



Europass Curriculum Vitae

Personal information

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 Nationality Macedonian
 Date of birth 02/03/1972
 Gender Male

Desired employment / Occupational field

Work experience

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|--------------------------------------|--|
| Dates | 13.09.2002- up to date |
| Occupation or position held | Executive director |
| Main activities and responsibilities | <p>Organizing of all working activities in the Association, representing, preparing Projects, communication with members, municipalities, public enterprises, ministries, Macedonian and international institutions, NGOs etc.</p> <p>Coordination, expert and support to the expert team(s) at the in implementation of the projects.</p> |
| Name and address of employer | <p>Zdruzenie na finansiski rabotnici na lokalna samouprava I javni pretprijatija (Association of finance officers of the local governments and public enterprises) ul. 8-mi Septemvri 82-4 Veles, PO Box 155 1400 Veles, Republic of Macedonia</p> |
| Type of business or sector | NGO |
| Dates | February 2002- November 2015 |
| Occupation or position held | Regional coordinator of MOST for Veles and surrounding municipalities |
| Main activities and responsibilities | <p>Organizing of the of the monitoring of the Parliamentary Elections 2002, Presidential Elections 2004, Referendum 2004, Local Elections 2005; Parliamentary Elections 2006 in Republic of Macedonia, Parliamentary elections 2008, Local and presidential elections 2009, Parliamentarian elections 2011, Local election 2013 (For the Veles Region), Presidential Electinos and Early Parliamentarian elections 2014</p> <p>Organizing other activities coordinated by MOST, Central office (headquarters) - Skopje Monitoring of the second round and the re-run of the second run of the Presidential elections in Ukraine, Nov/Dec 2004; Kazakhstan - Presidential elections 2005; Parliamentarian Elections in Ukraine 2006; Presidential elections in Ukraine 2010, Local elections in Kosovo 2013</p> <p>President of the Executive Board of CA MOST (from 2011)</p> |
| Name and address of employer | <p>Citizens Association MOST central office: Vanco Mickov 18b Skopje 1000 Macedonia tel. + 389 2 3099 384+ 389 2 3086 430 http://www.most.org.mk</p> |
| Type of business or sector | NGO |

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|--------------------------------------|---|
| Dates | 12.02.2001 – 13.09.2002 |
| Occupation or position held | Journalist and speaker |
| Main activities and responsibilities | Preparing and presentation news (economy, business, EU) |
| Name and address of employer | Radio Veles – Veles |
| Type of business or sector | Media |

Education and training

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|--|---|
| Dates | May 2013 |
| Title of qualification awarded | Master on economic sciences |
| Principal subjects/occupational skills covered | Financial management, “The effects of the implementation of fiscal decentralization in Republic of Macedonia” |
| Name and type of organisation providing education and training | University Sv. Kiril and Metodij, Economic institute Skopje |
| Level in national or international classification | Master |

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|--|---|
| Dates | 2000 |
| Title of qualification awarded | Graduated economist |
| Principal subjects/occupational skills covered | Econometrics, Macroeconomic models of consumption |
| Name and type of organisation providing education and training | University Sv. Kiril and Metodij, Faculty of economics Skopje |
| Level in national or international classification | Bachelor of economics |

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|--|--|
| Dates | 2000 |
| Title of qualification awarded | Pedagogical qualification |
| Principal subjects/occupational skills covered | Pedagogy, Psychology, Methodology |
| Name and type of organisation providing education and training | University St. Kiril and Metodij, Faculty of philosophy Skopje |
| Level in national or international classification | Pedagogical qualification |

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|--|------------------------------------|
| Dates | 2005 (November - December) |
| Title of qualification awarded | Certificate |
| Principal subjects/occupational skills covered | Management for NGOs |
| Name and type of organisation providing education and training | State Department, Peace corps, USA |

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|--|---|
| Dates | 2009 (November) |
| Title of qualification awarded | Management on Decentralization & EU Accession |
| Principal subjects/occupational skills covered | Decentralization & EU Accession |
| Name and type of organisation providing education and training | The Hague Academy for Local Governance in cooperation with ROI, Dutch Institute for Public Administration, 2009 |

Personal skills and competences

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|------------------|------------|
| Mother tongue(s) | Macedonian |
|------------------|------------|

Other language(s)
Self-assessment
European level (*)

English
Serbian

| Understanding | | | | Speaking | | | | Writing | |
|---------------|-----------------|---------|-----------------|--------------------|-----------------|-------------------|-----------------|---------|-----------------|
| Listening | | Reading | | Spoken interaction | | Spoken production | | | |
| C2 | Proficient user | C2 | Proficient user | C2 | Proficient user | C2 | Proficient user | C2 | Proficient user |
| C2 | Proficient user | C2 | Proficient user | C2 | Proficient user | C2 | Proficient user | C2 | Proficient user |

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

Social skills and competences

Replace this text by a description of these competences and indicate where they were acquired. (Remove if not relevant, see instructions)

Organisational skills and competences

- Excellent communication and organizational skills,
- Ability to carry out many complex tasks and technical/administrative procedures,
- Excellent abilities to work within a team and proven analytical skills
- Leadership (currently responsible for team of 7 employees)
- sense of organization
- Over 10 years of experience in working on projects as coordinator and expert

Technical skills and competences

- Good command of quality control of the conducted activities

Computer skills and competences

Computer Literate-MS Office (MS Word, MS Excel, Power Point, MS Outlook, Internet)

Artistic skills and competences

Writing skills, especially developed during producing reports for the conducted projects (financial and narrative reports)

Other skills and competences

- Consulting skills at the following areas:
 - Process of participatory and gender balanced municipal budgeting
 - Risk management strategies
 - Analyses of work of the municipalities
 - Inter-municipal cooperation
 - Estimation and determination of local taxes and fees, Methodology for estimation of the market value of the real estate
 - Administering local taxes and fees
 - Inter-municipal Partnerships for Improved and Public Service Quality and Inter-municipal cooperation
 - Creating models for inter-municipal cooperation
 - Fighting Corruption to Improve the Governance
 - Cooperation for Efficient Service Delivery
 - Monitoring of elections in Republic of Macedonia and other countries
 - Monitoring of the work of public institutions
- Experience in working at projects within the Republic of Macedonia
- Proven skills in training delivery of finance officers of the local self government (training delivered for finance officers from municipalities, public communal enterprises, budget users, and non profit organization (non-governmental organizations) as an expert at workshops

Driving licence

Clean driving license B

Additional information

Publications (author and co-author):

- Project: "Good governance of municipal democracy and civic participation at local government level"
- "Practicing municipal democracy and civic participation in Republic of Macedonia", INTERNATIONAL CONFERENCE:"MUNICIPAL DEMOCRACY: THE PROBLEM OF FORMATION AND DEVELOPMENT IN THE CONTEXT OF RUSSIAN REGIONS", The Bashkir Academy of PA & Management under Head of the Republic of Bashkortostan, Ufa, Russia,
- Set of manuals for UNDP Project: "Empowering Municipal Councils", 2015-2016
- Analysis of the LOD methodology application in 5 ReLOaD partner municipalities, Project: "Good governance of municipal democracy and civic participation at local government level"
- Analyses: "Financing of political parties – legal and institutional framework and possibilities for improvements"
- "Analysis of the policies regarding financing of the local government"
- Leaflet on effective presentation of municipal budgets in front of the citizens, July 2015
- Report for determined conditions, practices and recommendations for better financing of the courts in Republic of Macedonia, June 2015
- Strategy for risk management of the municipality of Gazi Baba, December 2015
- Strategies for local economic development for the following municipalities: Veles, Gradsko, Lozovo, Kavadarci, Rosoman, Negotino and Demir Kapija, 2014-2015
- Gender analysis of the following programs: Program for arrangement of building land of the Municipality of Bitola; Program on Local Economic Development (LED) of the Municipality of Tetovo; Program from the area of local economic development and tourism in the Municipality of Strumica; Program for social, child and health care of Municipality Stip and Program from the area of local economic development of Sveti Nikole, December 2014
- Report for the research of good practices in public procurement in the LSGU of Veles, October 2014
- Report with analyses and recommendations related to local governance and service delivery aspects of the Programme for implementation of the decentralization process and local self-government development 2011–2014, and its Action plan 2012–2014, November 2013 (produced report into Macedonian language and translated into Albanian and English language)
- Methodology of instrument for measuring the budget at local level, Helsinki Committee for Human Rights of the Republic of Macedonia, 2010
- Case study: Regional cooperation in Republic of Macedonia – model for good governance and municipal development, NISPAcee, 21 Annual Conference, Belgrade, May 2013
- "The effects of the implementation of fiscal decentralization in Republic of Macedonia" – Master thesis
- Risk management strategy for municipality of Kavadarci
- Risk management strategy for municipality of Ilinden
- Risk management strategy for municipality of Centar
- Risk management strategy for municipality of Chair
- Risk management strategy for City of Skopje
- Risk management strategy for municipality of Strumica
- Training material for tax liabilities and tax calendar for NGOs, May 2013
- Training materials for: "Consultancy services for preparation and delivery of training on local public financial management, E-access to information and initiating social audit by NGOs", 2012
- Report analyzes and offers recommendations regarding to local management and delivery of local services, with the realization of The Programme for implementation of the decentralization process and local self-government development 2011-2014, and its action plan 2012-2014, UNDP 2012
- Case Study: Inter-municipal cooperation (IMC) – model for providing better services for the citizens in Republic of Macedonia, International Scientific Conference: " Good Governance in local self government: European and national trends", Siauliai University, Lithuania, October 2012
- Research on local inclusive development, June 2012
- Manual for analysis of the budget from the human rights perspective, Helsinki Committee for Human Rights, 2010
- Training materials for project: Strengthening of finance management, control and internal audit at the local governance in Macedonia, January 2010 – January 2011, OSI, Budapest
- Report on preparation of the study for determining a percentage from the gross domestic product of the Republic of Macedonia for financing of the judiciary, Judicial reform implementation project, USAID, 2010
- "Budget manual for the local government in Republic of Macedonia"
- Study on determining of the level of managing with finance capacities and the level of own incomes in LSGU / USAID
- Case Study Registration of real estate and update of data base of the tax payers for the municipalities of Vasilevo, Bosilovo and Novo Selo – IMC 1 /UNDP
- NISPAcee Case studies: Unused possibilities for land taxation in Republic of Macedonia as additional source income of the Local Self Government Units (LSGUS), Impact of the world economic crisis to the municipal budgets in 2009 and collection of local taxes, Registration of real estate and updating the registry on real estate in the municipalities of Vasilevo, Bosilovo and Novo Selo
- "Financial management for successful mayor"
- Study on determining of the level of managing with finance capacities and the level of own incomes in LSGU / USAID
- Participation in preparation of the Bulletin at the period from 2002, and periodical issue of personal materials for the needs of the Association

Projects:

- Project “Empowering Municipal Councils - implementation phase“
- Project: “CSOs for Making Local Democracy Work” Funded by European Union, represented by Delegation of the European Union to the former Yugoslav Republic of Macedonia, implemented in partnership with Association of the Local Democracy Agencies (ALDA) – Skopje (lead applicant) and European Movement from Macedonia –EM (partner)
- “Tax Councilour in function of the citizens – Taxes from the citizens for the citizens” Financed by: Municipality of Veles, Programme for support of the civil sector
- Project: “Participation of high-school pupils in adoption of final financial account of the municipality of Veles for 2016” Financed by: Municipality of Veles, Programme for support of the civil sector
- Project: “Participation of high-school students in debate for adopting the programmes of the municipality of Veles” Financed by: Municipality of Veles, Programme for support of the civil sector
- Project: “Empowering Municipal Councils” ,(September 2015 – February 2016), Funded by the SDC and implemented by the UNDP
- “Organizing a training for effective presentation of municipal budgets in front of the citizens” (May – June 2015), funded Strategic development consulting, Community Forums programme
- “NGOs from Veles will have available a tool on how to proceed with the received donations and sponsorships with public interest” (April – June 2015)
- Participation of high-school pupils in adoption of final financial account of the municipality – fiscal transparency of the LSGU Veles and involvement of the young in local policies” (February – April 2015), funded by Municipality of Veles, Programme for support of the civil sector, implemented by AFO;
- “Professional Consulting services for Gender analyses of programmes and budgets in Local Self-Government Units for LOT 2: Bitola, Tetovo, Strumica, Shtip and Sveti Nikole” (October – December 2015), funded by United nations entity for gender equality and empowerment of women, project Promoting Gender Responsive Policies in South East Europe and Republic of Moldova, phase II implemented by AFO
- “Sources of financing, amount of provided funds and their impact to independence of the judiciary” (November 2014 – April 2015), project funded by European Policy Institute (EPI) - Skopje, on behalf of the project “Network 23” in partnership with Helsinki committee of human rights of Republic of Macedonia (HKM) and Center for management with changes (CUP) funded by European Union implemented by AFO;
- “Training for Non-government organizations to use European funds” (August – November 2014), project funded by Municipality of Veles, Programme for support of the civil sector implemented by AFO
- Research of the good practices in public procurements (August – November 2014), project funded by Project “CSOs Watchdog Network to Prevent Spoils and Conflict of Interest in the Public Administration”, funded by European Union, implemented by the Institute for Democracy SOCIETAS CIVILIS Skopje (IDSCS), Ohrid Institute for Economic Strategies and International Affairs (OI) and the Macedonian Institute for Media (MIM) (re-granting for civil organizations) implemented by AFO;
- Participation of high-school pupils in the functions of municipal council, (February – April 2014), project funded by Municipality of Veles, Programme for support of the civil sector implemented by AFO;
- Project Consultancy services for analysis and recommendations on the local governance and service delivery aspects of the implementation of the 2011 – 2014 Decentralization and Local Self-Government Development Programme and its 2012 – 2014 Action Plan (September – December 2013) funded by UNDP implemented by AFO
- Project Consultancy services for preparation and delivery of training on local public financial management, E-access to information and initiating social audit by NGOs (July – November 2013), project funded by UNDP implemented by AFO
- Project Tax liabilities and tax calendar for NGOs (April – June 2013)
- Treasury, tax operating and calculation of salaries for NGOs, project funded within the Program for support of the civil sector of the municipality of Veles, implemented by AFO, March-June 2012
- Project: Consulting services for preparation of analysis based on evidence and proposals for effective service delivery, within the project Social services for social development and cohesion, funded by UNDP, implemented by AFO (May-June 2012)
- Preparation and testing instruments for monitoring of the budget allocations and spending at local level through the approach based on respect for human rights, project financed by the Program CIVICA Mobilias, executed by the Center for Institutional Development (CIra) and financed by the Swiss agency for cooperation and development, represented by the Office for cooperation in Skopje (SDC), implemented by the Helsinki Committee for human rights of the Republic of Macedonia, in partnership with AFO (June 2010 – December 2010)
- “Strengthening the financial management, control and internal audit in LGs in Macedonia” (January 2010 – January 2011), project financed by Foundation open society institute (OSI-ZUG), administered by LGI, Budapest, implemented by AFO
- “Fighting Corruption to Improve the Governance” – Expert (September – December 2009) – UNDP funded project, implemented by AFO
- “Inter-Municipal Partnership for Improved Service Quality” - Expert (September – December 2008) – UNDP Funded project
- “Municipal Database – Design, Implementation and Analysis” – Expert (March – July 2008) – USAID funded project

Annexes

- “Supporting the Process of Prevention of the Business Risks in the LSGUs” – Senior Expert (April – December 2008) – SNV funded project
- “Support to the Process of Fiscal Decentralization and Increasing the Accountability in the Local Self Government Units” – Team Leader on Internal Audit (March – December 2008), (September – November 2008), OSCE funded project
- “Fighting Corruption to Improve the Governance” – Expert on Public Procurement (March – April 2008) – UNDP funded project
- “Inter-municipal Partnerships for Improved and Public Service Quality” (IMC1) and “Inter-municipal Cooperation for Efficient Service Delivery” (IMC2) (December 2007 – April 2008), UNDP funded project
- “Financial management for the local self government units that did not enter the second phase of fiscal decentralization” (November 2007)– UNDP funded project
- “Business environment activity” (August – November 2007)– USAID funded project
- “Supporting the Implementation of the process of fiscal decentralization” (March – December 2007) — OSCE Funded project
- “Open municipal budget society” – FIOOM Macedonia (December 2006 – December 2007)
- “Administering local taxes and fees” – OSCE Funded project implemented by AFO - (July – October 2006)
- “Fighting corruption to improve the governance” – UNDP project implemented by Euro consultants – Skopje, (September – October 2006)
- “Preparing the Financial reports for the local self government units” – OSCE Funded project implemented by AFO – (April – June 2006)
- “Developing the budgeting and reporting process in the units of local self government” OSCE Funded project implemented by AFO (September – December 2005)
- “Workshops on preparation of budgets and module for preparation of the budgets for local self government units” OSCE Funded project implemented by AFO (June 2005)
- “Preparation of budgets and module for preparation of the budgets for local self government units” OSCE Funded project implemented by AFO (June 2005)
- LOPAD (1 and 2) Project for development of the local administration VNG International funded project implemented by AFO (2003 – 2006)
- “Preparation of municipal budgets for 2005” GGS Switzerland funded project implemented by AFO (September – December 2004)
- “Capacity building in the local governance” – Developing a model of Macedonian municipality LDK Consultants, Engineers and Partners SA (November – December 2003)
- “Finance management in the local government – challenge and reality” (July 2003 – July 2004) (EU PHARE funded project implemented by AFO)