



Curriculum Vitae

Brief. Risto Ivanov is 54 years old, with over 28 years working experience, 7 years in business, 8 years in politics and 13 years consultancy . He specialized in designing and managing practical tools aim at improving business performances of his clients, successfully advising governmental institutions, municipalities, companies, business associations, NGO's, small and mid-size enterprises and individuals in Republic of Macedonia and Western Balkan . He has organized and lectured more than 500 seminars and provides counseling to more than 500 SME's and 10 NGO's. Managed several projects of foreign donors and experienced in working with EU programs and EU projects.

Key Specialties.

- ❖ **Functional:** Business diagnostics (Baldrige diagnostic framework); Leadership. Strategic Management; General and Organizational Management; Human resource management; Project management, Business planning; Market research; Marketing and sales; Industry Analysis, value chain analysis Export promotion research, analysis and studies: Capacity building: Qualification Framework and skills upgrading
- ❖ **Sectorial** a) **Private sector:** Energy efficiency in building sector; ICT; textile, apparel and clothe; tourism; foot processing; retail; b) **Public sector:** local and regional economic development; SME's growth policy; employment policy; Public private partnership; EU programming and funds; institutional strengthening.

Education: a) **Knowledge based:** PhD in economic sciences., Faculty of Economics, University of St. Cyril and Methodius, Skopje , 2013

b) **Experience based:** CMC - Certified Management Consultant, 2003 ;CMC mentor, 2009 .and CMC assessor, 2012; PMP -project manager professional,2012

Additional training-Professional development

- c) **Studies tours:** "Investment and International Commerce", ,(1997)Italy) ; "Global Marketing", (1998) USA; " Organization of export promotion", ,(2001)Germany; "Trade facilitation and liberalization" , (2002)Swiss); "Municipality's Citizen Information centres" (2004) Greece; "Employment Policy " (2006)Slovakia; "Public-Private partnership"(2006)Turkey; "Active labor market measures. (2007)Bulgaria; "Inter-municipal cooperation" (2011)Bulgaria.
- d) **Training:** "Introduction in Management Consultancy "(2003)MCA 2000, Macedonia: "Business improvement Plan and Investment services" (2001)IFC-WB; "Marketing research related to decision making process"(2003) IFC-WB; "Regional economic development and PACA methodology (2003) GTZ; "Local economic development" (2004)EU PHARE; "Public Private Partnership training programme, (2006) UNDP.; "EU funding and project proposal development, (2008) BAS/EBRD; " SME's participation in FP 7 - Community Programme" (2009) EEN; "Energy Efficiency" (2009) BAS/ EBRD; „ Selling techniques and skills in retail and distribution (2009) Humanopolis; "Export Strategy for IT industry in Macedonia, (2010) GTZ; "Powerful corporate development through employee development (2010) Hunamopolis; "EU Eco-standards for textile products and production process " (2010) GTZ; "Evaluation of FP 7 projects"(2010) EMKICE; "Project management professional(2010) USAID; ; "Business success techniques (2011) KSANTIKA; "Financial and investment planning for business growth (2012)ECM; "Writing project proposals for CIP eco innovation" (2012) HD; "Selling process for business growth in crises (2012) IDEAS/ Business diagnostic (2013) BSB/EBRD

Work Experience:

1982-84	Analyses & planning department manager	Construction Company " Pelagonija" Gevgelija
1984-86	Teacher of two subjects: planning & costs	High school " J.J Svestarot " Gevgelija
1986-88	Secretary of Economic department.	Youth organization of SFRJ , Beograd
1988-90	President ,	Youth organization of R. Macedonia, Skopje
1990-91	President of Executive Council ,	Municipality Gevgelija

1991-94	General Manager, Textile company "NOEL" Gevgelija
1994-95	Deputy Prime Minister, <i>Government of Republic of Macedonia</i>
1945-96	Minister of Economy <i>Minister of Economy, Government of R. Macedonia</i>
1996-2010	Owner and general Manager <i>NEOL Consult - Skopje</i>
2010-	President, Association of Business and Consultancy <i>KREACIJA Skopje</i>

Consulting experience

a) Public sector and donors' Programs

2000-02	Management Consultant of the Chairmen of the Working Group " Stability Pact- Working Table II – Economy , Working Group " Trade Liberalization and Facilitation"
2001-02	SEED Accredited Consultancy(SEED) Southeast Europe Enterprise Development – The World Bank Group – International Finance Corporation
2002-03	Consultant/trainer Regional Centre for supporting SME- Skopje , Training program for unemployed in city Skopje- supported by USA embassy
2003-04	Consultant /Trainer EAR project " Establishing of Skopje activity's unit – Bridge for employment"
2004	Consultant Trainer for PCM/ SEENET Program and City of Skopje
2004-05	Consultant/ trainer for Project Cycle Management / GTZ and City Skopje ,
2005	Consultant/analyst UNDP Country office , Municipal support program 1
2005-06	Consultant and trainer of project team , UNDP Country office - EMY project(Employment mediation of highly educated young unemployed)
2005 -2006	Consultant and trainer for Action planning UNDP Country office – Local Sustainable Development project three municipalities- Bogovinje, Kumanovo, Kavadarci)
2006- 2007	Team leader and evaluator EAR\ Project" Municipal awards 2006"
2010-2013	Consultant of two Cross Boarder projects Macedonia and Albania and Macedonia Bulgaria
20012-2013	Project Coordinator EU project Buildup skills for energy efficiency skills in building sector and RES, EACI

b) Private sector

2005- ongoing,	Member of managing Board of Regional Center of support of SME's, City of Skopje, -
2009-2013	UNDP Expert for developing governmental program for support of unemployed to start business through establishing own company
2007-2013	BAS/EBRD Business services SME's growth and member of Steering Committee of EGP (enterprise growth program)
2004-2005	Expert of EU Human resources development project 2 , -Private sector support for improvement of SME's competitiveness.
2009 – ongoing ,	Accredited consultant in Agency for promotion of entrepreneurship for business services delivery to SME's .
2001-2003	Accredited consultancy of CEED (IFC Program) for delivery of investment services for SME's
1999-2002	National Coordinator , GTZ Exchange program between Macedonian high level managers with German economy

c) Professional Standards

2011- President of MCA 2000

2009-2011 CMC Board Chair within MCA2000. Organization of two cycle of CMC certification. Mentor's assignments during first cycle and Assessor (member of the Interview Panel) during second cycle of CMC certification.

2011-2012 Team leader CMC certification for Kosovo Consulting Council, Assessor

2011 Guest speaker "Business Consultancy in Albania"

Language(s):

Language	Speaking	Writing
Macedonian	Native	Native
English	Good	Good
French	Fair	Fair
Serbian	Excellent	Excellent
Croatian	Good	Good
Bulgarian	Fair	Fair

Professional Publications (optional)

- 1995 UN-Economic Commission for Europe-Geneva - *"The role of the small and Medium enterprises in the development of the Republic of Macedonia"*
- 1995 Ministry of Economy **Project for the organization of the Foreign Trade Department**
- 1996 Chamber of Commerce *"The role of the small and medium enterprises In the development of the Republic of Macedonia"*, Ohrid
- 1996 Master's thesis **Sales forecasts in the marketing decision making**
- 1999 IIZ/DVV Germany, Review p 2-7, Market research for education of adults"
- 2000 GTZ - Chances of 100 Macedonian bigger companies on European markets"
- 2000 Macedonian marketing association: " *Obstacles in the implementation of marketing in Macedonia*" Annual conference, 2-3 June , Ohrid
- 2001 Macedonian marketing association: " *How to develop marketing strategy for global market* Annual conference, 30-31 May , Ohrid
- 2002 Macedonian marketing association: " *How to implement marketing research for international Markets*" Annual conference, 4-5 June , Ohrid
- 2003 Local press – *"Knowledge as basic capital for local economic development "*
- 2004 Handbook *"From idea to business"*
- 2004 Handbook *"Project cycle management"*
- 2005 Handbook *"Employment mediation of highly educated young unemployed"*
- 2006 Handbook *"Implementation of Individual employment Plan"*
- 2008 ZELS, *Decentralization process and leadership standards in Macedonian Municipalities"*
- 2008 Handbooks *"Local economic development strategy and Action Planning"*
- 2008 *Textile industry's Strategy for Global market"*
- 2011 Handbook for implementation of *CMC procedures with templates documents*
- 2012 Handbook " *Work based learning program- Internship"*
- 2012 Handbook for private company " *Why and How to organize internship with mentoring"*

Reports, Studies, Analysis

- ▶ GTZ, (2000) *Study: Chances of 100 Macedonian bigger companies on European markets"*,
- ▶ Stability Pact (2002) *Analyses of Free trade agreements among beneficiaries' countries, co-author, team member*

- ▶ EU PHARE Project, (2004) Study : Local economic development Cooperation between City of Skopje and Municipality Karposh, co-author
- ▶ UNDP Municipal Support Program (2005) Analysis of UNDP Municipal Support Program
- ▶ UNDP Local sustainable development Project, (2006) *Report* on preparation of Actions Plans for Local development Strategy for three municipalities , Bogovinje, Kavadarci , Kumanovo,
- ▶ UNDP CO (2006) *Report on training of Employment Agency employees for implementation of Individual Employment Plan,*
- ▶ Municipality Karposh (2007) *Report on Preparation for Local economic development strategy with Action Plan,*
- ▶ EAR Municipal Award (2007) *Evaluation report and the proposal for the three award winning submission,*
- ▶ Municipality Centar (2008) *Report on Preparation for Local economic development strategy with Action Plan,*
- ▶ City of Skopje (2009) *Report on Preparation for Local economic development strategy with Action Plan,*
- ▶ Municipality Gorce Patrov (2010) *Report on Preparation for Local economic development strategy with Action Plan,*
- ▶ USAID/ Economic growth Program (2009) *Evaluations Report on " Challenges for improving competitiveness of Macedonian private sector",*
- ▶ UNDP CO (2008,2009,2010,2011) Final report on training for development of Business Idea, author
- ▶ UNDP CO,(2009) Report on development of the methodology and *Evaluation report on Impact of the self-employment 2007,* team member
- ▶ UNDP CO,(2009) *Evaluation report Impact assessment of active labour market measure - formalization 2008,*
- ▶ USAID / Economic growth Program (2010) Report on *Evaluation of the entrepreneur support programs in Macedonia,* team member
- ▶ OXFAM (2011) Report on preparation of strategy with action plan for handcraft and culture tourism offer in Old Bazaar Skopje,
- ▶ City of Skopje (2011) Report on preparation of marketing program for domestic and foreign investors ,
- ▶ USAID/YES (2012) Network -*Analysis of labour market in municipality Strumica,*
- ▶ Faculty of Economics (2012) Doctor's thesis " Strategies of textile industry fro global markets"
- ▶ Project Build Up skills MK " *Status quo analysis of building sector capacity for implementation of energy efficiency measures and renewable energy sources.*
- ▶ Project Build Up skills MK (2013) " *Road Map for capacity building of workers for EE and RES*
Signature

Contacts:

Tel: +389 2 3216 903; Mobile: +389 77 88 92 42 E-mail: risto@t-home.mk
<http://www.linkedin.com/in/ristoivanov>