Curriculum Vitae

1. **Family name:** **BUTNARU**
2. **First names:** **VERONICA**
3. **Date of birth:** **11.01.1978**
4. **Nationality:** **Moldavian**
5. **Education:** **Higher**

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
Minister of Education and Research of Romania Minister of Labor and Social Protection of Romania [January 2020]	Evaluation Project Manager (Certificate of completion)
Minister of Education and Research of Romania Minister of Labor and Social Protection of Romania [September 2019]	Project Manager (Certificate of completion)
Mediation Council the Republic of Moldova (2011)	Licensed Mediator
The Academy of Public Administration under the President of the Republic of Moldova (2006-2007)	Constitutional Law & Administrative Law (Diploma Master)
The State Agricultural University of Moldova (1995- 2000)	Manager - Economist (Diploma of Higher Education)

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

Language	Reading	Speaking	Writing
Russian	1	1	1
English	4	3	3

7. **Membership of professional bodies:**

Member of the authorizing and disciplinary Commission of authorized administrators Ministry of Justice of the Republic of Moldova.

Member of the Quality Commission of Academy of Public Administration the Republic of Moldova.

8. **Performance**

- Honor Diploma, 2008, Academy of Public Administration under the President of the Republic of Moldova
- Honor Diploma, 2013, Academy of Public Administration Republic of Moldova
- Diploma of Merit , 2017, Ministry of Education Republic of Moldova
- Diploma „Teacher of the Year ", 2017, Academy of Public Administration Republic of Moldova

9. **Other skills:** (e.g. Computer literacy, etc.)

- Analysis, synthesis, development and
- analytical assessment studies;
- Operating computer (Microsoft Office applications (MS Excel, MS Power Point, MS Access);Internet browsing, E-mail;
- Writing reports, syntheses;
- Communication skills, organization;
- Working within a flexible working.

10. **Present position:**

- Teaching in public sector topics to facilitate active learning experiences for public functionaries education and excellence of Academy of Public Administration the Republic of Moldova.
- Research scientist the National Council for Determining Disability and Work Capacity the Republic of Moldova.
- National expert - GOPA Modernization of Local Public Services.
- Trainer - the European Project and the UNDP programme in Moldova.
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11. **Years within the firm:**

- The Academy of Public Administration the Republic of Moldova Chisinau, Str.Ialoveni 100. (20 years)
- The National Council for Determining Disability and Work Capacity the Republic of Moldova. (2 years)

12. **Key qualifications:** (Relevant to the project)

Plans, prepares and teaching in public sector topics to facilitate active learning experiences for public functionaries education and excellence; provides a variety of learning materials and resources to use in educational activities; identifies and selects different instructional resources and methods to meet the public functionaries varying needs; provides appropriate feedback on work; participates in training activities as former; regularly communicates necessary information in public sector science (manuals, web resources, etc.); keeps up to date with developments in subject area, teaching resources and methods and makes relevant changes to the instructional plans and activities.

National and international monographs

1. Human resources management in public administration, // Monograph, - Ch.: APA, 2014. 184 pp. ISBN 978-9975-4241-1-0.(co-author)
2. Regional Development Management on Decrease Interregional Disparities within the Republic of Moldova in the Concept of the New European Cohesion Policy, // Monograph, - Ch.: APA, 2018. 232 pp. ISBN 978-9975-134-16-3.(co-author)

Handbooks, national and international dictionaries

3. Regulatory impact analysis// Training manual for civil servants. - Ch.: APA, 2008, - 256 p., ISBN 978-9975-66-107-2 (co-author)
4. Labor market and social policies// Training manual for civil servants,,- Ch:. APA, 2009, 157p. ISBN 978-9975-9637-7-0. (co-author)
5. Human resources management in public administration // Training manual for civil servants,- Ch.: APA, 2012. 184 p., ISBN 978-9975-4241-1-0. (co-author)
6. Local anti-corruption policies // Training manual for civil servants,- Ch.: 2017. 68 p., ISBN 978-9975-66-549-0. (co-author)

Learning aids:

7. Management and strategic planning// Training course for civil servants, Ch: 2013, 130p, ISBN 78-9975-66-319-9.
8. Management and development of programs / projects// Training course for civil servants, - Ch: 2013, 184 p., ISBN 978-9975-53-328-7.
9. Regional development// Training course for civil servants, - Ch: 2014, 188p, ISBN 978-9975-53-329-4. (co-author)
10. Developing leadership in public administration// Training guide for civil servants, 60 p, 2014
11. Local and regional marketing for sustainable and competitive regional development// Training course for civil servants, - Ch: 2017, 82 p., ISBN 978-9975-2019-7-8. (co-author)
12. Management and development of programs / projects// Training course for civil servants, - Ch: 2018, 125 p., ISBN 978-9975-3240-1-4.

General Professional Experience

- National expert GIZ, GOPA, GFA The project - Modernization of Local Public Services (Phase 1, 2010-2015); (Phase 2, 2016 -2020)
- National Expert NORLAM Mission The project "Promotion the Rule of Law in Moldova" Norwegian Expert Mission to Promote Rule of Law in Moldova
- National expert and Facilitator United Nations Development Fund Project "Enhancement transparency and responsibility of authorities through common activities of mass- media and civil society ".
- Training expert, the project Support to the professional capacity development and motivation of the Public Administration employees in the Republic of Moldova" project with Identification Number: EuropeAid/138182/DH/SER/MD.
- Facilitator Development of sustainable development strategies at central and local level Public Association, Cooperation Centre "Leadership-Utility-Efficiency"
- Trainer in public sector to facilitate active learning experiences: Management and strategic planning; Management of programs and projects development; Leadership in public administration.
- Teaching in public sector topics to facilitate active learning experiences for public functionaries education and excellence of Academy of Public Administration the Republic of Moldova.
- Research scientist the National Council for Determining Disability and Work Capacity the Republic of Moldova.

Specific Professional Experience

- National Senior Expert - Quality Control and Logistics 15 Modules, the project - Modernization of Local Public Services ,Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
- National Expert- Evaluation and recommendations Public Policy Expertise Development Strategy of the Prison Service from the Republic of Moldova 2016 -2020 and the Action Plan on the Implementation of the Strategy for the Development of the Penitentiary System for 2016-2020, The Norwegian Mission of Rule of Law Advisers to Moldova
- Teaching and Facilitator in public sector topics to facilitate active learning experiences for public functionaries education and excellence of Academy of Public Administration the Republic of Moldova.

August 2000- till present	The Republic of Moldova	Academy of Public Administration the Republic of Moldova Aurelia Tepordei	Trainer	Training themes: - Management and strategic planning - Management of programs and projects development - Leadership in public administration - Integrity, Ethics and Law - - Management and leadership - Human resources management in local public authorities - Time management - Regulatory impact analysis - Macroeconomic forecasting and planning - Performing the internal audit mission.
March September, 2020 30 calendar days/ part time	The Republic of Moldova	State Chancellery the Republic of Moldova Levinta-Perciun Elena	Junior Non-Key Expert Training expert	Corporate & Public Management Consulting International OÜ, in the “Support to the professional capacity development and motivation of the Public Administration employees in the Republic of Moldova - Creating new training curricula - Development of a network of the training providers - Prepare and implement the seminar Organisational leadership in Public administration - Preparation and implementation of part of the training curricula for the seminar ‘Management Essentials’ training programme.

May - August 2020 20 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH GFA Consulting Group Roșcovan Mihail	National expert Trainer	Advanced training in development of project proposals for RDA and MARDE staff
January - December 2018 60 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH GFA Consulting Group Victor Bufteag	National expert Trainer	Quality controlled training courses: Management of programs and projects development Human resources management in local public authorities for the project - Modernization of Local Public Services
October- December 2017 30 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH GFA Consulting Group Tatiana Bilba	National expert	Development and delivering the training for trainers for the project - Modernization of Local Public Services

November 2017- march 2018 60 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH GFA Consulting Group Natalia Iachimov	National expert	Quality controlled training courses for the project for energy efficiency in public buildings in the project GIZ - Modernization of Local Public Services
September - December 2016 30 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH GOPA Gesellschaft fur otganisation Natalia Iachimov	National expert	Development and delivering the training for trainers for the project - Modernization of Local Public Services
January - December 2016 50 calendar days/ part time	The Republic of Moldova	United Nations Development Fund Project "Enhancement transparency and responsibility of authorities through common activities of mass- media and civil society Serghei Neicovcen	National expert Trainer	Developing an appropriate for training course Local anti-corruption policies
May 2015 10 calendar days/ part time	The Republic of Moldova	The Norwegian Mission of Rule of Law Advisers to Moldova Siri Fjortoft	National expert	Evaluation and recommendations Public Policy Expertise Development Strategy of the Prison Service from the Republic of Moldova 2016 -2020 and the Action Plan on the Implementation of the Strategy for the Development of the Penitentiary System for 2016-2020

May- July 2015 19 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH GOPA Gesellschaft fur otganisation Denis Parea	National expert	Developing an appropriate brochures an lessons learned and good practices from the process on implementing the project Improving integrated solid waste management in Soldanesti, Floresti,Rezina - Modernization of Local Public Services
July - October 2015 19 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH GOPA Gesellschaft fur otganisation Sergiu Plesca	National expert	Developing an appropriate brochures an lessons learned and good practices from the process on implementing the project Improving water supply and sewage services in the village of Duruitoarea veche, Costesti, Rosu village- Modernization of Local Public Services
November- December 2015 19 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH GOPA Gesellschaft fur otganisation Bulat Violeta	National expert	Developing an appropriate brochures an lessons learned and good practices from the process on implementing the project - Modernization of Local Public Services
December 2014- January 2015 17 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH GOPA Gesellschaft fur otganisation Bulat Violeta	National expert Trainer	Developing an appropriate for training course Regional Development and Regional and Local Planning and Programming

August-October 2014 20 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH Bulat Violeta	National expert Trainer	Developing an appropriate for training course Leadership development in the public administration
August-September 2014 25 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH Bulat Violeta	National expert Trainer	Developing an information guide to promote the success and lessons learned of the Moldovan beneficiaries within the Cross-Border Cooperation Program.
February 2013 part time 11 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH Bulat Violeta	National expert Trainer	Developing an appropriate curriculum for training course Management of programs and projects development which be piloted.
January - February 2013 part time 11 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH Bulat Violeta	National expert	Developing an appropriate curriculum for training course on Regional and Local Planning and Programming
August-September 2013 part time 11 calendar days/ part time	The Republic of Moldova	Deutschen Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH Bulat Violeta	National expert Trainer	Training activities in the European Project: Regional development. Conceptual framework and best practices

January 2012 7 calendar days/ part time	Egypt	Ministry of Foreign Affairs in cooperation with Operational Unit for Development Assistance	National expert	Training activities in the Egypt Project: Egypt Economic Trends and customs management
August-November 2011 part time 10 calendar days/ part time	Romania The Republic of Moldova	Management authority Romania: Operational Programme Romania- Ukraine- Republic of Moldova Dastic Angela	National expert Trainer	Training activities in the European Project: Development of local government to EU standards and best practices.
April - September 2008 20 calendar days/ part time	The Republic of Moldova	SIPU International (Sweden) Claes Sandstrom	National expert Trainer	Training activities in the European Project :The Public Finance Management.

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

Country	Date from - Date to
Germany	04 -10 November 2012 09-16 November 2014 23-27 March 2015 13-17 January 2020
Georgia	08-11 May 2019
Ukraine	21- 26 July 2019
Egypt	14- 29 January 2012
Romania	28 June - 01 July 2011

14. **Other relevant information** (eg, Publications)

1. Implementation methodological aspects of the strategic planning system in the public administration institutions// Materials of the international scientific and practical conference “Academy of Public Administration- 15 years of modernization of the public service in the Republic of Moldova”, Ch: APA, 2006, p. 61-62, vol.II, ISBN 978-9975-9960-5-1
2. Ensuring macroeconomic stability - the economic policy vector in the Republic of Moldova// Materials of the international scientific and practical conference “Academy of Public Administration- 15 years of modernization of the public service in the Republic of Moldova”, Ch: APA, 2006, p. 99-100, vol.II, ISBN 978-9975-9960-5-1
3. International migration of labor force and its impact on the socio-economic development of the Republic of Moldova// Materials of the international scientific and practical conference “Academy of Public Administration- 15 years of modernization of the public service in the Republic of Moldova”, Ch: AAP, 2006, p. 1005-106, vol.II, ISBN 978-9975-9960-5-1
4. Methods of continuous improvement of the quality management system // Materials of the international scientific and practical conference "Theory and Practice of Public Administration", Ch: APA, 2011, p.231- 233. ISBN 978-9975-4241-0-3. (co-author)
5. The role of organizational culture in promoting knowledge management// Materials of the international scientific and practical conference "Theory and Practice of Public Administration", Ch: APA, 2011, p. 227- 229, ISBN 978-9975-4241-0-3. (co-author)
6. Impact of austerity measures imposed by the IMF in countries requesting economic aid// Materials of the international scientific and practical conference "Theory and Practice of Public Administration, 2011 edition", Ch: APA, 2011, p. 162-164. ISBN 978-9975-4241-0-3.
7. Implementation of total quality management and impact on public organizations in the Republic of Moldova// "Theory and Practice of Public Administration, 2012 edition", Ch.: APA, 2012. p. 284-285. ISBN 978-9975-4107-8-6.
8. The human resources valorization through the stimulation of creativity, journal Public Administration, Ch.: APA, 2013, nr.4, p. 74-77. ISSN 1813 – 8489. (Cat. C), (co-author)
9. Regional policy of the European Union - inspiration for countries outside the Union// Collection of articles “Tools for local and regional development”, Ch.: 2013, p.9-13, ISBN 978-9975-66-326-7.
10. General steps for the development of the local development strategy// Collection of articles “Tools for local and regional development”, Ch.: 2013, p.22-24. ISBN 978-9975-66-326-7.
11. Analysis methods in integrated strategic planning// Collection of articles “Tools for local and regional development”, Ch.: 2013, p.29-31.ISBN 978-9975-66-326-7.
12. Common vision, mission and values - compulsory components of local development strategy// Collection of articles “Tools for local and regional development”, Ch.: 2013,p.42-44. ISBN 978-9975-66- 326-7.
13. Analysis of project stakeholders// Collection of articles “Tools for local and regional development”, Ch.: 2013, p.57-60, ISBN 978-9975-66-326-7.
14. Objective verification indicators and verification sources - parts of the logic matrix// Collection of articles “Tools for local and regional development”, Ch.: 2013,p.66-68, ISBN 978-9975-66-326-7(co-author).
15. Project monitoring - stage of project cycle management// Collection of articles “Tools for local and regional development”, Ch.:2013,p.72-75, ISBN 978-9975-66-326 7. (co-author)
16. Project evaluation - stage of project cycle management// Collection of articles “Tools for local and regional development”, Ch.:2013, p.84-85, ISBN 978-

9975-66-326-7.

17. Modern leadership and its impact on good governance// Intercultural management journal, volume XV, Nr. 3 (29), 2013, p. 52-61.ISSN–L: 1454-9980.
18. Development of leadership in the public administration of the Republic of Moldova// Materials of the international scientific and practical conference "Theory and Practice of Public Administration", Ch., APA, 2013, p.379- 382, ISBN 978-9975-4241-5-8.
19. Success and sustainability of business based on the standard ISO 22301:2012// Materials of the international scientific and practical conference "Theory and Practice of Public Administration",Ch., APA, 2013, p.382-384. ISBN 978-9975-4241-5-8 (co-author)
20. ISO 26000 social responsibility in public institutions - the transition from good intentions to good actions// Public administration journal, Ch.: AAP, 2013, nr.1, p.62-65, ISSN 1813 – 8489
21. Developing the institutional environment and the mechanisms for coordination of external assistance (the experience of the Republic of Moldova)// Scientific-practical conference with international participation "Reforming public administration: theory, practice, international experience", Odessa, ORIDU NADU, 2014, p. 334-336 ISBN 978-966-394-066-3(co-author)
22. KAIZEN Japanese thinking - key to the success of organizational development// Public administration journal, Ch.: APA, 2014, nr.3, p.74-78, ISSN 1813 – 8489 (C category)
23. The main dimensions of the country brand// Materials of the international scientific and practical conference "Theory and Practice of Public Administration, 2014 edition", Ch:. APA, 2014. p. 351-355. ISBN 978-9975- 4241-9-6. (co-author)
24. Aspects of the functionality and financial support of the European regional development policy economy// Public administration journal, Ch.: APA, 2015, nr. 1 (89), p. 64-73 ISSN 1813 – 8489 (Category C)
25. Social responsibility - management tool for public administration// Public administration journal, Ch.: APA, 2015, nr.4, p.106-110, ISSN 1813 – 8489 (Category C)
26. International initiatives and standards in the field of social responsibility// Materials of the international scientific and practical conference “Contribution of young researchers to the development of public administration”, Ch.,APA, 2015, p.31-39, ISBN 978-9975-115-62-9
27. Sustainable development from the perspective of the ISO 26000 Social Responsibility standard// Materials of the international scientific and practical conference “Theory and Practice of Public Administration”, Ch., APA, 2015, p.314-316, ISBN 978-9975-3019-3-1
28. Developing participatory democracy - contributing to good governance// Materials of the international scientific and practical conference “Theory and Practice of Public Administration”, Ch., APA, 2015, p.334- 336, ISBN 978-9975-3019-3-08 (co-author)
29. Good local governance - the priority of modern regional development// Newsletter "Regional development", nr.2, Chisinau, 2015, p.3
30. Social responsibility - principle of good governance// Materials of the international scientific and practical conference “Contribution of young researchers to the development of public administration”, Ch., APA, 2016, p.49-55, ISBN 978-9975-115-95-7
31. Regional development in terms of the economic achievements and challenges of the Republic of Moldova// Materials of the international scientific and practical conference “Contribution of young researchers to the development of public administration”, Ch., APA, 2016, p.219-228, ISBN 978-9975-115-957(co-author)
32. Develop regional projects through project management processes// Materials of the international scientific and practical conference “Contribution of young researchers to the development of public administration”, Ch., AAP, 2016 p.428-431, ISBN 978-9975-3019-6-1.(co-author)

33. The main international and European norms on preventing and combating corruption ratified by the Republic of Moldova// Materials of the international scientific and practical conference “Theory and Practice of Public Administration”, Ch., APA, 2016 p.443-446, ISBN 978-9975-3019-6-1(co-author)
34. The importance of creating a country brand to promote the image of the Republic of Moldova// Sustainable Economic and Social Development of Euro-regions and cross-border areas, Materials of the International Scientific Conference XII-th edition, Gheorghe Zane Institute of Economic and Social Research of the Romanian Academy, ISBN 978-606-687-110-5 (co-author)
35. Integrity and accountability of civil servants in public life of the Republic of Moldova// Romanian Journal of Philosophical and Social Studies "IDEO", Institute of Economic and Social Research "Gheorghe Zane" of the Romanian Academy, Vol. 1/2 (2016), Romanian Academy Publishing House ISSN: 2537-124X (print version) ISSN: 2537-1258 (electronic version).
36. The fundamental aspects of the learning process that facilitate the formation of skills in adults// Materials of the international scientific and practical conference “Theory and Practice of Public Administration”, Ch., APA, 2018 p. 519-521, ISBN 978-9975-3019-6-1
37. Managing ethics in different public administration systems// Materials of the international scientific and practical conference “Theory and Practice of Public Administration”, Ch., APA, 2018 p. 403-407, ISBN 978-9975-3019-6-1
38. The importance of ethic code for socially responsible organizations//Public administration journal, Ch.: APA, 2018, nr.2, p. 97-101, ISSN 1813 – 8489 (Category C)
39. European Union external assistance to the Republic of Moldova through programs/projects//Public administration journal, Ch.: APA, 2019, nr.1, p. 97-101, ISSN 1813-8489 (Category C) (co-author)
40. European Union policies with an impact on the social economy// Materials of the international scientific and practical conference “Theory and Practice of Public Administration”, Ch., APA, 2019 p. 491-496, ISBN 978-9975-3019-6-1(co-author)

16. **Social responsibility**

- Initiating and Organizing the Marathon "Life rises from love" for children suffering from haematological malignancies at the Oncological Hospital in Chisinau, 29 of May, 2016
- Initiating and Organizing the Marathon "Life rises from love" for children suffering from haematological malignancies at the Oncological Hospital in Chisinau, 28 of May, 2017
- Initiating and Organizing the Marathon "Life rises from love" for children suffering from haematological malignancies at the Oncological Hospital in Chisinau, 27 of May, 2018