

## CURRICULUM VITAE

1. FAMILY NAME: **Pavlica**
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private: [pavlica@spinter.net](mailto:pavlica@spinter.net)
4. DATE AND PLACE OF BIRTH: March 13, 1974, Gospić, Croatia
5. NATIONALITY: BiH, Croatian
6. CIVIL STATUS AND AGES OF ANY DEPENDENT CHILDREN:  
Married, 3 children: (8), (7), (3)
7. EDUCATION:

Institution	University of Banja Luka, Banja Luka, BiH
Date: from (month/year) to (month/year)	Faculty of Economy 10/1993 – 01/1999
Degree(s) or Diploma(s) obtained:	Bachelors Degree in Economy

Institution	Secondary School of Mathematics-Informatics, Zadar / Benkovac, Croatia
Date: from (month/year) to (month/year)	09/1988 – 05/1992
Degree(s) or Diploma(s) obtained:	Mathematics-Informatics Technician

### Trainings / seminars / study tours:

Institution	Trainings / Seminars / Study tours:	Dates:
Development Agency RRC Zagorje ob Savi, Slovenia	Study Tour to a Regional Development Agency	September 2004
Professionals International, Sarajevo	Proposal and Report Writing Seminar	December 2001 – May 2002
Taldi, Tuzla	Training for Trainers	September 2000
CARE International and Futura, Banja Luka	Business Training: Business Idea Development	April 2000

8. LANGUAGE SKILLS: (Mark 1 [excellent] to 5 [basic] for competence)

Language	Reading	Speaking	Writing
English	1	1	1
German	3	3	4
Serbo-Croatian, BiH	mother tongue		

9. OTHER SKILLS: (e.g. Computer literacy, etc.)

- computer knowledge
  - Windows, MS Office, MS Project, E-mail, Internet, PhotoShop and AutoCad
  - experience in preparing all kind of computer-based reports and presentations; web programming
- publishing affairs
  - business papers and books

10. PRESENT POSITION:

- Economic Development Expert, EDA Development Agency, Banja Luka, BiH;  
[www.edabl.org](http://www.edabl.org) (full time)

11. YEARS WITH THE FIRM: 24 months

12. KEY QUALIFICATIONS:

- **local / regional economic development and strategy building**
  - assessing local development initiatives involving understanding of policy, economic, business, institutional and legal environments and activities and priorities of governments and (international) donors;
  - setting-up, managing and providing capacity building to regional development agencies and other development institutions including preparation of statutes, articles of incorporation and internal procedure manuals;
  - facilitating strategy building process, drafting regional (NW BiH, South Moldavian region) and local (Modriča, Trebinje, Petrovo, Šipovo) development strategies, programming and identification of development objectives, development and implementation of economic development projects, delivering economic instruments, M&E of strategy implementation;
  - experience in preparation of municipal, sub-regional and regional economic audits, outlooks and analysis
- **project design and management**
  - fundraising and project management from inception to completion and strategic project planning (as a member of Executive Leadership Team – World Vision);
  - practical experience in project design - preparation of project proposals and application forms (identification, development, evaluation and selection of project proposals) in accordance with the EC and other donors' procedures;
  - experiences in evaluation of project proposals and implementation of various (donor financed economic development) projects;
  - coordination with a number of stakeholders in implementation of various projects;
  - experience in provision of trainings in the field of PCM to different stakeholders;
  - knowledge of EC and other procurement procedures;
  - experience in monitoring project implementation and reporting
- **inducing public participation & training delivery**
  - establishing and maintaining sound contacts with authorities, businesses and NGOs
  - organizing and moderating public presentations, workshops, seminars and round tables
  - raising awareness on economic development initiatives, capacity building of municipal authorities; fundraising
  - developing, lobbying and directing the work of public-private partnerships among the selected initiatives (local economic development, strategy building, removing of business obstacles) references: the Bulldozer initiative, strategy building process in BiH
  - establishing of local and regional partnerships – partnership groups for SBP, assembly of RDA)
  - delivering trainings to economic development stakeholders (municipalities, development agencies, chambers, NGOs, associations...) in strategic planning and PCM
- **legislation and economic and political requirements (related to EU accession)**
  - SME development policies and support services in transition economies
  - determination and implementation of appropriate development instruments / projects (industrial and business zones, business incubators, loan guarantee funds)

- experience in analyzing and improving legislation relevant for economic reforms and improvement of business environment
- policy analysis and studies related to SME and employment
- banking background
  - experience in banking correspondence and reporting (annual and other banking reports);
  - banking internal audits
  - knowledge on credit guarantee funds and credit schemes for SMEs
- other skills
  - overtaking of initiatives and teamwork
  - team leadership in multicultural environments
  - business assessment and preparation of business plans

## REFERENCES RELEVANT FOR THIS ASSIGNMENT

### Relevant experience in providing technical assistance

- Providing technical assistance to municipal development teams and other stakeholders involved in strategic planning process in strategic local development planning for municipalities Petrovo (2005-2006), Modrica (2005), Trebinje (2008-2009), which included delivery or facilitation of at least 3 coaching sessions, such as meetings, workshops, and advisory sessions on topics that include strategic local development planning, strategic sectoral development planning (i.e. economic, social, environmental, labour market, and infrastructure).
- Participation in drafting local development strategies in municipalities Petrovo (2005-2006), Modrica (2005), Trebinje (2008-2009).
- Providing advisory in preparation of regional development strategies in BiH (2004 - 2007).
- Participation in development of methodological framework for integrated and inclusive local development planning in BiH (2008 - 2009).
- Preparation of Moldavian South Region Operational plan – 2007.
- Experience in leading teams and groups of experts in projects related to local self-governance, local socio-economic development (more details on projects can be found under *Relevant managerial experience*).

### Relevant experience in providing training assistance

- Delivery of practical training events for municipal development teams and other stakeholders involved in strategic planning process, in strategic local development planning for municipalities Petrovo (2005-2006), Modrica (2005), Trebinje (2008-2009), at least 3 one-day training courses for each municipality on topics including: strategic local development and strategic sectoral development (i.e. economic, social, environmental, labour market, and infrastructure, which all were important aspects covered in preparation of development strategies in these municipalities, and strategy building process in each municipality included providing training covering these topics, to municipal development teams.
- Preparation and implementation of the training course on the standardised local development planning methodology for Bosnia and Herzegovina for municipalities in 4 ILDP clusters, local and regional development agencies, non-governmental organizations and training providers engaged in local development, representatives of relevant Standing Boards of entity Associations of Municipalities and Cities and ILDP team, representatives of public institutions/agencies at state, entity, and cantonal levels engaged in local development and local self-government, and representatives of donor organizations directly involved and applying local development planning interventions/programmes – 7 training courses.
- Delivery of 8 one-day modules of training in preparation and implementation of local development projects using Project Cycle Management methodology and EU and other development funds for municipality Modrica.

### Relevant managerial experience

- Design of local economic development strategies – Team leader - Trebinje Municipality, 2008 – 2009, project value 66.969 KM,
- Project *First-Right Chance*, 2008 – 2009, project value 103.614 KM,
- Managing economic regeneration and development component of EU funded projects for return of refugees and displaced persons (CARDS), 2000, project value over 200 000 KM.

Developed ability to provide facilitation and coaching support to small groups and groups of up to 25 participants and workshops, to support individual and group practical work and offer advice and

guidance relevant to all phases of strategic planning, including Strategic Platform (Situation Analysis, Formulation and development of the vision and strategic objectives and setting the grounds for sectoral planning and programming), Elaboration of the sectoral plans, i.e. local economic, social, and environmental development plan, and Operational Phase, i.e. operationalisation of local development strategy (implementation, financial and organizational plans), project development: step-by-step, as well as the ability to draft parts of local strategic planning documents, with competency and experience in strategic focusing, SWOT analysis and derivation of local objectives and priorities. Also, ability to work in participatory and team manner, to assume role of lead trainer ensuring smooth delivery of practical, inter-active training in corresponding topic, to facilitate practical exercises, offer useful advice and guidance in an appropriate manner within the area of local development strategic planning.

### 13. COUNTRY EXPERIENCE:

Country:	Date:	Description
Bosnia and Herzegovina	December 2007 – to date	Local and regional economic development (analysis, studies and strategies), drafting policies in regard to youth and employment
	February 2008 – to October 2009	Support BiH financial sector professionals in introduction of business standards relevant to EU requirements
	October 2008 – February 2009	Support cross-border (CBC) initiatives in preparation of project fiches and partner search
Moldova	August – September 2007	Support the project preparation and selection and drafting of regional operational plan for the South development region
Bosnia and Herzegovina	March 2004 – November 2007	Establishment and capacity building of regional development agencies, facilitating preparation, operationalization and implementation of regional development strategies including project design and M&E)
	December 2002 – February 2004	Follow-up on legal framework in BiH relevant for economy (privatization, budgeting, taxation, market regulations, investments and trade, single economic space, banking, SME policy, RED), recommending improvements in implementation of business related legislation (bankruptcy and concession laws, removal of business obstacles – the Bulldozer Initiative)
	July 2000 – November 2002	Development of various economic development projects, implementation of EC (donor) financed CARDS programme in NW BiH, team leadership, strategic planning (for WV BiH)
	February 1999 – June 2000	Banking - foreign correspondence and internal audit
Croatia	February 1997 – November 1997	Performing education process in secondary School of Economy
Bosnia and Herzegovina	October 1993 – February 1997	Attending university
Croatia	By September 1992	Attending high school

14. PROFESSIONAL EXPERIENCE RECORD:

Date: from (month/year) to (month/year)	11/2008 TO 02/2009
Location	Bosnia-Herzegovina
Company	Hypodomi, 20 Solomou str, 10682 Athens, Greece
Position	<i>Short-term Expert @ EUCORIN project</i>
Description	<ul style="list-style-type: none"> <li>• Support preparation of CBC programme between BiH and Serbia, Croatia and Montenegro</li> <li>• Organization and facilitation of project pipeline development workshops and partner search forums</li> </ul>

Date: from (month/year) to (month/year)	02/2008 TO 10/2009
Location	Bosnia-Herzegovina
Company	Chemonics Intern., 1717 H Street, NW Washington D.C. 20006, US
Position	<i>Consultant @ USAID's Partnership in Advancing reforms in Economy Project (Enabling business environment component)</i>
Description	<ul style="list-style-type: none"> <li>• Support BiH financial sector professionals in introduction of business standards relevant to EU requirements and business improvements</li> </ul>

Date: from (month/year) to (month/year)	12/2007 TO DATE
Location	Bosnia-Herzegovina
Company	<i>Eda Development Agency, Ravnogorska 24, Banja Luka, BiH (<a href="http://www.edabl.org">www.edabl.org</a>)</i>
Position	<i>Consultant</i>
Description	<ul style="list-style-type: none"> <li>• Local and regional economic development and strategy building</li> <li>• SME support - development and application of economic instruments</li> <li>• Project management in implementation of FIELD – Framework for Inclusive and Effective Local Development Project</li> <li>• Project management in implementation of youth self employment project</li> </ul>

Date: from (month/year) to (month/year)	08/2007 TO 09/2007
Location	Moldova
Company	<i>Helm Corporation LTD, Helm House 88 Main str., Moira, Northern Ireland BT 67 OLH, UK</i>
Position	<i>International programming and operational planning expert @ European Union – Support to Regional Implementing Bodies – EURDIB (<a href="http://www.reg-dev.org.md">www.reg-dev.org.md</a>)</i>
Description	<ul style="list-style-type: none"> <li>• Review of mobilized project ideas</li> <li>• Provide support to programming group for South development region in defining project selection criteria</li> <li>• Elaboration of programming tables</li> <li>• Drafting of regional operational plan for the South development region</li> </ul>

Date: from (month/year) to (month/year)	12/2005 TO 11/2007
Location	Bosnia-Herzegovina
Company	<i>Eurecna CNA Veneto – International Services, Venice-Mestre, Italy</i>
Position	<i>Regional Economic Development Advisor @ European Union – Regional Economic Development and SME Support Project – EURED 2 (<a href="http://www.eured-sme-bih.org">www.eured-sme-bih.org</a>)</i>
Description	<ul style="list-style-type: none"> <li>• Defining methodology and coordinating the process of updating of regional economic development strategies in 5 BiH economic regions (new programming cycle) in collaboration with RDAs</li> <li>• TA in developing project pipelines relevant to regional development strategies in line to EU regional support programmes and policies</li> <li>• Delivery of LED, SBP, PCM and other related trainings</li> <li>• Advising RDA(s) and other regional development actors in implementation of strategy, economic policy related issues, donor coordination, application of economic instruments</li> </ul>

Date: from (month/year) to (month/year)	10/2005 – 11/2005
Location	Bosnia-Herzegovina
Company	<i>Eda Development Agency Banja Luka</i>
Position	<i>Short Term Associate on Strategy Building (<a href="http://www.edabl.org">www.edabl.org</a>)</i>
Description	<ul style="list-style-type: none"> <li>• Facilitating the process of preparation of municipal economic development strategies (socio-economic analysis phase)</li> <li>• Preparation and delivery of a combined training strategy building - project cycle management training</li> </ul>

Date: from (month/year) to (month/year)	04/2004 – 10/2004
Location	Bosnia-Herzegovina
Company	<i>Accredited Regional Development Agency of Northwest BiH</i>
Position	<i>Acting Director (<a href="http://www.ardanw.org">www.ardanw.org</a>)</i>
Description	<ul style="list-style-type: none"> <li>• Support to establishment of regional development agency</li> <li>• Elaborating statute and other documents relevant for establishment and registration</li> <li>• Staff selection, development of internal procedures</li> <li>• Elaboration business plan and initiation of Agency's activities</li> <li>• Capacity building of the staff (trainings, best practices)</li> <li>• Organizing and supervising strategy building process (regional development strategy of NW BiH)</li> </ul>

Date: from (month/year) to (month/year)	03/2004 – 10/2005
Location	Bosnia-Herzegovina
Company	<i>Eurecna CNA Veneto – International Services, Venice-Mestre, Italy</i>
Position	<i>Regional Economic Development Advisor @ European Union – Regional Economic Development Project – EURED (<a href="http://www.eured-bih.org">www.eured-bih.org</a>)</i>
Description	<ul style="list-style-type: none"> <li>• Support to (regional) economic development activities and creation of framework for RED in [NW] BiH</li> <li>• Establishment and capacity building of RDA(s) as components of a framework for sustainable economic development</li> <li>• Building public-private partnership for development of regional development strategy and facilitating the process</li> <li>• Preparing projects relevant to regional development strategies in line to EU regional support systems and funds</li> <li>• Advising RDA(s) and the other regional development actors in implementation of strategy, economic policy, donor coordination, application of economic instruments</li> </ul>

Date: from (month/year) to (month/year)	12/2002 – 02/2004
Location	Bosnia-Herzegovina
Company	Office of the High Representative ( <a href="http://www.ohr.int">www.ohr.int</a> ), Ive Andrica 41, Banja Luka, BiH
Position	Assistant Economic Officer
Description	Follow-up on <ul style="list-style-type: none"> <li>Economic and legal framework, privatisation, budgeting, taxation, market regulations, single economic space, business law (such as Law on bankruptcy and liquidation, Law on Concessions), banking investment, trade, SME and regional economic development, improvement of business related legislation - the Bulldozer Initiative</li> </ul>

Date: from (month/year) to (month/year)	07/2000 – 11/2002
Location	Bosnia-Herzegovina
Company	World Vision ( <a href="http://www.wvi.org">www.wvi.org</a> ), Brace Cubrilovica 8, Banja Luka, BiH
Position	Economic Advisor
Description	<ul style="list-style-type: none"> <li>Team leadership, Correspondence and reporting</li> <li>development, implementation, monitoring and evaluation of economic development activities / projects [including economic support component of EC CARDS]</li> <li>M&amp;E of project implementation, budgets and donor compliance procedures</li> </ul>

Date: from (month/year) to (month/year)	02/1999 – 06/2000
Location	Bosnia-Herzegovina
Company	Ekvator Banka a.d. Banja Luka, Marije Bursac 2, Banja Luka, BiH
Position	Foreign Correspondence Banking Manager
Description	<ul style="list-style-type: none"> <li>Banking correspondence, reporting</li> <li>Internal audit</li> </ul>

Date: from (month/year) to (month/year)	02/1997 – 08/1997
Location	Croatia
Company	Secondary School of Economy, Vukovar, Blage Zadre 1, Vukovar, Croatia
Position	English Language Teacher
Description	<ul style="list-style-type: none"> <li>Education - Conduction of education process in a Governmental institution</li> </ul>

## 15. PUBLICATIONS

- Author of several papers/articles published in business magazines "Uspjesan menadzer", "Preduzetnik" and "Lider" since 2001 (Logical Framework, SWOT Analysis, Innovations and SME Development, BiH Economic Reality, Internet, Electronic Payments, Electronic Money, Internet Banking, Banking and Electronic Money)
- Editor of column "World Business Info" in magazine "Lider" from 01/2004 to 01/2007
- Editor and co-author of a book "In my street, it's good to grow well – local economic development experiences" (in the countries of Western Balkans), Eda Banja Luka, 2008
- Co-author of publication "Youth self-employment, quest for right policy", Eda Banja Luka, 2008, <http://www.edabl.org/publikacije.htm>

16. REFERENCES (originals available upon request)

	Organization Position	Name of the person Address	Contact
1.	European Union – Regional Economic Development Project in BiH – EURED I and II  Regional Development Adviser	Gerard Ennis, EURED I and EURED II Project Team Leader  M.M Bašeskije 6/III 71000 Sarajevo, BiH	<a href="mailto:ennisg_2000@yahoo.com">ennisg_2000@yahoo.com</a>  +387 62 526 822
2.	Office of the High Representative in Bosnia and Herzegovina  Assistant Economic Officer	M.A. Graham Day, Former Head of OHR Regional Office Banja Luka and Deputy HR  Ive Andrica 41 78000 Banja Luka, BiH	<a href="mailto:graham.day@ohr.int">graham.day@ohr.int</a>  +387 65 249 543
3.	World Vision  Economic Advisor	Ms. Claudia Bade, former WV BL Office Team Leader  Brace Cubrilovica 8 78000 Banja Luka, BiH	<a href="mailto:claudia_bade@wvi.org">claudia_bade@wvi.org</a>  +387 61 229 128