

**EUROPEAN
CURRICULUM VITAE
FORMAT**



JOB REFERENCE NUMBER

PERSONAL INFORMATION

Name

JASMINKO ARNAUTOVIC

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Nationality at birth

BH

Present nationality

BH

Date of birth [Day, month, year]

25 September 1953

Place of birth

BOS. GRADISKA

Sex

Male

Female

Marital status

Single

Married

Widowed

Divorced

Separated

Dependants

Name

Date of birth [Day, month, year]

Relationship

WORK EXPERIENCE

[Add separate entries for each relevant post occupied, starting with the most recent.]

• Dates (from – to)	From April 2007 – till present
• Name and address of employer	Jasminko Arnautovic
• Type of business or sector	SME training and consultancy
• Occupation or position held	Free-lance trainer and consultant
• Main activities and responsibilities	As a certified EU TaC trainer and consultant and certified EURELSMED trainer&consultant I work for any local or foreign organisation as a trainer and/or consultant mostly in the field of marketing, planning, human resource development, risk management, management of change etc. My most recent assignment was an assessor for EU IPA projects between Serbia and BH under the most recent CfP.

• Dates (from – to)	October 2005 – April 2007
• Name and address of employer	CARE International, Sarajevo
• Type of business or sector	NGO
• Occupation or position held	Programme Manager for Economic Development.
• Main activities and responsibilities	Responsible for development of economic development programmes in North East/East BH and its implementation through Sustainable Economic Development Programme, Drina Valley Tourism Development and few other projects in preparation/development. All projects have vulnerable groups, such as returnees, women, youth etc. as their most important target groups.

• Dates (from – to)	October 2004 – October 2005
• Name and address of employer	CARE International, Sarajevo
• Type of business or sector	NGO
• Occupation or position held	Project manager for the Sustainable Economic Development Program (SEDP)
• Main activities and responsibilities	Responsible for implementation of this pilot program in the return area of Bratunac and Srebrenica. The program targets municipalities in order to help them come with the sound Local Economic Development initiatives. It will also help development of local companies. The ultimate goal was wealth and job creation.

• Dates (from – to)	January 2002 – July 2004
• Name and address of employer	CARE International, Sarajevo
• Type of business or sector	NGO
• Occupation or position held	Regional Manager for north eastern BiH, Tuzla
• Main activities and responsibilities	Responsible for the delivery of the EU-QIF programme in north eastern BiH, aiming at job creation and poverty alleviation through support of small business and developing local economic development approaches. This work includes: <ul style="list-style-type: none"> - Capacity building for municipalities and local development agencies in north eastern BiH in economic development - Overseeing the delivery EU-QIF grant funds in the region. - Managing local business consultants to support programme beneficiaries - Managing all logistic aspects of EU-QIF north east office, maintaining it as a contact point for economic development information in NE BiH - Delivering a series of regional forums in north east BiH aiming to promote debate and awareness on regional economic development - Maintaining contacts and co-coordinating with key economic development actors in the region resulting in PPPs.

• Dates (from – to)	August 2000 – January 2002
• Name and address of employer	EG – Društvo za razvoj Tuzla
• Type of business or sector	Development Corporation.

• Occupation or position held	Director
• Main activities and responsibilities	<p>EG has carried out a range of economic development and returnee facilitation ranging in size from 300,000 to 4,500,000 €, more than 22 mil € in total.</p> <p>My main responsibility was to plan, manage, administer, organise and control all the departments of the company in order to ensure functioning of the company and implement projects according to scope, budget and time frame.</p> <p>I was also the Team Leader of the team who implemented an EC financed project for economic development of the Tuzla Canton as well as for building the Regional Development Strategy. Here I had a rare opportunity in Bosnia and Herzegovina to be part of and manage the whole regional development process from the research phase to strategy and action plan building and implementation. I worked with a number of international consultants on local and regional economic development.</p> <p>I was also actively involved in design and management / implementation of the Return Project financed by TK Government, Ministry for Reconstruction, Development and Return.</p>

• Dates (from – to)	February 1998 – August 2000
• Name and address of employer	NSU – National Support Unit, Tuzla
• Type of business or sector	NGO
• Occupation or position held	Field Officer within the Return Facilitation Team
• Main activities and responsibilities	<p>This project was financed by UNHCR in order to facilitate minority return in BH using a rather complex approach of community building through economic development and poverty reduction.</p> <p>After extensive internal training courses facilitated by professional trainer from USA, I was responsible for large return areas with the responsibility of identification of return areas, assessment of return possibilities and risks, project development, organisation of local Community Boards and facilitation of their meetings, their training and development of project proposals, their implementation and control.</p> <p>Beside professional experience, the work in NSU enabled me to understand that any group of people / community in BH, if properly approached and helped, is able to significantly affect its own future.</p>

• Dates (from – to)	February 1997 – February 1998
• Name and address of employer	BETA M, Tuzla
• Type of business or sector	Private marketing company
• Occupation or position held	Director and owner
• Main activities and responsibilities	I revitalised my own marketing agency/company which mostly gave business/marketing advice/consultancy to local businessman and was involved in planning of marketing activities and graphic design. One of its clients was NSU (see above) who after some period of collaboration offered me job.

• Dates (from – to)	January 1996 – January 1997
• Name and address of employer	Connect, Edinburgh
• Type of business or sector	NGO
• Occupation or position held	Field Officer
• Main activities and responsibilities	Immediately after the war I worked on a program of assessment of the needs, fundraising / donating and distribution of teaching material for universities, schools and kindergartens in North BH.

• Dates (from – to)	January 1995 – December 1996
• Name and address of employer	Municipality of Tuzla
• Type of business or sector	Administration

• Occupation or position held	Adviser in Department for International Relations
• Main activities and responsibilities	Development of political, humanitarian and cultural links and projects with other European towns, such as Edinburgh and Bologna, my supervisors being Mr. Selim Bešliagić, (then Mayor and currently Governor of the Canton), and Dr. Mirza Kušljugić, (then Head of Department and former Ambassador to the United Nations).

• Dates (from – to)	February 1992 – January 1995
• Name and address of employer	BETA M, Tuzla
• Type of business or sector	Private marketing agency
• Occupation or position held	Director and owner
• Main activities and responsibilities	<p>This was the company I founded just few months before the war started in BH in 1992. Understandably, there were no many business activities during the war but this company soon started to give services in strategic planning of various activities for the Municipality of Tuzla, BH Army, War Crimes Bureau and numerous other organisations who actively sought help and tried to disseminate truth about war in BH.</p> <p>It became an unofficial place for gathering of many Tuzla's intellectuals who fought for preservation of multiethnic, democratic BH.</p>

• Dates (from – to)	June 1984 – December 1992
• Name and address of employer	SODASO – Institute of Polyurethanes, Tuzla
• Type of business or sector	Research and development
• Occupation or position held	New Products Development and Marketing
• Main activities and responsibilities	<p>Working with relevant technologists, I was responsible for market research, product design and development and planning of new polyurethane systems and their introduction within the large industrial systems all over ex-Yugoslavia.</p> <p>During this time I went to the USA for a six-month training program in marketing of polyurethanes at the University of Detroit, Polymer Institute, led by Dr. Kurt C. Frisch.</p>

• Dates (from – to)	June 1982 – June 1984
• Name and address of employer	Yeast Industry Tuzla
• Type of business or sector	Yeast industry
• Occupation or position held	Director
• Main activities and responsibilities	I became the director of this company in the moment when it was on the verge of bankruptcy, having invested large funds into new production facility without quality financing. The strategic task was to connect the broken financial circles and ensure the continuity in the process – raw materials / production / marketing. This was completed in about two years.

• Dates (from – to)	February 1977 – June 1982
• Name and address of employer	DITA, Industry of Detergents, Tuzla, within SODASO group.
• Type of business or sector	Chemical industry
• Occupation or position held	Product Manager

<ul style="list-style-type: none"> • Main activities and responsibilities 	<p>This is where I started my professional career. At that time, a large Italian detergent producer, Mira Lanza from Genoa, Italy, and SODASO, Tuzla, made a joint venture resulting in a new company, Industry of Detergents - DITA, Tuzla.</p> <p>At first, I was responsible for transferring of MiraLanza marketing know-how to DITA according to the Contract and organising marketing research for new products.</p> <p>I was promoted to product manager with responsibility for several new products and responsible for all phases of their life, from market research, programming, advertising and sales.</p> <p>In spite of six well known detergent producers in ex-Yugoslavia, with long tradition an experience, DITA managed to penetrate the market in such a way as to become second/third biggest producer in about a year, in the most important segment of heavy duty detergents.</p>
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EDUCATION AND TRAINING

[Add separate entries for each relevant course you have completed, starting with the most recent.]

<ul style="list-style-type: none"> • Dates (from – to) 	1989-1990
<ul style="list-style-type: none"> • Name and type of organization providing education and training 	University of Zagreb, Faculty of Economics
<ul style="list-style-type: none"> • Principal subjects/occupational skills covered 	Marketing
<ul style="list-style-type: none"> • Title of qualification awarded 	MA of economic sciences
<ul style="list-style-type: none"> • Level in national classification (if appropriate) 	Post graduate

<ul style="list-style-type: none"> • Dates (from – to) 	1972-1976
<ul style="list-style-type: none"> • Name and type of organization providing education and training 	University of Sarajevo, Faculty of Economics
<ul style="list-style-type: none"> • Principal subjects/occupational skills covered 	BSc of economic sciences
<ul style="list-style-type: none"> • Title of qualification awarded 	BSc
<ul style="list-style-type: none"> • Level in national classification (if appropriate) 	University level of education

<ul style="list-style-type: none"> • Dates (from – to) 	1968-1972
<ul style="list-style-type: none"> • Name and type of organization providing education and training 	Grammar School Tuzla
<ul style="list-style-type: none"> • Principal subjects/occupational skills covered 	General education
<ul style="list-style-type: none"> • Title of qualification awarded 	Diploma
<ul style="list-style-type: none"> • Level in national classification (if appropriate) 	Middle school

PERSONAL SKILLS AND COMPETENCES
Acquired in the course of life and career but not necessarily covered by formal certificates and diplomas.

MOTHER TONGUE | **Bosnian**

OTHER LANGUAGES

[Indicate level: excellent, good, basic.]

[Specify language]	English				
• Reading skills	excellent				
• Writing skills	excellent				
• Verbal skills	excellent				

SOCIAL SKILLS AND COMPETENCES
Living and working with other people, in multicultural environments, in positions where communication is important and situations where teamwork is essential (for example culture and sports), etc.

Mostly working on return projects in BH after the war I had a chance to work with various returnee groups of all ages, gender, education and economic status. This is where I was trained and this is where I gained experience in facilitating recovery, reconciliation and development ensuring their full participation. Besides the skill of facilitation I often had to lobby for them with the authorities, or advise them, or negotiate and work and help them overcome war disputes and memories.

This was mostly helped through a series of extensive training programs in NSU-National Support Unit (UNHCR implementing partner) in community building, rural development, community development, facilitation of workshops etc.

ORGANISATIONAL SKILLS AND COMPETENCES
Coordination and administration of people, projects and budgets; at work, in voluntary work (for example culture and sports) and at home, etc.

Most of my work experience I had to research, plan, organize and implement various projects or endeavours, mostly being product/program manager, director or field officer.

<p style="text-align: center;">TECHNICAL SKILLS AND COMPETENCES</p> <p><i>With computers, specific kinds of equipment, machinery, etc.</i></p>	<p>My most recent technical skills were acquired and developed in last few years since I started to work as consultant and trainer. This included an intensive training course and certification through projects such as EU TaC, EURELSMED and training for EU IPA project assessors.</p> <p>My profession and most of my work experience is in marketing which I acquired starting with DITA Tuzla, Mira Lanza Genoa etc. I extensively use my marketing skills even during my NGO period which always had a component of economic development, creation of public-private partnerships etc.</p> <p>I also went through a series of extensive training programs in CARE International (CARE BH/C, implementing partner of EC, USAID and Royal Nederland's Embassy and some others) in Local Economic Development, Job Creation, Vocational Training, Marketing, Finance and Consultancy Excellence, Project Cycle Management including Logical Framework Analysis, M&E, Support to SMEs etc., delivered mostly by Deloitte&Touche and by CARE International's internal professional trainers.</p> <p>I have managerial experience of the Regional Economic Development Process (building the Tuzla Region Development Strategy through a project financed by the EC; building the Drina Valley Tourist Region through a project financed by RNE);</p> <p>I also have experience in Local Economic Development (LED) process, from training of the LED players, establishment of LED Forums, analyzing the situation, making the LED strategies to creation and implementation of LED projects (including Public-private partnerships, PPPs) in a participatory way (LED of Gradacac through a project financed by EC; LED of Srebrenica, Bratunac, Sekovici and Vlasenica through a project financed by RNE).</p> <p>I was part of a six-months training program in marketing of polyurethanes, financed by UNIDO and done at the University of Detroit, Polymer Institute.</p> <p>At the beginning of my career I went on a training program in marketing management in MiraLanza, Genoa and transfer of marketing know-how related to marketing of detergents to SODASO-DITA.</p>
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<p style="text-align: center;">ARTISTIC SKILLS AND COMPETENCES</p> <p><i>Music, writing, design, etc.</i></p>	<p>I actively research computer art and I had an exhibition of computer generated graphic.</p> <p>I am interested in computer generated music, most specifically fractal music.</p>
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<p style="text-align: center;">OTHER SKILLS AND COMPETENCES</p> <p><i>Competences not mentioned above.</i></p>	<p>I tell jokes and anecdotes but usually only within a context. I use this very often in my presentations and training sessions either to bring about a point or to warm the atmosphere.</p>
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<p style="text-align: center;">DRIVING LICENSE(S)</p>	<p>Yes, BH</p>
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ADDITIONAL INFORMATION	[Include here any other information that may be relevant, for example contact persons, references, etc.]
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ANNEXES	[List any attached annexes.]
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