

**CURRICULUM VITAE****Proposed role** **Project Manager**

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|--------------------------|------------|-----------------------|-----------------------|
| 1. Family name: | Ivanov | 4. First name: | Risto |
| 2. Date of birth: | 15/04/1990 | 5. Status: | Married, two children |
| 3. Nationality: | Macedonian | | |
- 6. Education:**

<i>Institution - Dates</i>	<i>Degree(s) or Diploma(s) obtained</i>
University "St. Cyril and Methodius" Skopje, R.N. Macedonia (2008-2013)	Ph.D Economic sciences
University "St. Cyril and Methodius" Skopje, R.N. Macedonia (1984-1996)	Master's Degree - Economics-marketing
University "St. Cyril and Methodius" Skopje, R.N.Macedonia (1978-1982)	Bachelor's degree of Economic Science

7. Language skills:

<i>Language</i>	<i>Reading</i>	<i>Speaking</i>	<i>Writing</i>
Macedonian	native		
English	C2	C2	C2
Serbian	C2	C2	C2

- 8. Membership of professional bodies:** KREACIJA-Association for businesses and consultants "Skopje, president; Management Consulting Association MCA 2000, president of Certification body for CMC
Certificate for Microsoft Office 2000 (Word, Excel, Power point, Outlook, Access) and working experience with Microsoft Project 2003 and Project Cycle management - EU aid delivery methods; CMC - Certified Management Consultant, from 2003; PMP-Project Manager Professional, from 2011.
- 9. Other skills:**
- 10. Present position:** President of NGO Kreacija (Republic of Macedonia)
- 11. Years within the firm:** 22
- 12. Key qualifications:**

Qualification and skills

- *Education:* PhD in economic sciences; CMC (Certified management Consultant); PMP (Project Manager professional)
- Good communication and facilitation skills 300 seminars' lecturer; 10 conferences' speaker; 30 surveys. 10 terrain and 5 on-line research); Excellent computer skills, ability to use information technology as a tool and resource; Excellent analytic skills (30 economic and financial analysis; 10 PPP studies; 40 reports; 20 training needs assessment; 50 project evaluations)
- Knowledge of EU Project cycle management and Experience in EU HORIZON, IPA I CBC project acquisition (1 project IPA, 1 project CBC and 4 projects Horizon 2020); Experience in working with IFIs, World Bank – International Financial Corporation (WB-IFC) and European Bank for reconstruction and Development (EBRD) Proven knowledge and experience with international donors' programs, UNDP, USAID, GTZ, micro and small business sector environment)
- Excellent command of **English** and **Macedonian** with excellent report writing skills.

General professional experience

- 22 years of experience in development and implementation of projects for entrepreneurship, private sector and experience as owner and manager of own company; and in the relevant field such as: design, implementation, monitoring and evaluation of interventions in the area of market system development, competitiveness, innovation and/or regional and local development. (Ref.s 1-46)

Specific professional experience

- >10 years' experience in implementing projects in construction, energy efficiency and manufacturing (Ref.s 4,6,7,10,17,22,29,30,34,46)
- > 15 years' experience in interventions for women (Ref.s 2,21,23,24,25) and youth (Ref.s ,14,16,20,26,27,28,45)
- International work experience: (Ref.s 4,6,7,10,24,33)

13. Specific experience in the region:

<i>Country</i>	<i>Dates</i>	<i>Country</i>	<i>Dates</i>
Republic of North Macedonia	2001-ongoing	Kosovo	01-04/2012&2018-2020
Republic of Montenegro	03-04/2010& 05-10/2022	Republic of Bosnia and Hercegovina	01-05/2013
Republic of Albania	10-12/2016	Republic of Serbia	11/1986-05/2018&2022

14. Professional experience(related to assignment)

No	Date	Location	Company	Position	Description
1.	12/2022-01/2023	Macedonia	UNDP and Employment services Agency. valentina.nushkova@undp.org	Team leader	Team leader of 7 expert for implementation of Due Diligence of 50 companies for eligibility for Green Investments grants for new employment and opening green jobs.
2.	05-09/2022	Macedonia	Agency for Promotion of the Entrepreneurship of the Republic of North Macedonia	Consultant	Preparation of 15 Business plans (4-self-employment 2021 and 11- self-employment 20220 and evaluation of candidates for establishing business. Coaching program implementation for three companies and preparation of Business Plan. Eight women supported to form own business.
3.	02-06/2022	Macedonia	Economic Chamber of North Macedonia , Jadranka Arizankovska jadranka@chamber.mk	Intervention Expert	Design and implementation of intervention for selection and development of business idea". for the young unemployed interested in establishing start-up company and evaluation of 20 business idea
4.	05-10/2022	Macedonia, Serbia Montenegro	Consumer Organization Macedonia Marijana Lonchar Velkova opm@opm.org.mk	Project Manager	Project:CSOs partnership improves consumer confidence, environment and competition financed by SIDA. Design and implementation of intervention for introduction of regional trade mark " Consumer friendly Certificate". Establishing regional network "ConWeb" with three NGOs and delivery of services to 20 companies.
5.	08/2021 - 03/2022	Macedonia	UNDP and Employment services Agency. valentina.nushkova@undp.org veljka.juran@av.gov.mk	Team Leader of intervention	Project "Labour markets inclusion in Western Balkan, Intervention: Capacity Building of ESA employees for delivery of intermediation services to employers for green and digital jobs . Design of intervention, establishing partnership with training providers. Implementation of capacity building programs, trained 50 ESA employees and 7 Coaches, Preparation of capacity building program, trainer on 3 three-days training, supervisor of 7 coaches during implementation of two months Coaching program. Capacity building of 20 ESA employees for trainers, organization of three days seminar and writing Handbook for trainers.
6.	06/2021-05/2023	Macedonia	CINEA and Macedonian Economic Chamber, Jadranka Arizankovska jadranka@chamber.mk	Project coordinator of intervention	HORIZON 2020 project: SEetheSkills Sustainable EnErgy Skills in construction: Visible, Validated, Valuable.Objective Challenging market acceptance and acting toward stimulation of demand of energy skills in construction through a novel 3V approach, to support need for energy efficient construction of new and renovation of existing building stock. Design , implementation and monitoring of project interventions for visibility of building sector workers with energy efficiency skills through digital badge. Coordination of ten partners, form 5 Countries (North Macedonia, Spain, Netherlands, Slovakia, Slovenia and North Macedonia).
7.	04/2018-10/2020	Macedonia Kosovo	EU CBC project Berat.limani@cbc-ks-mk.com	Project Manager	EU CBC (Cross border cooperation) project "Building competitiveness through cooperation and innovation: Accessing export markets for handicraft products. Design and implementation of interventions for regional development and improvement of competitiveness of crafts through product innovation and online sales. Establishing partnerships with training providers and artisans' chambers, knowledge share among market actors for better access to foreign markets. Introducing Regional Network platform -Craftart4you.
8.	05/2017 – 03/2021	Macedonia	Ministry of Education and Science and World Bank project unit	Team Leader and evaluator of	WB project – Skills development and Innovation Support. Objective: Introduction of WBL (Work based Learning) training in VET schools

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			milica.mojoska@mon.gov.mk 00389 70414793	intervention	Responsibility: Team leader for performance audit and evaluation of effectiveness, efficiency and sustainability of partnership projects (VET and private companies) for skills development. Design of Methodology and implementation of Performance Audit for 30 projects for financing of innovative training in VET Schools and evaluation of effectiveness, efficiency, impact and sustainability; 30 projects audited and evaluated, 50 interviews and 40 focus groups organized. Deliverables: Report with findings and policy recommendations for 10 measures school company, on house training courses and placement of students in companies). Direct Beneficiaries: Ministry of Education and Science and WB project unit
9.	10/2020	Delchevo	Regional Lobby Center Delchevo tstoimenovski@gmail.com	Trainer	Preparation of introductory 2 one-day seminar for “ Green Economy ” for 20 business and 10 NGO from Males micro region. Preparation of topic and material. Writing and mentoring 1 Action Plan for Green economy for Frotirka Delchevo.
10.	05/2018- 10/2020	Macedonia Spain	EASME and Macedonian Economic Chamber , Jadranka Arizankovska jadranka@chamber.mk	Project coordinator of intervention	HORIZON 2020 project: Toward market-based skills for sustainable energy efficient construction. Intervention to increase the number of skilled building professionals according to recommendations from national qualification roadmap. Network with training provider from Spain for BIM software license, training delivery to building sector professionals for BIM and market recognition events. Intervention planning, coordination of project team, preparation of Communication plan, nd scaling up of intervention; Development of qualification schemes for building sector workers and Introduction of Building information Modeling, organization of market recognition events and Implementation of training schemes. Deliverables: Knowledge Centre, catalogue of 10 services, two registers of qualified workers, 800 workers, 20 training providers, 20 professional association and 200 construction companies.
11.	02/2018- 09/2022	Macedonia	USAID BEP Tanaskovska Marija Marija.Tanasoska@thepalladiumgroup.com	Finance Facilitator for women SME	Business Ecosystem Project . <i>Objective:</i> Access of SME to financing <i>Responsibility:</i> Preparation of client for access to finance, evaluation of bank offers, negotiation and contracting. <i>Deliverables:</i> In 2018 , 21 SMEs contracting , 19 successful financing from banks and 1 from donor's program, 1 application prepared for FITR. Details about companies upon request.
12.	03- 06/2020	Macedonia	Project SMEINNOBOOST, BALKAN MEDITERRANEAN PROGRAM (BMP) recs@recs.org.mk	Policy Expert	Policy Expert for Benchmark Report on SME innovation activity in North Macedonia. Intervention: Design of recommendation of innovation capacity of SME for IT sector . Desk Research about SME Innovation performance Report for RN. Macedonia, Writing Report and recommendations, Design and implementation of Methodology for preparation of Action Plan for innovations and piloting if for 10 SMEs ICT
13.	11/2019- 03/2020	Macedonia	USAID Project MIA (modernization of inspection Authorities Rozalija Vasilevska rozalijavasilevska@ideasdepo.mk	Consultant /Trainer	Implementation of mentoring Program for Inspectors in three State Inspectorates (Market , Labour and administrative) encompassed of: Participation in preparation of Guide for mentoring; Preparation of training programs for implementation of mentoring;;Trainer on three seminars for mentors-inspectors. Piloting the mentoring program
14.	01/2019- 02/2020	Macedonia Greece	EMPLOYOUTH Project Igor Nedelkovski igor.nedelkovski@fikt.edu.mk	Team leader of intervention	CBC cross border project for increasing youth employability in Pelagonia region. Intervention: Mentoring of young unemployed and students for business concept development , Business plan development and improvement of presentation skills. Capacity building program and delivery from Business Incubator: Design of two Coaching/ mentoring programs (business

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					concept and business plan); Writing of Handbook for mentoree and coaching tools Supervision of 2 mentors in coaching sessions' delivery. <i>Deliverables:</i> Handbook for business concept development, Templates of business plan, 360 mentoring hours of 23 teams, <i>Direct Beneficiaries</i> 45 young people and 20 companies.
15.	11/2016-03/2022	Macedonia	EASME COSME agnes.martinnelle@pwc.com	SME Policy Expert	National expert -Country Report - SME performance review 2014/2015, 2015/2016,2019/2020 and 2021/2022. Evaluation of Policy measures for SME and impact on SME competitiveness and innovation
16.	08/2018-03/2019	Macedonia	UNDP Project: Sustainable jobs for all damjan.mitev@undp.org	Team Leader of intervention	Project for supporting of start-ups established by Self-Employment measures OP 2017 and OP 2018 Intervention: Mentoring program for young people and vulnerable groups that formed enterprises by Self-employment measure Design of two mentoring programs (12 and 24 months); Writing of Handbook for mentors/ Design tools for mentoring and writing of work notebook for mentoree; Training of mentors for implementation of Mentoring process. <i>Deliverables:</i> Mentoring programs, Handbook for mentors and Notebook for mentorees, 6 seminars for 90 mentors. <i>Direct Beneficiaries</i> Project management team, 8 Companies and 90 mentors
17.	02/2017-07/2019	Macedonia	EU Delegation Irena.IVANOVA@eeas.europa.eu	Project manager	EU IPA Project: Civil society-business partnership: Intervention: Developing innovative model for mobilization of financial resources. Design and implementation of interventions. Inroduction of Consumer Friendly Certificate for 43 companies; Establishing national network of 23 NGOs; Colaborative projects for 11 NGOs for promotion an delivery of certificate to manufacturing compnaies
18.	05/2018-08/2019	Macedonia	UNDP Country office Macedonia, self-Employment III Mr Urim Kasapi	Trainer	Trainer of 8 four-days seminars Entrepreneurship and business planning skills, Development and evaluation of 145 Business idea
19.	03/2018	Macedonia	EBRD/SBS program tanjap@ebrd.com	Trainer	Training of 20 Consultancy Company for Business Diagnostic , Skopje 12-15 March 2018, Preparation of training materials and lecturer
20.	07-11/2017	Macedonia	EU project: Support to youth employment, Project Manager Antonie.Onosimoski@avrm.gov.mk	Training expert and Team leader of 22 Trainers	Training curricula and materials for seminars for active labour market measure Skills for job search and preparedness skills. Coordinator and trainer of 20 trainers for organization of 40 seminars for 1.400 unemployed young people up to 29 years old
21.	01-10/2017	Macedonia	ZBK Kreacija	Coach	Coaching program for Business model generation and sales increase implemented to Studio Ristevska, Skopje Nova Solution-Bitola, IDEALAB, -Skopje UNI Tracking- 4 women managers
22.	04-12/2016	Macedonia	SWISS Contact –IME project emilija.jovanova@swisscontact.org	MDS intervention Expert	Partnership with private companies for establishing training centers for construction sector workers. Business model generation and preparation of Business plan for two training provider building sector workers skills . Craftmaster -Skopje and Termokonfor Gostivar. Preparation of training curricula for verification and accreditation of training providers for non-formal education.
23.	10-12/2016	Macedonia	Provision of self-reliance and community assistance. recs@recs.org.mk	Expert	Business model generation and preparation of Business plan for women organization: Woman Civil Society Association "ZDRUZENI KREATIVCI" Skopje.. Introduction of new services for artisans and promotion and sales.
24.	10/2016-02/2017	Albania	RisiAlbania info@risialbania.al	Intervention Expert	Capacity building of two NGOs for design and delivery services to members. Business model generation and preparation of Business plans for two handcrafts' associations Margarita Berat and GjroArt Gjrokaastro.. Introduction of two services for artisans,

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					promotion and sales of services.
25.	04-10/2016	Macedonia	SWISS Contact –IME project zaklina.gestakovska@swisscontact.org	MDS Intervention Expert	Development of service for business owned by women , building capacity of 10 experts and supervision of service delivery. Deploying Coaching programs for 5 SME managed by women entrepreneurs , implementation of Coaching programs through coaching sessions, Development of Business model for intervention.
26.	01-02/2016	Macedonia	UNDP Country office Macedonia, Promotion of Sustainable Jobs Mr Urim Kasapi urim.kasapi@undp.org	Training expert	Design, of four days training “Entrepreneurship and Business planning skills” for Self-employment of people with disabilities. Preparation of training materials and lecturer of 1 seminar, 10 unemployed people with disabilities for self-employment
27.	12/2015 – 03/2016	Macedonia	National Agency for European education, dejan.zlatkovski@na.org.mk	Evaluator	Evaluation of 9 project submitted by youth CSO and education institution related to Key action 1 Youth mobility - strategic partnership - evaluation of full applications
28.	05-06/2015	Macedonia	National Agency for European education, dejan.zlatkovski@na.org.mk	Evaluator	Evaluation of 11 project submitted by youth CSO and education institution related to Key action 2- strategic partnership - evaluation of full applications
29.	02-07/2015	Macedonia	SWISS Contact –IME project	MDS Intervention Expert	Analyses of Sustainable Building Sector in North Macedonia, Preparation of strategy and Design of interventions related to Sustainable building sectors, Development of three interventions for implementation
30.	06/2014-03/2016	Macedonia	EACI and Macedonian Economic Chamber , Jadranka Arizankovska 38923244038 jadranka@chamber.mk	Project coordinator of intervention	HORISON 2020 BEET. Design and implementation of Energy Efficiency measures to increase competitiveness of construction sector. Introduction of innovative training schemes, building capacity of 10 training providers for implementation of training and qualification schemes for building sector workers related to energy efficiency for buildings . Implementation of qualification schemes for 1.000 workers..
31.	2015	Macedonia	UNDP Country office Macedonia, self-Employment III Mr Urim Kasapi	Team leader of intervention	Design, management and implementation of the intervention. Training materials : Development of Business idea organization of 76 seminars , 1.500 unemployed trained for self-employment. On-line support to 300 unemployed and evaluation of 600 submitted Business idea
32.	2015	Macedonia	CARSA -Contract EASME COSME 2014/2015	National Expert	Preparation of Country SME performance Review for 2014/2015 . Implementation of Consortium methodology for analyzing SME policy and SME performance in national economy-FYROM
33.	01-05/2013	Bosnia and Hercegovina	Municipality Stari Grad, Selma Velić selma.velic@starigrad.ba	Intervention expert	Design and implementation for methodology for collection and assessment of interventions for local economic development and tourism promotion. Evaluation of 30 interventions for financing by municipal budget.
34.	06/2012-11/2013	Macedonia	European Agency for competitiveness and Innovation and Macedonian Economic Chamber	Project coordinator of intervention	CIP Intelligent energy Project: Build Up Skills Macedonia. Design and implementation of interventions for overcoming skills gaps in Building sector in order to increase competitiveness on local and regional market. Evaluation of Energy efficiency policy and programs for non-formal education. Coordination of project for capacity building of building sector workers for energy efficiency and Renewable Energy Sources. Responsible for preparation of Status Quo Analyses for Building Sector in Macedonia and design of Road map interventions for training of workers of implementation of Energy efficiency measures and renewable energy sources in building sector. Management of shareholders' expectations.
35.	10-12/2011	Macedonia	Institut for democracy, Josipa Rizankovska	Trainer and evaluator	Project management training for municipality and NGO representatives, generation of project ideas and

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					evaluation of project proposals related to local and regional economic developmet and promotion of tourism.
36.	05-08/2011	Macedonia	Public Company "Komunalna higiena", Karolina Cukaljeva	Trainer and evaluator	Project management training for first level of company's managers, generation of project ideas and evaluation of project documentation for regional development.
37.	01-05/2011	Macedonia	Chamber of Commerce, Jadranka Arizankovska 38923244038 jadranka@chamber.mk	Team leader of intervention	Design the Concept for establishing of Center for evaluation of development's ideas, and design templates for evaluation of submitted ideas. Related to private companies' competitiveness.
38.	02/2011	Macedonia	SPARK and KAGROUP Vasko Kranglevski +389 70 383 023 asko@kagroup.biz	Trainer	Training of representatives from West Balkan Countries (Universities, Regional Agency for development, Private companies) for EU communities' programs with focus on Competitiveness and Innovation P and FP7 for support of SME competitiveness and growth.
39.	02-06/2010	Macedonia	USAID/ Economic growth Program Tatjana Markovska 389 (0)70-255-162 tmarkovska@usaid.gov	National expert International team member	Rapid impact assessment report of SME policy and final. Evaluation of public policy for delivery of business support services and financial management of the governmental Agencies. Member of the international team to assist the USAID Mission in development a new Entrepreneurship project related to SME's competitiveness and growth. Evaluation of measures from the international donor programs which were delivered by business support services related to competitiveness of small and medium size enterprises in Republic of Macedonia.
40.	06-09/2010	Skopje, Macedonia	UNDP Country office Macedonia Snezana Mircevska Damjanovska + 389 (0)2- 3241 230	National Consultant International leader: Niall O'Higgins nohiggin@unisa.it	Final Evaluation of active labour market policy and Self-employment program 2008 Preparation the methodology for evaluation and final evaluation of program results. And financial management of subsidies to unemployed.. Impact assessment report for measures Self-employment and Formalization of Business in 2007and 2008
41.	07-08/2010	Skopje, Macedonia	Centre for Institutional development CIRA,	Trainer	Project management training for representatives form CSO's which were beneficiaries of CIRA programs.
42.	06-08 2009	Skopje, Macedonia	UNDP Country office Macedonia, self-Employment III Ms. Merita Maksuti, +389 70 337 381	Team leader of intervention	Design, management and implementation of the intervention. Formulation of knowledge products related to self-employment, selection of team members, capacity building of the teams, organization 40 seminars, 900 unemployed trained for self-employment and evaluation of 600 developed Business idea
43.	05-08/2009	Macedonia	USAID/ Economic growth Program Tatjana Markovska –Project management specialist 389 (0)70-255-162 tmarkovska@usaid.gov	Team Leader	Design of intervention related to improvement of Macedonian private sector competitiveness. Preparation of workshops for improvement of competitiveness of Macedonian private sector . Brainstorming session's implementation, facilitation working groups' sessions and reporting. Presentation of indicators to measure improvement of Macedonian private sector competitiveness, Preparation the report" Challenges for improving competitiveness of Macedonian private sector"
44.	03/2006-12/2006	Skopje, Macedonia	UNDP Country office- oMs. Vesna Dzuteska - Bisheva Email: vesna.biseva@undp.org	Team leader of intervention	Individual Employment Plan (IEP) training modules and workshops conducted with all relevant stakeholders. International expert engaged, recommendations to The Ministry of labour and social policy prepared in order to introduce IEP as tool for implementation fo ALMM. . Capacity building to 5 Employees in NEA and 60 in RC's. National Employment Agency
45.	05/2005-02 2006	Skopje, Macedonia	UNDP Country office - EMY project (Employment mediation of highly educated young unemployed)	Team leader for intervention	Project designed, Training curricula and training modules prepared, handbooks designed and printed. Capacity building to 10 UNDP project office members and 23 municipal project coordinators. Leading 43 seminars for volunteers. National Employment Agency
46.	1999 2002	Skopje, Macedonia	GTZ- Exchange program between Macedonian managers	National coordinator of intervention	Economic analysis 100 Macedonian big private companies, preparation of training programs, hiring foreign experts, capacity building of 8 trainers, B2B events and networking