



Personal information

Surname(s) / First name(s)	Serdarevic, Ph.D. Nino
Address(es)	6, Talica brdo, 72000 Zenica, Bosnia and Herzegovina
Telephone(s)	Mobile: +387 (0) 61 47 88 55
Fax(es)	+387 (0) 32 24 66 54
E-mail(s)	nino.serdarevic@ef.unze.ba
Nationality(-ies)	BIH
Date of birth	07 September 1977
Gender	Male (m)
Occupational field	Strategic management, Policy analysis, Research, Finance and accounting, Audit, Project management
Dates	2007 –
Occupation or position held	Assistant professor and Finance and accounting department chairman
Main activities and responsibilities	Assistant professor on graduate courses: Accounting, Financial Accounting, Audit and Control, Cost Accounting, Managerial Accounting, International Accounting; on post-graduate level: Audit and Audit Reporting
Name and address of employer	University of Zenica, Fakultetska 3, 72000 Zenica
Type of business or sector	Higher Education
Dates	2004 –
Occupation or position held	Co-owner and consultant - Auditors and business consultants LLC
Main activities and responsibilities	Over 50 carried out audits of public and privately owned companies, international institutions and budgets; EC, USAID DoS, Norwegian Government, The Netherlands Government, Irland Government Numerous consultancy works in field business development and business infrastructure (acceleration)
Name and address of employer	Intercons d.o.o. Zenica, Begagica put 8, BIH – 72000 Zenica
Type of business or sector	Auditing and business consultancy
Dates	2007 - 2010
Occupation or position held	Executive Director Spark Sarajevo
Main activities and responsibilities	Project management mainly on BSC Zenica project total value EUR 1,65 Mio Supporting establishment of 144 start-up companies, consulting, advising, educating 2,750 youth in entrepreneurship and economics, established business incubator, supported business zones etc.
Name and address of employer	Spark Sarajevo, Gajev trg 2/2, 71000 Sarajevo
Type of business or sector	The Netherlands NGO
Dates	2006 - 2007
Occupation or position held	Senior Assistant in fields Accounting, International Relations, Auditing, Corporate Finance
Main activities and responsibilities	Teaching in afore mentioned subjects, Project management, Consultancy in Finance and Accounting
Name and address of employer	International University "Philip Noel – Baker" Sarajevo, Tvornicka 3, BIH – 71000 Sarajevo
Type of business or sector	Educational and Scientific Survey Institution
Dates	2006

Occupation or position held Main activities and responsibilities	Tutor and Member of Steering Committee Organizing and holding tutorial for Start-up companies, Consultancy in developing Business Incubator Zenica Rating 24 potential Start-ups in accordance with prospective sustainability
Name and address of employer Type of business or sector	ZEDA, Skolska 4, BIH – 72000 Zenica (as external expert) Public Business Promotion Agency
Dates	2003 - 2004
Occupation or position held Main activities and responsibilities	Investment Manager, Financial Analyst Investment Management of three investments into equity on BIH Portfolio Due Diligence of over than 40 potential portfolio companies Surveys on sustainability of establishing funds for investments in Kosovo and Serbia Market research (CRO, BIH, SCG), Investor Relations, Management Pool, Production calculations etc.
Name and address of employer Type of business or sector	Horizonte Bosnia Herzegovina Enterprise Development Company Sarajevo Private Equity and Venture Capital
Dates	- 2002
Occupation or position held Main activities and responsibilities	Financial Analyst Due Diligence of over than 40 potential portfolio companies Surveys on sustainability of establishing funds for investments in Kosovo and Serbia Market research (CRO, BIH, SCG) Production calculations etc.
Name and address of employer Type of business or sector	Horizonte Venture Management Vienna / AUSTRIA Private Equity and Venture Capital

Short-term assignments & development/research projects

Date	2015
Contracting authority	UNFPA
Engagement	National lead researcher – Socio-economic impediments CRSV survivors face in Bosnia and Herzegovina
Date	2015
Contracting authority	UNDP
Engagement	Economic development expert
Date	2015
Contracting authority	UN Women
Engagement	Economic empowerment of CRSV survivors
Date	2014
Contracting authority	RCC
Engagement	Internal auditor
Date	2014
Contracting authority	UNDP
Engagement	Mainstreaming migration into seven cantonal development strategies
Date	2014
Contracting authority	UNDP
Engagement	BIH Economic Development Situational Analysis – Pareto inferior positions for migration mainstreaming
Date	2014
Contracting authority	USAID/CPCD/CCI
Engagement	Study - CSR perspectives in nonprofit – business cooperation
Date	2014
Contracting authority	Swiss Development and Cooperation Agency
Engagement	VET in BIH Assessment – Apprenticeships and SME competitiveness
Date	2013
Contracting authority	Open Society Fund SOROS
Engagement	Policy Human capital – FDI and Diaspora

Date	2012
Contracting authority	Zenica-doboj Government
Engagement	Zenica-doboj employment strategy 2013 - 2017
Date	2012
Contracting authority	European Commission
Engagement	INOVO project – Institutional Capacity Development of the Three Innovation Centers and Research Sector in Bosnia and Herzegovina
Date	2012
Contracting authority	JP Autoceste FBiH
Engagement	Feasibility study on technical-economic performance for the procurement and maintenance of doors for highway supporting objects
Date	2011
Contracting authority	Montenegro Government
Engagement	Science-technology park Montenegro (STP MNE) development strategy
Date	2011
Contracting authority	Intercons d.o.o. Zenica
Engagement	Professional assessment of the Supreme Audit Institution’s work for the period 2008 - 2010
Date	2011
Contracting authority	Alfatherm d.o.o. Mostar
Engagement	Modeling INTERA innovation centre legal status establishment and running
Date	2010
Contracting authority	Regional Development Agency REZ B&H
Engagement	Consultative support development to private enterprises based on balanced scorecard and business integrity evaluation
Date	2010
Contracting authority	Kemal Kapetanovic Institute
Engagement	Project task – Developing Metallurgy institute in Khartoum/Sudan
Date	2010
Contracting authority	Regional Development Agency REZ B&H
Engagement	Balanced Scorecard related Audit of Business Integration,
Date	2009 - 2010
Contracting authority	Regional Development Agency REDAH and Spain Embassy
Engagement	Study on Developing Business Zones in Herzegovina
Date	2010
Contracting authority	Kronauer Consulting d.o.o. Sarajevo
Engagement	Study on Labor Market in Zenica-doboj Canton
Datum	2008
Naručilac/Izvršilac	Institut za privredni inženjering IPI d.o.o. Zenica i Ekonomski institut Sarajevo
Angažman	Studija privrednog razvoja Ze-do kantona
Date	2009
Contracting authority	Stichting Spark
Engagement	Small and Medium Enterprises Development Status and Burdens
Date	2008 - 2009
Contracting authority	USAID Centers in excellence
Engagement	Machine Technology Centre – Centre for Advanced Technologies B&H – Feasibility Study & Business Plan, Cluster of Plastic Producers and Toolmakers B&H, EICUZ
Date	2007 - 2009
Contracting authority	European Commission
Engagement	Entrepreneurship and Innovation Centre; Feasibility Study and Tempus project no.

JEP_41108_2006, University of Zenica – University of Torino / Italy, 2006/2007

Date 2008 - 2011
Contracting authority European Commission
Engagement **Competences-Matching** Competences between Universities and Business, Tempus project – Universitat de Girona, FH Joanneum, Univerzitet u Novom Sadu, Univerzitet KiM Skopje

Date 2008 - 2011
Contracting authority Switzerland Government (2007-2008)
Engagement **Centre of Wood Excellence** - CWE; Feasibility Study, University of Zenica – University of Bern / Switzerland, 2007

Date 2008 - 2011
Contracting authority The Netherlands Ministry of Foreign Affairs (2007-2011)
Engagement **Coordinator Business Start-up Centar** Zenica, EUR 1.6 Mio

Education and training

Dates 2008 - 2010
Title of qualification awarded **Ph.D. Accounting and auditing**, thesis: 'Effects of Balanced Scorecard Applications on enterprises in B&H'
Name and type of organisation providing education and training Faculty of Economics
University of Zenica

Dates 2013-2014
Title of qualification awarded **PDFP Fellowship program**
Name and type of organization providing education and training Open Soros Foundation

Dates 2010
Title of qualification awarded **Lead Auditor ISO 9001:2008** at IRCA scheme
Name and type of organisation providing education and training The British Institutions for Standardization (BSI)

Dates 2003 – 2006
Title of qualification awarded Magister rerum socialium oeconomicarumque (**Master in Social and Economic Sciences**)
Principal subjects/Occupational skills covered Corporate Finance (Specialization field A)
Auditing, Accounting, Management (Specialization field B), Business English
Thesis : Business Enterprise valuation models – problems in determination the value and price as well as subjective business risk consideration in small and medium enterprises
Name and type of organisation providing education and training Vienna University of Economics and Business Administration VIENNA / AUSTRIA
Level in national or international classification Acknowledgement: Master in Economic Sciences – Mr.sc. – Faculty of Economy Sarajevo
Master in Science Degree – (7) Higher education

Dates 1997 – 2003
Title of qualification awarded **Diploma**
Principal subjects/Occupational skills covered Business Administration
Business English
Name and type of organisation providing education and training Vienna University of Economics and Business Administration VIENNA / AUSTRIA
Level in national or international classification Acknowledgement: Diploma in Economy - dipl.oec. – Faculty of Economy Sarajevo

Personal skills and competences

Mother tongue(s)

Bosnian

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

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	

Language – English

C2 Proficiency	C2 Proficiency	C2 Proficiency	C2 Proficiency	C2 Proficiency
C2 Proficiency	C2 Proficiency	C2 Proficiency	C2 Proficiency	C2 Proficiency

Language – German

^(*) Common European Framework of Reference (CEF) level

Social skills and competences

Management Experience (Human Resources, Project and Investment Management)
Interpersonal Relations
Multicultural experience
Project Planning and Implementation
High Competence in understanding Business processes and labor force assessment

Organisational skills and competences

Excellent organizational skills, personal ability further developed and improved through specific type of education. As well as leadership and management – proven through successfully coordinating international student working groups at the university.

Computer skills and competences

Windows Session, Management Information Systems, SAP, SPSS, Balanced Scorecard etc.

Driving licence(s)

B

Books

1. Petkovic, D., Serdarevic, N., Bejić, J. (2010): *Vodič za preduzetništvo, Teorija i praksa, treninzi i ključni indikatori preduzetništva*, Ekonomski fakultet Univerziteta u Zenici
2. Serdarević, N. (2011): *Determinante kvalitete računovodstvene informacije*, Ekonomski fakultet Univerziteta u Zenici
3. Polić, N., Serdarević, N. (2012): *Praktični aspekti finansijskog menadžmenta*, Ekonomski fakultet Univerziteta u Zenici

Scientific and experts publications

1. Serdarevic, N. (2012): *Constructing accounting uncertainty estimates variable*, Financial Internet Quarterly „e-Finance“ 2012, vol. 8, nr 3, www.e-finance.com, ISSN: 1734-039X, indexed: CEJSH, EconLit, RePEc, Index Copernicus, ProQuest, Ulrichsweb TM, EBSCO, DOAJ, EconBiz, Cabell Publishing Inc, Gale Cengage Learning
2. Serdarevic, N. (2012): *Critical accounting policies and management abilities in estimating uncertainties*, Journal of Accounting and management, Split, ed. Vinko Belak
3. Serdarevic, N., Mrsa, J., Mance, D. (2011): *Conservatism and Accounting Assymetry in International Accounting*, Opatija 2011, Jean Marrie chair Rijeka-Ljubljana-Paris; scientific conference, A type monography
4. Serdarevic, N. (2011): *Accounting policies and financial analysis interdependences – empirical evidence*, Economic Review, Faculty of Economics, University of Tuzla, ed. Umihanic, EBSCO indexed Journal
5. Serdarevic, N. (2011): *Kritične računovodstvene politike i sposobnost menadžmenta u procjenjivanju neizvjesnosti*, Accounting and Management Conference Split, Croatia, ed. Prof.dr. Vinko Belak, Proceedings of scientific articles
6. Serdarevic, N. (2011): *Problematika provedbe kontrole revizije u Bosni i Hercegovini*, Business Development Conference, Faculty of Economics, University of Zenica, ed. Prof.dr. Dzevad Zecic, Proceedings
7. Serdarevic, N. (2011): *Modeliranje računovodstvenog sistema primjenom metode bilansa uravnoteženih ciljeva*, XII Međunarodni simpozij, Zbornik radova, Revicon, Neum May 2011.
8. Petkovic, D., Serdarevic N. (2011): *Strategic approach to business infrastructure development*, Journal Economic development in entrepreneurship prism, Faculty of Economics Podgorica, ed. Dragan Lajovic
9. Serdarevic, N., Mrsa, J. (2010): *Obuhvat računovodstvenog konzervatizma u finansijskom izvještavanju temeljem kritičnih računovodstvenih politika; rezultati empirijskog istraživanja*, Zbornik Business Development Conference 2010 Zenica, ISSN 1840 – 4006
10. Serdarevic, N., Balic, S., Brdarević, S. (2010): *Stanje, perspektive i pravci daljeg razvoja ERP sistema u proizvodnim preduzećima na području BiH; kvantitativne i kvalitativne empirijske analize*, Zbornik Business Development Conference 2010 Zenica, ISSN 1840 – 4006
11. Serdarevic, N., Crnkic, K. (2010): *Determinante inovativnih modela financiranja kao nadomjestka 'seed' kapitala mikro, malih i srednjih preduzeća*, BH Ekonomski forum, ISSN 1986-681X
12. Serdarevic, N., Zecic, Dz. (2009): *Innovative Accounting System Design to Strengthening Entrepreneurial Attitude in SEE*, Zecic Dz., Serdarevic N., Scientific Conference “Entrepreneurship And Innovation” Ruse/Bulgaria, 2008 (Proceedings 2010)
13. Serdarevic, N., Petkovic D. (2009): *Hystorical Concept and Business Requirements; Discrepancies in Information Design*, 13th Conference TMT 2009 Hammamet Tunisia
14. Serdarevic, N. (2008): *Earn Out, Enterprise Valuation Model – Possible Solution for Less Developed Capital Markets*, Transitional Challenges of EU Integration and Globalization – International Conference ICES 2008, 9.10.2008, Sarajevo
15. Serdarevic, N. (2009): *General Accounting System Adjustments*

Towards Enforcing Quality of Internal Values and Strengthening Invisible Balance Positions, Quality 2009 Neum, Bosnia and Herzegovina

16. Serdarevic, N., Husakovic, D. (2008): *Corporate Governance In Transition Countries: Current Status And Prospective Development Directions*, *Ekonomska Revija* 2008, ed. Bahrija Umihanic
17. Serdarevic, N. (2008): *Quality Assurance Instruments Relating To The Value Based Management Principle*, *Ekonomska Revija*, Ekonomski Fakultet Univerziteta u Tuzli, Urednik Umihanic B., Novembar 2008
18. Serdarevic, N., Petkovic, D. (2010): *Odnos usuglašenosti općinskog i regionalnog razvoja i razvijenosti poduzetničke infrastrukture; rezultati istraživanja u regiji Hercegovina*, Zbornik Business Development Conference 2010 Zenica, ISSN 1840 – 4006
19. Petkovic, D., Serdarevic, N. (2010): *Government competitiveness and entrepreneurial activity; Empirical evidences*, 14th international research/expert conference, TMT 2010, ed. Ekinovic et al
20. Petkovic, D., Serdarevic, N. (2009): *Industrial Redesign And Renovation In See Countries As Key Elements For Sustainable Production*, Business Development Conferenc, P.ketikidis, A.Sotiriadou; pages 505-510; Ohrid, Macedonia, 8-11 May 2008,
21. Petkovic, D., Serdarevic, N. (2008): *Networking as Key Element in Strengthening South-East European SME Sector: Best Practices in Regional Transfer of Knowledge and Existing Gaps; B&H*; Proceedings of the International Conference for Entrepreneurship, Innovation and Regional Development; Ed. R.Polenakovik, P.ketikidis, A.Sotiriadou; pages 510-518; Ohrid, Macedonia, 8-11 May 2008
22. Balic, S., Serdarevic, N. (2008): *Issues Around Future Economic Development in B&H Based on SMEs Development*; Proceedings of the TMT 2008 Conference – Trends in the Development of Machinery and Associated Technology, Ed. S. Ekinovic, S. Yalcin, J. Vivankos; pages 413 – 417; Istambul, Turkey, 26 – 30 August 2008
23. Bejić, J., Petković, D., Serdarević, N. (2008): *Globalizacija i direktne strane investicije u BIH*, Business Development Conference 2009, Zenica – Bosna i Hercegovina
24. Serdarevic, N., Selak, D. (2008): *Značaj formiranja platformskih rješenja za podršku razvoju preduzetništva u BIH*, Urednik D. Petkovic, Zbornik Business Development Conference 2008 Zenica, str. 101 – 113, ISSN 1840 – 4006
25. Vukoja, B., Serdarevic, N. (2009): *Quality System Role in (Bosnia and Herzegovina) Tourism Development*, (Bosnia And Herzegovina), 13th Conference TMT 2009 Hammamet Tunisia e 2009, Zenica – Bosnia and Herzegovina
26. Petkovic, D., Serdarevic, N. (2008): *Process Oriented Economic Development - Case Study Zenica Region, B&H*; Proceedings of the International Conference for Entrepreneurship, Innovation and Regional Development; Ed. R.Polenakovik

Reporting to international institutions

Project management and reporting to United States Department of States, USAID, European Commission, The Netherlands Embassy, The Royal Norwegian Ministry of Foreign Affairs, Deutsche Entwicklungsgesellschaft / Kfw, Norfund, Investitionsförderungsfond Österreich, Irish Aid etc.

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