



## Europass Curriculum Vitae

### Personal information

First name(s) / Surname(s) **Nikša Alfirević**  
Address(es) Faculty of Economics Split, Cvite Fiskovica 5, 21000 Split, Croatia  
Telephone(s) +385 98 85 22 69  
E-mail [nalf@efst.hr](mailto:nalf@efst.hr)  
Nationality Croatian

### Work experience

Dates 1996 -  
Occupation or position held Professor at Faculty of Economics, University of Split  
Main activities and responsibilities Teaching, research and related activities at Faculty of Economics Split; Member of the Editorial Office of the journal Management – Journal of Contemporary Management Issues; teaches several subjects at the undergraduate, graduate and PhD level  
Name and address of employer Faculty of Economics Split, Matice hrvatske 31, 21000 Split, Croatia  
Type of business or sector Higher Education

### Education and training

Dates 1991-1995  
Title of qualification awarded Dipl. oec. (BSc) Economics & business  
Name and type of organisation providing education and training Faculty of Economics, University of Split, Croatia  
Level in national or international classification EQF Level 6  
Dates 1997 - 1999  
Title of qualification awarded Mr. sc. (MSc) Economics & business  
Principal subjects/occupational skills covered Business management  
Name and type of organisation providing education and training Faculty of Economics & Business, University of Zagreb, Croatia  
Level in national or international classification EQF Level 7  
Dates 2000 - 2003  
Title of qualification awarded Dr. sc. (PhD) Economics & business  
Principal subjects/occupational skills covered Business management, business strategy  
Name and type of organisation providing education and training Faculty of Economics, University of Split, Croatia  
Level in national or international classification EQF level 8  
Dates 2006 – 2009  
Title of qualification awarded Dr. rer. soc. oec. (PhD) Sociology  
Principal subjects/occupational skills covered Sociology

Name and type of organisation providing education and training | University of Klagenfurt, Klagenfurt, Austria

Level in national or international classification | EQF Level 8

**Personal skills and competences**

Mother tongue(s) | **Croatian**

Other language(s)

Self-assessment  
*European level (\*)*

**English**

**German**

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	
C2	C2	C2	C2	C2
B1	B2	B1	B2	B1

(\*) [Common European Framework of Reference for Languages](#)

Social skills and competences

Development of teamwork, consulting in the issues of human resource management and development, individual and group coaching

Research on organizational and social issues in the nonprofit sector. Policy development for nonprofit & public sector.

Organisational skills and competences

Development of new educational curricula in the nonprofit sector, including formal and informal learning, development of training materials, execution & management of training programs.

Facilitating, moderating and organizing events for civil society organizations.

Computer skills and competences

Profficient use of MS Windows, Unix, Internet services, MS Office, SPSS.

Driving licence

B category

## Additional information (References)

### Policy analysis and consulting/advising in the area of civil society development (in the EU context)

- Co-headed the project on regional knowledge-based development, entitled *Toward the knowledge-based development of the alps-adriatic region*, supported by the World Bank, Ministry of science, education & sports of the Republic of Croatia, University of Split and University of Klagenfurt, in the framework of the *United Knowledge Fund* (see: <http://www.ukf.hr/default.aspx?id=19&projectid=203&prikaz=1>)
- Participated in the project *Transformation of civil society in Croatia within the EU integration context*, co-financed by the Austrian Federal Ministry of Science and Research and Ministry of science, education & sports of the Republic of Croatia (project head dr. Jurica Pavičić, see: <http://public.mzos.hr/fgs.axd?id=16111>)

Within the two projects, four conferences/round-tables, in the partnership of University of Klagenfurt, Austria, Croatian Association for Life-long Learning and University of Zadar, Croatia have been organized (see: <http://www.uni-klu.ac.at/sozio/inhalt/399.htm>)

#### Selected publications:

- Co-edited the book: Langer, J.; Alfirević, N. Pavičić, J. (2009): *Knowledge Region: Alps-Adriatic Challenges, Volume I - General Perspective*, Peter Lang, Frankfurt a/M (see: <http://www.peterlang.com/index.cfm?event=cmp.ccc.seitenstruktur.detailseiten&seitentyp=produkt&pk=55068>)
- Co-edited the book: Langer, J.; Alfirević, N.; Vlašić, G. (2010): *Knowledge Region: Alps-Adriatic Challenges, Volume II - Actors and Cases*, Peter Lang, Frankfurt a/M (see: <http://www.peterlang.com/index.cfm?event=cmp.ccc.seitenstruktur.detailseiten&seitentyp=produkt&pk=55067&cid=5&concordeid=58557>)
- Authored a contribution to the book: Langer, J.; Vlašić, G.; Krce Miočić, B. (2012): *EU Local Imprints: The Case of South Central Europe*, Peter Lang, Frankfurt a/M (see: <http://www.peterlang.com/index.cfm?event=cmp.ccc.seitenstruktur.detailseiten&seitentyp=produkt&pk=53234&concordeid=260176>)

### Development of new educational curricula in the nonprofit sector, including formal and informal learning, development of training materials, execution & management of training programs.

#### Major/selected references:

- Caritas Croatia and Catholic Theological Faculty of the University of Zagreb (research and design of a Master program in nonprofit management – see: <http://www.caritas.hr/kakodjelujemo.shtml>; <http://www.kbf.unizg.hr/stranica.aspx?pageID=89>) (2003/2004)
- ZaMirNet/Care International/Gong civil society organizations (implementation of a CARDS 2004 program SDRA/CS – civil society development in areas with the status of special state assistance) (2005)
- Lecture & workshop on nonprofit marketing & management topics for Hrvatski savez dijabetičkih udruga/Croatian diabetes association on "8. kongres osoba sa šećernom bolešću Hrvatske"/8<sup>th</sup> congress of persons with diabetes in Croatia (2007)
- Faculty of Economics & Business Zagreb (research and design of a Master program in nonprofit marketing – see: <http://www.efzg.unizg.hr/default.aspx?id=7631>) (2008)
- Lecture & workshop on nonprofit marketing & management topics for Hrvatski savez dijabetičkih udruga/Croatian diabetes association on "9. kongres osoba sa šećernom bolešću Hrvatske"/9<sup>th</sup> congress of persons with diabetes in Croatia (2009)
- Nonprofit event marketing & management workshop for the Bilogora, Podravina & Kalnik branch of the Croatian Library Association – see: <http://www.knjiznica-djurdjevac.hr>; <http://www.hkdrustvo.hr/hkdnovosti/clanak/421>) (2011)
- Lecture & workshop on nonprofit marketing & management topics for Hrvatski savez dijabetičkih udruga/Croatian diabetes association on "10. kongres osoba sa šećernom bolešću Hrvatske"/10<sup>th</sup> congress of persons with diabetes in Croatia (2011)

#### Selected publications:

- Pavičić, J.; Alfirević, N.; Aleksić, Lj. (2006): *Marketing i menadžment u kulturi i umjetnosti (sveučilišni udžbenik) / Marketing and management in culture & arts industries (Croatian university textbook)*, Masmedia, Zagreb (see: <http://www.masmedia.hr/27790.aspx>)

Facilitating, moderating and organizing events for civil society organizations.

#### Major/selected references:

## Research on organizational and social issues in the nonprofit sector.

### Major/selected references:

- CARDS 2004 project "Obrazovanje odraslih"/Adult education for Agency for vocational & adult education (2007-8) (see: <http://www.asoo.hr/UserDocsImages/CARDS2004/Kvaliteta%20i%20akreditiranje%20programa%20osposobljavanja%20za%20jednostavna%20zanimanja.pdf>; <http://www.asoo.hr/UserDocsImages/CARDS2004/Provedba%20obrazovne%20kampanje.pdf>)

### Selected publications:

- Pavičić, J.; Alfirević, N.; Ivelja, N. (2006): Oblici i mehanizmi potpore i suradnje s neprofitnim organizacijama u Hrvatskoj, Zbornik Ekonomskog fakulteta u Zagrebu/Proceedings of Faculty of Economics & Business Zagreb, Vol. 4, No. 1, pp. 217-238 (see: [http://hrcak.srce.hr/index.php?show=clanak&id\\_clanak\\_jezik=16850](http://hrcak.srce.hr/index.php?show=clanak&id_clanak_jezik=16850) [http://hrcak.srce.hr/index.php?show=clanak&id\\_clanak\\_jezik=16850&lang=en](http://hrcak.srce.hr/index.php?show=clanak&id_clanak_jezik=16850&lang=en))
- Pavičić, J.; Alfirević, N.; Mihanović, Z. (2009): Market orientation in managing relationships with multiple constituencies of Croatian higher education, Higher education, Vol. 57, No. 2, pp. 191-207 (see: <http://www.springerlink.com/content/j63351g4558nm3w4/>)
- Alfirević N., Pavičić J., Mihanović Z., Relja R.: Stakeholder-Oriented Principal Development in Croatian Elementary Schools, Revija za socijalnu politiku, Vol. 18, No. 1, pp. 47-60 (see: <http://www.rsp.hr/ojs2/index.php/rsp/article/view/962>)
- Langer, J.; Alfirević, N.; Pavičić, J. (2005): Organizational change in transition societies, Ashgate, Aldershot/Burlington (see: <http://www.ashgate.com/isbn/9780754644644>; [http://books.google.hr/books?id=E2YOirC\\_ONkC](http://books.google.hr/books?id=E2YOirC_ONkC))