azerbaijan, elaboration of methodology for fair trial monitoring, Provision of review of the monitoring and advice, Human Rights House Network, Norway
ODIHR/OSCE, Warsaw	March 2014, Monitoring freedom of assembly situation in Spain, Madrid as part of ODIHR/OSCE team of experts Omer.Fisher@odihr.pl, www.osce.org/odihr, Rule of Law Department/ODIHR/OSCE, Miodowa 10, 00-557 Warsaw, Poland

ODIHR/OSCE, Warsaw	January 2014, lead trainer on training for ODIHR/OSCE staff on Freedom of Assembly and Policing standards and monitoring, training and methodology elaboration, conducting, Irina.Urumova@odihhr.pl , www.osce.org/odihhr , Human Rights Department/ODIHR/OSCE, Miodowa 10, 00-557 Warsaw, Poland
ODIHR/OSCE, Warsaw	Expert member of Working Group on elaboration of Policing Handbook for OSCE area (2013-14) Pavel.Chuchak@odihhr.pl , www.osce.org/odihhr , Human Rights Department/ODIHR/OSCE, Miodowa 10, 00-557 Warsaw, Poland
ODIHR/OSCE, Georgia	February-October 2013, part-time fair trial expert on the monitoring of the fair trial guarantees as part of ODIHR/OSCE team of experts Maria.Alcidi@odihhr.pl , www.osce.org/odihhr , Rule of Law Department/ODIHR/OSCE, Miodowa 10, 00-557 Warsaw, Poland
ODIHR/OSCE, Greece	May 2013, Monitoring freedom of assembly situation in Greece, Athens as part of ODIHR/OSCE team of experts Omer.Fisher@odihhr.pl , www.osce.org/odihhr , Rule of Law Department/ODIHR/OSCE, Miodowa 10, 00-557 Warsaw, Poland
ODIHR/OSCE, Warsaw/Tunis	December 2012, Expert review of the draft law on the freedom of assembly of Tunis and presentation of the expert opinion as part of the OSCE/ODIHR mission to Tunis. Omer.Fisher@odihhr.pl , www.osce.org/odihhr , Rule of Law Department/ODIHR/OSCE, Miodowa 10, 00-557 Warsaw, Poland
ODIHR/OSCE, Poland, Vilnius	February 2013, Capacity building for Belarus civic groups in monitoring fair trial conditions. Trainer and elaboration of the methodology. Maria.Alcidi@odihhr.pl , www.osce.org/odihhr , Rule of Law Department/ODIHR/OSCE, Miodowa 10, 00-557 Warsaw, Poland
ODIHR/OSCE, Poland, Azerbaijan, Baku	June-December 2012, Capacity building for civil society on freedom of assembly and monitoring, Advise and technical support for the civic groups on methodology of the monitoring and elaboration of the report on freedom of assembly, Anita.danka@odihhr.pl , www.osce.org/odihhr , Human Rights Democratization Department/ODIHR/OSCE, Miodowa 10, 00-557 Warsaw, Poland
Belarus, ODIHR/OSCE, Vilnius	July 2012, Capacity building for Belarus civic groups in monitoring fair trial conditions. Trainer and elaboration of the methodology. Maria.Alcidi@odihhr.pl , www.osce.org/odihhr , Human Rights Department/ODIHR/OSCE, Miodowa 10, 00-557 Warsaw, Poland
OSCE Mission in Azerbaijan, ODIHR/OSCE, Poland	March 2012, Capacity building for OSCE Mission in Azerbaijan staff on freedom and policing of assemblies; Capacity building for civil society on freedom of assembly and monitoring, Elgun.Taghiyev@osce.org , Human Rights program coordinator, OSCE Mission in Baku,
OSCE/ODIHR, Poland	September 2011, Capacity building on freedom of assembly policing for Armenian police, Benjamin Moreau, Human Rights Adviser/ Human Rights Department/ODIHR, Al. Ujazdowskie 19, 00-557 Warsaw, Poland, www.osce.org/odihhr , Benjamin.Moreau@odihhr.pl , Phone: +48 22 520 0600 ext 758, Fax: +48 22 520 0605
OSCE Mission in Azerbaijan	June, December 2011, Capacity building judges on in Baku, Nakhicevani, Azhala Azizova, OSCE Mission in Baku, Zhala.aziziva@osce.org , Azerbaijan,
OSCE/ODIHR, Poland	December 2011, Training for ODIHR staff on the methodology of the assembly monitoring and policy making Snejana Bucolic, head Rule of Law Unit ODIHR/OSCE ODIHR, Al. Ujazdowskie 19, 00-557 Warsaw, Poland, www.osce.org/odihhr , snejana.bucolic@odihhr.pl ,
OSCE/ODIHR, Kirgizstan	June 2011, December 2011, January 2012, Consultant and trainer for Monitoring of freedom of assembly monitoring initiative in Kirgizstan, Benjamin Moreau, Human Rights Adviser/ Human Rights Department/ODIHR, Al. Ujazdowskie 19, 00-557 Warsaw, Poland, www.osce.org/odihhr , Benjamin.Moreau@odihhr.pl , Phone: +48 22 520 0600 ext 758, Fax: +48 22 520 0605
OSCE/ODIHR, Belarus	April-May 2011, Member of international team for the monitoring of the trials of the opposition leaders, Benjamin Moreau, Human Rights Adviser/ Human Rights Department/ODIHR, Al. Ujazdowskie 19, 00-557 Warsaw, Poland, www.osce.org/odihhr , Benjamin.Moreau@odihhr.pl , Phone: +48 22 520 0600 ext 758, Fax: +48 22 520 0605
OSCE region (NIS, Central Asia and Balkans)	Member of Panel of Experts of OSCE/ODIHR 2010-14, ODIHR/OSCE (Office for the Human Rights and Democracy). Mandate: Elaboration of the 2 nd edition of the Guidelines on Freedom of assembly (including Russian edition), Legal review of draft legal acts on freedom of assembly (draft law of Serbia, Armenia, Kazakhstan). OSCE/ODIHR, https://www.osce.org/baku/105947

	Marta Achler, Chief, Legislative Support Unit, OSCE Office for Democratic Institutions and Human Rights. Tel: +48-22-5200 721, Mob:+48 691 360 773, e-mail: marta.achler@odhr.pl , www.osce.org/odhr
OSCE region (NIS, Central Asia and Balkans)	Member of Panel of Experts of OSCE/ODIHR 2008-12, ODIHR (Office for the Human Rights and Democracy). OSCE/ODIHR, Marta Achler, Chief, Legislative Support Unit, OSCE Office for Democratic Institutions and Human Rights Tel: +48-22-5200 721, Mob:+48 691 360 773, e-mail: marta.achler@odhr.pl , www.osce.org/odhr
UNDP-Bratislava, CEE, NIS	Public Administration Reform regional approach (PAR) 2009-2010, international consultant on functional review practices in the region and lessons learned in the context of economic downturn, Analysis and review of the experience of Central European Countries and former Soviet Union countries; (60 days) Nenad Rava, UNDP Regional Centre for Public Administration Reform, www.rcpar.org , Email: nenad.rava@undp.org , Mob: +44 (0)79 08998 608
OSCE/ODIHR, Kazakhstan	2002-2003, expatriate legal consultant for DANIDA project in Implementation of Aarhus Convention Benjamin Moreau, Human Rights Adviser/ Human Rights Department/ODIHR, Al. Ujazdowskie 19 00-557 Warsaw, Poland, www.osce.org/odhr , Benjamin.Moreau@odhr.pl , Phone: +48 22 520 0600 ext 758, Fax: +48 22 520 0605
OSCE/ODIHR, Azerbaijan,	October 2010, Freedom of association international standards and their implementation, presentation and assessment of situation in Kazakhstan, lead trainer and consultant for Government and civil society organizations Benjamin Moreau, Human Rights Adviser/ Human Rights Department/ODIHR, Al. Ujazdowskie 19 00-557 Warsaw, Poland, www.osce.org/odhr , Benjamin.Moreau@odhr.pl , Phone: +48 22 520 0600 ext 758, Fax: +48 22 520 0605
OSCE/ODIHR, Kazakhstan	September 2010, Freedom of association international standards and their implementation, presentation and assessment of situation in Kazakhstan, lead trainer and consultant for Government and civil society organizations Benjamin Moreau, Human Rights Adviser/ Human Rights Department/ODIHR, Al. Ujazdowskie 19 00-557 Warsaw, Poland, www.osce.org/odhr , Benjamin.Moreau@odhr.pl , Phone: +48 22 520 0600 ext 758, Fax: +48 22 520 0605
Uzbekistan	June 2010, Freedom of association international standards and their implementation, presentation and assessment of situation in Kazakhstan, lead trainer and consultant for Government and civil society organizations Benjamin Moreau, Human Rights Adviser/ Human Rights Department/ODIHR, Al. Ujazdowskie 19 00-557 Warsaw, Poland, www.osce.org/odhr , Benjamin.Moreau@odhr.pl , Phone: +48 22 520 0600 ext 758, Fax: +48 22 520 0605
Central Asia, Tashkent	October 2010, Freedom of association international standards and their implementation in the region, presentation and assessment of regional situation, trainer and consultant for Government and civil society organizations Benjamin Moreau, Human Rights Adviser/ Human Rights Department/ODIHR, Al. Ujazdowskie 19, 00-557 Warsaw, Poland, www.osce.org/odhr , Benjamin.Moreau@odhr.pl , Phone: +48 22 520 0600 ext 758, Fax: +48 22 520 0605
OSCE region	ODIHR/OSCE, 2008, Review of the draft guidelines of ODIHR/OSCE on association. OSCE/ODIHR, Marta Achler, Chief, Legislative Support Unit, OSCE Office for Democratic Institutions and Human Rights. Tel: +48-22-5200 721, Mob:+48 691 360 773, e-mail: marta.achler@odhr.pl , www.osce.org/odhr
Romania-Moldova-Georgia	2010, Evaluation of the institutional organization of policing of freedom of assembly Florin Gisca, Resource Center for Human Rights, 95 A Alexandru Hajdeu str., www.credo.md , gisca@credo.md + 373 22 212816
Moldova, Strasbourg, European Court of Human Rights	2000-2004, Busuioc against Moldova, violation of freedom of expression, legal representation in national courts and in Strasbourg Legal representative at European Court of Human Rights 2001-03, Ziliberberg against Moldova, violation of freedom of assembly and effective remedy to violation of freedom of assembly, legal representation in national courts and in Strasbourg, Legal representative at European Court of Human Rights 2003-05, Council of Muslims against Republic of Moldova, alleged violation of freedom of association on religious organizations, legal representation in national courts and in Strasbourg, Legal representative at European Court of Human Rights

12. Professional experience in Moldova:

Country	Date from – Date to
Moldova	Voluntary member of the Integrity Council of the National Integrity Authority, responsible for the establishment, elaboration of the by-laws and institutional regulations, selection of the executive leadership, overseeing the work of the Authority with the mandate 2016-2017. www.ANI.md .
Moldova	Chairman of the National Participation Council, policy expert advisory body to the Cabinet of Ministers on AA/DCFTA policies and reforms, Council is composed of the civil society and expert community representatives, policy briefs submission to the Cabinet of Ministers, (30 members and more than 100 participating members), 2012 to 2014; coordination of 5 policy expert-based working groups, contribution and presentation of expert opinion to the Cabinet of Ministers policy process, engagement with Cabinet members and their advisers on policy process, www.CNP.md ,
Moldova	Chairman and member of National NGO Council (2008-12) - civil society representative body - comprising elected delegate of more than 100 organizations. NGO Council advocates and lobbies for enabling environment of the civil society organizations. www.consiliulong.md
Moldova	Overall management of elaboration and adoption of the antidiscrimination policy and its implementation, coordination of 6 year process comprised of 6 organizations and resulted in adoption of the new law on assembly and its adequate implementation (2009-13),
Moldova	Member of the National Council for the Reform Of Justice Sector, advisory role on the reform in justice sector, May 2011-12;
Moldova	Overall management of elaboration and adoption of the freedom of assembly law and its implementation, coordination of 6 year process comprised of 10 organizations and resulted in adoption of the new law on assembly and its adequate implementation (2007-12),
Moldova	Member of the Council for the Prevention of Torture, a mechanism within Center for Human Rights (Ombudsman) visiting places of detention, reporting on human rights situation and promoting change, since its foundation in 2008. Periodic visits to places of detention; elaboration on thematic reports and discussions changes needed; lobby with governmental bodies changes; writing annual reports;
Moldova	Coordinator of the working group on Justice and Human Rights of the National Participation Council, informal advisory body to the Cabinet of Ministers on core policies since 2008, leader of working table on democracy and human rights since 2010. Review and informal opinion on core governmental policies; advancing civil society agenda at cabinet of ministers meetings;
Moldova	Member of National Council for the Reform in Justice System (advisory body) and Working group on reform of the prosecutor system since 2010; Advisory role in the course of government reform of justice system;
Moldova	Overall management of elaboration and adoption of the national preventive mechanism and its implementation, coordination of 6 year process comprised of 10 organizations and resulted in adoption of the new law on assembly and its adequate implementation (2006-10),
Moldova	Coordination of elaboration of Leadership Capacity Building modules for civil society and public sector: 8 modules. Responsibility for teaching of 2 modules (Models of Leadership, Professional skills development), 2004-06.
Moldova	Advisor to Ministry of Social Protection, Family and Child (social protection policies), 2007-09 - advisory role for social protection policies, particularly on reform of disability system
Moldova	Member of the external advisory group on the reform in Ministry of Internal Affairs, 2007-09; - advisory role on review of evaluation of police system and institutional assessment;
Moldova	Appointed advisory member from National Participation Council to the Ministry of Internal Affairs Council, since 2010. - advisory role to ensure transparency and principles of accountability and involvement of civil society about the policy system reform.

13. Specific assignments, projects, consultancies in Moldova (selection):

Date	Location	Company	Role	Description
May-June 2018	Moldova	UNICEF	consultant	Mod-term evaluation of the implementation of Youth Strategy 2015-20 in Moldova (methodology, lead), June-October 2018.
March-June 2017	Moldova	CNP	consultant	Comprehensive evaluation of the draft Law on the Government, http://www.cnp.md/ro/sedinte-de-guvern/item/1923-cnp-privind-legea-cu-privire-la-guvern , 15 days,
February-May 2017	Moldova	CReDO	consultant	Ex-post evaluation of electoral policy (PR-party list proportional system 1994-2016), Ex-ante evaluation of draft laws on majoritarian and mixed electoral systems, 100 pages Ro, 2017
February-June 2017	Moldova	UNDEF	consultant	Drafting and organization of consulting Regulations on organization of selection process of president Integrity Agency (2017), http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=369852 (40 days)
January-March 2017	Moldova	CReDO	consultant	Comprehensive assessment of Effectiveness and efficiency of Integrity Commission for 2013-16 and way forward
March 2016-November 2016	Moldova	MATRA	consultant	Persistency of the deficiencies in the transparency of the decision-making of the government, 2016, 35 days, http://www.credo.md/site-doc/CNP_TranspGuvern_2012-14_final(4).pdf
June-July 2016	Moldova	UN/UNDP	consultant	Elaboration of the UN/UNDP Common Country Assessment (CCA) towards the drafting of the new UNFP 2018-22 of UN in Moldova for the implementation of the SDGs based on HRBA, theory of change, contributing to SDG2 (agriculture, nutrition), 5 (gender equality), 7 (energy), 10 (inequality), 16 (accountable institutions).
March-June 2016	Moldova	UN/UNDP	consultant	UNPF/UNDAF Evaluation for Moldova 2012-17, responsible for Pillar 1, Democratization, Justice and Human Rights and contributing to Pillar 2 and 3,
November 2014-December 2015	Moldova	MATRA	consultant	Policy options analysis for the Enacting of the approaches to recover fraud assets in other jurisdictions, 45 pages, 2015, Ro, Policy options for the Effective localization of the corruption prevention and combating functions in the Republic of Moldova, 2015, Ro,
January – April 2016	Moldova	NED	consultant	Research on the Energy Efficiency, Independence and Policy of the Association Agreement, 74 pages Research on the Justice reform performance of the Association Agreement, 74 pages
December 2015-May 2016	Moldova	SIDA, AF Mercador	consultant	Functional and institutional review of the energy sector of Moldova and positioning of Energy Efficiency Agency, 60 pages, Eugenia.seleskerova@aifi.com ,
January – July 2016	Moldova	NED	Team leader	AA/DCFTA process, Association Agreement and compliance of Moldova on its implementation: justice and energy sectors, 2 reports of 60 pages each and lobby activity (60 days).
June 2012-December 2014	Moldova	SIDA	Leader consultant	AA/DCFTA process: Transparency and addressing the systemic failures in the transparency process of the Governmental decision-making: 2012-12, http://www.credo.md/site-doc/CNP_MoldovaTranspGuvern_2012-14_ENG.pdf (85 days)
October 2014-July 2015	Moldova	UNICEF	Coordinator and lead consultant	Coordination and elaboration of the Action Plan for the implementation of the Strategy for Protection of Family and Child: 2013-20, for Ministry of Labour, Social Protection and Family. (100 days) Silvia Lupan, Chief of Social Policy Unit, UNICEF Moldova. tel. 373 22 22 00 34; fax 373 22 22 02 44 , Health, Education, Equality,

Date	Location	Company	Role	Description
				Protection, slupan@unicef.org
November 2014-December 2015	Moldova	MATRA	Consultant	Why law-enforcement in Moldova do not deliver? Comparative analysis of the performance benchmarks and institutional situation of prosecutor, Police and Anticorruption center, November 2014, 70 pages, En Drafting institutional accountability framework for the Prosecutor Office, Anticorruption Center, Integrity Agency, Ombudsman and Security Service (150 days)
January 2014	Moldova	OSCE Mission in Chisinau	Lead consultant	AA/DCFTA process, Elaboration of methodology and leading the establishment of the Civil Society Forum Platforma of cooperation between the ngos from both banks of Nistru, Rita Tamm, OSCE Mission to Moldova, str. M.Dosoftei, 108 MD-2012, Chisinau, Moldova, Tel: +373-22-887-811, Fax: +373-22-22-3496, Mob: +373-69-102-358, Email: Rita.Tamm@osce.org
November 2013-December 2014	Moldova	MATRA	Lead consultant	Analysis of the autonomy and independence of Police in Moldova, Ro, 30 pages, 2013, Analysis of the autonomy and independence of Integrity Commission in Moldova, Ro, 30 pages, 2013, Analysis of the autonomy and independence of Border Police in Moldova, Ro, 30 pages, 2013, Analysis of the autonomy and independence of Prosecutor Office in Moldova, Ro, 35 pages, 2013, (200 days)
January-July 2013	Moldova	UNICEF	Lead consultant	Coordination and elaboration of the Strategy for Protection of Family and Child (ENPI target): 2014-20, for Ministry of Labour, Social Protection and Family, Silvia Lupan, Chief of Social Policy Unit, UNICEF Moldova. tel. 373 22 22 00 34; fax 373 22 22 02 44 , Health, Education, Equality, Protection, slupan@unicef.org , (100 days)
November 2012	Moldova	OSCE Mission to Chisinau	trainer	Capacity building training on shadow reporting for UN, COE, OSCE bodies, training for 3 days for Civil Society organizations from Transnistria region of Moldova. Jacqueline Carpenter, OSCE Mission to Moldova, str. Mitropolit Dosoftei, 108 MD-2012, Chisinau, Moldova, Tel: +373-22-887-811, Fax: +373-22-22-3496, Mob: +373-69-102-358, Email: Jacqueline.carpenter@osce.org
CoE/ENPI	Moldova		contributor	Law on policing (2012), (ENPI target) http://lex.justice.md/md/346886/ , (60 days)
July-December 2012	Moldova	UNICEF	coordinator	Elaboration of the methodology of inclusive education for children, coordination of expert group focusing on grouping methodology, background research on international practice and approaches for formula calculation. Silvia Lupan, Chief of Social Policy Unit, UNICEF Moldova. tel. 373 22 22 00 34; fax 373 22 22 02 44 , Health, Education, Equality, Protection, slupan@unicef.org
July-September 2012	Moldova	SIDA, AF Mercador	consultant	Functional Review, institutional consolidation of the Institutional Analysis of Energy for Energetic Efficiency (EEF), ENPI target, 50 pages, en, 2012,
December 2011-December 2012	Moldova		consultant	Drafting and key contributor to Law on ensuring of equality (2012), ENPI target, http://lex.justice.md/md/343361/ , (60 days)
February-June 2012	Moldova	GIZ, European Commission	Consultant	Functional and institutional analysis of the Center for Combating Corruption and Economic Crimes (CCCEC), EU-Moldova Action Plan, Elaboration of methodology, coordinating team of experts, analysis of collected information and writing report. Carsten Mahnke, GIZ MD, carsten.mahnke@giz.de , Support to the Government of Moldova in the field of anti-corruption, reform of Ministry of Internal Affairs including police and personal data protection (MIAPAC), 198, Stefan cel Mare Bd., Tel: +37322 257319,

Date	Location	Company	Role	Description
January-April 2011	Moldova	USAID/AED	Consultant	Cost-benefit analysis of Policies for tax facilities for nonprofit organizations, Academy of Educational Development, Anatol Beleac, deputy chief of party, Moldova Civil Society Strengthening Program, Academy for Educational Development, T./F.: +373 22 295404, M.: +373 60 020297, msmodlaka@ade.md , mkrajnovic@aed.org , www.ade.md ,
July 2011	Moldova	OSCE in Moldova		Capacity building training on shadow reporting for UN, CoE, OSCE bodies, training for Civil Society organizations from Transnistria region of Moldova. Rita Tamm, Senior Rule of law Adviser, OSCE Mission to Moldova, str. Mitropolit Dosoftei, 108 MD-2012, Chisinau, Moldova, Tele: +373-22-887-811, Fax: +373-22-22-3496, Mob: +373-69-102-358, Email: dace.lukumiete@osce.org
October – December 2010	Moldova	IFES	Lead Consultant	Comprehensive analysis of the party financing systems in Moldova: setting empirical evidence gathering and producing analytical report, ENPI target, 2010, 120 pages, En; Elaboration of the methodology, coordinating team of experts to collect primary data, elaboration of the analytical report. Steven Gray, IFES Moldova country director, sgray@ifes.org , Stevengray@netaccess.co.nz , 63 Vlaicu Pircalab str., of. 6A, Chisinau, MD-2012, cell: /+373 60/ 20 22 70, tel: /+373 22/ 85 70 11, www.ifes.org
October-December 2010	Moldova	World Bank	Consultant	Policy Options for Liberalization of Mandatory Health Insurance Market in Moldova; en, ro, 120 pages, 2010 Elaboration of methodology, communicating with key governmental stakeholders, elaboration of policy paper and its presentation to key governmental stakeholders. Aureliu Casian, piu@mec.gov.md , Executive Director, Project Implementation Unit, World Bank Competitiveness Enhancement Project in Moldova, 180, Stefan cel Mare Ave., 8th floor, office 815, Chisinau, MD-2004, Republic of Moldova, Tel: +373 22 296-723; Fax: +373 22 296-724
February 2010-December 2011	Moldova	CReDO	consultant	Drafting and key contributor to including public consultation of Law on public utility nonprofit organizations (2010), http://lex.justice.md/md/335431/ , (30 days)
January-September 2010	Moldova	UNDP	Consultant	Functional and Institutional Analysis of the Parliament of Moldova, Elaboration of the Institutional Strategic Development Plan, ro, 150 pages, 2010 Elaboration of methodology, coordinating team of experts to collect primary data, elaboration of the analytical report. Claude Cahn, United Nations Office of the Resident Coordinator in Moldova UN House 131, 31 August 1989 str. Chisinau 2012, Moldova, Tel: +373 22 269 104, Tel +373 685 75 155, Email: ccahn@ohchr.org , claudio.cahn@undp.org
September-December 2010	Moldova	UN Women	Consultant	Analysis of the vulnerable groups rights in the process of decentralization process in Moldova, 70 pages, en, 2010, Expert, elaboration of methodology and editor of analytical report. Anastasia Divinskaya, UN Women Programme Specialist/International Gender Specialist, 21 Nicolae Iorga str, office 3, Chisinau, MD-2012, Moldova, Tel.: (+373 22) 820 845, Fax: (+373 22) 820 846, anastasia.divinskaya@unwomen.org
July-September 2010	Moldova	USAID	Consultant	Regulatory Reform Assessment of Public Benefits Organizations. Elaboration of methodology, coordination collection of data, elaboration of analytical report. Anatol Beleac, deputy chief of party, Moldova Civil Society Strengthening Program, Academy for Educational Development, T./F.: + 373 22 295404, M.: +373 60 020297, E1: msmodlaka@ade.md , E2: mkrajnovic@aed.org , www.ade.md ,
July 2010	Uzbekistan	OSCE/ODIHR	Consultant	Conditions for the development of the civil society organizations. Core consultant and trainer, developing of training materials Benjamin Moreau, Human Rights Adviser/ Human Rights Department/ODIHR, Al. Ujazdowskie 19, 00-557 Warsaw, Poland, www.osce.org/odihr , Benjamin.Moreau@odihr.pl , Phone: +48 22 520 0600 ext 758, Fax: +48 22 520 0605
January-June 2010	Moldova	EC	Consultant	Social economist: evaluation of social aid policy, assessment of the budgetary policies in social area, correlation of public budget and mid-term budgetary planning

Date	Location	Company	Role	Description
				Sergiu Buruiana, Chief of Social Policy Unit, UNICEF Moldova. tel. 373 22 22 00 34; fax 373 22 22 02 44 , Health, Education, Equality, Protection, sburuiana@unicef.org
December 2009-April 2010	Moldova	Parliamentary April 2009 Commission	Member and co-author of the Report	Deconstruction and analysis of the 6-7 April 2009 public manifestations, including of role of police, decision-making process, role of political leaders and public figures, movement of various groups, etc, contains conclusions and recommendations. Elaboration of the methodology on monitoring, coordination of monitoring efforts, core contributor to the report. Vitalie Nagacevschi, president of Parliamentary commission on April events, office@lhr.md , str. Vlaicu Pircălab 2, of.13, MD-2009 Chişinău, Moldova, Telephone: + 373 22 27 41 61, Fax: + 373 22 27 71 54
November 2009-April 2010	CEE, NIS	UNDP Bratislava	Consultant	Public Administration Reform Regional process, Functional review experiences and practices in the region (Central Europe and former Soviet Union Countries) and lessons learned in the context of economic downturn, 50 pages, 2010. Elaboration of methodology, moderating participatory workshop, elaboration of analytical report, 35 days, Nenad Rava, UNDP Regional Centre for Public Administration Reform, www.rcpar.org , Email: nenad.rava@undp.org , Mob: +44 (0)79 08998 608
December 2009-May 2010	Moldova	EPOS	Economist	Evaluation of impact of social aid policy; Budgetary policy process evaluation, MTEF-Budgetary process correlation; 2010, Elaboration of analytical reports, communicating with key governmental stakeholders EPOS Health Management GmbH, Hindenburgring 18, D-61348 Bad Homburg, Germany, Phone: +49 6172 930-374, Fax: +49 6172 930-372, Email: Oxana.Abovskaya@epos.de , Homepage: www.epos.de
May-December 2009	Moldova	OSCE	Policy analyst	Policy research on the policing of public assemblies by public order agencies, 60 pages, 2009 Dace Lukumiete, Senior Human Rights Adviser, OSCE Mission to Moldova, str. Mitropolit Dosoftei, 108 MD-2012, Chisinau, Moldova, Tele: +373-22-887-811, Fax: +373-22-22-3496, Mob: +373-69-102-358 Email: dace.lukumiete@osce.org
July-November 2009	Moldova	UNICEF	Consultant	Public Finance Management Review in Moldova and planning for UNICEF, 50 pages; 2009 Core expert, coordination of work of other consultants, editor of the analytical report Sergiu Buruiana, Chief of Social Policy Unit, UNICEF Moldova. tel. 373 22 22 00 34; fax 373 22 22 02 44 , Health, Education, Equality, Protection, sburuiana@unicef.org
May- August 2009	Moldova	UNICEF	Consultant	Evaluation of UNICEF Action Plan with Ministry of Social Protection, Ministry of Education, Ministry of Local Administration and Ministry of Finance on consolidation of public finance management. Core expert, coordination of work of other consultants, editor of the analytical report Sergiu Buruiana, Chief of Social Policy Unit, UNICEF Moldova. tel. 373 22 22 00 34; fax 373 22 22 02 44 , Health, Education, Equality, Protection, sburuiana@unicef.org
September 2008-September 2009	Moldova	Transforma-Holland	Team leader and consultant	Capacity building for civil servants and think tanks on policy analysis (including cost-benefit, RIA, using qualitative and quantitative evidence): 62 days trainings. Elaboration of educational materials, key trainer Brede Cristensen, bredecristensen@yahoo.com , 17, Spătarului St., sector 2, 020772 Bucharest, Romania, Tel./fax: +40-21-2111438, Mobile: +40-721-805168, E-mail: amalia.cioaba@transforma.ro ,
September 2008-October 2009	Moldova	OSCE Mission in Chisinau	Consultant	Implementation of the freedom of assembly policies: role of police and judiciary. Coordinator of monitoring initiative and editor of the analytical report Dace Lukumiete, Senior Human Rights Adviser, OSCE Mission to Moldova, str. Mitropolit Dosoftei, 108 MD-2012, Chisinau, Moldova, Tele: +373-22-887-811, Fax: +373-22-22-3496, Mob: +373-69-102-358, Email: dace.lukumiete@osce.org

Date	Location	Company	Role	Description
February-September 2008	Warsaw	OSCE/O DIHR	Consultant	Evaluation of the implementation and policy options for the enforcement of law on assemblies, working with quantitative and qualitative evidence. Coordinator of monitoring initiative and editor of the analytical report OSCE/ODIHR, Marta Achler, Chief, Legislative Support Unit, OSCE Office for Democratic Institutions and Human Rights, Tel: +48-22-5200 721, Mob:+48 691 360 773, e-mail: marta.achler@odhr.pl , www.osce.org/odhr
February-September 2008	Moldova	OSI	consultant	Elaboration and public consultation of Law on Transparency of decision-making (2008), http://lex.justice.md/md/329849/ , (65 days)
February-September 2008	Moldova	MATRA	Consultant	Elaboration and public consultation of Law on freedom of assembly (2008), http://lex.justice.md/md/327693/ , (65 days)
July-October 2008	Moldova	UNDP	Consultant	Public Administration Review Implementation (stage 2), Department of National Statistics functional and institutional capacity evaluation. Elaboration of the Institutional Development Plan. Aurelia Spataru, aurelia.spataru@undp.org , UNDP Moldova, Statistic project manager,
March-August 2008	Moldova	UNDP	Lead consultant	Feasibility study for the ratification of the UN Convention for the protection of persons with Disabilities and its optional protocol by the Republic of Moldova Andrei Brighidin, Andrei.brighidin@undp.org , UNDP Moldova, Human Rights portfolio manager,
February-July 2008	Moldova	UNICEF	Team leader	Public Administration Review Implementation (stage 2), Budgetary analysis of the sectoral policies in health area and social protection area: 3 policy papers Sergiu Buruiana, Chief of Social Policy Unit, UNICEF Moldova. tel. 373 22 22 00 34; fax 373 22 22 02 44 , Health, Education, Equality, Protection, sburuiana@unicef.org
March-June 2008	Moldova	UNICEF	Team leader	Public Administration Review Implementation (stage 2), EU-Moldova Action Plan, Functional and institutional analysis of: 1) Ministry of Health, 2) Ministry of Social Protection, Child and Family, 3) Ministry of Education (200 days), Sergiu Buruiana, Chief of Social Policy Unit, UNICEF Moldova. tel. 373 22 22 00 34; fax 373 22 22 02 44 , Health, Education, Equality, Protection, sburuiana@unicef.org
March-April 2008	Moldova	World Bank	Consultant	Establishing Accountability mechanisms in health care system of Moldova
January-June 2008	Moldova	World bank	Consultant	Public Administration Review Implementation (stage 2), Coaching and developing institutional development plan for the Ministry of Social protection, Child and Family, 80 days, .
December-March 2008	Moldova	USAID-MCC	Consultant	Assessment of risks and drivers of the corruption in health sector of Moldova, (60 days)
January – March 2008	Moldova	UNDP	Consultant	Feasibility study for the ratification of UN Convention on the rights of persons with disabilities submitted to Moldovan Government Andrei Brighidin, Andrei.brighidin@undp.org , UNDP Moldova, Human Rights portfolio manager,
September 2007-February	Moldova	World Bank	Consultant	Facilitating strategic planning of the social sector for the Ministry of Social Protection, Child and Family

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2008				
September 2007-February 2008	Moldova	OSI	Consultant	Drafting and public consultation of Law on national council for the prevention of torture (2007), (35 days), http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=311577
July-September 2007	Moldova	UNDP	Consultant	Policy research and paper on Evaluation of capacity in Advocacy and Public Policy of the civil society in Moldova, research for UNDP
September-November 2007	Budapest	OSI Budapest	Consultant	Policy research and paper on the Opportunities for the Health Care programs for persons with mental disabilities in Moldova
September-October 2007	Moldova	OSI	Consultant	Cost-benefit analysis of the draft law on voluntary labor supply
July-October 2007	Moldova	Ministry of Social Protection	Adviser	Policy paper on Comprehensive evaluation of the Social sector policies and their performance and development of the sector strategic programming and planning, including cost evaluations
July – September 2007	Moldova	USAID-APP	Consultant	Public Administration Review Implementation (stage 2), Professional development and guidance for Ministry of Agriculture and subordinated institutions in RIA (Regulatory Impact Analysis for technical regulations) and training on RIA, (3 groups of around 60 participants)
June-August 2007	Moldova	Expert-grup (DFID)	Trainer, consultant	Trainings on Public Policy Analysis and Transformation Management for Prosecutor General, Superior Council of Magistrates, Ministry of Social Protection, Family and Child, Center for Human Rights (cases studies, theoretical approaches)
September-June 2007	Moldova	USAID-APP	Lead consultant	Public Administration Review Implementation (stage 2), Functional and institutional analysis of the Ministry of Agriculture and subordinated institutions (10 institutions), 80 days,
June – November 2007	Moldova	Ministry of Social Protection, Family, Child	Adviser	Advice for strategic integration of technical assistance programs, input for sector strategic reform process and planning, appraisal of the future technical assistance programs in the sector, coaching for leadership for vice-minister (80 days)
April-June 2007	Moldova	UNDP	Consultant	Public Administration Review (stage 1), Ex-ante (cost-benefit) practices assessment and Review of Government Decision-making process, (40 days)
March – April 2007	Strasbourg	Council of Europe	Consultant	Evaluation of Joint EC-CoE 2004-2006 assistance project in consolidation of democratic reforms Marco Lorenzoni, lorenzoni@skynet.be , fa407228@skynet.be , 39, rue Gabrielle, B-1180 Bruxelles, Mobile (B): (+32).(0)475.72 47 47, Mobile (I): (+39).340.703 3 703, Fax/phone: (+32).(0)2.648 02 66

Date	Location	Company	Role	Description
April 2007	Moldova	Ministry of Justice	Consultant	Policy options for the implementation of National Preventive Mechanism based on OP UNCAT ratification
February 2007	Moldova	Ministry of Economy	Consultant	Training and advice on strategic process planning for National Development Strategy 2008-11
January-February 2007	Moldova	DAI	Consultant	Assessment mission for anticorruption Millennium Challenge Account mission for DAI
January 2007	Moldova	USAID-CEED	Consultant	Training and advice on Policy process and development for economic competitiveness for business associations
January 2007	Moldova	CRDO	Consultant	Assessment of Art.21, 22 of UNCAT ratification feasibility and policy options for Ministry of Justice and Ministry of Foreign Affairs (policy paper)
March 2007	Moldova	USIAD-APP	Consultant	Cost-benefit analysis to the Governmental Ordinance on the creation of the Human Resource Unit
December 2006-May 2007	Moldova	USAID-APP	Consultant	Public Administration Review (stage 1), Assessment of human resource and institutional capacities of the Ministry of Agriculture (management, leadership, policy capacities), Evaluation of Human Resource Practices in the Ministry of Agriculture, 90 days,
November 2006	Moldova	CRDO	Consultant	Assessment of ICCPR Optional Protocol ratification feasibility and policy options for Ministry of Justice and Ministry of Foreign Affairs (policy paper)
2006 (July-October)	Moldova	DAI-Europe	Consultant	Public Administration Review (stage 1), Consultant on policy cross-cutting issues on Government-wide functional analysis (elaborated and contributed to the sector and final reports with chapters on policy process improvement and policy analysis instruments (RIA, CBA), public administration accountability and performance measurement improvement). Overview of impact analysis practice in Moldovan Government, 60 days,.
2006 -07	Moldova	UNDP/Government	Team leader consultant	Public Administration Review (stage 1), Functional review of public institutions (25 institutions) in health, social, education and culture sectors, including social insurance company, Health insurance company, Ministry of Health and Social Protection, Ministry of Education, Ministry of Culture. 15 institutional reports produced, including relevant polices review, 200 days.
2006 April-May	Moldova	CE, CoE	Team member	Evaluation of Joint CoE-CE Democracy program in Moldova
2000-2006	Moldova	CRDO	consultant	More than 20 consultancies for various public organisations, NGOs, NGO networks on strategy and strategic management, policy and policy advocacy. <ul style="list-style-type: none"> - strategy consultant for Social Network (400 NGOs) strategy elaboration (2004) – service portfolio development, marketing, positioning, lobby and advocacy, - strategy consultant for Alliance for Disabled Assistance NGOs from Moldova (60 NGOs) strategy elaboration (2005)– service portfolio development, marketing, positioning, lobby and advocacy,

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				<ul style="list-style-type: none"> - strategy consultant for Association of Elderly People Assistance NGOs from Moldova (100 NGOs) strategy elaboration (2006) – service portfolio development, marketing, positioning, lobby and advocacy, - Department of Migration consultancy for Migration Policy development (2004), analysis of the strategic environments, economic, political, social trends, assessment of institutional capabilities, policy formulation. - Consultancy in strategy formulation for GenderDoc-M, Resource Centre for Human Rights (CReDO), Ombudsman Institute (2003-04), - Project writing for “Prevention of Torture Initiative 2001-04” (EU Democracy and Human Rights, grant awarded cooperation of 5 Moldovan NGOs), Prevention of Torture in preventive detention II (EU Democracy and Human Rights, project selected for grant).
February-March 2006-07	Moldova	ILO	Consultant	Advice and guidance on Policy Elaboration for Labour Migrants for ILO, Migration Department of Moldova (process advice and policy drafting) Elaboration of methodology of cooperating and communicating with key governmental stakeholders, facilitating the elaboration of the strategy and action plan, Jana Costache, ILO Program coordinator on migration projects in Moldova, jana.costache@ilo.org , 31 August str, 52, floor 5
2006 (March-July)	Chisinau	GIP-Sofia	Consultant	Assessment of policy and policy options for the Involvement of Persons with Disabilities in Labour, Policy Paper for Ministry of Health and Social Protection, comprehensive evaluation of current set of policies and instruments, proposal and financial estimation of the new policy portfolio, including social benefits (services, cash benefits), assisted work programs and health programs. Paper used by the Ministry of health and Social Protection for mental health policy elaboration.
2005 (March-July)	Chisinau-Budapest	Open Society Institute (OSI)	Consultant	Assessment of LGBT Mental Health Policies in Moldova, Policy paper included comprehensive assessment of current policies, elaboration of new policy instruments and programs, used CBA, multi-scope policy evaluation. Paper used by the Ministry of Health and Social Protection for mental health policy elaboration.
2004	Chisinau, South and North of Moldova	Cordaid	Lead expert	Situation of Rural Roma Minorities in Moldova, policy research and paper on policy alternatives. Research included comprehensive evaluation of current policy instruments, objectives and mechanism, including financial estimations, costs, benefits, estimation of outcomes. The research included 9 areas of compact minority population (Bulgarians and Ukrainians). Policy paper included the proposal for policy improvement to reach the objective for better minority integration.
2004	Chisinau-Strasbourg	Council of Europe	Country group expert	Non-discrimination Review process: Assessment of Situation of Compact Minorities in Moldova; Assessment of discriminatory practices and situations in Moldova, policy advise to Moldovan Government;
2004	Chisinau (Ocnita, Donduseni regions)	Ocnita, Donduseni regional authorities	Expert	Strategic Economic Planning of small towns in Donduseni and Ocnita submitted to regional authorities. Use of PEST, SWOT, Scenario (shell method), Porter method, GAP analysis, Portfolio analysis.
2003	Kazakhstan	NIRAS		Assistance to Kazakhstan in the Implementation of the Aarhus Convention (Access to public information, public

Date	Location	Company	Role	Description
	n	/DANIDA	International consultant	decision-making transparency) project of DANIDA.: legal and institutional advise to assessment of compatibility of Kazakhstan legislation with Access to justice, access to information and public participation under Aarhus Convention provisions, RIA for access to information law, costs and benefits of the access to information and public-decision making (40 days).
2003	Chisinau	CReDO	Expert	Business Methods in Strategic Non-profit and Public Planning, use of PEST, SWOT, Scenario (Shell method), Porter method, GAP analysis, Portfolio analysis, Strategy and Policy formulation in public and non-profit area with application to medium-size NGOs and service-delivery public organizations.
2002 (60 days)	Chisinau	NIRAS / DANIDA	National expert	Assistance to Moldova in the Implementation of the Aarhus Convention project of DANIDA-phase 2: legal assessment of compatibility of the Moldovan legislation with Access to justice under Aarhus Convention provisions; Legislative drafting of Moldovan law on access to environmental information; Evaluation and assessment of legislation on public participation in Moldovan Environmental Impact Assessment and IPPC procedure; Legislative drafting regulations of environmental monitoring system; Elaboration of guidance and policy papers on exempted documents, system of charges, public participation in decision making (100 days)
February-December 2000	Moldova	CReDO/C ordiad	consultant	Drafting and public consultation of Law on access to information (2000), http://lex.justice.md/md/311759/ , (60 days)
2000-2001 (part-time one year)	Chisinau	NIRAS/ DANIDA	National expert	Assistance to Moldova in the Implementation of the Aarhus Convention project of DANIDA-phase 1: legal assessment of compatibility of the Moldovan legislation and practices on access to justice and public participation Aarhus Convention, EIA and IPPC EU Directives; Evaluation of coherence of the institutional setting on Environmental Monitoring in Moldova; Developing and drafting necessary legislative and institutional improvements; (85 days)
1995-1999	Chisinau	MHC	director	Development of strategic litigation program and advocacy program
1992-05	Chisinau	Moldova State University	Lecturer assistant	Teaching theoretical physics courses: quantum field theory (theoretical and practical course), general physics (practical courses)

14. Long-term engagements (Moldova):

Country	Date from – Date to
Moldova	Coordinator and strategic leadership for the European Integration Campaign 2017, covering 7 rayons of Moldova
Moldova	Coordinator and strategic leadership for the European Integration Campaign 2016, covering 7 rayons of Moldova.
Moldova	Coordinator and key expert, November 2014-December 2015, Promotion Rule of Law and Justice Reforms Institutions (Prosecutor, Police, Anticorruption Agency, Integrity Commission, Ombudsman), Matra, Dutch Ministry of Foreign Affairs
Moldova	Coordinator and key expert, November 2013-December 2014, Promotion of Institutional Accountability and Performance standards for law-enforcement institutions (Prosecutor, Police, Anticorruption Agency, Integrity Commission, Ombudsman), Matra, Dutch Ministry of Foreign Affairs
Moldova	Coordinator and key expert, Promotion of the independence of the justice and law-enforcement institutions in Moldova (Prosecutor, Police, Anticorruption Agency, Integrity Commission, Ombudsman), December-October 2013, Matra, Dutch Ministry of Foreign Affairs
Moldova	Coordinator and key expert, Facilitation process of the reform of the Prosecutor General Office in Moldova, June-December 2012
Moldova	Coordinator and key expert, Promotion of the Freedom of Assembly Policies in Moldova, March, 2011-March 2013, with support of EC.
Moldova	Coordinator and key expert, Elaboration and coordination of implementation of UNDP/UN Women supported project: promotion of the human rights of the vulnerable groups, Resource Centre Human Rights (CReDO), 2011-12
Moldova	Coordinator and key expert, Elaboration and coordination of implementation of EC supported project: Consolidating Freedom of Assembly Rights in Moldova, Resource Centre for Human Rights (CReDO), 2010-11
Moldova	Coordinator and key expert, Elaboration and coordination of implementation of EC supported project: Partnership for promotion of Human Rights in Transnistria region - Resource Centre Human Rights (CReDO), 2009-2011,
Moldova	Coordinator and key expert, Elaboration and coordination of implementation of EC supported project: Promoting Implementation of European Standards of Rule of Law, Human Rights and Humane Conditions in Places of Detention, Resource Centre for Human Rights (CReDO), 2001-2004,
Moldova	Coordinator and key expert, Elaboration and coordination of implementation of Cordaid supported project: promotion of the human rights and integration of the national minorities, Resource Centre for Human Rights (CReDO), 2000-11

15. Selected policy papers and researches (selection)

Selected papers published at <https://independent.academia.edu/SergheiOstaf>

On human rights, democratization in OSCE region:

1. Co-author, OSCE/ODIHR Guidelines on Freedom of Peaceful Assembly: Second Edition, 2010, En,
2. Co-author, OSCE/ODIHR Human Rights Handbook on Policing Assemblies, 2015, En,
3. Co-author Venice Commission/ODIHR/OSCE Opinion on the draft amendments on association and emigration in Hungary, 2018,
4. Co-author Venice Commission/ODIHR/OSCE Opinion on the draft amendments on association and NGOs in Romania, 2018,
5. Shadow report on the respect of human rights in Azerbaijan, 2015, En,
6. Co-author Venice Commission/ODIHR/OSCE Opinion on the draft amendments on NGO public reporting in Ukraine, 2018,
7. Analysis of Assembly and policing law of Azerbaijan, 2012, En,
8. Analysis of Assembly and public order law in Tunisia, 2012, En,
9. Co-author Venice Commission/ODIHR/OSCE Opinion on the draft amendments on freedom of assembly in Ukraine, 2013,
10. Analysis of Public assembly law of Romania, 2010, En,
11. Analysis of draft law of Ukrainian law on public order, 2011, En,
12. Analysis of Russian law on public assemblies, 2013, En

On constitutional issues:

1. Ex-post evaluation of electoral policy (PR-party list proportional system 1994-2016), Ex-ante evaluation of draft laws on majoritarian and mixed electoral systems, 100 pages, 2017,
2. The Importance of the consolidation of the parliamentary system in the Republic of Moldova, 70 pages, 2016, Ro,
3. Limitation and abuse of the undertaking of the law-enacting responsibilities by the Government before the Parliament, 60 pages, 2015, Ro,
4. Review of the powers of the interim government or the dismissed government under the constitutional practice, 50 pages, 2013, Ro,
5. Regulatory or political solutions for the election of the president of Moldova: avoiding referenda? 2012, 40 pages, Ro,
6. Constitutional reform review and the functioning of the democratic institutions, 70 pages, 2000, Ro, En,
7. Constitutional options of the federalization of the Republic of Moldova in the context of the resolution of the Transnistrian conflict, 70 pages, 2004, Ro, En.

On electoral systems, political parties, campaign finance:

1. Adoption of Liberal Freedom of Assembly Policies in Moldova possible (2009), comprehensive monitoring of assemblies and public demonstrations by the adoption law on assemblies in 2008 and its implementation through 2013 (partly aided by OSCE, EC, OSI)
2. Campaign Finance Monitoring (partly aided by IFES/USAID) for Parliamentary elections in 2009, 2010 and 2014,
3. The objectives of the electoral system for Moldova
4. Principles of constitution of electoral constituencies

On institutional, sectorial efficiency, functions:

1. Comprehensive institutional assessment of National Integrity Commission effectiveness and efficiency for 2013-16, 30 pages, Ro, 2017
2. Comprehensive review of the sectoral budget assistance and aid and their effectiveness for Moldova, in ro, 2016,
3. Conditions for the suspension of the sectoral budget support for Moldova: Policy or politics driven? Impact, 35 pages in English. 2016.
4. Comparative Analysis of the independence and institutional autonomy of the justice sector institutions responsible for the implementation of the rule of law policies (Prosecutor, Police, Anticorruption Agency, Integrity Commission, Ombudsman), May 2012, 50 pages, ro,
5. Functional and institutional Analysis of the Parliament of Moldova, 130 pages in Ro/En, August 2010,

6. Assessment of transparency in policy making of public institutions in Moldova: research design and evaluation, 67 pages, ro, 2008;
7. Functional and institutional analysis of the Department of Statistics, 70 pages, Ro, December 2008,
8. Functional and institutional analysis of the Ministry of Agriculture, October 2007, 90 pages in Ro;
9. Functional and institutional analysis report of Ministry of Health, 75 pages, Ro, May 2008.
10. Functional and institutional analysis of the Ministry of Social Protection, Family and Child, 80 pages, Romanian, May 2008,
11. Business Plan elaboration for the Ministry of Social Protection, Child and Family, 50 pages plus annexes, 2008.

On justice-sector, law-enforcement bodies, Prosecutor:

1. Association Agreement and Justice Reform in Moldova, 75 pages, Ro
2. Enacting of the approaches to recover fraud assets in other jurisdictions, 45 pages, 2015, Ro,
3. Effective localization of the corruption prevention and combating functions in the Republic of Moldova, 2015, Ro,
4. Institutional independence of the National Anticorruption Agency
5. Why law-enforcement in Moldova do not deliver? Comparative analysis of the performance benchmarks and institutional situation of prosecutor, Police and Anticorruption center, November 2014, 70 pages, En
6. Policy review of reform of prosecutor Office in Moldova, 50 pages, Ro, 2014,
7. Analysis of the autonomy and independence of Police in Moldova, Ro, 30 pages, 2013,
8. Analysis of the autonomy and independence of Integrity Commission in Moldova, Ro, 30 pages, 2013,
9. Analysis of the autonomy and independence of Border Police in Moldova, Ro, 30 pages, 2013,
10. Analysis of the autonomy and independence of Prosecutor Office in Moldova, Ro, 35 pages, 2013,
11. Functional and Institutional analysis of the Center for Combating Economic Crimes and Corruption, en, 120 pages, July 2012;
12. Policy evaluation on the draft strategy of the reform of Police sector of Moldova, 15 pages, ro, 2010,
13. Legal and policy opinion on the draft law on the Carabinieri of Moldova, 15 pages, ro, 2010
14. Evaluation of the efficiency of the system of internal investigation of torture within Ministry of Internal Affairs, 20 pages ro, 2009.

Legal drafting:

1. Law on access to information (2000), <http://lex.justice.md/md/311759/>,
2. law on access to environmental information, evaluation of legislation on public participation in Environmental Impact Assessment and IPPC procedure; Legislative drafting regulations of environmental monitoring system; Elaboration of guidance on exempted documents, system of charges, public participation in decision making (2002),
3. legal advice on compatibility of Kazakhstan legislation with Access to justice, access to information and public participation under Aarhus Convention provisions and EC Directives, and drafting access to information law, access to information and public-decision making (2003),
4. Law on national council for the prevention of torture (2007), <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=311577>,
5. Law on Transparency of decision-making (2008), <http://lex.justice.md/md/329849/>,
6. Law on freedom of assembly (2008), <http://lex.justice.md/md/327693/>,
7. Law on public utility nonprofit organizations (2010), <http://lex.justice.md/md/335431/>,
8. Law on ensuring of equality (2012), <http://lex.justice.md/md/343361/>,
9. OSCE/ODIHR Guidelines on Freedom of Peacefull Assembly – soft law rules, <https://www.osce.org/odihr/73405?download=true> (2 editions, 2006, 2012),
10. Law on policing (2012), <http://lex.justice.md/md/346886/>,
11. Legal review of few dozen daft laws from the OSCE region on assembly, policing and association regulations (Belarus, Georgia, Romania, Bosnia and Herzegovina, Azerbaijan, Ukraine, etc),
12. Government decision on approval of Strategy for the protection of rights of children 2014-20 (2014), <http://lex.justice.md/md/353459/>,
13. Government decision on approval of Action Plan to protect the rights of children 2014-20 (2014), <http://lex.justice.md/viewdoc.php?action=view&view=doc&id=365755&lang=1>,
14. Legal, institutional and policy analysis of more than 100 draft laws submitted to the Government of Moldova (2012-15, 2017),
15. Regulations on organization of selection process of president Integrity Agency (2017), <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=369852>.

On human rights, democratization:

1. Co-author 24 February 2014 Deconstruction of Demonstrations on Crimea, Ukraine, 80 pages, en, 2016,
2. Persistent deficiencies in the transparency of the decision-making regulations and practice of the Government of Moldova: 2012-14, 60 pages, Ro, 2014
3. Resolving Transparency concerns of the Government of Moldova: legal and policy solutions, Ro, 65 pages, 2013
4. Analysis of the vulnerable groups rights in the process of decentralization process in Moldova, 70 pages, en, 2011,
5. Monitoring implementation of freedom of assembly rights in Moldova in 2011, 80 pages, ro,
6. Individual comprehensive reports on fair trial guarantees in Belarus (4 cases), March-June 2010,
7. Deconstruction and analysis of the 6-7 April 2009 public manifestations, including of role of police, decision-making process, role of political leaders and public figures, movement of various groups, etc, contains conclusions and recommendations;
8. Research on the policing modalities of ensuring of assemblies rights in Moldova, 60 pages, December 2009; Ro/En,
9. Feasibility study on the options for the ratification of the UN Convention on the protection of persons with disabilities and its optional protocol, August 2008, 140 pages, Ro/En;
10. Security, Liberty and Torture in the Aftermath of April 2009 events, ro, en, 2009
11. Evaluation of the phenomenon of torture and their causes in the custody of Police, 50 pages, ro, 2009
12. Editor and lead contributor, Shadow report on the implementation of CoE Framework Convention and National Minorities, 120 pages, en, 2008
13. Editor and lead contributor, Shadow report on the Implementation of UN ICCPR by Moldova, 200 pages, 2009;
14. Editor and lead contributor, Shadow report on the Implementation of UN CAT by Moldova, en, 150 pages, 2009,
15. Editor and lead contributor, Shadow report on the implementation of the UN Convention on the elimination of all forms of racial discrimination (CERD), 100 pages, en, 2007
16. Functional and institutional Analysis of the Ministry of Education, 60 pages, Ro, May 2008,
17. SWOT analysis of the October 2006 Proposal for Solution of Transnistrian conflict, Ro, 20 pages, 2007,
18. Policy research on the effectiveness of current multilingual and minority integration educational policies, July 2008,
19. Co-author and member of panel of experts that have developed "OSCE/ODIHR Guidelines on Freedom of Assembly", English, 100 pages, 2007,
20. Legal opinion on the draft law on peaceful assembly of Moldova, Ro/En, 10 pages, 2007,
21. Policy paper on the Evaluation of capacity in Advocacy and Public Policy of the civil society in Moldova, English, December 2007;
22. Policy paper on alternatives of the implementation of the national mechanism for the prevention of torture based on the ratification of the Optional Protocol to the UN Convention against Torture, 45 pages, English/Romanian, 2006,
23. Policy paper on the creation of national preventive mechanism against torture to implement the provisions of the Optional Protocol (OP CAT) to UN Convention against Torture ratified by Moldova in March 2006 (includes specific legislative and normative amendments)
24. Paper on Policy alternatives on the ratification of art.22, art.21 to UN Convention against Torture and creation of the adequate institutional framework for the implementation, 40 pages, Romanian, 2006,
25. Editor and lead contributor, Shadow report on the implementation of CoE Framework Convention and National Minorities, 90 pages, en, 2002,
26. Editor and lead contributor, Shadow report on the Implementation of UN ICCPR by Moldova, 2003, 200 pages, 2003,
27. Editor and lead contributor, Shadow report on the implementation of the UN Convention on the elimination of all forms of racial discrimination (CERD), 90 pages, en, 2003,

On energy, energy institutional framework:

1. Association Agreement and Energy Efficiency, Independency and Policy, 74 pages, ro, 2016,
2. Effective localization of the institutional framework on the energy efficiency in Moldova, 75 pages, En, 2016,
3. Policy options for the improvement of the Energy Efficiency Agency, 50 pages, En, 2014,
4. Review and appraisal of the energy institutional framework, 2016, En, 60 pages,

On budgetary, financial policies:

1. Ex-post evaluation of Youth Strategy 2020, including financial and budgetary implications, 70 pages (RO, En),
2. Campaign Financing of Political Parties: Parliamentary elections 2014, 110 pages, En, January 2015
3. Comprehensive review of State Budget of Moldova: policies and their effectiveness, 2013, Ro
4. Comprehensive analysis of the party financing systems in Moldova, December 2010, 120 pages, En,
5. Evaluation of options for the introduction of Health Insurance System with participation of private companies, ro, en, 2010, 140 pages,
6. Policy paper on the introduction of the fiscal benefits for the civil society organizations, 35 pages, ro, 2011,
7. Budgetary analysis of the educational sector policies, June 2008, 45 pages, Ro/En
8. Budgetary analysis of the health sector policies, June 2008, 45 pages, Ro/En
9. Budgetary analysis of the social sector policies, June 2008, 45 pages, Ro/En
10. Policy paper: Cost-benefit Analysis of the draft Law on the Voluntary Labour Supply, Ro, December 2007;
11. Policy paper: Comprehensive evaluation of the Social sector policies and their performance and development of the sector strategic programming and planning, including cost evaluations, Romanian, 2007;

On Cabinet of Ministers meetings policy reviews and briefs, 2012-2015, www.CNP.md:

1. Weekly policy briefs on Cabinet of Ministers policy agenda (3-5 issues): on justice, education, democratization, human rights in writing and public presentation as part of CNP chairman policy positions (more than 100 of policy positions and reviews),
2. UNDP, Mapping of ex-ante Policy Impact Assessment Experiences and Tools in Europe Based on a Literature Survey and Case Studies from Southeast Europe, Resource Book for Practitioners, 2007, chapter 2.3 Moldova, http://www.dei.gov.ba/bih_i_eu/RIA_u_BiH/default.aspx?id=6584&langTag=bs-BA
3. Direct engagement and lobby with the Cabinet of Ministers and policy advisers of the members of the Cabinet on policy briefs related issues.

On educational materials in management, advocacy and leadership:

1. author of the accredited masters' programs on Strategic Planning and Management,
2. author of the accredited masters' programs on project elaboration and management,
3. author of the non-accredited long-term program Policy Change Process,
4. author of the non-accredited long-term program Policy Advocacy and Lobby,
5. author of the non-accredited long-term program Policy Analysis,
6. author of the non-accredited long-term program Civic Leadership Fundamentals
7. author of the non-accredited long-term program Leadership-Followership Development and Dynamics.

On political and security developments:

1. Political developments forecast for Moldova 2017-18, 70 pages, En, 2017 (privileged),
2. Political developments forecast for Moldova 2014-16, 45 pages, En, 2017 (privileged),
3. Hybrid Threats Assessment for Moldova, 2017, En (privileged),
4. Hybrid Threats Assessment for Moldova, 2014, En.

6. **Other (communication, media)**

1. Frequent weekly bases appearances for the leading talk-shows at Publika TV, Moldova 1 TV, TV Romania in Chisinau, National Radio, Realitatea TV, Vocea Basarabiei TV, Canal 2, Prime and news agencies: Europa Libera, IPN on the policy process, the substance of the policy changes, democratization and the functioning of the Parliament and Government.
2. Interviewer on expertise talk-show at TV RAIN MOLDOVA "Prime Time Expert"(more than 40 programs), https://www.youtube.com/channel/UCcxnBX_GtmJfbWsf3ypodhA.