

## CURRICULUM VITAE

1. Family name: CRETU
2. First names: Nicolae
3. Citizenship: R.Moldova
4. Education:

Institution from - to	Degrees and Diplomas obtained
University of Applied Sciences, Krems, Austria 2024 – current	Master Degree Programme Digital Business Innovation and Transformation
Leeds Metropolitan University, UK 2002-2004	Postgraduate Diploma, Leadership and Management
Columbia University, Teacher's College, New York, USA, (september-december 2002), Open Society Project with practical project evaluation assignment	Graduate course in Qualitative Research and Evaluation in International Education
Moldova State University, R. Moldova 1992-1997	Licensed in Philosophy (Diploma Equivalent to Masters, MA)
Pedagogical College, Orhei, R.Moldova 1988-1992	Teacher

### Attended Training Courses:

- 2019 Organizational Assessment Methodology, DVV International, Kiev, Ukraine
- 2017 Certification in Management Consulting, EU project, Austria-Moldova consortium of organizations, financed by UNDP
- 2016 Profesionalisation of Adult Education In Ukraine, Moldova, Belarus
- 2014-2015 Business Planning, Quality Assurance, Marketing, Consortium of organizations, Kultur Kontakt and CEDA
- 2005-2006 Становление Социальной Личности, Kronin, Sfero, Russia
- 2004 Project Participative Planning and Self Evaluation Skills, Kultur Kontakt, Vienna, Austria
- 2001 Adult Education (Training of Trainers), Bureau d'Ingenierie en Education et en Formation, Belgium
- 2001 Business Planning Skills, Open Society Institute, Hungary
- 2001 Educational Policies, Danish Fund for Democracy, Denmark
- 2001 Management Consulting Skills, Centre for Management Development, Romania
- 2001 Marketing for non-profit organizations, Centre for Management Development, Romania
- 2000 Strategy Development, Open Society Institute, Hungary
- 1999 Case Teaching and Case Writing, Innovation and Development Center, Ukraine
- 1999 Facilitative Leadership Skills, Interaction Associates, Hungary
- 1998 Educational Management, International Language School, Romania
- 1998 Professional Communications, International Management Center, Hungary
- 1998-1999 Trainer of Trainer Certificate, Reading and Writing for Critical Thinking, International Reading Association, OSI, Hungary, Moldova
- 1998 Trainer of Trainer , Centre for Management Development, Romania
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### 5. Language skills: (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Romanian	Mother tongue		
Russian	1	1	1
English	1	1	1
German	2	4	4

## 6. Relevant qualification

- ⇒ *Training of Trainers since 2000 and International Trainer Assessment since 2002.*  
Trainer of Trainer assignments implemented in Moldova, Ukraine, Uzbekistan, Kazakhstan, Kyrgyzstan, Mongolia, Nepal, Liberia, Armenia.
- ⇒ *Strategic Management Consultant (Since 2004)*  
With a UK Leadership and Management Diploma and over 10 advanced management trainings completed across Romania, Moldova, Denmark, Belgium, Ukraine, Hungary, Latvia, and Austria, I bring extensive expertise in strategic management consultancy. My work spans Public Organizations, the Business Sector, and Civil Society organizations across diverse geographies, including Moldova, Ukraine, Romania, Montenegro, Tajikistan, Uzbekistan, Kazakhstan, Turkmenistan, Kyrgyzstan, Mexico, Nepal, Mongolia, Armenia, Georgia, Liberia, and Azerbaijan.
- ⇒ *Certified Management Consultant*  
Awarded by CMC-Global (ICMCI based in Switzerland), the International Management Consulting professional body, for the years 2017-2018.
- ⇒ *Evaluator/Researcher (Since 2004)*  
Proficient in developing qualitative evaluation and research tools, with a proven track record in collecting data and writing Studies and Project evaluations.
- ⇒ *Organizational Development Assessment and Development Tools*  
Apply assessment tools for organizational development since 2008, contributing to management assignments involving public organizations, civil society, and the business sector.
- ⇒ *Entrepreneurship Development Methodology*  
Implement Entrepreneurship Development Methodology since 2017, particularly focused on youth education and supporting early-stage companies.
- ⇒ *Leadership Experience and Team Management*  
Leading Trainer Teams (Since 1999): overseeing approximately 15 trainers.  
Monitoring Manager Leadership (2004-2006): Managed a team of 6 monitoring managers ensuring effective supervision and coordination.  
Company Director (Since 2008): Held the position of Company Director since 2008, demonstrating adept leadership in overseeing teams of consultants.  
CEO Experience in Austria (2021-2022): Acted as CEO in Austria, steering the establishment of a new startup. Orchestrated the setup of a new startup, involved in the establishment of production facilities, as well as the recruitment and leadership of the entire team.

## 7. Professional experience ( selected assignments)

Date		Assignments
2018 – current	<p>Location: Austria and international assignments</p> <p>Founding Partner at Innovating Governance, Founding</p> <p>Position: Management Consultant</p>	<ul style="list-style-type: none"> <li>● 2022-2025: Training of Trainers for National Bank of Moldova, Multiple training programs and trainer guidebook for NBM team of trainers.</li> <li>● 10/2024-12/2024: American Bar Association (ABA ROLI Moldova), Provided consultancy for the development and implementation of strategic development plans for the Prosecutor's Offices in the Ocnita, Edinet, and Ungheni districts. Offered guidance in defining quantitative and qualitative performance indicators.</li> <li>● 10/2024-02/2025: International Organization for Migration (OIM), Equip General Inspectorate for Migration staff with the essential tools and skills to enhance the efficiency of public migration services. Team Leader. Republic of Moldova.</li> <li>● 03/2024-04/2025: Center for International Private Enterprise (CIPE), Organizational Assessment and Organizational Development for 3 mentee organizations, Union of</li> </ul>

		<p>Entrepreneurs Kazakhstan, PF Women's Peace Bank, Kyrgyzstan, and Entrepreneurs Community Uzbekistan</p> <ul style="list-style-type: none"> <li>● 05/2024-11/2024: DVV International, Developing an Organizational Development Tool for Adult Education Associations/Centers from Jordan.</li> <li>● 03/2024-06/2024: Ministry of Education and Research from R.Moldova, Analytical research on the applicability and functionality of the “Standards of the Professional Competence of the Managers from General Education”</li> <li>● 02/2024-04/2024: Solidaritätsdienst International e.V. (SODI), Planning and execution of a participative project planning workshop for the local partner organisation. The workshop builds on the experience in project management of the partner organisation and provides them with necessary tools, skills and knowledge regarding the processes and preparations of a sustainable development project.</li> <li>● 05/2023-09/2023: DVV International, Conducting a Study on Curriculum InstitutionALE (Organizational Assessment and Development Methodology) in Laos, Palestine, Jordan, and Uzbekistan. This study involved evaluating the application of the Organizational Development methodology within the target countries and deriving recommendations for the future enhancement of the methodology.</li> <li>● 11/2022-04/2023 ICMPD, Moldova. Business Optimization Consultant at the International Centre for Migration Policy Development (ICMPD) in Moldova. Evaluating the business processes and HR management of the Bureau of Migration and Azil.</li> <li>● 11/2022-04/2023 ICMPD, Tajikistan, Uzbekistan. Analysing gender-related practices within the border region (related to women entrepreneurship). Provision of insights into gender dynamics and their implications for women entrepreneurship in the border regions. This involved a comprehensive evaluation of existing practices and policies, with a particular emphasis on gender equality and inclusion</li> <li>● 08/-12/2020 DVV International Moldova. Design and delivery of development trainings focused on self-employment. Additionally, I contributed to the creation of a comprehensive guidebook centered around the concept of self-employment.</li> <li>● 2020 - ThD Ukraine, Developing Training of Trainers guidebook</li> <li>● 01/-04/2021 Moldova, Moldova National Bank, Idis Viitorul, Team Leader, Leadership and Management Program for BNM Managers and Training of Trainers.</li> <li>● 08/-12/2020 Moldova, DVV International, Team Leader, and Author of Methodology, Supervising the team of trainers.</li> <li>● 02/-08/2019 - Romania, Latanzio, Ministry of Regional Development and Public Administration – Evaluator expert Drafting Methodology, Data collection and Final Reporting</li> </ul>
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2021 – 2022	<p>Austria</p> <p>Company: Grand Canvas GmbH</p> <p>Chief Executive Officer</p>	<ul style="list-style-type: none"> <li>● Lead organizational development initiatives to enhance efficiency, adaptability, and overall performance.</li> <li>● Foster a culture of innovation and continuous improvement within the startup.</li> <li>● Identify Materials/Services and Budgeting:</li> <li>● Workflow Organization</li> <li>● Personnel Supervision and Performance Evaluation</li> <li>● Maintenance and Equipment Oversight</li> <li>● Quality Assurance</li> <li>● Health and Safety Enforcement</li> <li>● Stakeholder Communication and Relationship Management</li> </ul>
2008 - 2018	<p>R.Moldova Innovative Solutions LTD,</p> <p>CEO Management Consultant, Founding Partner</p>	<p>2018, Council of Europe Office in Yerevan, International Consultant, Trainer of Trainers</p> <p>2018, Open Government Institute, Open Contracting, Ukraine, Nepal, Mexico, International Consultant, Methodology Expert</p> <p>2018, Moldova, Motivatie, Team Leader (2 consultants)</p> <p>2017, Moldova, UNHCR, Team Leader (4 consultants in the team)</p> <p>2017, Council of Europe Office in Kiev, International Consultant, Organizational Assessment Council of Public Prosecutors.</p> <p>2016-2017, 3 assignments with Council of Europe Office in Chisinau, Consultant, Team Leader (2 consultants), Trainer of Trainers</p> <p>2015-2016, 2 assignments, Terre des Hommes, Ukraine, International Consultant, Methodology Author, Trainer of Trainers</p> <p>2015, Open Society Tajikistan, President Office Tajikistan, International Consultant.</p> <p>2013-2014 Romstal, Ukraine, Team Leader (2 consultants), Trainer of Trainers, Management tools.</p> <p>2008-2011 7 assignments in Nepal, Open Society, International Consultant, Trainer of Trainers, Supervision of the local team</p> <p>2008 2 assignments in Liberia, Open Society, International Consultant, Trainer of Trainers, Supervision of the local team</p> <p>- Other national assignments with DVV International, Institutul de Politici Publice, Asociatia ACASA, Sos-Autism, Romstal, Simplex, Association of Psychologists, Norlam Mission to Moldova, Kultur Kontakt, FEDRA, ProCore, Apriori, OSORC, Agency for Regional Development, Moldova-Soros-Foundation.</p>
2004-2008	R.Moldova	Trainer of Trainers,

	Management Consultant	Business Consulting (Strategic planning, project management, team leading, Facilitative Leadership)
1997-2004	R.Moldova, Soros-Foundation and ProDidactica	Education reform initiatives, Advocacy, Capacity building programs for Educational System and Civil Society Program Director - supervising of 4 program assistants and 15 program trainers Program Strategic Planning; Fundraising, Project Coordination and reporting.

## 8. PUBLICATIONS

- How to diversify income. From self-employment to entrepreneurship. Training guidebook. DVV International, Moldova, 2021
- Entrepreneurship activities in vocational education. Training of Trainers guidebook. For Moldova Vocational Education Schools, OeAD, Austria, 2020
- Entrepreneurship education handbook for teachers from vocational education, CEDA, 2017
- Critical Thinking Competency for an Open Government, ePSIplatform Topic Report No. 2014/11, November 2014
- Entrepreneurship initiation and development, ACASA, Chisinau, 2010
- Stiluri de instruire, Didactica Pro..., nr.5, Chişinău, 2001
- Government 5D Transparency, ePSIplatform Topic Report No.2015/3, April 2015
- Organizational Capacities Evaluation and Development, Chisinau, ACASA, Policolor, 2012
- Entrepreneurship initiation and development, ACASA, Chisinau, 2010
- Optimizarea calitatii educatiei prin promovarea retelelor de colaborare intre institutiile de invatamint, Chisinau, 2004, Pro Didactica Educational Center
- Evaluarea in cheia dezvoltarii gândirii critice, Chisinau, 2005, Pro Didactica Educational Center
- Aplicarea tehnicilor de dezvoltare a gândirii critice, supliment nr.2(8), 2003, coordinator
- Invăţarea prin colaborare, supliment nr.7, Didactica Pro... Chisinau, 2002, coordinator
- Strategii de dezvoltare a Gândirii Critice, supliment nr.2, Didactica Pro..., Chisinau, 2002,
- Iniţiere in Metodologia Lectură şi Scriere pentru Dezvoltarea Gândirii Critice, supliment nr.1, Didactica Pro..., Chişinău, 2001
- De ce Gândirea Critică, Didactica Pro..., nr.6, Chişinău, 2001