

Curriculum vitae

PERSONAL INFORMATION

Alexandru Furdui



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Nationality Moldova

WORK EXPERIENCE

May 2024 – Present

Adviser on Public Administration Reform and Training System within the "Attractive and Efficient Public Administration in the Republic of Moldova" project

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

- Coordination of joint project activities with the State Chancellery and the Institute of Public Administration,
- Delivery of first-hand knowledge and expertise / ad-hoc advice on advancing the Public Administration Reform Strategy to the State Chancellery with reference to the civil servants professional development process
- Provide support for the Institute of Public Administration in extending its curriculum for civil servants by improving existing training modules and developing new training modules
- Design, prepare, and implementation of workshops, capacity building measures and other events on issues connected with the project's work plan in the field of the Reform of the Civil Service
- Assists and monitor the development and implementation of project plans and activities in close

consultation with political and implementation partners

October 2018 – May 2024

Senior expert/Trainer and facilitator/Project manager, HR development division, Department of Strategy, Organization and Human Resources National Bank of Moldova, Chisinau (Moldova)

- Leading the organizational development process in the field of professional development of the employees;
- Project Manager of the
- Contributed to the development of comprehensive employee training courses.
- Developed workforce training programs to improve organizational efficiency.
- Organized, scheduled, and facilitated Leadership and Management Program.
- Designed course materials and supported implementation.
- Developed assessments and user polls to evaluate course effectiveness, altering content and delivery to achieve student learning goals.
- Participated in continuous improvement by generating suggestions and engaging in problem-solving activities to support teamwork.
- Resolved problems, improved operations, and provided exceptional service.
- Targeted diverse learning modalities in the development of new course content and training programs.
- Participation and/or Leading events and initiatives for corporate culture development
- Developed and implemented L&D and HR analytics
- Developed and reviewed internal regulations for L&D processes

10/07/2017–28/09/2018

Human resources specialist

Introsco JSC, Chisinau (Moldova)

- Analysed, elaborated, and implemented the plan of measures regarding the optimization of the working conditions;

- Planning the interviews and hiring staff;
- Promotion of the company's employment offers;
- Elaborating and planning the implementation of the staff motivation program;
- Performing analysis of the labour market, job offers and competitors;
- Elaboration of training courses for middle-management ;
- Preparation of employment documentation: employment contracts, training contracts, training plans.

01/09/2009–30/06/2023 **Lecturer**

Technical University of Moldova, Chisinau (Moldova)

- Preparing and teaching courses, developing examinations tests; (courses taught: Industrial and operational management, Project Management, Process analysis and optimization);
- Elaboration of curricula for the subjects in areas of Industrial and operational management, Project Management, Process analysis and optimization;
- Calculation of the norm for the distribution of the teaching load for the teaching units distributed at the department;
- Mentored students' scientific activity (writing scientific research articles, drafting year projects, participation in national entrepreneurship contests);
- Designed the curricula and learning plan for the specialty Engineering and Management in Machine Building;
- Prepared and participated in the external evaluation and accreditation of the learning program.

01/11/2011–30/09/2017 **Public Procurement Agent**

Telenesti District Hospital, Telenesti (Moldova)

- Organized public tenders and procurement procedures within the institution (RfQ, RfP),
- Developed the procurement requirements and defined the evaluation criteria based on organizational needs and objectives,
- Elaborated and negotiated procurement contracts,
- Maintained and continuously reviewed the suppliers pool for the acquisition of the institution's needs;
- Elaborated on the procurement plan, and the calendar for the progress of the procurement procedures.
- Optimized the procurement process in the institution;
- Analysed and streamlined the acquisition costs;

11/09/2007–03/03/2008 **Intern**

Alianta pentru Cooperare in Agricultura, Chisinau (Moldova)

- Promoting and implementing rural development projects supported by the World Bank in the localities of the central region of the Republic of Moldova;
- Assistance in the elaboration of business plans for application to the financing support under the RISP project - Rural Investment and Services Project.);
- Maintained effective communication with various stakeholders and partners;

01/01/2003–01/06/2005 **Assistant Librarian**

Telenesti Public Library, Telenesti (Moldova)

Administration of the computer room, preparation of reports and documentation, training the library staff in the use of computers, service the users of the library services in the library reading and entertainment room.

EDUCATION AND TRAINING

September 2020–June 2022

Master's degree in Banking and Finance, Academy of Economic Science of Moldova, Chisinau Republic of Moldova.

Master thesis: "The role of fintech in combating money-laundry – opportunities for Moldavian banking sector".

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01/09/2009–31/01/2011 Master's degree in Management in Machine Building

Technical University of Moldova, Chisinau (Moldova)

Business management (industry - techniques and methods for optimizing the activity of industrial enterprises, analysis and reorganization of the activity of industrial enterprises).
Planning processes to improve the company's management;
Strategic marketing planning;
Project management in the field of industry;
Restructuring and financial optimization of industrial enterprises;
Managerial psychology in the enterprise.

01/09/2005–30/06/2009 Bachelor in Engineering and Machine Building Management

Technical University of Moldova, Chisinau (Moldova)

Business management in industry (machine building industry - organization of manufacturing and labor processes, economic and financial evaluation of production activity, principles of manufacturing and design of industrial products in the branch) Training areas:
Management of the industrial enterprise;
Management of industrial marketing;
Human resources management in industrial enterprises;
Financial analysis of the enterprise's activity;
Basis of Accounting;
Principles of planning and organizing the industrial production activity;
Principles of product design in the automotive industry;

PERSONAL SKILLS

Mother tongue(s) Romanian

Foreign language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
Russian	C2	C2	C2	C2	C1
English	B2	B2	B2	B2	B2
French	B1	B1	A2	A2	B1

Communication skills

Good communication skills obtained in didactic activity, as a human resources specialist, and as a public procurement specialist.

Digital skills

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem-solving
Independent user	Proficient user	Independent user	Independent user	Independent user

- Good competencies in using Microsoft Office programs, such as Word, Excel, PowerPoint, and Visio, zoom, Mentimeter, Canva, articulate storyline.

Project activity
May 2023 – May 2024

Project Manager – “NBM LearnOrgLab” – *Institutional transformation into a learning organization*. Leading the project with the scope of organizational development and transformation of the National Bank of Moldova into a Learning organization.

January – August 2021

Project coordinator – “*Consolidation of Leadership and Management Skills of Line Managers*”, implemented in the National Bank of Moldova;

27.04.2020 - 25.11.2020	Project coordinator - „ <i>Promovarea Învățământului Profesional Tehnic pentru o Economie Verde</i> ”, implemented in 18 gymnasia and High school learning institutions in Telenesti district;
Certifications	
01.03.2021-08.09.2021	“ <i>Triple E European Foundation Certificate in Banking</i> ” - EBTN - The European Banking & Financial Services Training Association;
14/04/2014–16/03/2015	“ <i>Professional pedagogy</i> ” – Continuous Education Requalification Program at the Center for Continuous Development of the Technical University of Moldova; Certified CRP Series No. 0024451 Interactive teaching techniques and methods, techniques, and evaluation methods.
2020	
04.06.2012–29.06.2012	<i>Certificate of Completion</i> of the Train of Trainers 48 hours training program, issued by the Center of Excellence in Finance and NBM “<i>Diploma in Human Resources</i>” – Alison; <i>Rectification Certificate in Project management</i>, Center for continuous professional development of the Technical University of Moldova and State Technical University of Bauman, Chisinau, Republica Moldova

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LIST of SCIENTIFIC WORKPAPERS Of Mr. Alexandru Furdui

Articles in conferences, symposiums electronic publications

1. GENDER ANALYSIS OF BUDGET EXPENDITURES IN THE REPUBLIC OF MOLDOVA, Petroia Andrei, Furdui Alexandru, (Petroia, Andrei Constantin, Gender analysis of budget expenditures in the Republic of Moldova (August 5, 2021). Available at SSRN:<https://ssrn.com/abstract=3899904> or <http://dx.doi.org/10.2139/ssrn.3899904>)
2. COMUNICAREA ORGANIZAȚIONALĂ. METODELE DE COMUNICARE, AVANTAJELE ȘI DEZAVANTAJELE Nani Victor, Furdui Alexandru, (Conferința tehnico-științifică a colaboratorilor, doctoranzilor și studenților, 1-14 decembrie, 2016 [Resursă electronică]. Vol. 2 / Univ. Tehn. a Mold. – Ch.: Tehnica –UTM, 2016. – 438 p.).
3. MOTIVAREA PERSONALULUI, Stratulat Iurie, Alexandru Furdui, ,(Conferința tehnico-științifică a colaboratorilor, doctoranzilor și studenților, 1-14 decembrie, 2016 [Resursă electronică]. Vol. 2 / Univ. Tehn. a Mold. – Ch.: Tehnica –UTM, 2016. – 438 p.)..).
4. EFICIENTIZAREA ACHIZIȚIILOR PUBLICE PRIN RELAȚII DE COOPERARE ÎNTRE BENEFICIAR ȘI OPERATOR ECONOMIC, Furdui Alexandru, (Conferința tehnico-științifică a colaboratorilor, doctoranzilor și studenților, 26-28 noiembrie, 2015 [Resursă electronică]. Vol. 3 / Univ. Tehn. a Mold. – Ch.: Tehnica –UTM, 2016. – 484 p).
5. FUNCȚIA DE CONTROL ÎN CADRUL ACHIZIȚIILOR PUBLICE Furdui Alexandru , Mamaliga Vasile, (Conferința tehnico-științifică a colaboratorilor, doctoranzilor și studenților, 26-28 noiembrie, 2015 [Resursă electronică]. Vol. 3 / Univ. Tehn. a Mold. – Ch.: Tehnica –UTM, 2016.).
6. FLOWCHART CA INSTRUMENT DE OPTIMIZARE A PROCESULUI DE PRODUCERE Furdui Alexandru, Nirca Adrian, (Conferința tehnico-științifică a colaboratorilor, doctoranzilor și studenților, 1-14 decembrie, 2016 [Resursă electronică]. Vol. 2 / Univ. Tehn. a Mold. – Ch.: Tehnica –UTM, 2016. – 438 Mamaliga Vasile, (Conferința jubiliară tehnico-științifică a colaboratorilor, doctoranzilor și studenților consacrată celei de-a 50-a aniversări a U.T.M., 201-21 octombrie 2014. Vol. 3 / Univ. Tehn. a Mold. – Ch.: Tehnica –UTM, 2015. – 542 p.)
7. SISTEMUL ACHIZIȚIILOR PUBLICE ÎN CONTEXTUL GLOBALIZĂRII, Alexandru Furdui, Mamaliga Vasile, Conferința tehnico-științifică a colaboratorilor, doctoranzilor și studenților, 15-23 noiembrie 2013. Volumul 2 / Univ. Tehn. a Mold. – Ch.: Tehnica-UTM, 2014. – 493 p.
8. MOTIVAREA PERSONALULUI IMPLICAT ÎN PROCESUL DE APROVIZIONARE A INSTITUȚIILOR PUBLICE Furdui Alexandru , Mamaliga Vasile, Conferința tehnico-științifică a colaboratorilor, doctoranzilor și studenților, 15-23 noiembrie 2013. Volume 2 / Univ. Tehn. a Mold. – Ch.: Tehnica-UTM, 2014. – 493 p.