

ANNEX IV: KEY EXPERTS

Name of expert	Proposed position	Years of experience	Age	Educational background	Specialist areas of knowledge	Experience in partner country	Languages and degree of fluency from A1 (beginner) to C2 (proficient)*
Baciu Vera	Audit Partner	20	44	Diploma in Economics, specialization in Auditing and Accounting, obtained in 2003 at the Academy of Economic Studies, Chisinau, Republic of Moldova, Master's Diploma, interpreter English , obtained in 2006 at the State University, International Certification CAP / CIPA	Audit, accounting, consulting		English - C2
Cicibaba Iuri	Managing Partner	20	44	Bachelor's Degree in Economics, Academy of Economic Studies of Moldova, Faculty of Audit and Accounting (2003), Republic of Moldova, Member of the Tax Committee of the American Chamber of Commerce in Moldova (www.amcham.md), Member of the Board of Directors of the Small Business Association (www.sme.md)	Taxes, audit, accounting, consulting		English - C3
Melnic Vladimir	Tax Partner	15	40	Faculty of General Economics and Law, Specialized in Business Law and Faculty of Finance, Specialized in Corporate Finance and Accounting, obtained in 2007 at the Academy of Economic Studies, Chisinau, Republic of Moldova, International Certification FCCA	Taxes, audit, accounting, consulting		English - C2
Irina Terzi	Auditor	30	57	Irina obtained a degree in Economics in 1992 from UTM, international certification CAP /CIPA	Audit, accounting, consulting		English - A2
Artiom Sclearenco	Manager Audit Intern	8	37	Master's Degree in Business and Administration (Moldova State University)	Audit, accounting, consulting		English - C2

* Levels are based on the Common European Framework of Reference for Languages. See: <https://www.coe.int/en/web/common-european-framework-reference-languages/table-1-cefr-3.3-common-reference-levels-global-scale>. The linguistic competencies are to be demonstrated by certificate or by past relevant experience.

Curriculum vitae [1]

Proposed role in the project	Audit Partner
Family name	BACIU
First names	VERA
Date of birth	09 March 1981
Nationality	moldovan
Civil status	divorced
Education	below

Institution	Date from dd/mm/yyyy	Date to dd/mm/yyyy	Degree(s) or diploma(s) obtained
ACAP	2012	present	Professional Association of Accountants and Auditors, Moldova
CIPA	2011	2012	Certified International Professional Accountant
State University	2005	2006	Master's Diploma, interpreter English
Academy of Economic Studies	1999	2003	Master's Diploma, Accounting and Audit

Language skills: Indicate competence from A1 (beginner) to C2 (proficient). The competence level is based on the Common European Framework of Reference for Languages. See: <https://www.coe.int/en/web/common-european-framework-reference-languages/table-1-cefr-3.3-common-reference-levels-global-scale>. The linguistic competencies are to be demonstrated by certificate or by past relevant experience.

Language	Reading	Speaking	Writing
Romanian, Moldovan	C2	C2	C1
English	C2	C1	C1
Russian (native)	C2	C2	C2

Membership of professional bodies	<ul style="list-style-type: none"> • Association of Professional Accountants and Auditors ACAP, member of IFAC • CIPA — The Certified International Professional Accountant - the highest level of qualification in the field of financial and management accounting, financial analysis, management and auditing.
Other skills (e.g. computer literacy, etc.)	Computer literacy – 1C, Microsoft Dynamics. Driver's license B
Present position	Auditor, Partner
Years within the firm	13

Key qualifications (relevant to the project)	<ul style="list-style-type: none"> •Holder of Certificate CIPA — The Certified International Professional Accountant - Certified International Professional Accountant •Holder of Moldavian Audit certificate for General Audit •Principles of National and International Accounting Standards •Finance, Moldavian tax legislation, payroll regulations, civil code •Management •Auditing
Specific experience in the region	<p>Articles in Journal Accounting and Audit</p> <ul style="list-style-type: none"> -About statutory audit -About taxation of non-residents <p>Double taxation Conventions</p> <ul style="list-style-type: none"> -About particularities of taxation in IT park -About provisions -About state Securities <p>ACAP lector, and lector in different trainings :</p> <ul style="list-style-type: none"> -IT park -Accounting and audit legislation -Tax legislation

Relevant audits/verifications carried out, but not the only ones, as Audit Partner:

Country	Date from dd/mm/yyyy	Date to dd/mm/yyyy	Client & Description
Republic of Moldova	1/1/2022	present	<p>Client: Coordination Office for Technical Cooperation of the Austrian Embassy in Chisinau</p> <p>Reporting entity: ADA</p> <ul style="list-style-type: none"> •Contract number and title: 2021/427-494; "EU4Moldova Local Communities (LOCOMO)" •Contract amount: 1,487,454 EUR •Type of contract verified: grant contract
Republic of Moldova	9/1/2021	12/31/2024	<p>Client: Representation of The Solidarity Fund PL in Republic of Moldova</p> <p>Reporting entity: The European Union, represented by the European Commission</p> <ul style="list-style-type: none"> •Contract number and title: 2021/423-668 "EU4Moldova: Local communities' development (LEADER)" •Contract amount: 810,292.03 EUR •Type of contract verified: grant contract

Republic of Moldova	1/1/2023	12/31/2023	<p>Client: Association Swiss Red Cross Reporting entity: Swiss Red Cross (SRC)</p> <ul style="list-style-type: none"> •Contract number and title: 415932 “Moldova: Towards health equity through social accountability 2019-2023” •Contract amount: 254,182 CHF Type of contract verified: grant contract •Contract number and title: 415933 “Ageing and Health” •Contract amount: 346,863 CHF Type of contract verified: grant contract •Contract number and title 415934 “Moldova Blood Safety” •Contract amount: 87,636 CHF Type of contract verified: grant contract •Contract number and title: 415936 “Support to refugees from Ukraine and strengthening social cohesion and integration in Moldova” •Contract amount: 694,741 CHF Type of contract verified: grant contract
Republic of Moldova	1/1/2022	12/31/2022	<p>Client: Association Swiss Red Cross Reporting entity: Swiss Red Cross (SRC)</p> <ul style="list-style-type: none"> •Contract number and title: 415932 “Moldova: Towards health equity through social accountability 2019-2023” •Contract amount: 6,480,550 MDL Type of contract verified: grant contract •Contract number and title: 415933 “Ageing and Health” •Contract amount: 7,375,299 MDL Type of contract verified: grant contract •Contract number and title 415934 “Moldova Blood Safety” •Contract amount: 2,426,215 MDL Type of contract verified: grant contract •Contract number and title: 415935 “Humanitarian Response to refugees from Ukraine in Moldova” •Contract amount: 20,789,734 MDL Type of contract verified: grant contract
Republic of Moldova	1/1/2024	12/31/2024	<p>Client: Norwegian Refugee Council Moldova Reporting entity: BDO Norway – Oslo, NRC and MFA/Norad</p> <ul style="list-style-type: none"> •Nansen Programme for Ukraine with budget 55.322.520 Nok

Republic of Moldova	1/1/2023	12/31/2023	<p>Client: Norwegian Refugee Council Moldova</p> <p>Reporting entity: BDO Norway – Oslo, NRC and MFA/Norad</p> <ul style="list-style-type: none"> •Contract number and title: MDFM2205 “NRC Humanitarian assistance, protection, and durable solutions” •Contract amount: 10,277,720 NOK <p>Type of contract verified: grant contract</p> <ul style="list-style-type: none"> •Contract number and title: MDFM2214 NRC: Strengthening Access to Services for Ukrainian Refugees through Legal Aid •Contract amount: 4,976,341 NOK <p>Type of contract verified: grant contract</p> <ul style="list-style-type: none"> •Contract number and title: MDFM2215 NMFA NRC Humanitarian assistance, protection, and durable solutions •Contract amount: 47,039,834 NOK <p>Type of contract verified: grant contract</p>
Republic of Moldova	1/6/2022	31.05.20223	<p>Client: Caritas Moldova</p> <p>Reporting entity: BDO Norway – Oslo, Caritas Norway</p> <ul style="list-style-type: none"> •Contract number and title: 222MDA01 Regional humanitarian response to the Ukraine Crisis – Refugees in Moldova •Contract amount: 835,481 EUR <p>Type of contract verified: grant contract</p>
Republic of Moldova	1/1/2023	12/31/2023	<p>Client: Caritas Moldova</p> <p>Reporting entity: BDO Norway – Oslo, Caritas Norway</p> <ul style="list-style-type: none"> •Contract number and title: 222MDA02 Provision of vulnerable Ukrainians and host communities with protection in Moldova in accordance with humanitarian principles-2023 •Contract amount: 777,445 EUR <p>Type of contract verified: grant contract</p>
Republic of Moldova	1/1/2023	11/30/2023	<p>Client: CRS Moldova and Ukraine / EMECA</p> <p>Reporting entity: BDO Norway – Oslo, Caritas Norway</p> <ul style="list-style-type: none"> •Contract number and title: 222UKR04 Provision of vulnerable Ukrainians with protection in accordance with humanitarian principles •Contract amount: 1,299,293 USD <p>Type of contract verified: grant contract</p>

[1] “Please note that your personal data will be processed solely for the purposes of the management and monitoring of the contract by the data controller without prejudice to possible transmission to the bodies in charge of monitoring or inspection tasks in the application of EU law. Please be informed that transmission of personal data may occur to the Partner Country, solely for the purpose of implementing the financing agreement concluded between the EU and the Partner Country with regards to the tender/grant award procedure. For more details concerning processing of your personal data you may consult the privacy statement available at:
<http://ec.europa.eu/europeaid/prag/annexes.do?chapterTitleCode=A>”

Professional experience -Vera B

Date from dd/mm/yyyy	Date to dd/mm/yyyy	Actual working days [1] in FTEs [2]	Location	Company & reference person (name & contact details)	Position	Description
2/1/2012	present	4808	Republic of Moldova, mun. Chisinau	ATA Consult SRL	Auditor, Partner	Accounting (all areas) – manufacture, trade, investments, services; Tax and accounting consultations; General Audit Agreed upon procedures; Tax review.
2/1/2009	2/1/2012	1095	Republic of Moldova, mun. Chisinau	GR&TI Audit Consult SRL	Audit Manager/ Senior Auditor	Accounting (all areas) – manufacture, trade, investments, services; Tax and accounting consultations; Participation in General Audit; Agreed upon procedures; Tax review.
7/1/2007	present	6484	Republic of Moldova, mun. Chisinau	Taxaco SRL	Auditor (internal audit)	Accounting (all areas) – manufacture, trade, investments, services Cost calculation of products and services, estimate of expenditure, checking of constant and variable production costs, forming of prices; Preparation and Presentation of Financial Statements, Tax Returns, Reports on Social Insurance Contribution, preparation and presentation of consolidated Financial Statements of group; Tax consultations, tax optimization services; Accounting and administrative services for representation offices of foreign companies; Services for optimization of the accounting software (1C ver. 7.7, 8.3);
11/1/2007	4/1/2009	517	Republic of Moldova, mun. Chisinau	TT Consulting SRL	Assistant of Auditor	Accounting (all areas) – manufacture, trade, investments, services; Tax and accounting consultations; Participation in General Audit.
6/1/2003	6/1/2007	1461	Republic of Moldova, mun. Chisinau	AGURDINO Groups of Companies: •MIDGARD TERRA; •GRAND TORG LTD; •RA INVEST LTD; •AGURDINO SECURITY •LTD; GORA NACO LTD.	Chief Accountant	Accounting (all areas) – manufacture, trade, investments, services; management accounting; Cost calculation of products and services, estimate of expenditure, checking of constant and variable production costs, forming of prices; Preparation and Presentation of Financial Statements, Tax Returns, Reports on Social Insurance Contribution, preparation and presentation of consolidated Financial Statements of group; Preparation of Financial Statements to participation in tenders; .
9/1/2000	2/1/2002	518	Republic of Moldova, mun. Chisinau	Decalaj-Lux joint-stock company (freight services)	Accountant	Preparation and Presentation of Financial Statements, Tax Returns, Reports on Social Securities to concerned governments authorities.
Total		14883				

Other relevant information (e.g. publications)

Articles in Journal Accounting and Audit

- About statutory audit
- About taxation of non-residents Double taxation Conventions
- About particularities of taxation in IT park
- About provisions
- About state securities

ACAP lector, and lector in different trainings :

- IT park
- Accounting and audit legislation
- Tax legislation

[1] Only the work experience mentioned in the CV will be considered by the evaluation committee.

[2] 220 full time equivalents (FTE) constitute one year of professional experience. Part-time must be converted into FTE.

[3] The contracting authority reserves the right to contact the reference persons. You undertake to inform the reference persons mentioned in the present form that their data will/may be

Curriculum vitae [3]

Proposed role in the project	Managing Partner, AOS Department
Family name	CICIBABA
First names	Iuri
Date of birth	May 17, 1981
Nationality	moldovan
Civil status	married
Education	below

Institution	Date from dd/mm/yyyy	Date to dd/mm/yyyy	Degree(s) or diploma(s) obtained
Alliance of Small and Medium Enterprises of Moldova	2020	present	Vice President for Advocacy
AMCHAM (American Chamber of Commerce in Moldova)	2020	2024	Co-chairman of the Tax Committee
AMCHAM (American Chamber of Commerce in Moldova)	2010	2025	Member of the Board of Directors
ATIC (Association of ICT Companies)	2011	2015	Member of the Board of Directors
ASEM: Academy of Economic Studies of Moldova	1999	2003	Faculty of General Economics

Language skills: Indicate competence from A1 (beginner) to C2 (proficient). The competence level is based on the Common European Framework of Reference for Languages. See: <https://www.coe.int/en/web/common-european-framework-reference-languages/table-1-cefr-3.3-common-reference-levels-global-scale>. The linguistic competencies are to be demonstrated by certificate or by past relevant experience.

Language	Reading	Speaking	Writing
Romanian, Moldovan	C2	C2	C2
English	C2	C2	C2
Russian (native)	C2	C2	C2

Membership of professional bodies	<ul style="list-style-type: none">•Member of the Tax Committee of the American Chamber of Commerce in Moldova (www.amcham.md),•Member of the Board of Directors of the Small Business Association (www.sme.md)
Other skills (e.g. computer literacy, etc.)	Computer literacy – 1C, Microsoft Dynamics. Driver’s license B
Present position	Managing Partner, AOS Department
Years within the firm	19

Key qualifications (relevant to the project)	<ul style="list-style-type: none"> •Co-Chairman of the Tax Committee at AmCham Moldova (2020–2024) •Member of the Board of Directors, AmCham Moldova (2010–2013, 2023, 2025) •Board Member of ATIC – Moldovan ICT Association (2011–2015) •Supervising financial audits and agreed-upon procedures for projects funded by the European Union, USAID, Swiss Development Cooperation, UN agencies
Specific experience in the region	-

Relevant audits/verifications carried out, but not the only ones, as Managing Partner:

Country	Date from dd/mm/yyyy	Date to dd/mm/yyyy	Client & Description
Republic of Moldova	2020	2024	Swiss Red Cross (SRC Moldova) – Audit and verification of financial reports, internal controls, and procurement processes of humanitarian and health-related projects
Republic of Moldova	2021	2024	Norwegian Refugee Council (NRC Moldova) – Independent verification of financial statements, donor compliance, and eligibility of expenditures under emergency response programs.
Republic of Moldova	2022	2023	UNHCR-funded initiatives (via local NGOs) – Financial verification procedures of refugee aid projects, assessing documentation and compliance with PRAG/UN rules.
Republic of Moldova	2020	2024	EU-funded Technical Assistance Projects – Level 2 verification of expenditures, financial compliance audits for EU grant beneficiaries under cross-border cooperation programs.
Republic of Moldova	2019	2022	USAID Moldova – Audit of organizational internal control systems and financial management for private sector partners and subgrantees in IT and agriculture sectors.
Republic of Moldova	2017	2023	ATIC (ICT Association) – Annual audit of financial reports, review of regulatory compliance, and internal governance assessments.
Republic of Moldova	2020	2021	Startup Moldova Foundation – Independent audit of procurement regulations, internal control framework, and use of innovation grants.

Republic of Moldova	2022	2023	Caritas Internationalis – Financial audit and control systems review of social inclusion projects funded by international donors.
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Professional experience

Date from dd/mm/yyyy	Date to dd/mm/yyyy	Actual working days [1] in FTEs [2]	Location	Company & reference person (name & contact details)	Position	Description
12/1/2018	present	2383	Republic of Moldova, mun. Chisinau	ATA Consult SRL / Taxaco SRL	Managing Partner, AOS Department	- Development strategy for TAXACO Group, HR management (40+ staff), financial analysis, tax optimization, risk management - Short-term expert for GIZ (MoF assistance, May 2023 – Jan 2024) - Participation in internal audits for ATIC (2020–2022) and Startup Moldova Foundation - Financial expert for Moldova's crowdfunding legislation and 50+ normative acts (GIZ project, 2020) - Co-author of E-commerce & Cashless Economy Report (USAID) - Expert in analysis of freelancer contributions (GIZ, 2020) - Fiscal expert on meal vouchers study (AmCham, EBA, 2019)
12/1/2017	12/1/2018	365	Republic of Moldova, mun. Chisinau	Ministry of Finance	Chief of Staff to the Minister	- Project Manager for e-procurement system MTender 2.0 (https://mtender.gov.md) - Led preparation of secondary legislation for MTender - Project Manager for "Prima Casa" mortgage program, including legislative drafting and negotiations with 5 major banks
4/1/2016	12/1/2017	609	Republic of Moldova, mun. Chisinau	Ministry of Finance	Vice Minister of Finance	- Policy and strategy development - Coordination of departments and subordinated authorities - Representation in external negotiations - Functional oversight of internal ministry departments and financial sector regulatory entities
11/1/2015	5/1/2016	182	Republic of Moldova, mun. Chisinau	Chemonics International Inc. (BRITE Project)	Tax Reporting Consultant (short-term)	- Developed the consolidated tax report (basis for IPC18) - Coordinated with IFPS, CNAS, CNAM - Drafted regulations for voluntary liquidation - Legislative review and proposed amendments - Liaised with public institutions for validation - Collaborated with BRITE on investment climate reforms
1/1/2007	4/1/2016	3378	Republic of Moldova, mun. Chisinau	Hewlett-Packard SRL	Controller / Chief Accountant	- Preparation of statutory and tax reports - Preparation of financial statements (NAS, IFRS) - Cash flow forecasting - HP representative on AMCHAM Board (2010–2013) and ATIC Board (2011–2015)
8/1/2006	4/1/2016	3531	Republic of Moldova, mun. Chisinau	Tx & A Co S.R.L.	Director / Owner	- Company strategy, risk management - HR recruitment and supervision - Client and supplier negotiations - Provided consulting to foreign clients
3/1/2003	8/1/2006	1249	Republic of Moldova, mun. Chisinau	KPMG Moldova	Tax Consultant	- Tax planning for VAT, CIT, and social security - Double tax treaty application for Moldovan companies - Consulting on personal income tax for residents and expatriates - Preparation of tax returns and defense before authorities - Delivery of seminars on Moldovan tax legislation
Total		11697				

Other relevant information (e.g. publications)

Articles in Journal Accounting and Audit
-About statutory audit
-About taxation of non-residents Double taxation Conventions
-About particularities of taxation in IT park
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ACAP lector, and lector in different trainings :
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-Tax legislation

[1] Only the work experience mentioned in the CV will be considered by the evaluation committee.

[2] 220 full time equivalents (FTE) constitute one year of professional experience. Part-time must be converted into FTE.

[3] The contracting authority reserves the right to contact the reference persons. You undertake to inform the reference persons mentioned in the present form that their data will/may be transferred to the Commission

Curriculum vitae [2]

Proposed role in the project	Senior
Family name	TERZI
First names	IRINA
Date of birth	27 october 1967
Nationality	moldovan
Civil status	married
Education	below

Institution	Date from dd/mm/yyyy	Date to dd/mm/yyyy	Degree(s) or diploma(s) obtained
ACAP	2013	present	Professional Association of Accountants and Auditors, Moldova
CIPA	2013	2013	Certified International Professional Accountant
CAP	2010	2010	Certified Accountant
Polytechnic Institute of Chişinău	1984	1989	Faculty of General Economics and Law, specialization in Business Law

Language skills: Indicate competence from A1 (beginner) to C2 (proficient). The competence level is based on the Common European Framework of Reference for Languages. See: <https://www.coe.int/en/web/common-european-framework-reference-languages/table-1-cefr-3.3-common-reference-levels-global-scale>. The linguistic competencies are to be demonstrated by certificate or by past relevant experience.

Language	Reading	Speaking	Writing
Romanian, Moldovan	B1	A2	B1
English	A1	A1	A1
Russian (native)	C2	C2	C2

Membership of professional bodies	<ul style="list-style-type: none"> • Association of Professional Accountants and Auditors (ACAP), a member of IFAC • Certified Auditor in Moldova since 2013
Other skills (e.g. computer literacy, etc.)	Computer literacy – 1C, Microsoft Dynamics. Driver's license B
Present position	Auditor
Years within the firm	5
Key qualifications (relevant to the project)	<ul style="list-style-type: none"> • Certified Auditor in Moldova since 2013 • Holder of the general audit certificate • Knowledge of National and International Accounting Standards • Finance, Moldovan tax legislation, payroll regulations, civil code • Management • Audit
Specific experience in the region	-

Relevant audits/verifications carried out, but not the only ones, as Auditor:

Country	Date from dd/mm/yyyy	Date to dd/mm/yyyy	Client & Description
Republic of Moldova	1/1/2022	present	<p>Client: Coordination Office for Technical Cooperation of the Austrian Embassy in Chisinau</p> <p>Reporting entity: ADA</p> <ul style="list-style-type: none"> •Contract number and title: 2021/427-494; "EU4Moldova Local Communities (LOCOMO)" •Contract amount: 1,487,454 EUR •Type of contract verified: grant contract
Republic of Moldova	9/1/2021	12/31/2024	<p>Client: Representation of The Solidarity Fund PL in Republic of Moldova</p> <p>Reporting entity: The European Union, represented by the European Commission</p> <ul style="list-style-type: none"> •Contract number and title: 2021/423-668 "EU4Moldova: Local communities' development (LEADER)" •Contract amount: 810,292.03 EUR •Type of contract verified: grant contract
Republic of Moldova	1/1/2023	12/31/2023	<p>Client: Association Swiss Red Cross</p> <p>Reporting entity: Swiss Red Cross (SRC)</p> <ul style="list-style-type: none"> •Contract number and title: 415932 "Moldova: Towards health equity through social accountability 2019-2023" •Contract amount: 254,182 CHF Type of contract verified: grant contract •Contract number and title: 415933 "Ageing and Health" •Contract amount: 346,863 CHF Type of contract verified: grant contract •Contract number and title 415934 "Moldova Blood Safety" •Contract amount: 87,636 CHF Type of contract verified: grant contract •Contract number and title: 415936 "Support to refugees from Ukraine and strengthening social cohesion and integration in Moldova" •Contract amount: 694,741 CHF Type of contract verified: grant contract

Republic of Moldova	1/1/2022	12/31/2022	<p>Client: Association Swiss Red Cross Reporting entity: Swiss Red Cross (SRC)</p> <ul style="list-style-type: none"> •Contract number and title: 415932 “Moldova: Towards health equity through social accountability 2019-2023” •Contract amount: 6,480,550 MDL Type of contract verified: grant contract •Contract number and title: 415933 “Ageing and Health” •Contract amount: 7,375,299 MDL Type of contract verified: grant contract •Contract number and title 415934 “Moldova Blood Safety” •Contract amount: 2,426,215 MDL Type of contract verified: grant contract •Contract number and title: 415935 “Humanitarian Response to refugees from Ukraine in Moldova” •Contract amount: 20,789,734 MDL Type of contract verified: grant contract
Republic of Moldova	1/1/2024	12/31/2024	<p>Client: Norwegian Refugee Council Moldova Reporting entity: BDO Norway – Oslo, NRC and MFA/Norad</p> <ul style="list-style-type: none"> •Nansen Programme for Ukraine with budget 55.322.520 Nok
Republic of Moldova	1/1/2023	12/31/2023	<p>Client: Norwegian Refugee Council Moldova Reporting entity: BDO Norway – Oslo, NRC and MFA/Norad</p> <ul style="list-style-type: none"> •Contract number and title: MDFM2205 “NRC Humanitarian assistance, protection, and durable solutions” •Contract amount: 10,277,720 NOK Type of contract verified: grant contract •Contract number and title: MDFM2214 NRC: Strengthening Access to Services for Ukrainian Refugees through Legal Aid •Contract amount: 4,976,341 NOK Type of contract verified: grant contract •Contract number and title: MDFM2215 NMFA NRC Humanitarian assistance, protection, and durable solutions •Contract amount: 47,039,834 NOK Type of contract verified: grant contract

Republic of Moldova	1/6/2022	31.05.20223	Client: Caritas Moldova Reporting entity: BDO Norway – Oslo, Caritas Norway •Contract number and title: 222MDA01 Regional humanitarian response to the Ukraine Crisis – Refugees in Moldova •Contract amount: 835,481 EUR •Type of contract verified: grant contract
Republic of Moldova	1/1/2023	12/31/2023	Client: Caritas Moldova Reporting entity: BDO Norway – Oslo, Caritas Norway •Contract number and title: 222MDA02 Provision of vulnerable Ukrainians and host communities with protection in Moldova in accordance with humanitarian principles-2023 •Contract amount: 777,445 EUR •Type of contract verified: grant contract
Republic of Moldova	1/1/2023	11/30/2023	Client: CRS Moldova and Ukraine / EMECA Reporting entity: BDO Norway – Oslo, Caritas Norway •Contract number and title: 222UKR04 Provision of vulnerable Ukrainians with protection in accordance with humanitarian principles •Contract amount: 1,299,293 USD •Type of contract verified: grant contract

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<http://ec.europa.eu/europeaid/prag/annexes.do?chapterTitleCode=A>”

Professional experience

Date from dd/mm/yyyy	Date to dd/mm/yyyy	Actual working days [1] in FTEs [2]	Location	Company & reference person (name & contact details)	Position	Description
3/1/2020	present	1857	Republic of Moldova, mun. Chisinau	Ata Consult SRL	Auditor	Providing audit and consulting services in accounting and tax compliance for various enterprises.
11/1/2018	present	2343	Republic of Moldova, mun. Chisinau	VIPASOFT SRL	Accounting Controller, Consultant	Consulting on accounting issues and supervising the implementation of 1C software systems.
1/1/2017	2/1/2019	761	Republic of Moldova, mun. Chisinau	COLBLANC SRL	Financial and Tax Consultant	Providing accounting services with a focus on financial and tax consulting for clients.
4/1/2015	10/1/2016	549	Republic of Moldova, mun. Chisinau	AGROSTOC CI	Chief Accountant	Managing financial operations, including wholesale and retail trade of fertilizers, and export activities.
4/1/2015	10/1/2016	549	Republic of Moldova, mun. Chisinau	AGROSTOC-PRIM SRL	Chief Accountant	Overseeing agricultural accounting, with a focus on seed production and crop cultivation.
3/1/2013	4/1/2015	761	Republic of Moldova, mun. Chisinau	Sovirina-Audit SRL	Auditor	Conducted audits, prepared audit reports, and analyzed financial activities of various enterprises.
11/1/2012	7/1/2014	607	Republic of Moldova, mun. Chisinau	REXART SRL	Chief Accountant	Managed accounting for the production and sale of promotional products, including financial reporting.
3/1/2011	11/1/2012	611	Republic of Moldova, mun. Chisinau	Bebelux SRL	Chief Accountant	Supervised financial reporting, payroll, and daily financial operations in retail sales of children's goods.
7/1/2009	3/1/2013	1339	Republic of Moldova, mun. Chisinau	Creativ-Lab SRL	Chief Accountant	Managed financial statements, payroll, and accounting for wholesale and retail operations in IT services.
4/1/2007	7/1/2009	822	Republic of Moldova, mun. Chisinau	COLAJ SRL	Principal Accountant	Managed accounting of assets, materials, and import operations, and prepared tax returns for the company.
1/1/2006	4/1/2007	455	Republic of Moldova, mun. Chisinau	Lactalis-Alba SRL	Accountant Category 1	Handled supplier payments, payroll, client invoicing, and accounting for imports and assets.
9/1/2003	1/1/2006	853	Republic of Moldova, mun. Chisinau	Hîncești Dairy Factory	Accountant	Provided full accounting services for a dairy production company, including sales accounting and payroll.
1999	2001	730	Republic of Moldova, mun. Chisinau	CHIMIMED SRL	Chief Accountant	Managed all accounting operations, including financial reporting and tax compliance in wholesale trade.
1996	1996	365	Republic of Moldova, mun. Chisinau	Central Hospital Ceadir-Lunga	Economist	Responsible for budget distribution, economic activity analysis, and financial reporting of the hospital.
1989	1995	2190	Republic of Moldova, mun. Chisinau	Scientific Research Institute of Moldova	Junior Researcher, Economist	Conducted economic analyses and summaries for the Ministries of Economy, Food Industry, and Agriculture.
Total		14792				

Other relevant information (e.g. publications)

[1] Only the work experience mentioned in the CV will be considered by the evaluation committee.

[2] 220 full time equivalents (FTE) constitute one year of professional experience. Part-time must be converted into FTE.

[3] The contracting authority reserves the right to contact the reference persons. You undertake to inform the reference persons mentioned in the present form that their data

Curriculum vitae [3]

Proposed role in the project	Manager
Family name	MELNIC
First names	VLADIMIR
Date of birth	01 June 1984
Nationality	moldovan
Civil status	married
Education	below

Institution	Date from dd/mm/yyyy	Date to dd/mm/yyyy	Degree(s) or diploma(s) obtained
ACCA	2013	present	Member of Association of Chartered Certified Accountants
ASEM: Academy of Economic Studies of Moldova	2004	2007	Faculty of Finance, Specialized in Corporate Finance and Accounting
ASEM: Academy of Economic Studies of Moldova	2004	2007	Faculty of General Economics and Law, Specialized in Business Law

Language skills: Indicate competence from A1 (beginner) to C2 (proficient). The competence level is based on the Common European Framework of Reference for Languages. See: <https://www.coe.int/en/web/common-european-framework-reference-languages/table-1-cefr-3.3-common-reference-levels-global-scale>. The linguistic competencies are to be demonstrated by certificate or by past relevant experience.

Language	Reading	Speaking	Writing
Romanian, Moldovan	C2	C2	C2
English	C2	C2	C2
Russian (native)	C2	C2	C2

Membership of professional bodies	<ul style="list-style-type: none"> • Association of Professional Accountants and Auditors ACAP, member of IFAC • Member of Association of Chartered Certified Accountants/FCCA (United Kingdom) since 2013 • Certified Moldovan Auditor since 2013
Other skills (e.g. computer literacy, etc.)	Computer literacy – 1C, Microsoft Dynamics. Driver's license B
Present position	Tax Partner
Years within the firm	13

Key qualifications (relevant to the project)	<ul style="list-style-type: none"> • Member of Association of Chartered Certified Accountants/ACCA (United Kingdom) since 2013 • Certified Moldovan Auditor since 2013 • Holder of Moldavian Audit certificate for General Audit • Principles of National and International Accounting Standards • Finance, Moldavian tax legislation, payroll regulations, civil code • Management • Auditing
Specific experience in the region	-

Relevant audits/verifications carried out, but not the only ones, as Tax Partner:

Country	Date from dd/mm/yyyy	Date to dd/mm/yyyy	Client & Description
Republic of Moldova	1/1/2022	present	Client: Coordination Office for Technical Cooperation of the Austrian Embassy in Chisinau Reporting entity: ADA <ul style="list-style-type: none"> • Contract number and title: 2021/427-494; "EU4Moldova Local Communities (LOCOMO)" • Contract amount: 1,487,454 EUR • Type of contract verified: grant contract
Republic of Moldova	9/1/2021	12/31/2024	Client: Representation of The Solidarity Fund PL in Republic of Moldova Reporting entity: The European Union, represented by the European Commission <ul style="list-style-type: none"> • Contract number and title: 2021/423-668 "EU4Moldova: Local communities' development (LEADER)" • Contract amount: 810,292.03 EUR • Type of contract verified: grant contract

Republic of Moldova	1/1/2023	12/31/2023	<p>Client: Association Swiss Red Cross Reporting entity: Swiss Red Cross (SRC)</p> <ul style="list-style-type: none"> •Contract number and title: 415932 “Moldova: Towards health equity through social accountability 2019-2023” •Contract amount: 254,182 CHF Type of contract verified: grant contract •Contract number and title: 415933 “Ageing and Health” •Contract amount: 346,863 CHF Type of contract verified: grant contract •Contract number and title 415934 “Moldova Blood Safety” •Contract amount: 87,636 CHF Type of contract verified: grant contract •Contract number and title: 415936 “Support to refugees from Ukraine and strengthening social cohesion and integration in Moldova” •Contract amount: 694,741 CHF Type of contract verified: grant contract
Republic of Moldova	1/1/2022	12/31/2022	<p>Client: Association Swiss Red Cross Reporting entity: Swiss Red Cross (SRC)</p> <ul style="list-style-type: none"> •Contract number and title: 415932 “Moldova: Towards health equity through social accountability 2019-2023” •Contract amount: 6,480,550 MDL Type of contract verified: grant contract •Contract number and title: 415933 “Ageing and Health” •Contract amount: 7,375,299 MDL Type of contract verified: grant contract •Contract number and title 415934 “Moldova Blood Safety” •Contract amount: 2,426,215 MDL Type of contract verified: grant contract •Contract number and title: 415935 “Humanitarian Response to refugees from Ukraine in Moldova” •Contract amount: 20,789,734 MDL Type of contract verified: grant contract

Republic of Moldova	1/1/2024	12/31/2024	<p>Client: Norwegian Refugee Council Moldova</p> <p>Reporting entity: BDO Norway – Oslo, NRC and MFA/Norad</p> <ul style="list-style-type: none"> • Nansen Programme for Ukraine with budget 55.322.520 Nok
Republic of Moldova	1/1/2023	12/31/2023	<p>Client: Norwegian Refugee Council Moldova</p> <p>Reporting entity: BDO Norway – Oslo, NRC and MFA/Norad</p> <ul style="list-style-type: none"> • Contract number and title: MDFM2205 “NRC Humanitarian assistance, protection, and durable solutions” • Contract amount: 10,277,720 NOK Type of contract verified: grant contract • Contract number and title: MDFM2214 NRC: Strengthening Access to Services for Ukrainian Refugees through Legal Aid • Contract amount: 4,976,341 NOK Type of contract verified: grant contract • Contract number and title: MDFM2215 NMFA NRC Humanitarian assistance, protection, and durable solutions • Contract amount: 47,039,834 NOK Type of contract verified: grant contract
Republic of Moldova	1/6/2022	31.05.20223	<p>Client: Caritas Moldova</p> <p>Reporting entity: BDO Norway – Oslo, Caritas Norway</p> <ul style="list-style-type: none"> • Contract number and title: 222MDA01 Regional humanitarian response to the Ukraine Crisis – Refugees in Moldova • Contract amount: 835,481 EUR • Type of contract verified: grant contract
Republic of Moldova	1/1/2023	12/31/2023	<p>Client: Caritas Moldova</p> <p>Reporting entity: BDO Norway – Oslo, Caritas Norway</p> <ul style="list-style-type: none"> • Contract number and title: 222MDA02 Provision of vulnerable Ukrainians and host communities with protection in Moldova in accordance with humanitarian principles-2023 • Contract amount: 777,445 EUR • Type of contract verified: grant contract

Republic of Moldova	1/1/2023	11/30/2023	Client: CRS Moldova and Ukraine / EMECA Reporting entity: BDO Norway – Oslo, Caritas Norway •Contract number and title: 222UKR04 Provision of vulnerable Ukrainians with protection in accordance with humanitarian principles •Contract amount: 1,299,293 USD •Type of contract verified: grant contract
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[1] “Please note that your personal data will be processed solely for the purposes of the management and monitoring of the contract by the data controller without prejudice to possible transmission to the bodies in charge of monitoring or inspection tasks in the application of EU law. Please be informed that transmission of personal data may occur to the Partner Country, solely for the purpose of implementing the financing agreement concluded between the EU and the Partner Country with regards to the tender/grant award procedure. For more details concerning processing of your personal data you may consult the privacy statement available at:
<http://ec.europa.eu/europeaid/prag/annexes.do?chapterTitleCode=A>”

Professional experience

Date from dd/mm/yyyy	Date to dd/mm/yyyy	Actual working days [1] in FTEs [2]	Location	Company & reference person (name & contact details)	Position	Description
8/1/2024	present	243	Republic of Moldova, mun. Chisinau	TAXACO SRL ATA Consult SRL (on base of service contract)	Auditor, Consulting Partner	Experience with audit, tax and legal engagements: - responsible for peer review of the audit files; - tax consulting services; - legal consulting services in the areas of Civil Law and Customs Law; - finance advisory projects.
7/1/2016	7/1/2024	2922	Republic of Moldova, mun. Chisinau	ATA Consult SRL	Auditor	Experience with audit, tax, and legal engagements: - Responsible for peer review of audit files; - Tax consulting services; - Legal consulting services in Civil Law and Customs Law; - Finance advisory projects.
4/1/2016	6/1/2016	61	Republic of Moldova, mun. Chisinau	USAID Business Regulatory, Investment and Trade Environment (BRITE)	Consultant	Providing tax and legal advisory to the project in implementing the unified tax report and simplifying the liquidation of companies.
2015	3/31/2016	456	Republic of Moldova, mun. Chisinau	SP Trend SRL	Consultant	Tax, legal, and finance consulting services.
2013	2015	1095	Republic of Moldova, mun. Chisinau	Baker Tilly Klitou and Partners SRL	Supervisor Accounting and Tax	- Supervision of the accounting department – planning monthly and weekly activities, reviewing work done, including tax returns to authorities; - Tax consulting services to Moldovan and foreign companies in Corporate Income Tax, Value Added Tax, Excise, and Local Taxes; - Legal consulting services in Civil Law and Customs Law; - Assistance to audit teams during audit engagements; - Participation as a speaker at conferences and professional association events; - Marketing and sales activities for accounting and tax services.H11
2007	2013	2190	Republic of Moldova, mun. Chisinau	KPMG MOLDOVA	Assistant Manager	Experience with tax and legal engagements: • tax audits and tax consulting services to Moldovan and foreign companies in the areas of Corporate Income Tax, Value Added Tax, Excise, Local Taxes;
2005	2007	730	Republic of Moldova, mun. Chisinau	NATIONAL CENTER OF PUBLIC HEALTH	Accountant	Accounting for payroll, fixed assets, inventories, receivables and payables.
2016	present	3102.5	Republic of Moldova, mun. Chisinau	ATIC (Moldovan Association of Private IT Companies)	Chair of the Fiscal Committee	Preparing and chairing the meetings, Preparing or reviewing the drafts of the official correspondence with the authorities;
2012	present	4562.5	Republic of Moldova, mun. Chisinau	American Chamber of Commerce in Moldova	Member of the Fiscal Committee	Preparing or reviewing draft legislation influencing the sector in Moldova.
Total		15362				

Other relevant information (e.g. publications)

Articles in Journal Accounting and Audit

- About statutory audit
- About taxation of non-residents Double taxation Conventions
- About particularities of taxation in IT park
- About provisions
- About state securities

ACAP lector, and lector in different trainings :

- IT park
- Accounting and audit legislation
- Tax legislation

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[3] The contracting authority reserves the right to contact the reference persons. You undertake to inform the reference persons mentioned in the present form that their data will/may be

Curriculum vitae [4]

Proposed role in the project	Senior
Family name	SCLEARENCO
First names	ARTIOM
Date of birth	19 January 1988
Nationality	moldovan
Civil status	unmarried
Education	below

Institution	Date from dd/mm/yyyy	Date to dd/mm/yyyy	Degree(s) or diploma(s) obtained
ACAP	2023	present	Member of ACAP
House of Training (Luxembourg)	2019	2022	Certificates of completion of qualification courses in disciplines and fields such as: Accounting, Internal Audit, AML, Cybersecurity, ICAAP and ILAAP.
State University	2007	2012	Master's Diploma, Business and Administration

Language skills: Indicate competence from A1 (beginner) to C2 (proficient). The competence level is based on the Common European Framework of Reference for Languages. See: <https://www.coe.int/en/web/common-european-framework-reference-languages/table-1-cefr-3.3-common-reference-levels-global-scale>. The linguistic competencies are to be demonstrated by certificate or by past relevant experience.

Language	Reading	Speaking	Writing
Romanian, Moldovan	C2	C2	C2
English	C2	C2	C2
Russian (native)	C2	C2	C2

Membership of professional bodies	•Association of Professional Accountants and Auditors ACAP, member of IFAC
Other skills (e.g. computer literacy, etc.)	Computer literacy – 1C, Microsoft Office. Driver’s license B
Present position	Manager Internal Audit
Years within the firm	3
Key qualifications (relevant to the project)	•Management •Auditing •Banking •AML & Anti-Fraud •Principles of National and International Accounting Standards
Specific experience in the region	-

Country	Date from dd/mm/yyyy	Date to dd/mm/yyyy	Client & Description
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Republic of Moldova	1/1/2022	present	<p>Client: Coordination Office for Technical Cooperation of the Austrian Embassy in Chisinau</p> <p>Reporting entity: ADA</p> <ul style="list-style-type: none"> Contract number and title: 2021/427-494; "EU4Moldova Local Communities (LOCOMO)" Contract amount: 1,487,454 EUR Type of contract verified: grant contract
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Republic of Moldova	1/1/2023	12/31/2023	<p>Client: Association Swiss Red Cross</p> <p>Reporting entity: Swiss Red Cross (SRC)</p> <ul style="list-style-type: none"> Contract number and title: 415932 "Moldova: Towards health equity through social accountability 2019-2023" Contract amount: 254,182 CHF Type of contract verified: grant contract Contract number and title: 415933 "Ageing and Health" Contract amount: 346,863 CHF Type of contract verified: grant contract Contract number and title 415934 "Moldova Blood Safety" Contract amount: 87,636 CHF Type of contract verified: grant contract Contract number and title: 415936 "Support to refugees from Ukraine and strengthening social cohesion and integration in Moldova" Contract amount: 694,741 CHF Type of contract verified: grant contract

Republic of Moldova	1/1/2022	12/31/2022	<p>Client: Association Swiss Red Cross Reporting entity: Swiss Red Cross (SRC)</p> <ul style="list-style-type: none"> •Contract number and title: 415932 “Moldova: Towards health equity through social accountability 2019-2023” •Contract amount: 6,480,550 MDL Type of contract verified: grant contract •Contract number and title: 415933 “Ageing and Health” •Contract amount: 7,375,299 MDL Type of contract verified: grant contract •Contract number and title 415934 “Moldova Blood Safety” •Contract amount: 2,426,215 MDL Type of contract verified: grant contract •Contract number and title: 415935 “Humanitarian Response to refugees from Ukraine in Moldova” •Contract amount: 20,789,734 MDL Type of contract verified: grant contract
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Republic of Moldova	1/1/2023	12/31/2023	<p>Client: Norwegian Refugee Council Moldova Reporting entity: BDO Norway – Oslo, NRC and MFA/Norad</p> <ul style="list-style-type: none"> •Contract number and title: MDFM2205 “NRC Humanitarian assistance, protection, and durable solutions” •Contract amount: 10,277,720 NOK Type of contract verified: grant contract •Contract number and title: MDFM2214 NRC: Strengthening Access to Services for Ukrainian Refugees through Legal Aid •Contract amount: 4,976,341 NOK Type of contract verified: grant contract •Contract number and title: MDFM2215 NMFA NRC Humanitarian assistance, protection, and durable solutions •Contract amount: 47,039,834 NOK Type of contract verified: grant contract

Republic of Moldova	1/6/2022	31.05.20223	Client: Caritas Moldova Reporting entity: BDO Norway – Oslo, Caritas Norway •Contract number and title: 222MDA01 Regional humanitarian response to the Ukraine Crisis – Refugees in Moldova •Contract amount: 835,481 EUR •Type of contract verified: grant contract
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<http://ec.europa.eu/europeaid/prag/annexes.do?chapterTitleCode=A>”

Professional experience

Date from dd/mm/yyyy	Date to dd/mm/yyyy	Actual working days [1] in FTEs [2]	Location	Company & reference person (name & contact details)	Position	Description
1/1/2022	present	1186	Republic of Moldova, mun. Chisinau	ATA Consult SRL	Manager Audit Intern	General Audit; Agreed upon procedures; Internal Audit; Consulting.
12/1/2018	10/1/2021	1035	Republic of Moldova, mun. Chisinau	Eximbank Bank of Intesa Sanpaolo	Internal Senior Auditor	Planning, strategy, review, audit reporting
12/1/2017	12/1/2018	365	Republic of Moldova, mun. Chisinau	Grant Thornton Moldova	Junior Auditor	Audit (all areas) – manufacture, trade, investments, services, NGO, banking.
12/1/2016	10/1/2017	304	Republic of Moldova, mun. Chisinau	Credit CMB SRL	Credit Officer	Financial Analyses, Loan portfolio administration
4/1/2016	9/1/2016	153	Republic of Moldova, mun. Chisinau	Bemol Retail SRL	Internal Auditor	Planning, strategy, review, audit reporting
12/1/2011	6/1/2015	1278	Republic of Moldova, mun. Chisinau	Hebei Jianshe Construction Group Co., Ltd	Business Consultant	CEO and Board of Directors Assistance
Total		4321				

Other relevant information (e.g. publications)

[1] Only the work experience mentioned in the CV will be considered by the evaluation committee.

[2] 220 full time equivalents (FTE) constitute one year of professional experience. Part-time must be converted into FTE.

[3] The contracting authority reserves the right to contact the reference persons. You undertake to inform the reference persons mentioned in the present form that their data will/may be

July 2019

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