

CURRICULUM VITAE

INFORMAȚIE PERSONALĂ

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EXPERIENȚA PROFESIONALĂ

SUMARUL EXPERIENȚEI

Experiență excepțională în planificarea, organizarea, furnizarea și evaluarea programelor de formare profesională și a proceselor de consultanță pentru agenții de dezvoltare internaționale, întreprinderi, organizații non-profit și organizații publice la nivel național și internațional. Peste 600 de programe de instruire desfășurate și ateliere facilitate din 1998.

Experiență de consultanță solidă în planificarea și implementarea schimbărilor organizaționale complexe în companii, organizații non-profit și organizații publice. Peste 50 de proiecte de consultanță implementate, inclusiv cu sprijin financiar din partea Grupului Băncii Mondiale, UE, UNDP, UNICEF, ONU FEMEI, USAID etc.

Experiență semnificativă în realizarea de studii pentru agenții de dezvoltare internațională în următoarele domenii: educație, inclusiv ÎFP, angajare, afaceri, domeniu social. Aproximativ 15 studii efectuate ca parte a echipelor de cercetare.

Experiență practică în planificarea, implementarea și evaluarea programelor și proiectelor naționale și internaționale. Peste 10 proiecte / programe evaluate.

Certified Management Consultant (CMC), din mai 2017.

EXPERIENȚA

1 mai 2004 – Prezent

Vice-Director, Consultant Senior

AXA Management Consulting, str. Alba Iulia 190/1, of. 08, MD-2071, Chisinau, Republica Moldova, www.axa.md

- Implementarea proiectelor de cercetare, formare și consultanță pentru agenții internaționale de dezvoltare, ONG-uri, organisme guvernamentale și companii private
- Managementul organizațional strategic și operațional al companiei
- Dezvoltarea și implementarea serviciilor companiei
- Resursele companiei și dezvoltarea imobilizărilor necorporale
- Dezvoltarea parteneriatelor strategice

Sector de afaceri Consultanță

1 Mar 2004 – 28 Feb 2006

Project Content Coordinator,

Introducing Project Planning and Evaluation Methodology in Education for Democratic Citizenship Initiatives of the Stability Pact (I.M.PACT) Project

KulturKontakt, Vienna (Austria)

- Furnizarea de programe internaționale de formare în planificarea proiectului,

elaborarea propunerilor de proiecte și evaluarea proiectelor

- Coordonarea și monitorizarea ghidurilor de instruire și a dezvoltării altor resurse

Sector Dezvoltare Internațională

1 Feb 2000 – 31 Dec 2005

Coordonator de Programe

Centrul Educațional PRO DIDACTICA, Chisinau, Republica Moldova

- Dezvoltarea și implementarea programelor de instruire și a proceselor de consultanță, Programul de dezvoltare a organizației
- Coordonarea proiectelor educaționale: „Autoevaluarea școlară”, „Îmbunătățirea calității educației pentru toți (IQEA) Moldova”
- Dezvoltarea materialelor de instruire pentru formarea cadrelor didactice și formarea managerilor școli

Sector Educație

1 May 1998 – 31 Jan 2000

Coordinator, membru al echipei de proiect,

“Reading and Writing for Critical Thinking” Project

Centrul Educațional PRO DIDACTICA, Chisinau, Republica Moldova

- Dezvoltarea de materiale de formare și module de instruire pentru formarea cadrelor didactice și formarea managerilor școlilor în abordări noi în metodologia de predare
- Coordonarea activităților de proiect la nivel național

Sector Educație

1 Sep 1996 – 31 Mai 1999

Lector, Facultatea de Filosofie și Psihologie

Universitatea de Stat din Moldova, Chisinau, Republica Moldova

- Dezvoltarea și predarea diverselor cursuri de filozofie
- Cercetări și elaborare de lucrări academice în domeniul filozofiei și psihologiei sociale

Sector Învățământ Superior

ALTE EXPERIENȚE RELEVANTE

- Expert Internațional în domeniul Elaborării Propunerilor de Finanțare și Bugetare, EU-Eastern Partnership Culture Programme II, Programe de formare livrate în următoarele locații:
 - *Iunie 2016 – Tbilisi, Georgia*
 - *Iunie 2016 – Chisinau, Republica Moldova*
 - *Septembrie 2016 – Baku, Azerbaijan*
- Expert Internațional în domeniul Planificării Participative a Proiectelor și al Metodologiilor de Auto-Evaluare a Proiectelor:
 - *Martie 2004 – Februarie 2006, Chisinau, Moldova și Vienna, Austria.*
- Trainer internațional pentru metodologia integrată de planificare și evaluare participativă a proiectelor (Metoda MAPA). Experiență în desfășurarea atelierelor MAPA:
 - *Mai 31 - Iunie 05, 2001, Open Society Georgia Foundation, Tbilisi, Georgia;*
 - *Noiembrie 01–06, 2001, International Renaissance Foundation Kiev, Ukraine.*
- Consultant și trainer în domeniul Dezvoltării Organizaționale.
 - *Experiențe Internaționale în Rusia, Georgia, Azerbaijan, Ucraina, Romania.*

STUDII ȘI FORMĂRI

December 2018	Export of Services EBRD, Chisinau (Moldova)
January – May 2017	Training and Certification Process for Certified Management Consultant (CMC) CPMC, Austria
Jun 2008	Key Financial Management Ratios BAS Programme / EBRD, Chisinau (Moldova)
Feb 2004	Project Self-Evaluation KulturKontakt, Vienna (Austria)
Jan 2002–May 2002	Evaluation of International Educational Programs Teachers College, Columbia University, New York City (USA)
Nov 2001	Training for Trainers Bureau d'Ingenierie en Education at en Formation, Louvain-la-Neuve (Belgium)
Dec 2000	Project Planning and Evaluation Institute for Educational Policy, Budapest (Hungary)
Nov 2000	Management Consulting Center for Development in Management, Cluj Napoca (Romania)
Sep 2000	Integrated Planning and Evaluation Method Institute for Educational Policy, Budapest (Hungary)
Jun 2000	Marketing for Non-profit organizations Center for Development in Management, Cluj Napoca (Romania)
May 2000	Strategic Human Resources Management Center for Development in Management, Bucharest (Romania)
Feb 2000	Evaluation Fundamentals Open Society Institute & Collaborative Inquiry Corporation, Budapest (Hungary)
Aug 1999	Case Teaching and Case Writing Method Innovation and Development Center, Yalta (Ukraine)
Jun 1999	Strategy Planning International Reading Association, Budapest (Hungary)
Jun 1998–May 1999	Teacher training methodology and critical thinking development International Reading Association, Chisinau (Moldova)
Sep 1998	Training Skills Center for Development in Management, Cluj Napoca (Romania)
Apr 2002–Apr 2004	PG Diploma in Leadership and Management Leeds Metropolitan University, Leeds (England, UK)
Sep 1991–Jun 1996	BA in Philosophy, Philosophy and Psychology Department State University of Moldova, Chisinau (Moldova)

ABILITĂȚI PERSONALE

Limba maternă ROMÂNĂ

Competență lingvistică

	ÎNȚELEGERE		VORBIRE		SCRIERE
	Ascultare	Lectură	Interacțiune verbală	Formulare	
Engleză	C2	C2	C1	C1	C1
Rusă	C2	C2	C2	C2	C2
Franceză	B1	B2	B1	B1	B1

Levels: A1 and A2: Basic user | B1 and B2: Independent user | C1 and C2: Proficient user

[Common European Framework of Reference for Languages](#)

Abilități de comunicare

- Abilități excelente de comunicare profesională dobândite prin experiență la nivel național și internațional

Abilități organizaționale și manageriale

- Leadership (responsabil în prezent pentru o echipă de 7 angajați cu normă întreagă și 5 angajați part-time)
- Abilități manageriale și organizaționale dobândită ca lider de echipe de proiect și manager de companie

Abilități profesionale

- Abilități avansate de cercetare dobândite ca lider și membru al diferitelor echipe de cercetare
- Abilități excelente de formare dobândite prin mai mult de 700 de evenimente de formare susținute
- Abilități avansate de prezentare obținute în calitate de formator, prezentator de evenimente publice profesionale, etc.
- Abilități avansate de coaching și îndrumare

Abilități ICT

- O stăpânire excelentă a pachetului de software sub Win98 și versiuni superioare (Word, Excel, etc.), MS Project și diverse programe de gestionare.

INFORMAȚIE ADIȚIONALĂ

ANGAJĂRI NECONVENȚIONALE

January 2000-Decembrie 2002 - Membru al Juriului Programe Educaționale, Fundația Soros Moldova

March 2000-martie 2002 - Membru al Comisiei de Experți, Fondul Inițiative ale Tinerilor, Open Society Institute & Fundația Soros Moldov

PUBLICAȚII

- Dezvoltarea instituțiilor educaționale, ARC, Chișinău, 2004
- Managementul resurselor umane în instituțiile publice locale, 2014 (coautor)
- Peste 30 de articole publicate în diverse publicații educaționale și de afaceri din Republica Moldova și România

CONFERINȚE

Peste 20 prezentări la conferințe, congrese și simpozioane în Republica Moldova, România, Ungaria, Turcia, Kazakhstan și Danemarca .

Activitate profesională desfășurată în următoarele țări (proiecte și sarcini)

- Austria
- Azerbaijan
- Georgia
- Romania
- Russia
- Ukraine

Proiecte de cercetare

- July – November 2018, Data Collection for an Assessment of the Enabling Environment for Sustainable Enterprises in Moldova, International Labour Organization (ILO), team leader și membru a echipei de cercetare
- November 2017 – March 2018, Feasibility Study on Horticulture Centre of Excellence, High Value Agriculture in Moldova Project, financed by USAID, team leader și membru a echipei de cercetare
- March – July 2017, Feasibility Study for Rationalizing the General Schools Network, Moldova Education Reform Project, The World Bank Group, team leader și membru a echipei de cercetare
- May – July 2016, Diagnosis Work as part of a larger assignment: “Consulting Services to Develop a Training Plan for Continuing Training of School Managers”, team leader și membru a echipei de cercetare
- January-April 2015, Baseline study on "Re-Engineering Vocational Orientation and Career Counselling for Moldovan labour force competitiveness", Centre for Entrepreneurial Education, Chisinau, Moldova, team leader și membru a echipei de cercetare
- February – June 2015, Data Collection and Analysis on “Gaps and Weaknesses in Information Delivery and Communication at School Level”, The World Bank Group, team leader și membru a echipei de cercetare
- May-December 2014 - Study on "Demand Assessment of Continuous Vocational Training in Construction Sector in the Republic of Moldova", European Training Foundation (ETF), team leader și membru a echipei de cercetare
- March-December 2013 - Study on "Demand Assessment of Continuous Vocational Training in Agro-Food Sector in the Republic of Moldova", European Training Foundation (ETF), team leader și membru a echipei de cercetare
- March – June 2011, Study on Mapping of Social Services in Leova and Orhei Raions and Balti Municipality, UNICEF Moldova, team leader și membru a echipei de cercetare
- June – October 2010, End-of-Project Evaluation Study for "Education For All - Fast Track Initiative" PROJECT, The WORLD BANK Group, team leader și membru a echipei de cercetare.

EXPERIENȚĂ RELEVANTĂ ÎN REALIZAREA PROCESELOR DE EVALUARE

Name of project	Client	Period of activity	Types of activities undertaken	References Contact Details (Name, Phone, Email)
End of Project Evaluation of LOCAL CIVIL SOCIETY CONTRIBUTES TO ECONOMIC AND SOCIAL DEVELOPMENT IN MOLDOVA (Budget: EUR 2,105,263)	East Europe Foundation	October - December 2020	Development of the evaluation methodology and data collection tools Data collection using quantitative and qualitative methods Data processing and analysis Report development in English	Sorin MEREACRE, President, East Europe Foundation, Tel.: (+373 22) 235343/ext.118, E-mail: sorin.mereacre@eef.md
End of Project Evaluation of Cutting Edge Improvements in the Public Procurement System in Moldova through Inclusiveness, Creativity and Law-Abiding Practices Project	IDIS Viitorul	September – October 2019	Development of the evaluation methodology and data collection tools Data collection Data processing and analysis Report development I Romanian and English	Carolina Ungureanu Deputy Director, Project Coordinator Tel (373 22) 22 18 44 e-mail: carolina.ungureanu@viitorul.org
End of Project Evaluation of BUILDING BRIDGES, FACING CHALLENGES – BUILDING BRIDGES BETWEEN THE CIVIL SOCIETY AND COMMUNITIES ON TWO BANKS OF NISTRU RIVER" PROJECT Project	East Europe Foundation	December 2019 – February 2020	Development of the evaluation methodology and data collection tools Data collection using quantitative and qualitative methods Data processing and analysis Report development in English	Sorin MEREACRE, President, East Europe Foundation, tel: (+373 22) 235343/ext.118, e-mail: sorin.mereacre@eef.md
Assessment of the Implementation and Correspondence of Schools to Child-Friendly Scholl Standards	UNICEF Moldova	September 2018 – June 2019	Development of the assessment methodology and data collection tools Analysis of the regulatory framework Data collection Development of the assessment report Provision of specific input to framework and procedures for implementation and monitoring of CFS standards	Liudmila Lefter, Education Specialist, UNICEF Moldova, Tel. 269 150; Email: llefter@unicef.org
Impact evaluation of the "Quality Journalism for Democracy" Project	RISE MOLDOVA	April – June 2018	Development of the data collection tools Qualitative data collection Data processing and analysis	Dumitru STOIANOV International Projects Coordinator, Fact-

			Report development	checker at RISE Moldova E-mail: dumitrustoiarov.rise@gmail.com
Mid-term evaluation of the Partnerships for quality and relevance in ICT vocational education in Moldova Project	Educational Center Pro Didactica	December 2017 – March 2018	Development of the data collection tools Qualitative data collection Data processing and analysis Report development in English	Dr. Rima Bezede President of the Association Centrul Educational PRO DIDACTICA tel. (373 22) 542556, 541994 e-mail: rbezede@prodidactica.md
External Evaluation of FELT Project	Liechtenstein Development Services	October 2017 – January 2018	Development of the data collection tools Qualitative data collection Data processing and analysis Report development	Pius Frick, Country Manager, Liechtenstein Development Services T: +373 22 22-19-50, 23-22-39 E: pius.frick@led.md
External Evaluation of the “Social-economic empowerment and inclusion of young people with disabilities in the workplace” Project	MOTIVATION Association	November 2017 – January 2018	Development of the data collection tools Qualitative data collection Data processing and analysis Report development in English	Igor MERIACRE, Director Executiv, Tel/fax: (+373) 22 661 393; (+373) 22 417 155, E-mail: office@motivation-md.org
Assessment of Training Programmes and Development of a Training Plan for Continuing Training of School Directors	The World Bank Group / Moldova Education Reform Project	May – October 2016	Development of the research and data analysis methodology Development of the data collection tools Data collection <ul style="list-style-type: none"> • Desk research • 15 focus group discussions • 42 in-depth-interviews Data processing and analysis Development of course curriculum and training plan Report development	Sergiu Harea, Project Co-ordinator E-mail: sergiuh1970@gmail.com
Evaluation of the “Intercultural Dialogue” Project, stage 2	Pestalozzi Children’s Foundation	July – October 2016	Development of the research methodology Development of the data collection tools Qualitative data collection: in-depth interviews and focus group discussions Data processing and analysis	Natalia Balta Country Representative Moldova Pestalozzi Children's Foundation Office Phone +373 69 10 93 94

			Report development in English	
Evaluation of internal capacities and stakeholder analysis of Confederation of Employer Organizations in Moldova	International Labour Organization	April – October 2016	Development of the data collection tools Qualitative data collection Data processing and analysis Report development in English	Dragan Radic Senior Specialist, Employers' Activities International Labour Office Decent Work Technical Support Team Tel: +361 301 4909 E-mail: radic@ilo.org
Evaluation of the Project "Press Don't Hate: Fighting Hate Speech in Online Media and in Social Networks"	Center for Independent Journalism	November – December 2015	Development of the data collection tools Qualitative data collection Data processing and analysis Report development in English	Ina Grejdeanu, Strategic Development Officer phone (373 22) 213652, 227539 fax (373 22) 226681 e-mail: igrejdeanu@ijc.md
Evaluation of the Project "Improving Media Legislation"	Center for Independent Journalism	November – December 2015	Development of the data collection tools Qualitative data collection Data processing and analysis Report development in English	Ina Grejdeanu, Strategic Development Officer phone (373 22) 213652, 227539 fax (373 22) 226681 e-mail: igrejdeanu@ijc.md
Evaluation of the Multiannual Program implemented by CNV Internationaal (Holland) with National Confederation of Trade Unions	CNV Internationaal (Holland)	August – October 2015	Development of the data collection tools Qualitative data collection Data processing and analysis Report development in English	Karen Bouwsma CNV Vakcentrale Postbus 2475, 3500 GL Utrecht Tiberdreef 4, 3561 GG Utrecht k.bouwsma@cnv.nl
Three researches „STATE OF THE ART IN THE FIELD OF SOCIO-ECONOMIC RIGHTS OF YOUNG PEOPLE” „ADDED VALUE THAT YOUNG PEOPLE BRING TO COMPANIES” „THE GAP BETWEEN EDUCATION AND THE JOB DEMANDS OF THE MOLDOVAN MARKET”	„Decent work for YOUTH - Improving the social economic situation of young people in Moldova by empowering Moldovan youth and	May – November 2013	Development of the research methodologies Qualitative data collection Data processing and analysis Report development	Angela CIOCÎRLAN, Executive Director, "Facia" Association, Ungheni tel. 373 236 3 36 84 / 2 02 88; fax. 373 236 3 36 84 / 2 02 89 e-mail: facia.ungheni@gmail.com

	Moldovan civil society" Project implemented by Foundation CNV International (Netherlands),			
STUDY ON MAPPING OF SOCIAL SERVICES IN LEOVA AND ORHEI RAIONS AND BALTI MUNICIPALITY	UNICEF Moldova	March – June 2011	Development of the research methodology and data collection tools Qualitative data collection Data processing and analysis Report development in English	Larisa Virtosu Early Childhood Development Officer Chair, EFA/FTI Advisory Group UNICEF Moldova tel: (373 22) 220 034, e-mail: lvirtosu@unicef.org
END-OF-PROJECT EVALUATION STUDY FOR "EDUCATION FOR ALL - FAST TRACK INITIATIVE" PROJECT	The WORLD BANK Group	June – October 2010	Development of the research methodology and data collection tools Qualitative data collection Data processing and analysis Report development in English, Romanian and Russian	Mariana Doina MOARCAS Sr. Operations Officer ECSHD World Bank Office, Romania email: mmoarcas@worldbank.org

2011, February – March	Evaluation of the project "Participation of NGOs from Transnistria in the Moldovan NGOs activities", implemented by CONTACT Center
2010, February – March	Interim Evaluation of "Vocational Education and Rural Development" Project, implemented by HILFSWERK Austria, Moldova Office
2007, January – February	End-of-Project evaluation of "Social Reintegration of vulnerable and marginalized older people in rural communities of Southern Moldova", Help Age International, Chisinau, Moldova
2006, April – June	Evaluation of Temporary Placement Centre for Street Children Project, EveryChild Moldova
2002, February – May	Evaluation of Teacher Training Project, Educational Center Pro Didactica, Chisinau, Moldova;

EXPERIENȚA ÎN REALIZAREA PROIECTELOR DE CONSULTANȚĂ ȘI TRAINING ÎN DOMENIUL **PLANIFICĂRII STRATEGICE**

DENUMIREA PROIECTULUI	BENEFICIAR	PERIOADA	ACTIVITĂȚI REALIZATE	PERSOANE DE REFERINȚĂ
Elaboarea cadrului strategic de dezvoltare instituțională pentru Centrul de Excelență Țaul	Centrul Educațional Pro Didactica	Decembrie 2018 – August 2019		Rima Bezede, Președinte, rbezede@prodidactica.md
Facilitarea atelierului de planificare strategică	Centrul de Drept al Femeilor	Iulie 2018	Documentarea inițială Facilitarea atelierului de 2 zile Redactarea primei versiuni a planului strategic	Natalia Vîlcu, Director Executiv, natalia.vilcu@cdf.md
Facilitarea atelierului de evaluare a progresului în implementarea Planului strategic în domeniul Reducerii Riscurilor	Uniunea pentru Prevenirea HIV/SIDA și Reducerea Riscurilor din Moldova (UORN)	August 2017	Facilitarea atelierului Oferirea expertizei în elaborarea noilor strategii	Ala IAȚCO, Director Executiv, protineret@yahoo.com
Facilitarea atelierului de Planificare Strategică pentru dezvoltarea resurselor umane în Programele de reducere a riscurilor	Uniunea pentru Prevenirea HIV/SIDA și Reducerea Riscurilor din Moldova (UORN)	August 2017	Facilitarea atelierului Oferirea expertizei în elaborarea noilor strategii	Ala IAȚCO, Director Executiv, protineret@yahoo.com
Evaluarea capacităților organizaționale a 10 organizații partener (din Moldova, Romania și Ucraina) a CARITAS Vienna	CARITAS Vienna	February – June 2017	Elaborarea metodologiei de evaluare Desfășurarea a 10 ateliere de evaluare participativă a organizațiilor partener Elaborarea rapoartelor de evaluare	Claudia Giampietri Regional Program Manager International Programs Department Caritas der Erzdiözese Wien – Hilfe in Not Tel AT: +43 676 7806565 Email: claudia.giampietri@caritas-wien.at
				Oksana COSTANDAKI

Elaborarea Strategiei de Durabilitate Financiară	KEYSTONE Human Services Moldova	Februarie – Martie 2016	Facilitarea atelierului de elaborare a strategiei de durabilitate financiară Asistență adițională în elaborarea strategiei	Project Coordinator Keystone Human Services International Moldova Association Tel. (+373 22) 92 91 98 ocostandaki@keystonehumanservices.org
Program de formare “Managementul Schimbării Strategice” și atelier de elaborare a strategiei	Ministerul Muncii, Protecției Sociale și Familiei	Iunie – Iulie 2016,	Dezvoltarea conceptului și materialelor programului de instruire Livrarea programului de instruire Facilitarea atelierului de dezvoltare a strategiei Asistență la finalizarea documentelor de strategie	Alexandru SINCHETRU, Expert in social benefits HSSAP Project 1 V.Alecsandri str., offices 501 & 502 Chisinau, Republic of Moldova tel.+37322269331 asinchetru.hssap@mmpsf.gov.md
Facilitarea a 11 ateliere de Planificare Strategică pentru 11 Direcții Raionale de Asistență Socială	AO Parteneriate Pentru Fiecare Copil	February 2015 – September 2015	Facilitarea atelierelor de planificare strategică Oferirea expertizei în dezvoltarea strategiilor	Daniela MAMALIGĂ, Director Programe, dmamaliga@p4ec.md +373 (22) 92 50 76
Atelier de Planificare Strategică	Uniunea pentru Prevenirea HIV/SIDA și Reducerea Riscurilor din Moldova (UORN)	September 2015	Facilitarea atelierului de planificare strategică Oferirea expertizei în dezvoltarea strategiilor	Ala IAȚCO, Director Executiv, protineret@yahoo.com
2 programe individualizate de formare Planificarea și Elaborarea Strategiei pentru reprezentanți ai 20 de Asociații de Economie și împrumut	Uniunea Centrală a Asociațiilor de Economie și împrumut, www.uc.md	Mai – Iunie 2015	Evaluarea capacităților interne Dezvoltarea materialelor de instruire Livrarea programului de instruire Evaluarea activităților de instruire	Andrei CALIN, Director Executiv, Uniunea Centrală a Asociațiilor de Economie și împrumut, acalin@uc.md
	UCIMP			Svetlana PLAMADEALA Country Manager

Atelier de Planificare Strategică		Septembrie – Octombrie 2013	Facilitarea atelierului de planificare strategică	UNAIDS Moldova Tel: +373 22 269 249 PlamadealaS@unids.org
Facilitarea atelierului de Elaborare a strategiei de comunicare	Centrul CONTACT Cahul	2012	Documentarea inițială Facilitarea atelierului de 2 zile Redactarea primei versiuni a planului strategic	
Program de formare: “ Elaborarea strategiei de fundraising ”	Asociația MOTIVAȚIE / SOIR Moldova	August 2011	Livrarea programului de formare	Olga Canaly Programme Officer SOIR Moldova Tel: +37322241713
Program de Formare Planificarea Strategică și Financiară pentru Secretariatul Parlamentului Republicii Moldova	UNDP Moldova / Secretariatul Parlamentului	Septembrie – Octombrie 2010	Evaluarea nevoilor de dezvoltare Pregătirea materialelor de instruire Livrarea programului de instruire Evaluarea programului de instruire	Sergiu GALITCHI Project Manager "Support to Parliamentary Development in Moldova" UNDP Project Mob. (+373) 60130057 Phone: (+373 22) 268 278 sergiu.galitchi@undp.org
Elaborarea strategiei de dezvoltare a resurselor umane	Inspectoratul Fiscal principal de Stat	Martie 2008	Documentarea inițială Facilitarea atelierului de planificare strategică Redactarea primei versiuni a strategiei	

RELEVANT EXPERIENCE IN THE AREA OF PROJECT MANAGEMENT, FUNDRAISING, DEVELOPMENT OF PROJECT PROPOSALS, ETC.

ORGANIZATION	YEAR	PROJECT
Societatea Îngrijiri Paleative	2006	Project Management
American Foundation East-West	2006	Project Evaluation
PASET	2006	Development of Project Proposals According with PASET Requirements
HILFSWERK Austria	2007	Project Management
Biroul Național de Statistică	2007	Project Management
Asociația Carlux	2007	Project Management
HILFSWERK Austria	2007	Fundraising
AFEW	2007	Fundraising
Institutul de Științe ale Educației, finantat HIFAB	2009	Project Management
DORCAS	2010	Fundraising
UNDP Moldova	2010	Strategic and Financial Planning for Parliament Secretariat
Asociația Carlux	2011	Develop funding proposals
Asociația Carlux	2011	Project Management
MOTIVATIE	2011	Fundraising Strategy
Lafarge Ciment Moldova	2012	Project Management
Chamber of Commerce Tiraspol	2014	Development Project Proposals
FINANCE IN MOTION	2015	Business Planning and Strategy Development
EAP CULTURE- Tbilisi	2016	Proposal Writing and Budgeting workshop
EAP CULTURE- Chisinau	2016	Proposal Writing and Budgeting workshop
EAP CULTURE- Baku	2016	Proposal Writing and Budgeting workshop
KEYSTONE Moldova	2017	Project Writing and Management
AGEPI	2017	Development of Project Proposals

Curriculum vitae

Curriculum vitae	
Personal Information	
First name / Surname	Oleg BURSUC
Nationality	Republic of Moldova
Date of birth	December 06, 1958
Gender	Male
Work experience	
Dates Employer	2018-2022 Association "Education for Development" (AED)
Occupation or position	Project Manager, Solar Energy Competence Initiative Project, implemented by Association Education for Development with financial support of the Liechtenstein Development Service
Name and address of employee	International Research and Exchanges Board in the Republic of Moldova (IREX), 202, Stefan cel Mare Str., Chisinau, Republic of Moldova, MD 2004
Dates Occupation or position	June 27, 2016 – October 16, 2018 Capacity Development Manager, Novateca, Global Libraries (Bill and Melinda Gates Foundation), USAID/IREX Moldova Program
Main activities and responsibilities	Involvement in policy development process for the Capacity Development Department. Planning, organizing, realizing, evaluating, disseminating activities of Capacity Development Department in correspondence with Novateca values, goal and objectives. Developing budgets and expenditures forecasts for planned activities, ensuring correctness of budget expenditures, reporting on budget responsibilities. Planning and realizing needs assessment processes in professional and personal development of staff and program customers and developing curricula for community engagement and capacity development activities in correspondence with needs and aspirations of future participants. Delivering strategical trainings and workshops to program customers and partners. Coaching and co-training staff, trainers and raion library directors in developing and delivering community engagement and capacity development activities (meetings and interactions, trainings, workshops, conferences, seminars, study visits, exchange of experience activities, etc.). Expertise and evaluating curricula developed by local trainers and staff. Evaluating efficiency of library services delivered by participants on Novateca trainings. Evaluating quality and impact of activities realized on Capacity Development area, capitalizing impact data for future improvements of planning and realization of mentioned activities. Reporting Capacity Development activities according to program standards. Disseminating successes and best practices on developing and delivering community engagement and capacity development activities. Motivating trainers and raion library directors for progressive professional development and ensuring high standards in delivering best services to their customers and partners. Cooperating with other departments for synergy effect on achieving program goals. Coordinating activity of 8 National Training Centers and 29 Regional Training Centers for achieving best results in delivering community engagement, capacity development activities and modern services for community beneficiaries in all regions of the Republic of Moldova. As results: was developed pool of 72 trainers, that delivered more than 400 trainings to more than 5000 participants; were implemented more than 1000 new library services according to the design from trainings, with involvement of more than 7000 citizens. Participants on Advocacy trainings realized impressive community engagement and partnership activities and brought from local authorities decisions of about 428.000 USD for modernization of libraries in the benefit of communities.
Dates Occupation or position	March 01, 2014 – June 27, 2016 Training Officer, Novateca, Global Libraries Moldova USAID/IREX Moldova Program

Main activities and responsibilities	Prepare and organize the delivery of Novateca core training programs for trainers, library directors, librarians and their partners (Advocacy, Management and Leadership, Strategic planning, Training of Trainers, Efficient communication, Working with mass media, Developing partnerships, Developing success stories etc.), including TOT activities and one-on-one support;
Dates	January 2012 – February 28, 2014
Occupation or position	Advocacy Manager, Novateca, Global Libraries USAID/IREX Moldova
Main activities and responsibilities	<p>Assist the Project Director to establish and maintain a productive relationship with the Moldovan government and Local Public Authorities.</p> <p>Develop and implement strategies for efficient working with representatives of Local Public Authorities, representatives of local associations and NGOs, representatives of local business structures.</p> <p>Work with stakeholders to frame messages and develop materials for effective communication with the government for support of public libraries.</p> <p>Design, conduct, evaluate and disseminate informative and formative activities for representatives of Local Public Authorities in order to identify opportunities for better supporting of public.</p> <p>Design, conduct, evaluate and disseminate advocacy trainings for different categories of program beneficiaries. Work with stakeholders in designing advocacy strategies and campaigns.</p>

Name and address of employee	International Research and Exchanges Board in the Republic of Moldova (IREX), 202, Stefan cel Mare Str., Chisinau, Republic of Moldova, MD 2004
Dates	2004 – 2011
Occupation or position	<p><i>Citizen Participation Program (USAID/IREX/CPP) 6,5 - years program in the Republic of Moldova with a budget of about 12 million USD. The goal of CPP was to strengthen the social sector in Moldova by fostering citizen initiative and leadership.</i></p> <p>Program Director – September 01, 2010 – March 17, 2011 Deputy Director – October 01, 2009 – August 31, 2010 Field Manager – July 01, 2007 – September 31, 2009; Training Coordinator – November 04, 2004 – June 30, 2007</p>
Main activities and responsibilities	<p>Substantially contribute to strategic analysis of situation and developing vision, policies, and strategies for successful realization of program objectives.</p> <p>Designing, organizing, delivering, conducting, evaluating and disseminating community engagement activities and interactions for different target groups - 9 categories of community engagement interactions, with involvement of 66357 citizens;</p> <p>Coordination of 6 USAID/IREX/CPP regional centers (with 12 staff members in each center) that were responsible for community engagement in project design and successful implementation of grants in correspondence with USAID/IREX requirements. Domains of coordination: regional planning; designing and organizing regional community engagement activities; motivating personnel and beneficiaries; evaluation of regional performances; outreach; reporting; procurement (inclusive tenders), financial (budgeting) and material responsibilities);</p> <p>Develop and oversee review and selection process for small grant applications and awards (more than 600 grant proposals were evaluated, 323 grants in 256 communities were awarded in CPP including 91 projects for strengthening civil society in 59 communities.</p> <p>Conflict management on central and regional levels. In period, 2008 – 2010, in conditions with risks of conflicts, managed <u>successful implementation of 43 projects in Transnistria</u>, and achieved respect and gratitude of local citizens to USAID/IREX/CPP. In 2008 and 2010 <u>was delegated to conduct training on community engagement activities for Russia, Northern Caucasus USAID/IREX office staff (region with advanced risks on national, political, social, religious etc. conflicts).</u></p> <p>Curriculum design for USAID/IREX/CPP trainings, which were delivered to 18461 program beneficiaries in 1272 <u>two-day trainings in communities.</u></p> <p><u>Contribute to and oversee design and consistent use of training content, materials and methodologies and help evaluate training skills and professionalism of trainers associated with the CPP.</u></p> <p>Oversee the quality, cost effectiveness and timeliness of work related to the Citizen Participation Program, develop and implement mechanisms and protocols to monitor progress and evaluate impact, developing corrective strategies.</p> <p>Ensure that all program fiscal activities (internal and small grants) are in accordance with USAID regulations, GAAP (Generally Accepted Accounting Principles) and Moldovan law. Responsibility for compliance of environmental norms.</p> <p>Developing position description for regional staff (according to program policies), recruitments of personnel, delegating responsibilities to regional staff.</p> <p>Motivate and empower local staff and provide staff development opportunities through ongoing training, performance review of program staff. Adjusting salary policies according to individual and collective performances</p>

	<p>Developing and maintaining effective partnerships with Civil society, business structures and local authorities. Consulting of program's partners in understanding and implementing USAID/IREX/CPP tools that demonstrated efficiency (on police making, managerial, citizen participation, and community engagement, advocacy, evaluation, outreach and dissemination levels).</p> <p>Elaborating policies, templates, models for program statistical and narrative reports. Management of reporting process. Organizing data keeping and constructive utilization of all statistical and narrative dates.</p> <p>Oversee media and outreach efforts and dissemination of information and success stories to staff, hubs, NGOs, citizens and beneficiaries. Cooperation with mass media (more than 713 Print-Media articles; 226 radio and 165 TV reportages reflected USAID/IREX/CPP successes).</p> <p>Traveling in regions for ensuring high standards of USAID/IREX/CPP services.</p> <p>Exchange of experience on Community Engagement with other USAID, IREX and International Programs. In 2008 was delegated to consult IREX Northern Caucasus Office on community engagement for the "Together for Brighter Beslan" Program. In 2010 conducted training "Citizen participation in community development for IREX Nalchik staff and representatives from Northern Caucasus Region (Adigeia, Dagestan, Chechnya, Karachaevo-Cherkesiya, Kabardino-Balcaria, Piatigorsk). On April 20 – 22, 2011, presented paper on the "9th Annual Central & Southwest Asia Conference" at the University of Montana, USA about CPP successes in working in conflict regions - "Citizen Participation - a challenge in the processes of modernization of post-Soviet societies". Missoula, Montana, USA.</p> <p>As impact of CPP interactions 929 participants in community initiative groups increased their professional grades; 804 members of community groups advanced in their managerial positions; 420 of them became local counselors; 12 of them became mayors; 400 members of community groups were elected as members of election committees.</p> <p>As a result of excellent performances of CPP in period of implementation, USAID took decision about extending CPP for 18 months and delegate CPP responsibilities to develop and implement projects in Transnistria region and achieved respect and gratitude of local citizens to USAID and IREX.</p>
Name and address of employee	Educational Center "Pro Didactica", Soros Foundation in the Republic of Moldova, 13, Armeneasca str., Chisinau, Republic of Moldova, MD 2001
Dates	1998 - 2004
Occupation or position	Expert, consultant, evaluator, trainer.

Main activities and responsibilities	<p>Expertise, consulting, evaluation, training activities, staff development activities for international programs in Moldova (United Nations Development Programs; World Bank; IREX; American Councils, Soros Foundation etc.). Special activities were provided to Civil Society for strengthening local NGO.</p> <p>Evaluated dissertations for PhD in Institute for Educational Sciences and Tiraspol University from Moldova.</p> <p>Conducted training activities in the fields of policy making and management for administration of Orenburg State University, Russia (October 2000).</p> <p>Conducted training activities in the field of management and trainers development for Debate program of Soros Foundation staff from Baku, Azerbaijan (March, December 2001).</p> <ol style="list-style-type: none"> 1. International Study of Leadership Preparation and Practice Policies, cross-country comparison research conducted under leadership of Iowa and Fordham Universities November 2017 - present. 2. World Bank – Moldova Education Program Reform: Conducting research on understanding strengths and areas for improvement for school leadership preparation. Developing a Training Plan for Continuing Training of School Directors – May – June 2016. 3. Open Society Foundation – National Consultant in the Project “Supporting processes of reforming education in Moldova”, Developing Methodology for evaluation of school managers and teachers according to new Educational Standards – October – December 2015, http://isn.edu.md/sites/default/files/document/attachments/metodologia_de_evaluare_a_cadrelor_de_conducere.pdf and http://isn.edu.md/sites/default/files/document/attachments/metodologia_de_evaluare_a_cadrelor_didactice.pdf 4. UNDP – National Consultant in the project Strengthening Technical Capacities of the National Institutions for the Human Rights Protection and Promotion. Conducted training needs assessment of staff from Constitutional Court of the Republic of Moldova; Parliamentary Committee for Human Rights and National Minorities; National Anticorruption Center; Center for Juridical Assistance for People with Disabilities. Developed recommendations for curriculum of training on HR delivered to mentioned beneficiaries, July – September 2015. 5. World Bank Group – Expert and Conducted research: Information Gaps and Weaknesses in Delivery of Information and Communication in Particular at School Level, May – July, 2015 6. Beyond Access – Participating in the workshop for developing curriculum for four modules of trainings which will be delivered by Beyond Access around the world, Bucharest, Romania, February 24 to 27, 2014 http://beyondaccess.net/updates/ 7. Bill and Melinda Gates Foundation, Global Libraries project – facilitated International Forum on developing Vision for an innovator process of Improving Citizens’ Access to Information through Modernization of Public Libraries – July 13 – 15, 2011, http://grantbib.livejournal.com/2614.html , Facilitated Forum „Public Internet UsagePolicies”, June 26 – 27, 2012 http://www.youtube.com/watch?v=ealv3wsGmv4&feature=youtu.be 8. Institute for Development and Social Initiatives IDIS “Viitorul” – expert and member of selection committee for the Program of the Best Practices in Moldova – November – December 2010 9. IREX/USAID Russia – Expertise and consulting for building vision and establishing strategies for starting Project “Together for Brighter Beslan” in the Northern Caucasus, Russian Federation – October 04 – 10, 2009 10. The Swedish Organization for Individual Relief (SOIR Moldova) – Consulting and training activities on Gender Equality – September 23 – 24, 2009 11. American Councils, Open World (OW) – Recruiting candidates for OW competition for exchange visits of citizens from Republic of Moldova in the USA – May 18 – June 04, 2009. From 20 finalists for local governance groups 10 candidates were recommended by CPP based on their successes in CPP
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12. **Catholic Relief Services (CRS)** – Consulting on methodology for CRS Assessment in regions and on methodology for starting CRS “Jobs plus” in Moldova – May - July, 2009
13. **IREX/USAID RUSSIA**. Expertise, consulting and training for “The Youth Initiative for the Promotion of Peace (YIPP) Program, funded by the US Agency for International Development (USAID), Nalchik, Northern Caucasus, Russia constructively engages disenfranchised youth in the North Caucasus by providing them with new skills and opportunities for economic progress and social cohesion. October 10 – 13, 2008
14. **The United Nations Population Fund (UNFPA)**, an international development agency that promotes the right of every woman, man and child to enjoy a life of health and equal opportunity. UNFPA supports countries in using population data for policies and programmers to reduce poverty and to ensure that every pregnancy is wanted, every birth is safe, every young person is free of HIV/AIDS, and every girl and woman is treated with dignity and respect – Partnership on implementing 12 projects (5000 USD each of them) on “Prevention Gender Violence in the Republic of Moldova” – 2008
15. Cooperation on developing UNDP regional trainers’ team for UNDP gender program. Developed curriculum for trainings, conducted training activities for selected new teams of UNDP trainers, evaluated impact of UNDP policies in preparing trainers
16. Cooperation in developing trainers’ team and evaluators’ team for **UNDP Human Right Department**. Human rights Trainer’s Guides for the police, penitentiary representatives and social workers were developed, published and distributed to beneficiaries; Cooperation in assessment of “Support to the Implementation of the National Human Rights Action Plan”. The project aims to support the Parliament and the Government of Moldova in the implementation of the National Human Rights Action Plan **for 2004-2008 (NHRAP)** which contributed to the introduction of a consistent and transparent system of monitoring the human rights situation in Moldova.
17. **World Bank** – 2008; 2004
 - a. Evaluating quality of textbooks which could be editing with financial support of World Bank
 - b. Evaluating impact of project “Reforming quality of teaching in Moldova’s schools”, project supported by World Bank
 - c. Evaluating quality of school textbooks which were developed with financial support of World Bank
18. **Soros Foundation (Educational Center Pro Didactica)** – 1997 – 2004
 - a. Expertise, consulting and training activities in implementing International Transferable Credit System in Moldova’s Universities.
 - b. Trainings for regional departments of education staffs
 - c. Trainings for schools and universities managerial staffs
 - d. Trainings for representatives from the Institute of Educational Science.
 - e. Trainings for Soros Foundation’s beneficiaries.
19. **American Councils for International Education** - 1999 – 2004 – Conducted consulting and training activities for American Councils alumni and recruiters. Developed and conducted training on American Councils Conference “Innovations in Higher Education: Bringing Ideas to Life”
20. Evaluating the impact of Citizens Participation Program (CPP) (USAID Project in Moldova) using “The Most Significant Change Methodology”. Partnership with “Partners for Democratic Change” Organization, USA - 2011
21. “Evaluating the impact of World Bank programs in the field of reforming teaching methods”, World Bank and Ministry of Education Research and Evaluation. Presented a conclusion for World Bank about opportunities for selecting better textbooks for next financial programs - 2004

	<p>22. “Evaluating the impact of World Bank programs on promoting new school textbooks in the Republic of Moldova”, World Bank and Ministry of Education Research and Evaluation - 2004</p> <p>23. “Preparing for the 21st Century Superintendence: Changes, Challenges and Support” in collaboration with Department of Organization and Leadership, Teachers College, Columbia University, New York City – March, 2001 – 2002. Research program for developing new scientific directions on the global preparation of leaders</p> <p>24. “Evaluation of impact of implementing “School Self-evaluation model” in pilot schools of Educational Center “Pro Didactica” in collaboration with Leeds Metropolitan University, Great Britain, 2000 – 2003. Based on this research, presented paper “Transforming the Principles of Educational Practice; Opening a Dialogue of Change” on “International Congress for School Effectiveness and Improvement”, Copenhagen, Denmark, on January 2 – 7, 2002</p> <p>25. Workshops on Developing strategic plans for Boards of Education from Soroca, Ungheni, Tighina Districts – September – October 2001</p> <p>26. Teachers College. Columbia University, New York, USA. <i>Postdoctoral study and research</i> “Research on the Leadership, Decision Making Process and the Implementation of Changes in the Educational System of the United States of America and Possible Applications in the Republic of Moldova”. Department of Organization and Leadership- August 25 - December 24, 1999</p> <p>27. “Achievements of the Denmark Educational System” Research March - April, 1999, Denmark</p> <p>28. Psychological and- pedagogical research in the field of teaching and learning physics in Romania and Moldova. 1993 – 1996.</p> <p>29. Organized one week workshop for school managers from the region Telenesti rayon in Brasov and Bucharest, Romania - November, 1996</p>
Education and training	
Dates	1999
Title of qualification awarded	Certificate on postdoctoral research „Research on Decision Making process and the Implementation of Changes in the Educational System of the USA ...”
Principal subjects	Overview of Educational Administration (ORLA 4001) Organizational Behavior and Change in Education (ORLA 4010) Transforming Schools (ORLA 4044)
Name and type of organization provided education	Columbia University, Teachers College, New York, USA
Level in National or International classification	The 3 rd rank according to „America’s Best Graduated Schools” from the “US News and World Report” for 1999
Dates	1993 - 1998
Title of qualification awarded	Doctor in Science of Education
Principal subjects	Research Methodologies in Science of Education Comparative Studies of Educational Theories The Epistemological Status of Subjects Methodologies
Name and type of organization provided education	The Bucharest University, Romania
Level in National or International classification	The first position in rank of universities from Romania
Dates	1998 - 2003

Title of qualification awarded	Certificates from 18 international trainings in the fields of management, leadership, and trainer's development from training companies from the U.S.A., Hungary, Romania, Slovakia, Bulgaria (Attachment 1). Participated in 43 International Conferences, on 31 conferences presented papers.									
Personal skills and competences										
Mother tongue (s)	Romanian									
Other languages										
Self - assessment		Understanding			Speaking			Writing		
		Listening		Reading		Spoken interaction		Spoken production		
English			Excellent		Excellent		Excellent		Good	Good
Russian			Excellent		Excellent		Excellent		Excellent	Excellent
Contact persons for references: 1. Charles Butts, Former USAID/IREX/CPP Program Director, buttsc@gmail.com 2. Margaret Terry Orr, Associate Professor, Fordham University, NYC, mtorr4@fordham.edu 3. Marcel Chiranov, PMP Program Performance Manager, mc@PerformanceManagement.ro , cell +40 722 626 668										
Research and evaluation skills	<p>Planning. Constructive analyzing of global tendencies and achievements in evaluated area. Facilitating research/evaluation/assessment team for developing vision, mission, goal, objectives and activities for their efficient realization. Establishing with high responsibility target groups for research. Establishing indicators for measurement progresses. Delegating responsibilities for best realization of planned activities. Establishing timelines. Selecting adequate categories of tools in concordance with target groups, and objectives of research.</p> <p>Organizing and conducting. Facilitating processes for developing specific tools for collecting and interpreting data. Training staff in using research tools and strategies. Testing developed tools on experimental groups. Combining tools, knowledge in research strategies. Facilitating process of collecting quantitative and qualitative data. Facilitate processes for interpreting collecting data and developing conclusions and recommendations for future improvement. Developing presentations about research and results. Developing reports about research. Using IT in collecting, processing data, and visualization of data.</p> <p>Motivating. Motivating research staff for efficient work, for respecting deontological principles in research. Motivating target audiences for participating actively in research and for presentation adequate information.</p> <p>Monitoring and evaluation. Monitoring progresses of research in concordance with developed plan, keeping deadlines, achieving established indicators. Applying contingency plan in case of necessity. Facilitating processes for periodical and final evaluation of conducted research and products.</p> <p>Disseminating successes and best practices. Developing reports on evaluation. Developing strategies for best presentation of report. Disseminating successes, best practices using social, and mass media. Disseminating successes on professional reunions, conferences, etc.</p>									

<p>Social skills and competences</p>	<p>Community engagement competencies. Developing and delivering activities in which citizens and community groups are mobilize to identify, prioritize and strategizes solutions to community problems. Developing competencies of citizen to elect (based on inclusive principles) honest, competent and responsible candidates in the initiative group for solving identified community priority. Creating opportunities for elected community leaders (inclusive developing their skills) to mobilize human and material resources and to implement and sustain positive changes in their communities. Encouraging citizens (and developing their skills) to collaborate with local authorities and other stakeholders to receive maximum support and collaborate with mass media to disseminate project results. Developing competencies of citizens to work with (understand) technical and procurement documentation, conduct successful tenders, monitor the project implementation, apply democratic principles of transparency, and ensure sustainability of innovations. CPP has elaborated a unique methodology engaging over 66,357 citizens in 9 categories of community engagement activities (Mapping mtg.; Consensus Mtg.; Concept Application Development Mtg.; Orientation Mtg.; Project Activity Mtg.; Project Review Mtg.; Procurement Mtg.; Mid-Project Review Mtg.; Final Project Review Mtg.) to solve 323 problems of social interest in 256 communities.</p> <p>Team building and team working competences. Was involved in many team building activities; conducted team building trainings, workshops, conferences, activities; build and conduct different categories of teams in international programs. In CPP were developed 323 Community Initiative Groups (teams) that mobilize communities for successful implementation of grants. Worked in different categories of teams: researchers teams in the USA, Romania, Republic of Moldova; policymakers, experts, consulting and evaluation teams in international programs (UNDP, World Bank, USAID, IREX, American Councils, Soros Foundation, Peace Corps); training teams in Moldova, Russia, Ukraine, Azerbaijan; managerial teams in international programs in Republic of Moldova; university professors and school teachers teams in USA, Romania, Republic of Moldova; youth teams etc.</p> <p>Managerial and interpersonal communication skills developed in training activities in which participated and in educational activities (trainings, conferences, workshops, researches, etc.) and managerial activities which conducted in different international programs and countries.</p> <p>Capacity development competences. In Novateca designed and conducted capacity development activities for library directors, local authorities, trainers from regional training centers, librarians. In USAID/IREX/CPP have responsibility to recruit staff and to conduct formative activities (7 trainings for beneficiaries; 10 TOTs - five days trainings for staff development; 21 two days workshops; 17 three days follow—ups; 6 one day conferences; etc.) for employees professional and personal growth. As results CPP has one of the most efficient team in implementing projects and in training beneficiaries in regions. Also, conducted capacity development activities for UNDP, World Bank, USAID, IREX, American Councils, and Soros Foundation in Moldova, Russia, Ukraine, and Azerbaijan. Conducted expertise and consulting activities for UNDP; USAID; Soros Foundation; World Bank; and other international programs and organizations</p> <p>Mediation and conflict management skills. As an expert and consultant was involved in mediation and conflict solving processes between different actors of participants in activities. One of responsibilities as Program Director in USAID/IREX/CPP was mediation and efficient conflict management between citizens and local public administration; between citizens and business structures; between program beneficiaries and regional staff; between regional staff and Central Office staff; between program staff and donors.</p> <p><u>Was delegated to conduct training activities for Northern Caucasus USAID/IREX office staff (region with advanced risks on national, political, social, religious etc. conflicts).</u> Together with CPP Chief of Party successfully conducted negotiations with representatives of Transnistria region for obtaining permission for USAID and other Western donors to start and to conduct social programs in Transnistria (October – December 2008). In period, 2008 – 2010, in conditions with risks of conflicts, managed <u>successful implementation of 43 projects in Transnistria</u>, and achieved respect and gratitude of local citizens to USAID/IREX/CPP.</p> <p>On April 20 – 22, 2011, presented paper on the “9th Annual Central & Southwest Asia Conference” at the University of Montana, USA about CPP successes in working in conflict</p>
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	<p>regions - “Citizen Participation - a challenge in the processes of modernization of post-Soviet societies”. Missoula, Montana, USA</p> <p>Advocacy skills. Developed these skills in 3 trainings on advocacy topics. Realized advocacy activities for promoting programs in regions. As result Novateca trainers conducted more than 40 Advocacy trainings and as result brought to about 400.000 USD for library modernization. In the USAID/IREX/CPP Advocacy training was delivered to 2443 citizens from 163 communities from Moldova. Also, CPP regional staff developed advocacy skills of beneficiaries during other community engagement interactions. As result more than 280 initiative groups involved in USAID/IREX/CPP influenced local public administration to make decisions on changing policies, budgets, attitudes in the favor of social problem solving in their communities. Developed abilities of citizens to cooperate with media on promoting advocacy activities. Developed abilities of citizens to use advocacy skills for achieving no conflict long-term cooperation between social, public, and business sectors.</p> <p>Competences for achieving inclusiveness principles. In the USAID/IREX/CPP have a nonofficial mission to increase cohesion between youth and more experimented program employees. Also, stimulated cooperation between program beneficiaries with different level of education, with different level of professional experience, between representatives of different nationalities and social categories for promoting social values of the program. CPP achieved successes in involving women in leadership process: 65 of elected community leaders for project implementation were women.</p> <p>Intercultural competences. Activated successfully in condition of impressive cultural differences in the Columbia University and International House in New York City, USA and in 43 international conferences (in 9 countries) in which participated. Conducted training, workshops, and consulting activities, conferences in Ukraine, Russia, Azerbaijan, and Republic of Moldova for participants with significant level of intercultural differences (in special in Northern Caucasus). Conducted formative activities or work visits in the most administrative districts of the Republic of Moldova.</p> <p>Abilities: maintaining efficiency in difficult situations; resistance to stress; self-motivation and stimulation of active spirit of personnel; interpersonal sensitivity; constructive initiative; adaptability and flexibility to changes.</p>
Writing and editing skills	<p>Excellent writing and editing competencies proved in Post-Doctoral research in Colombia University, NYC; Doctorate studies in the Bucharest University; wrote 4 books and published 32 articles; developed presentation for 31 international conferences, developed successful curricula for trainings in Novateca and CPP.</p>

Organizational skills and competences	<p>Building visions and making organizational policies. Facilitated International Forum on <i>“Developing Vision for an innovator process of Improving Citizens’ Access to Information through Modernization of Public Libraries”</i> – Global Libraries Initiative in Moldova. Was involved in building vision of USAID/IREX/CPP implementation in the Republic of Moldova. Conducted activities for developing USAID/IREX/CPP national and regional policies according to program design.</p> <p>Strategic and current planning skills. In Novateca conducted strategic planning activities for raion library directors and representatives of local authorities. Conducted activities for strategic planning of USAID/IREX/CPP implementation. Coordinated current planning on program activities. Coordinated current planning for all 6 CPP regional centers.</p> <p>Promoting institutional changes skills. In Novateca developed skills of trainers and library directors in developing strategies for library achievements promotion. Managed changes for capacity development improvement. CPP staff facilitated implementation of positive changes in more than 300 institutions from Moldova, evaluated changes, and developed sustainability plans for strengthened impact of these changes.</p> <p>Organizational skills. Managed staff and program in regions. Achieved excellent results (appreciated by program donors and by program beneficiaries), challenging individuals by setting goals and then letting them use their integrity to accomplish them. Adequate identification and management of risks. Adequate management of cross –functional domains.</p> <p>Delegation skills. Delegate to personnel responsibilities according to their position description. Stimulate staff to self-development and to assume new responsibilities in their areas of competences.</p> <p>Motivation skills. Good balance between external and internal motivational policies. Motivation by personal example (in special at the beginning of program and in periods of institutional changes). Stimulated staff to be orientated to self-motivation.</p> <p>Evaluation skills. Evaluation of development/learning needs of organizations, communities. Evaluation of program impact and elaboration of corrective policies (in CPP collected multiple statistical dates for evaluating quantitative impact and applied “The most significant change” methodology for evaluating qualitative impact of program). Was involved in evaluation activities of different international programs</p> <p>Evaluation of program/institutional staff. Coordinated elaboration of staff evaluation methodology, and trained regional managers in application of this methodology. Each year evaluated regional staff, discussed with employees’ evaluation results, developed salary-increasing recommendations, and completed all evaluation documentation. Presented evaluation documentation to donors and higher administrative levels for adjusting program’s remuneration policies. Coordinated process of using evaluation results for dissemination.</p> <p>Skills in designing and conducting trainings, conferences, workshops etc. Personally designed and conducted with passion more than 450 trainings in which participated more than 9000 de persons (Topics of trainings conducted – on Attachment IV).</p> <p>In CPP participated in designing, experimentation, and implementation of 9 types of community interactions (interactions with 20 – 100 citizens). Coordinated and conducted all development activities for CPP regional staff. (Trainings, conferences, workshops, roundtables etc.). Coordinated curriculum development process for 7 topics of trainings, which USADI/IREX/CPP delivered to beneficiaries.</p> <p>Was delegated by USAID/IREX Moldova to develop staff of Northern Caucasus USAID/IREX “The Youth Initiative for the Promotion of Peace (YIPP) Program, funded by the US Agency for International Development (USAID), Nalchik, Russia (2008, 2010)</p> <p>Conducted activities in international conferences, trainings, workshops in USA, Ukraine, Azerbaijan, Russia, and Republic of Moldova</p>
Technical skills and competences	<p>Designing grant applications for international programs;</p> <p>Evaluating grant applications for international programs;</p> <p>Collecting dates, preparing statistical and narrative reports, evaluating constructively quality of reports, using dates from reports for future improvement in organization;</p> <p>Planning and conducting sociological researches and interpretation of dates;</p> <p>Stock all reporting dates;</p> <p>Traveling and working in delegations in nonstandard situations.</p>

Computer skills and competences	MS Office, G-Drive and Internet – advanced utilization
Driving license	Driving license “B” Category
Additional Information	
Annexes	<ul style="list-style-type: none"> I. International Organizations and Programs with which collaborated II. The most important researches conducted III. The most significant consulting and training activities conducted IV. The most important topics of trainings designed and conducted V. International conferences attended VI. The most significant international training activities attended VII. Other responsibilities VIII. Most important publications

Updated: November 15, 2018

I. International Organizations and Programs with which collaborated

1. ***International Study of Leadership Preparation and Practice Policies***, cross-country comparison research conducted under leadership of Iowa and Fordham Universities November 2017 - present.
2. **World Bank** – Moldova Education Program Reform: Conducting research on understanding strengths and areas for improvement for school leadership preparation. Developing a Training Plan for Continuing Training of School Directors – May – June 2016.
3. **Open Society Foundation** – National Consultant in the Project “Supporting processes of reforming education in Moldova”, Developing Methodology for evaluation of school managers and teachers according to new Educational Standards – October – December 2015, http://isn.edu.md/sites/default/files/document/attachments/metodologia_de_evaluare_a_cadrelor_de_conducere.pdf and http://isn.edu.md/sites/default/files/document/attachments/metodologia_de_evaluare_a_cadrelor_didactice.pdf
4. **UNDP** – National Consultant in the project Strengthening Technical Capacities of the National Institutions for the Human Rights Protection and Promotion. Conducted training needs assessment of staff from Constitutional Court of the Republic of Moldova; Parliamentary Committee for Human Rights and National Minorities; National Anticorruption Center; Center for Juridical Assistance for People with Disabilities. Developed recommendations for curriculum of training on HR delivered to mentioned beneficiaries, July – September 2015.
5. **World Bank Group** – Expert and Conducted research: Information Gaps and Weaknesses in Delivery of Information and Communication in Particular at School Level, May – July, 2015
6. **Global Libraries (Bill and Melinda Gates Foundation), Country Exchange Program** – Workshop on developing strategies for perfection of Advocacy component in the Global Libraries programs around the world, Vilnius, Lithuania, April 07 – 09, 2014.
7. **Beyond Access** – Participating in the workshop for developing curriculum for four modules of trainings which will be delivered by Beyond Access around the world, Bucharest, Romania, February 24 to 27, 2014 <http://beyondaccess.net/updates/>
8. **Bill and Melinda Gates Foundation, Global Libraries project** – facilitated International Forum on developing Vision for an innovator process of Improving Citizens’ Access to Information through Modernization of Public Libraries – July 13 – 15, 2011, <http://grantbib.livejournal.com/2614.html> , Facilitated Forum „Public Internet UsagePolicies”, June 26 – 27, 2012 <http://www.youtube.com/watch?v=ealv3wsGmv4&feature=youtu.be>
9. **Institute for Development and Social Initiatives IDIS “Viitorul”** – expert and member of selection committee for the Program of the Best Practices in Moldova – November – December 2010
10. **John Templeton Foundation** – International Workshop “Science, Religion, Spirituality & Society as Background of a Stable Peace in the Contemporary World”, Bucharest – December 6 – 7, 2010.
11. **DVV International (Germany)** – Conference: Adult Education – a simple challenge or vital necessity?. – November 01 – 02, 2010. Trainings for Adult learning and Strategic planning for libraries from Rascani raion in 2014.
12. **IREX/USAID Russia, Northern Caucasus region** – Conducted training “Citizen participation in community development for IREX Nalchik staff and representatives from Northern Caucasus Region (Adigeia, Dagestan, Chechnya, Karachaevo-Cherkesiya, Kabardino-Balcaria, Piatigorsk) – June 01 – 06, 2010
13. **Department for International Development (DFID)** – consulting on the domains of citizen and NGO mobilization for the Moldova Regional Development Program – February 08, 2010
14. **USAID Democracy and Governance Assessment in Moldova** – Meeting with assessment team with purpose to make programmatic recommendations to USAID for the types of Democracy and Governance programs – January 23, 28, 29 2010
15. **IREX/USAID Russia** – Expertise and consulting for building vision and establishing strategies for starting Project “Together for Brighter Beslan” in the Northern Caucasus, Russian Federation – October 04 – 10, 2009
16. **The Swedish Organization for Individual Relief (SOIR Moldova)** – Consulting and training activities on Gender Equality – September 23 – 24, 2009

17. **American Councils, Open World (OW)** – Recruiting candidates for OW competition for exchange visits of citizens from Republic of Moldova in the USA – May 18 – June 04, 2009. From 20 finalists for local governance groups 10 candidates were recommended by CPP based on their successes in CPP
18. **Catholic Relief Services (CRS)** – Consulting on methodology for CRS Assessment in regions and on methodology for starting CRS “Jobs plus” in Moldova – May - July, 2009
19. **Swedish International Development Cooperation Agency (SIDA)** – Orientation meeting: SIDA – IREX Citizen Improvement Program, Transnistria / Moldova (goal – finding opportunities to start SIDA and IREX cooperation in promoting SIDA programs in Transnistria) – February 25, 2009
20. **European Partnership for Democracy, (www. eupd.eu)** , consultation in finding opportunities for starting subgrants in the Republic of Moldova, in special in Transnistria Region – February 16, 2009
21. **The Eurasia Foundation (EF)** is a privately managed non-profit organization supported by the United States Agency for International Development and other public and private donors. The Eurasia Foundation Moldova Representative Office promote democracy and the growth of a market economy in Moldova and seeks to strengthen cooperation between civil society organizations and government – Partnership on implementing 12 Voter Education projects (5000 USD each of them) in 12 communities from Moldova – 2008 – 2009
22. **IREX/USAID RUSSIA**. Expertise, consulting and training for “The Youth Initiative for the Promotion of Peace (YIPP) Program, funded by the US Agency for International Development (USAID), Nalchik, Northern Caucasus, Russia constructively engages disenfranchised youth in the North Caucasus by providing them with new skills and opportunities for economic progress and social cohesion. October 10 – 13, 2008
23. **The United Nations Population Fund (UNFPA)**, an international development agency that promotes the right of every woman, man and child to enjoy a life of health and equal opportunity. UNFPA supports countries in using population data for policies and programmers to reduce poverty and to ensure that every pregnancy is wanted, every birth is safe, every young person is free of HIV/AIDS, and every girl and woman is treated with dignity and respect – Partnership on implementing 12 projects (5000 USD each of them) on “Prevention Gender Violence in the Republic of Moldova” – 2008
24. **Moldova Employment & Training Alliance Catholic Relief Services (USA)** – conducted 1 day training “Participation model of involving citizens in community problem solving” on June 08, 2008
25. **National Democratic Institute for International Affairs (USA)** – 2007 – 2009, cooperation in implementation of 15 projects in 15 villages for strengthens cooperation between local public administrations (Newly elected mayors) and community initiative groups (approximate 20 000 USD for each of them). Organized a common conference “Governing Justly and Democratically: Strengthen democratic institutions and practices in Moldova”. Cooperation in implementing 12 Voter Education projects in 12 communities
26. **Millennium – IP3 Partners, Moldova Governance Threshold Country Program** - 2007 – 2008 – Cooperation in developing methodology for organizing community interactions for promoting changes in hospitals from Moldova. Contact Person - Roger Vaughan
27. **International Organization for Migration (IOM)** – 2007 – cooperation in implementation of 12 anti trafficking projects (10 000 USD each of them)
28. **Winrock International (USAID)** – 2007 – Cooperation in implementation of 7 projects (5 000 USD each) on voter education
29. **International Research an Exchanges Board (IREX)** – 2002 – now - Conducted training activities in Chisinau, Odessa (2002) and Liviv (2006) for IREX Alumni
30. **United Nation Development Program (UNDP)** – 2004 – 2006
31. Cooperation on developing UNDP regional trainers’ team for UNDP gender program. Developed curriculum for trainings, conducted training activities for selected new teams of UNDP trainers, evaluated impact of UNDP policies in preparing trainers
32. Cooperation in developing trainers’ team and evaluators’ team for UNDP Human Right Department. Human rights Trainer’s Guides for the police, penitentiary representatives and social workers were developed, published and distributed to beneficiaries; Cooperation in assessment of “Support to the Implementation of the National Human Rights Action Plan”. The project aims to support the Parliament and the Government of Moldova in the implementation of the National Human Rights Action Plan for 2004-2008 (NHRAP) which contributed to the introduction of a consistent and transparent system of monitoring the human rights situation in Moldova.
33. **World Bank** – 2008; 2004

- a. Evaluating quality of textbooks which could be editing with financial support of World Bank
- b. Evaluating impact of project “Reforming quality of teaching in Moldova’s schools”, project supported by World Bank
- c. Evaluating quality of school textbooks which were developed with financial support of World Bank

34. Soros Foundation (Educational Center Pro Didactica) – 1997 – 2004

- a. Expertise, consulting and training activities in implementing International Transferable Credit System in Moldova’s Universities.
- b. Trainings for regional departments of education staffs
- c. Trainings for schools and universities managerial staffs
- d. Trainings for representatives from the Institute of Educational Science.
- e. Trainings for Soros Foundation’s beneficiaries.

35. Peace Corps – 1997 – 2009 – working with Peace Corps volunteers in Moldova. In 2007 conducted one day training “Community Interaction model” for Peace Corps volunteers in Moldova. In 2008 conducted training “How to avoid mistakes during project design and project implementation”. In January 2010 conducted training “Project design”

36. American Councils for International Education - 1999 – 2004 – Conducted consulting and training activities for American Councils alumni and recruiters. Developed and conducted training on American Councils Conference “Innovations in Higher Education: Bringing Ideas to Life”

II. The most important researches conducted

- “Evaluating the impact of Citizens Participation Program (CPP) (USAID Project in Moldova) using “The Most Significant Change Methodology”. Partnership with “Partners for Democratic Change” Organization, USA - 2011
- “Evaluating the impact of World Bank programs in the field of reforming teaching methods”, World Bank and Ministry of Education Research and Evaluation. Presented a conclusion for World Bank about opportunities for selecting better textbooks for next financial programs - 2004
- “Evaluating the impact of World Bank programs on promoting new school textbooks in the Republic of Moldova”, World Bank and Ministry of Education Research and Evaluation - 2004
- **“Preparing for the 21st Century Superintendence: Changes, Challenges and Support” in collaboration with Department of Organization and Leadership, Teachers College, Columbia University, New York City – March, 2001 – 2002. Research program for developing new scientific directions on the global preparation of leaders**
- “Evaluation of impact of implementing “School Self-evaluation model” in pilot schools of Educational Center “Pro Didactica” in collaboration with Leeds Metropolitan University, Great Britain, 2000 – 2003. Based on this research, presented paper “Transforming the Principles of Educational Practice; Opening a Dialogue of Change” on “International Congress for School Effectiveness and Improvement”, Copenhagen, Denmark, on January 2 – 7, 2002
- Workshops on Developing strategic plans for Boards of Education from Soroca, Ungheni, Tighina Districts – September – October 2001
- Teachers College. Columbia University, New York, USA. *Postdoctoral study and research* **“Research on the Leadership, Decision Making Process and the Implementation of Changes in the Educational System of the United States of America and Possible Applications in the Republic of Moldova”**. Department of Organization and Leadership- August 25 - December 24, 1999
- “Achievements of the Denmark Educational System” Research March - April, 1999, Denmark
- Psychological and- pedagogical research in the field of teaching and learning physics in Romania and Moldova. 1993 – 1996.
- Organized one week workshop for school managers from the region Telenesti rayon in Brasov and Bucharest, Romania - November, 1996

III. The most significant consulting and training activities conducted

From 1998 to the present have designed, organized, conducted, and evaluated impressive number of consulting activities; about 10 professional conferences; and more than 500 training activities on Human Resource Management, Adult Education and Advocacy topics where participated more than 10000 people. These activities were conducted in different regions of Moldova and in other NIS countries. The most important of these activities are:

- First Mayors Forum, Chisinau, May 14, 2010 – Conducted session “Strengthening partnership between LPA and citizens in participative community development”
- Roundtable with Daniel Rosenblum, Coordinator of U.S. Assistance to Europe and Eurasia, Greg Gardner, Country Assistance Coordinator for Russia and Moldova, Gary Linden, Country Program Officer, USAID/Moldova and USAID/IREX/CPP beneficiaries from Transnistria – June 03, 2009
- USAID Acting Assistant Administrator Ken Yamashita’s meeting with NGO partners of USAID/IREX/CPP in Bender, Transnistria /Causeni/. Participated: Janina Jaruzelski, Mission Director, and USAID Ukraine/Moldova/Belarus Milan Pavlovic, Regional Legal Advisor, USAID Ukraine/Moldova/Belarus, Gary Linden, Country Program Officer, USAID/Moldova. March 5, 2009
- Consulting of European Partnership for Democracy (Halya Senyk, expert on post Soviet region) in opportunities for starting their activities in the Republic of Moldova. Put strong accent on identifying opportunities to start subgrants in Transnistria region – February 16, 2009
- Consulting Bender’s administration, Transnistria region (conflict region from the Republic of Moldova) and Board of education in organizing cooperation with western international donors – December 2008 – August 2009
- Negotiation with representatives of Transnistria administration (conflict region from the Republic of Moldova) for obtaining permission for starting USAID and other Western donors civil society projects in Transnistria region (October – November, 2008). As result 2 USAID successful experimental international projects (in Rabnita and Bender) were implemented in region
- Expertise, consulting and training for “The Youth Initiative for the Promotion of Peace (YIPP) Program, funded by the US Agency for International Development (USAID), **Nalchik, Northern Caucasus, Russia** constructively engages disenfranchised youth in the North Caucasus by providing them with new skills and opportunities for economic progress and social cohesion. October 10 – 13, 2008
- “Participation model of involving citizens in community problem solving” for **Moldova Employment & Training Alliance Catholic Relief Services** on June 08, 2008
- “Management and Leadership” for Medicine University staff, January, 2007
- “Motivating Students in period of implementation Transferable Credit Systems” for staff from University “A. Russo” from Balti – December 2008 – January 2009
- “Curriculum development for training activities” – training for CPP Staff on developing CPP trainings curriculum according to modern recommendations – April – May 2005
- Was involved as an expert, consultant, trainer, and impact evaluator in the **United Nation Development Programs “Implementing National Plan for Promoting Human Rights in Moldova”** with responsibilities: to analyze real level of competence of future participants in UNDP training programs; to select the best representatives from different NGO for future UNDP activities; to elaborate conception of learning programs for selected members; to elaborate learning materials; to conduct training activities; to evaluate activities, and to present detailed information about the impact of learning for selected groups. These participants will organize in territories activities for community mobilization and implication in modernizing different aspects of local management for better implementing of National. The project aims to support the Parliament and the Government of Moldova in the implementation of the National Human Rights Action Plan for 2004-2008 (NHRAP) which will contribute to the introduction of a consistent and transparent system of monitoring the human rights situation in Moldova - 2004 - 2006
- Conducted training activities for representatives of the Republic of Moldova Government on Implementing National Plan for Promoting Human Rights in Moldova 2005
- Was selected by UNDP staff for conducting training activities in the fields of leadership, communication, presentation, and negotiation for representatives of the Republic of Moldova Government. These participants will work with governmental structures in different regions, for improving organizational management and organizational efficiency – 2005 - 2006
- Expertise, consulting, training and evaluation for UNDP in preparing a team of experts in implementing UNDP Project “Gender Balance” - 2004
- „Implementing Transferable Credit System in Universities from the Republic of Moldova” 2002 – 2003 (for highest decision making staff from: Academy for Economic Studies; Medicine University; Pedagogical University “A. Russo”; Institute for Continuing Learning from the State University; Cooperative University)
- “Modern Leadership and Motivation” for **United States Information Agency**’s alumni in Chisinau (Moldova) and Odessa (Ukraine), October 2002
- “Motivating People” and “Negotiating Successfully” for Soros Foundation from Baku, Azerbaijan, February, 26 – March, 05 2002
- “Training of Trainers” and “Efficient Leadership”, for Soros Foundation from Baku, Azerbaijan, December 2001
- “Adult Learning” and “Modern Leadership”. Orenburg State University, Russia. October 2000 (Training for future trainers’ team of the Regional Center for Continuing Learning for Leaders in School Management).
- Consultancy for creating the Regional Center for Continuing Learning for Leaders in School Management. Orenburg State University, Russia. June 2000.

- **"Significant Elements in Recruiting, Preparing, and Developing Managers for US Education" Organized conference with specialists from the USA, Romania, and Moldova. March 7, 2000**
- Have participated as a consultant, and trainer in the international project "Reading and Writing for Critical Thinking" - a project sponsored by Open Society Institute, Soros Foundation and International reading Association. This project was orientated to modernize methodology, relationships, and management in educational institutions from all levels – from kindergartens to post university institutions.
- Have participated as an expert, consultant, and trainer in the international project "School self-evaluation" in collaboration with **Leeds Metropolitan University** (2001 – 2003). Implemented in 14 schools from Moldova a new Model of relationships between schools, community administration, and community members
- Have participated as expert, consultant, and trainer in the international project **Improvement Quality of Education for All (IQEA)** (2003 – 2004). IQEA is a global network of schools and communities that organize different exchange projects for improving quality of life and quality of education in communities.

IV. The most important topics of trainings designed and conducted

1. Citizen participation in community development;
2. Advocacy and Lobby;
3. Advanced Advocacy for community engagement activities;
4. Management and Leadership;
5. Team Building;
6. Motivation of citizens to high performances;
7. Conflict Management and Mediation;
8. Efficient Communication and Successful Presentation. Dialing with difficult participants;
9. Strategic planning;
10. Designing community engagement interactions;
11. The Art of Modern Negotiation;
12. The art of modern dissemination;
13. Training for Trainers;
14. Advanced Training for Trainers with Curriculum development aspects;
15. Gender equality;
16. Strategies for modern marketing;
17. Strategies for conducting Civic Education activities;
18. Project Design and Business Planning;
19. Project Implementation;
20. How to design and to conduct University Course according to Transferable Credit System Exigencies;
21. Modern Strategies in Conducting University Courses;
22. Motivating students in conditions of implementing Transferable Credit System;

V. International conferences attended

1. March 1 – 4, 2016 Conference of Ukrainian Library Association: Modern Education in Modern Libraries, Slavsk, Ukraine.
2. October 6 – 10, 2014 **Global Libraries Advocacy and Impact Working Groups meeting**, Bucharest, Romania
3. April 07 – 09, 2014, **Global Libraries Country Exchange Program** – Workshop on developing strategies for perfection of Advocacy component in the Global Libraries programs around the world, Vilnius, Lithuania.
4. February 24 to 27, 2014, Beyond Access Training Materials Hackathon, Bucharest, Romania.
5. September 30 – October 4, 2013, Advocacy Working Group Meeting, Global Library, Bill and Melinda Gates Foundation, Bogota, Colombia.
6. July 02 – 04, 2012, Communication, coalization and advocacy workshop, Biblionet Program, IREX Romania, Predeal
7. March 09 – 11, 2012, Impact Working Group and Advocacy Workin Group Meetings, Global Libraries, Bill and Melinda Gates Foundation, Seattle, USA
8. October 24 – 28, 2011, Student Active Learning in Science, TEMPUS, European Comission, Chisinau
9. April 20 – 22, 2011, "9th Annual Central & Southwest Asia Conference" at the University of Montana. Presented paper **"Citizen Participation - a challenge in the processes of modernization of post-Soviet societies"**.
Missoula, Montana, USA
(<http://www.umt.edu/ip/docs/events/CentralandSouthwestAsian%20StudiesConference2011.pdf>),
http://umt.edu/cswa/Documents/newsletters/2011_04.pdf

10. February 18, 2011 - USAID/IREX/ CPP Closeout Conference with participation of the Ambassador of the US in the Republic of Moldova, representatives of USAID and IREX DC. Designed and organized conference, moderated activities, presented paper "USAID/IREX/ CPP Dynamics of Successes 2004 – 2011". Chisinau
11. December 6 – 7, 2010 - **John Templeton Foundation** International Workshop "Dialogue between Science, Religion, Spirituality & Society as Background of a Stable Peace in the Contemporary World", Bucharest. Presented paper "Integrated Science Education: Strategic Approach" http://it4s.ro/Workshops2010_Speakers.htm
12. November 01 – 02, 2010 - **DVV International (Germany)** Conference: Adult Education – a simple challenge or vital necessity?. Chisinau
13. June 15 – 16, 2010, "European Partnership Fair for Civil Society Organizations", www.partnershipfair.eu , Chisinau. Presentation "Role of International Research and Exchanges Board in strengthening social sector in Moldova" http://educationnation.ru/play/g8uQSqkhVZk/IREX_Moldova_Prezentare_Oleg_Bursuc.html
14. February 21, 2008, "Governing Justly and Democratically: Strengthen democratic institutions and practices in Moldova", National Democratic Institute and International Research and Exchanges Board Conference, Chisinau. Designed, conducted, and evaluated conference, disseminated information
15. June 08 – 09, 2006 - International Conference, "International Best Practices in Community Development", Chisinau, Conducted by International Research and Exchanges Board, Bureau of Educational and Cultural Affairs of the US Department of State. Conducted workshop "Participative Project Design"
16. April 6 – 9, 2006 - UGRAD Program Regional Conference Ukraine, Moldova, Belarus, "Building Civil Society: Participation and Action", Lviv, Ukraine, Conducted training "How to develop a plan for social activity"
17. February 28 – March 02, 2005 - "Citizen Participation Program Visioning Conference", Chisinau, Moldova, Conducted workshop on planning activities
18. May 23 – 25, 2004 - "Innovations in Higher Education: Bringing Ideas to Life", organized by American Councils for International Education. Moderated workshop "The International Standards and Credit System", Chisinau
19. February 5 – 7, 2004 - "Regional Capacity Building Seminar on Decentralization in Education", Bucharest, Romania. Presented information http://www.see-educoop.net/education_in/pdf/workshop/bukaresta/participants_list.htm
20. March 17 – 19, 2003 - International conference „Reconstructing middle-level education organizations Inspection and Evaluation of Schools”, Belgrade, Serbia. Presented information
21. June 03 – 05, 2002 – "Step by Step" International Congress, Budapest, Hungary, presented information
22. January 2 – 7, 2002 - "International Congress for School Effectiveness and Improvement", Copenhagen, Denmark. Presented paper "Transforming the Principles of Educational Practice; Opening a Dialogue of Change"
23. February 24, 2001 - International Conference "The US Embassy. Career Forum", Chisinau. Participant
24. January 25 – 27, 2001 – International Scientific Conference "Student's Critical Thinking Skills Development in the Framework of National Educational Standards Elaboration" Kiev, Ukraine, presented report "Significant role of the Educational Center Pro Didactica in Reforming Education in Moldova"
25. June 30 - July 4, 2000, International Conference "Transforming Teaching and Learning", Keszthely (Balaton), Hungary. Participant
26. May 24 - 28, 2000, International Conference – "Adult Education: Challenges and Innovations", Sofia, Bulgaria. Presented information, http://www.see-educoop.net/education_in/pdf/workshop/reconstructing_ml_org/participants_list.htm
27. March 7, 2000 Organized and conducted conference "Significant Elements in Recruiting, Preparing, and Developing Managers for US Education", Chisinau. On conference participated specialists from the USA, Romania, and Republic of Moldova.
28. December 15, 1999, "The National Reform Agenda: Implication for New Leadership"; US Senate, Institute for Educational Leadership, Washington D.C., the US Congress building, USA. Participant
29. November 16, 1999 "Institute for Education Leadership's School Analyzing Program", Philadelphia, USA. Presented information
30. November 10, 1999, Middle School Initiative Instructional Conference. "Standards & Based Interdisciplinary Curriculum and Projects", Teachers College, Columbia University, New York City, USA. Participant
31. November 09, 1999, TC Forum (a monthly meeting for metropolitan area superintendents), "Current Issues and Trends in Principal Recruitment and Preparation: Implications for the Field and Universities"; Teachers College, Columbia University, New York City, USA. Participant
32. October 25, 1999, "World's Educational Systems: Achievements and Problems"; International House, New York City, USA. Participant
33. October 20, 1999, "The McLaine East/Central European Leadership Program", International House, New York City, USA. Presented information
34. October 06, 1999, "Changes in Global Accountability". A Panel Discussion with H.A. Kissinger, former U.S. Secretary of State, International House, New York City, USA. Participant

35. October 04, 1999, TC Forum (a monthly meeting for metropolitan area superintendents) - "Charter Schools: Good for Whom?" Teachers College, Columbia University, New York City, USA. Presented information
 36. September 26, 1999, "Making Sense of International Politics" - J.E. Mroz - President of East - West Institute, New York City, USA. Presented information
 37. September 24, 1999, "Institute for Aspiring Principals. Annual meeting", Teachers College, Columbia University, New York City, USA. Presented information
 38. August 27 - 31, 1999, "US Information Agency Scholars Conference", Washington D. C., USA. Participant
 39. May 28 - 31, 1997, "The Annual National Physics Conference", Chisinau - presented communications: "Pedagogical experiences in teaching physics", "Modern exigencies for experiments in teaching physics", "Functional models in teaching physics concepts", "The epistemological and curricular basics of the methodology of teaching physics"
 40. June 16, 1996, International Symposium "The In-Service Teacher Training", I presented an essay about new learning concepts
 41. May 1 - 4, 1996, "The Annual National Physics Conference", Baia Mare, Romania, I presented an essay about new methods in teaching physics
 42. May 16 - 19, 1995, "The Annual National Physics Conference", Gura Humorului, Suceava, Romania, I presented information about new orientation in teaching physics in the Republic of Moldova
 43. May 20 - 23, 1994, "The Annual National Physics Conference", Braila, Romania. Presented information
- Countries: Romania, USA, Denmark, Lithuania, Hungary, Serbia, Ukraine, Bulgaria, Azerbaijan, Russia, Moldova

VI. The Most Significant International Trainings attended (Certificates)

1. Management Training (EU accredited course), May 17 – 21, 2017, Extreme Training, Bucharest, Romania;
2. Conflict Management and Mediation, July 5 – 8, 2006, "Partners for Democratic Changes (PDC) Bulgaria", Chisinau;
3. Social Marketing, May 13 – 15, 2006, George Perlov, "The Advertising Council, USA", George Mason University, Chisinau;
4. Advanced Training for Trainers, "Trainings Methodology", February 13 – 16, 2006, "Partners for Democratic Changes (PDC) Slovakia", Chisinau;
5. Advocacy and Coalition Building Skills, June 13 – 16, 2005, "Partners for Democratic Changes (PDC) Bucharest", Chisinau;
6. Conflict Management in Participative Processes, May 16 – 19, 2005, "Partners for Democratic Changes (PDC) Bucharest", Chisinau;
7. Working with Volunteers: Volunteer Management, May 14 – 15, 2005, IREX alumni professional development programs, Chisinau;
8. Effective Communication and Facilitation, April 10 – 15, 2005, "Partners for Democratic Changes (PDC) Bucharest", Chisinau;
9. Local Capacity Building, February 23 – 27, 2005, "Partners for Democratic Changes (PDC) Bucharest", Chisinau;
10. Business planning, May 24 – 28, 2001, Open Society Institute, Bucharest, Romania;
11. Project Management, April 23 – 27, 2001, Center for Managerial Development, Cluj – Napoca, Romania;
12. "Schools Self Evaluation", November 27 – December 1, 2000, Chisinau;
13. "Consulting in Management", November 13 – 17, 2000, Center for Managerial Development, Cluj – Napoca, Romania;
14. Need of changes in Education System of Moldova, January 1998, Chisinau;
15. Educational Management, January 1998, Iasi, Romania;
16. Interactive Trainings Methods, June 8 – 13, 1998, Budapest (Matrahaza), Hungary;
17. Efficiency in schools, July 1998, Chisinau;
18. Training of Trainers, October 1998, Center for Managerial Development, Cluj – Napoca, Romania;
19. Management, October 1998, Iasi, Romania.

VII. Other responsibilities

- Was invited on meetings with the U.S.A Ambassador in Moldova Mr. Asif J. Chaudhry June 15, 2009; June 03, 2009;
- Member of commissions for evaluating dissertations for PhD positions in Institute of Educational Sciences and Tiraspol University from Moldova, 2005, 2006, 2009;
- Member of the USA Alumni Board in Moldova in 2003;
- Was selected as consultant in education for the US Embassy in Moldova – 2002;
- Was selected for the National Evaluation Commission of Physics Teachers – 2001;
- Was selected for the National Curriculum Commission – 2000;

- Was selected for the National School Graduate Commission.

VIII. Most important publications

1. Methodology for Evaluation School Managers, according to National Professional Competence Standards, 2016 http://isn.edu.md/sites/default/files/document/attachments/metodologia_de_evaluare_a_cadrelor_de_conducere.pdf
2. Methodology for Evaluation School Teachers, according to National Professional Competence Standards, 2016, http://isn.edu.md/sites/default/files/document/attachments/metodologia_de_evaluare_a_cadrelor_didactice.pdf
3. Methodological and managerial aspects of scientific research in education, Acta et Commentationes Stiinte ale Educatiei, nr. 1 (2) 2013, Chisinau
4. Ion Botgros – efficient promoter of modernization of education in the Republic of Moldova, Univers pedagogic newspaper, nr. 29 (348), August 23, 2012, Chisinau
5. Opportunities for modernizing processes of developing managers for educational system, Didactica Pro, nr. 1 (71), 2012, Chisinau
6. **Proficient Training of Leaders for Excellency in Management, Chisinau, 2012, 240 p. ISBN 978-9975-4247-5-2. CZU 37.014:005 B 95**
7. Motivating staff – a dynamic concept in educational management, Didactica Pro, nr. 5 – 6 (69-70), December 2011
8. Developing of scientific investigation skills in the process of preparing managers for educational systems, Faclia, Nr. 44 (3204), November 26, 2011; Nr. 45 (3205), December 03, 2011; Nr. 46 (3206), December 10, 2011.
9. Global tendencies in educational management, Faclia, Nr. 40 (3200), October 29, 2011
10. "Students - what they want?" – a rhetorical question or an aspiration worthy of appreciated, Faclia, Nr. 32, (3192), September 3, 2011, Chisinau.
11. Arguments for modernization of processes for preparing managers for educational systems, Faclia, Nr. 29-30 (3189 – 3190), August 20, 2011, Chişinău
12. Conceptual reflections about implementing competence based education, in „Success experiences in didactics and psihopedagogy” II-nd International Syposium, Constanta, Romania, May, 2011, ISSN 2247 - 3203
13. A strategic approach to integrated education in post university education in the Republic of Moldova, International Workshop – Dialogue Between Science, Religion, Spirituality & Society as Background of a Stable Peace in the Contemporary World, 6-7 December 2010, Bucharest, Romania http://it4s.ro/Workshops2010_Speakers.htm
14. Presentation on European Partnership Fair for civil society organizations in Moldova , June 15-16, 2010, Chisinau , Republic of Moldova <http://www.youtube.com/watch?v=g8uQSqkhVZk>
15. Efficient networks in educational systems – achievements and perspectives, in Chisinau, 2004
16. Educational policies in preparing managers, in “Educational policies for under university education”, Chisinau, 2003
17. Prospective approaches in educational evaluation, Univers Pedagogic, experimental number, Chisinau, 2003
18. Prospective approaches in educational evaluation, Didactica Pro, nr. 4-5, (20 – 21), Chisinau, 2003
19. Achievements and perspectives in modernization of teachers training process, Didactica Pro, nr. 3 (19), Chisinau, 2003
20. A reference book translated by Educational Center Pro Didactica, Faclia, nr. 43, (2787), Chisinau, 2002
21. Perspectives of School Effectiveness and Democratic Learning in the World, Didactica Pro, nr. 1, 2002 <http://www.scribd.com/doc/52574511/4/EVENIMENTE-CEPD>
22. Transforming the Principles of Educational Practice: Opening up a dialogue of Change, in International Congress for School Effectiveness and Improvement, Conference programmer, Copenhagen, 2002
23. Teachers and Reforms in Education, Didactica Pro, nr. 3, 2001 http://www.prodidactica.md/revista/Revista_07.pdf, <http://www.proeducation.md/art.php3?f=%2Ffiles%2FPerfectionarea%20cadrelor%2Fcadrele%20didactice%20si%20reforma%20sistemelor%20educationale.htm&ad=efcinracdeo00000.stf&display=4&page=1>
24. Methodology of Teaching and Learning Physics. February 2001. Collaborative work with Ed. D. I. Neacsu and Dr. I. Botgros. Cartier Publish House, Chisinau , ISBN 9975-79-089-5 http://87.248.191.120/sibimol/opac/bibliographic_view/114097;jsessionid=DBC221CFE96FBCD2C742DD7FB43EB1D6
25. Significant Role of Pro Didactica Educational Center in the Education Reform of Moldova Republic, in Collected Articles of International Scientific – and Practical Conference “Students Critical Thinking Skills Development in Framework of National Educational Standards Elaboration”, Kiev, Ukraine, 2001, ISBN 966-7305-50-3
26. Preparing Principals for US Schools, “Didactica Pro”, No. 2, 2000, Chisinau
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CPP successes were presented on the USA Embassy in Moldova web site:

<http://moldova.usembassy.gov/hp030209a.html> - [Citizens in Transnistria Realize the Possibilities Citizen Participation Brings](#)

<http://moldova.usembassy.gov/ph030209.html> - [Educator Applies Democratic Process to School Management](#)

<http://moldova.usembassy.gov/02182011.html> - Moldova Citizen Partnership Program

<http://www.irex.org/news/empowering-citizen-participation-moldova>

Updated – November 15, 2018