

CURRICULUM VITAE

1. **Family name:** SMILEVSKI
2. **First names:** CVETKO
3. **Date of birth:** 30.03.1947
4. **Nationality:** Macedonian

5. **Education:**

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
University of Rijeka, Croatia 1966-1969	Teacher of mechanical engineering subjects, BA
University of Rijeka, Croatia 1971-1973	MS in industrial education
Ss. Cyril and Methodius University, Skopje, Macedonia, 1980-1982	Ph.D. in education
Adizes Institute, Los Angeles USA, 1995	Certified Adizes Professional in Organizational Transformation
CAPT, Gainesville, USA, 1999	Certified Professional for using MBTI

6. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Macedonian	1	1	1
Serbo-Croatian	1	1	1
English	1	2	2

7. **Membership of professional bodies:** President of the Macedonian Association of Management
Member of Macedonian Consultancy Association 2000
Member of Academy of Management USA
8. **Other skills:** (e.g. Computer literacy, etc.) Microsoft Office, Outlook, Internet Explorer
9. **Present position:** **Leading consultant on organizational transformation at DETRA Center Skopje;** **Part-time:** full professor of Human resource management, Organizational learning and Change management at Ss. Cyril and Methodius University, Skopje

10. **Years within the firm:** 5**Previous work experience:**

5 years as secondary school teacher

14 years as advisor, head of department, deputy director and director of Republican Institute for Education (now Bureau for Development of Education) 7 years as researcher at the research institute, 13 years as professor on Research methodology at University

11. **Key qualifications :** (Relevant to the project): Consultancy in organizational transformation; Team building; Facilitation skills; Trainer in general management skills; expert in job classification and occupations description.

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Date	Location	Company	Position	Description
1974	Struga	Bureau of employment	Consultant	Training programme for mechanical occupations for employment in Western Germany
1975-1988	Skopje	Republican Institute for education	Advisor, Assistant director, director	Curriculum development, teacher and school evaluation and advising, design and implementation of education reforms
1986-1989	Skopje	Institute for Sociological, political and Juridical Reserarch	Team leader	Research project: Impact of vocational education and training to company effectiveness
1989-1992	Skopje	Institute for Sociological, political and Juridical Research	Team leader	Research project: Industrialization and education
1981-1991	Skopje	Republican Institute for education	Team leader	Preparation of research methodology, team leader for preparation and editor in chief for publication of Yugoslavia system of occupations (5 volumes)
1997-1999	Bitola	Center for vocational education and training	Team leader	Training and change in education (training and consultancy in organizational transformation of various schools)
1991-1994	Skopje	Institute for Sociological, political and Juridical Reserarch	Coordinator	JEP Tempus: Executive MBA program (curriculum design and implementation of the MBA programme)
1997	Skopje	Agency for privatization	Team leader an trainer	Training program for reemployment (entrepreneurship and small business; general management consultancy skills)
2001-2002	Skopje	Land O'Lakes	Senior consultant	Curriculum and teaching material development for retailing training; team member for Sheep strategy development.
2001-2004	Bitola	Faculty of Pedagogy	International coordinator	JEP Tempus: Partnership in curriculum development for teacher training in Democracy
2002	Ohrid	Agency for local democracy	Trainer	Capacity building of municipalities (human resource needs, human resource development, joint public enterprises)
2002	Skopje	USAID	Team member	Project for preparing priorities for secondary education reform
2003	Ohrid	Agency for local democracy	Trainer	Youth participation in the strategic planning process in municipality development
2003	Skopje	GTZ, Germany	Team leader	An Analysis of the Development Potential of the Kratovo-Probishtip-Zletovo Region

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2003	Skopje	UNDP	Local expert	Quantitative and qualitative analysis of the human resources in municipalities
2003-2005	Skopje	Sts Cyrilo and Methodius University	Co-leader and Consultant	External evaluation of the university.
2004	Skopje	UNDP	Team leader	Basic Training for Local Self Government Management
2004-2006	Skopje	DAI	Local senior consultant	Human Resources Development for project: Making Decentralization Work
2006-2007	Skopje	Macedonian Post office	Leading consultant	Organizational transformation (Including strategy development)
2007	Skopje	Republika	Leading consultant	Organizational transformation (Including strategy development)
2007	Skopje	ZORS ALKA	Leading consultant	Organizational transformation (Including strategy development)
2008-2009	Skopje	AMSM	Leading consultant	Envisioning and strategy development (Including strategy development)
2008	Skopje	SIDA	Leading consultant	Lessons learned from AMPEP and ALKA projects (Projects evaluation)
02.2008	Skopje	Business Academy Smilevski	Director and Professor	Professor on Entrepreneurship, Strategic Management and Consultancy
07.2009	Skopje	SIGMA SB	Leading consultant	Organizational transformation
07.2009	Skopje	BSC Bitola	Leading consultant	Case study training
07.2009-2010	Skopje	Wprld Learning	Local expert	Human and institutional capacity building for the VET Center and ZELS; Strategy for VET Center development; strategic planing for World learning Macedonia.
05.209-07.2011	Skopje	Read cross Macedonia	Leading consultant	Basic management training and strategy development
10.2009	Skopje	Center for non-formal education TRIAGOLNIK	Leading consultant	Envisioning and strategy development
10.2011-01.2012	Skopje	Ministry of Internal Affairs	Leading consultant	Strategy for Training Development
05.2012	Skopje	Survallent Canada	Leading consultant	Envisioning and strategy development

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10.2012	Skopje	TACSO Skopje	Leading consultant	Strategic management and Organizational structure for civil organizations
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Other relevant information: (e.g., Publications) **OTHER RELEVANT INFORMATION:** (E.G., PUBLICATIONS, CONFERENCES)

- 7 books on human resources development, job classification and management
- 7 university textbooks (Teaching methodology of Work and Technology education, Teaching Methodology of Technology education, Challenge and Mastery of Organizational Change - book on Change management. Human Resource Management – holistic approach, Research Methodology, Strategic Human Resource Management, Research Methodology for business)
- 8 secondary school textbooks
- 1 elementary school textbook
- over 200 articles

SPEAKING ENGAGEMENTS:

Over 30 professional and scientific conferences throughout former Yugoslavia and following international conferences:

- 2012: The first International Scientific Conference: Contemporary Management Challenges and Organizational Sciences, Bitola, Macedonia (president of Program Committee)
- 2012: The International Scientific Conference: Globalization Challenges and the Social - economic Environment of the EU, Novo mesto, Slovenia
- 1999: Third Biennial Leadership Conference: Leadership and the Myers-Briggs Type Indicator, Washington, DC.
- 1997: Second Biennial Leadership Conference: Leadership and the Myers-Briggs Type Indicator, Washington, DC.
- 1989: VIIIth International Conference of Comparative Education, Montreal, Canada
- 1986: Regional workshop on Technology Education, Ankara, Turkey
- 1979: International Symposium: System Man-machine and Environment, Dubrovnik, Croatia