

CURRICULUM VITAE

1. **Family name:** BAGIC
2. **First names:** Aida
3. **Date of birth:** June 24th, 1965
4. **Nationality:** Croatian
5. **Civil status:** n/a

6. Education:

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained
University of Massachusetts, Amherst, USA [Sept 1996-May 1998]	Master of Arts in Political Science
University of Zagreb, Croatia [Sept 1983-March 1991]	Diploma of Bachelor Degree in General Linguistics and Philosophy (<i>4 year programme, degree corresponding to the current MA degree</i>)

Additional education (selection):

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
Graduate School of International Development Studies at Roskilde University, Denmark [Nov 12-15, 2001]	Graduate course on Ethnographies of Aid (non-degree program)
Central European University Budapest, Hungary [July 1999]	Program on Gender and Culture, Summer University: The New Private Spheres (non-degree program)
European Peace University, Stadtschlaining, Austria [Sept-Dec 1992]	Peace Studies Program (non-degree program)

7. Language skills: (Mark 1 to 5 for competence, where 5 is the highest)

<i>Language</i>	<i>Reading</i>	<i>Speaking</i>	<i>Writing</i>
Croatian (Serbian, Bosnian, Montenegrin)	native	native	native
English	5	5	4
German	4	3	3
Slovene and Macedonian	4	1	1
French	1	1	1

8. Membership of professional bodies: Centre for Women's Studies, European Evaluation Society

9. Other skills (e.g. computer literacy, etc.): Proficient in Microsoft Office 2000 (Word, Excel, Outlook, Power Point), OpenOffice, EndNote, basic skills in SPSS and graphic design; driving licence

10. Present position: Researcher, Independent Reporting Mechanism at the Open Government Partnership (OGP) initiative

11. Years within the firm: since August 2013

12. Key qualifications:

- More than 20 years of volunteer and professional experience in democratisation and civil society development (especially in the areas of promoting freedom of association, advancing the rights of marginalised and vulnerable groups, gender issues and peaceful conflict resolution)
- More than 15 years of experience in management of civil society organisations and social development projects
- Experienced in conducting and supervising various types of assessments: policy analysis, project and programme evaluation, CSO capacity and needs assessments

CURRICULUM VITAE

- Highly skilled in designing and facilitating processes for groups of different size and purpose, well-acquainted with a variety of facilitating techniques (e.g. Open Space Technology, World Café, Future Search)
- Creative, life-long learner possessing strong research and presentation skills
- Special areas of interest: training and teaching in cross-cultural settings, evaluation research, qualitative research methodology, institutional and organizational development, policy analysis, gender issues and women's empowerment

13. International experience:

Country	Date: from (month/year) to (month/year)
Austria	September – December 1992 (student)
Bosnia-Herzegovina, Kosovo, Montenegro, Macedonia, Serbia	April 1995 – August 2009 (frequent travel as consultant, activist and for private reasons)
Georgia	November – December 2002 (consultant)
Germany	February – June 1989 (student)
United States	August 1996 – July 1998 (graduate student)
Uzbekistan	February – June 2000 (total of 10 days, consultant)
Western Balkans and Turkey	September 2009 – August 2013 (frequent business travel within the region)

14. Professional Experience Record:

Date:	August 2013 - March 2014 (estimated workload of 25 – 35 days)
Location	Croatia
Company	Independent Reporting Mechanism (IRM) at the Open Government Partnership (OGP) Initiative
Position	Researcher
Description	Collecting data (desk research, individual and group interviews) and preparing report on Croatia's progress on the OGP commitments

Date:	September 2009 – August 2013 (full-time)
Location	Croatia and other IPA countries
Company	SIPU International AB
Position	TACSO Croatia Resident Advisor
Description	<p>Heading Croatia Office for EU funded Technical Assistance for Civil Society Organisations (TACSO)</p> <p>Specific responsibilities included:</p> <p>Developing and implementing various capacity building activities (selection)</p> <ul style="list-style-type: none"> - Initiating, contracting, co-designing and supervising research relevant for CSO participation in policy level issues (e.g. public perception and visibility of CSOs, local community foundations capacity assessment, CSO role in the EU accession process, assessment of CSO capacities to participate in international development) - Conducting assessment of TA and capacity building needs of Croatian CSOs (developing questionnaire, collecting and processing data) - Providing expert advice on operational and strategic planning to the Government Office for Cooperation with NGOs and the Council for Civil Society Development - Facilitating and co-facilitating partnership events by applying range of interactive methods (e.g. Future Search, World Café, Open Space Technology) - Designing TACSO national training programme based on the needs assessment - Selecting, contracting and supervising trainers conducting training on strategic planning, citizens' participation in decision-making, quality assurance systems, monitoring and evaluation and EU funded projects

CURRICULUM VITAE

	<p>preparation and management (app 400 participants in 30 training events)</p> <ul style="list-style-type: none"> - Providing expert advice in development of the TACSO regional training programme, selecting and supervising trainers for the regional training module on management of EU funded projects (including organisation of the second part of the module in Zagreb, Croatia) <p>Organising information and partnership events on the national and regional level (selection)</p> <ul style="list-style-type: none"> - Conceptual development and organisation of national NGO Days in 2010, 2011 and 2012 - Conceptual development, organisation and facilitation of the regional TACSO conference on quality assurance systems for CSO (October 2010) - Conceptual development, coordination of the conference advisory group, selection of speakers, moderators and facilitators and overall design of the international TACSO conference “Civil Society Transformations on the Way to the EU” (April 2013) <p>Close collaboration with relevant stakeholders (governmental institutions, CSOs and EU representatives) on the national and regional level</p> <p>Developing and implementing communication strategy of the national office, including writing and editing monthly info letters, quarterly newsletters and other publications (e.g. www.tacso.org/news/default.aspx?id=9635&template_id=73&langTag=en-US&pageIndex=1 and www.novilist.hr/Vijesti/Hrvatska/EU-ne-odlazi-s-Balkana)</p> <p>Hosting, participating and representing TACSO project in various meetings and PR events</p> <p>Monitoring and reporting on project progress and results (quarterly and annual reports, ad hoc reports as requested by the Contracting Authority)</p> <p>Management of the TA help desk and its personnel (2 permanent staff and up to 12 short-term experts simultaneously)</p> <p>Managing project budget on the national level</p>
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Date:	January - September 2009 (full-time)
Location	Croatia
Company	Documenta – Centre for Dealing with the Past
Position	Researcher
Description	Designing collection data for the project on Human Losses in Croatia 1991-1995

Date:	August – October 2008
Location	Croatia
Company	UNDP Croatia Social Inclusion and Persons with Disabilities Programme
Position	Evaluator of the Ministry of Family of Croatia Project on Personal Assistance for Disabled
Description	Designing evaluation, conducting interviews, reporting and presenting the findings at national conference on Social Inclusion of Persons with Disabilities

Date:	June 2008 – June 2010 (up to 10 days per year)
Location	Croatia
Company	CIREM Foundation for the European Commission
Position	Social Science Correspondent for Croatia within Meta-analysis of Gender and Science Research
Description	Collecting data on gender and science in Croatian language, entering data into an on-line database, providing feedback to various drafts of the Synthesis Report

CURRICULUM VITAE

Date:	May-June 2008
Location	Croatia
Company	UNDP Croatia
Position	Consultant
Description	Evaluating Project on Capacity Building of the State Election Commission: developing interview guide, conducting interviews with key stakeholders

Date:	September-December 2007 (27 days)
Location	Bosnia-Herzegovina, Serbia and Montenegro
Company	UNDP Bosnia-Herzegovina
Position	Consultant
Description	Evaluating Sub-regional Gender Equality Project in B-H, Serbia and Montenegro, designing evaluation, conducting interviews, presenting key findings and report writing (final report available for download at the Evaluation Resource Centre http://erc.undp.org/index.html)

Date:	June-August 2007
Location	Croatia
Company	CARE International North West Balkans
Position	Consultant
Description	Final evaluation of the Counter-Trafficking Community Mobilization Project in Croatia: designing participatory evaluation, facilitating stakeholder meetings, report writing

Date:	March 2007 – March 2009 (up to 10 days per year)
Location	Croatia
Company	Alphametrics Ltd
Position	Consultant
Description	As member of the Alphametrics Ltd research team for development and maintenance of EC DG Employment database on women and men in decision-making position provided expert advice on coverage of the database for Croatia, identified appropriate sources of data or contacts

Date:	March-May 2007 (20 days)
Location	Croatia
Company	MAP Consulting
Position	Consultant
Description	Member of the national expert team responsible for preparing the national baseline study on CSR in Croatia, as part of a comparative policy research project "Accelerating CSR practices in the new EU member states and candidate countries as a vehicle for harmonization, competitiveness, and social cohesion in the EU", undertaken by UNDP and EC (synthesis report available at www.acceleratingcsr.eu)

Date:	February-March 2007 (14 days)
Location	Serbia
Company	Balkan Community Initiatives Fund (BCIF)
Position	Consultant
Description	Assessment of 'Building Sustainable Communities-Community Learning Program': preparing questionnaire and interview guide, conducting interviews, data processing and report writing

Date:	November – December 2006 (15 days)
Location	Serbia
Company	UNDP Serbia
Position	Consultant
Description	Co-evaluator of the project 'Civil Society Participation in Poverty Reduction Strategy and Support to the Social Innovation Fund', designing evaluation, interviewing

CURRICULUM VITAE

	government officials and NGO representatives, report writing
Date:	June - July 2006 (6 days)
Location	Kosovo and Bosnia-Herzegovina
Company	UNIFEM
Position	Consultant
Description	Training on Participatory Research Methodology: designing training on participatory research methods and monitoring of implementation of SCR 1325 for Kosovo and Bosnia-Herzegovina, developing agenda and training materials, delivering 2-day training for representatives of Kosovo Women's Network and Women to Women Sarajevo

Date:	February 2003 - October 2006 (full-time)
Location	Croatia
Company	MAP Consulting
Position	Co-founder, Co-director and Consultant
Description	<p>One of three co-founders, as co-director responsible for financial management, client relations and supervision of external associates.</p> <p>As consultant, engaged in a policy research and evaluations (often used in subsequent capacity building activities), training and facilitation:</p> <ul style="list-style-type: none"> - Team member in a multi-activity action research and educational project Promotion of Corporate Social responsibility in Croatia. Responsibilities included design and development of education program on CSR for Association of Management Consultants; reviewing NGO governance practices (presentation available at http://www.map.hr/hr/opsirno.php?id=2), organization of a multi-sectoral conference on good governance practices in Croatia, assisting with translation and public promotion of Global Reporting Initiative 2002 Guidelines (September 2005 – October 2006) - Evaluation of the consultative process in development of the National Action Plan for Women Association for Women's Initiatives (AWIN) and the Council for Gender Equality - Government of the Republic of Serbia (June – July 2006, 12 days) - Gender consultant within the Action Research Project on Community Development and Mobilization in Croatia, conducting research on gender and volunteering, community workshops facilitation (Nov 2003-Dec 2005) - USAID/Croatia: Legacy Mechanisms Assessment (March-June 2005, 25 days of capacity assessment of NGOs and government institutions supported by USAID) - Presentation and workshop facilitation on the role of government in the promotion of CSR, at a national conference on CSR, for Civic Initiatives, Belgrade, Serbia (30 November 2004) - National Foundation on Civil Society Development, Croatia and CENTRIS, Great Britain: Community Profiling and Asset Mapping in Two Croatian Towns (June-Sept 2004, 15 days of designing profiling process, facilitating focus groups and report writing) - CARE International BH/C: Gender Equity and Diversity gap analysis (July 2004, 7 days of field work and report writing) - Women's Human Rights Group B.a.B.e. Zagreb, Croatia: Impact assessment on the occasion of the organization's 10th anniversary (Feb-May 2004, 30 days of media analysis, interviewing key-stakeholders, coordinating evaluation team, final report writing) - Association for Civil Society Development SMART, Rijeka, Croatia: (Jan-

CURRICULUM VITAE

	<p>Feb 2004, 14 days of field work and final report writing)</p> <ul style="list-style-type: none"> - Academy for Education in Development (AED), Zagreb, Croatia: Assessment of Corporate Social Responsibility in Croatia (June 2003—March 2004, one of the two lead researchers, final report writing, several public presentations of the research) - Centre for Education and Counselling of Women (CESI), Zagreb, Croatia: Program and organizational evaluation for seven-year period (Oct-Nov 2003, 14 days of field work and final report writing) - CARE International BH/C, Sarajevo, Bosnia-Herzegovina: Evaluation of the NGO Foundation Project on Development of the Third Sector and assisting the vulnerable in BH (February – May 2003, 14 days)
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Date:	March - April 2003 (14 days)
Location	Croatia
Company	Association for Civil Society Development SMART
Position	Consultant
Description	Conducting evaluation of the project Capacity building of Croatian Women's Human Rights Organizations

Date:	December 2002 – December 2003 (25 days)
Location	Croatia
Company	Centre for Education and Counselling of Women (CESI)
Position	Consultant
Description	<p>Designing modular Program on Women's Leadership:</p> <ul style="list-style-type: none"> - Deciding on key topics to be covered after reviewing literature on similar programs - Developing guidelines on interactive teaching methods - Developing training manual in cooperation with CESI staff - Instructing teachers and trainers on the process and expected outcomes of the Program - Facilitating sessions on women's organizing and leadership styles

Date:	November – December 2002 (20 days)
Location	Georgia
Company	CARE Caucasus
Position	Consultant
Description	Gender and Diversity Gap Analysis: design focus group topic guide, provide orientation and training to CARE staff in focus group discussions, co-facilitate discussions, train a note-taker, lead selected staff in the analysis, produce report with recommendations on addressing the identified gaps

Date:	October 2002 (8 days)
Location	Croatia
Company	STAR Network of World Learning Inc.
Position	Consultant
Description	Provide consulting on performance monitoring reporting: develop data collection plan, help collect and organize data for the program objective indicators and provide input in data analysis

Date:	April – June 2002 (23 days)
Location	Kosovo
Company	CARE International Kosovo
Position	Consultant
Description	Conducting Gender and Diversity Organizational Gap Analysis: lead the gap core team in the data analysis, design and conduct focus group discussions, provide

CURRICULUM VITAE

	guidance on documenting focus groups discussions, prepare written analysis and develop recommendations, facilitate workshop for app 30 staff, prepare final report
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Date:	January 2001- March 2002 (part-time)
Location	Hungary, Croatia, Serbia, Bosnia-Herzegovina, Macedonia, Kosovo
Company	Centre for Policy Studies, OSI- Budapest
Position	International Policy Fellow
Description	Conducting research on International Assistance to Women's Organizations in post-Yugoslav countries: research design, conducting interviews and focus groups with CSO representatives, presenting findings in various fora, report writing

Date:	January 1999 - March 2002 (full-time until January 2001, part time until March 2002)
Location	Croatia
Company	Centre for Women's Studies (CWS)
Position	Program and Organizational Coordinator
Description	Overall co-ordination of the Centre's program, including: <ul style="list-style-type: none"> - Program design (defining basic and advanced curriculum in cooperation with lecturers and other coordinators, selecting lecturers and trainers, assisting lecturers and trainers with preparation, preparing content for info and promo materials) - Teaching and training (introduction to women's studies, women's organising, creative writing, conflict resolution, communication skills) - Mentoring students (assisting with course work, suggesting literature, providing advice on activist and professional opportunities) - Fundraising (preparing project proposals, communication with donors) - Reporting (informing Centre's members on regular activities, reporting to donors)

Date:	October 2000 (3 days)
Location	Bosnia-Herzegovina
Company	International Committee of the Red Cross (ICRC)
Position	Trainer
Description	Training in Communication Skills for Medical Professionals: designing agenda and training materials, facilitating 3-day training for 20 participants

Date:	February – June 2000 (10 days)
Location	Uzbekistan
Company	OSCE, Liaison Office in Central Asia
Position	International Trainer/Facilitator
Description	Conducting the First and Second Women NGO Strategy Forums (18-21 February in Samarkand, 24-26 June in Tashkent): designing agenda, facilitating process, developing recommendations on future activities

Date:	February – April 2000 (20 days)
Location	Croatia
Company	Development Alternatives, Inc.
Position	Gender Research Specialist, Social Scientist
Description	Conducting Croatia Organizational Case Study for the USAID's Center for Development Information and Evaluation

Date:	December 1998 (9 days)
Location	Croatia
Company	The STAR Project of Delphi International
Position	Consultant
Description	Interpreting language and cultural context for STAR final evaluation, provide political context for evaluation, participate in themes and recommendations development

Date:	February – May 1998 (part time)
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CURRICULUM VITAE

Location	United States
Company	University of Massachusetts
Position	Teaching Assistant
Description	TA for Introduction to Women's Studies: facilitating weekly student discussions, preparing teaching materials, advising students, grading

Date:	December 1994 - August 1996 (part-time, combination of paid and volunteer work)
Location	Croatia
Company	Mali korak - Centre for Culture of Peace and Nonviolence
Position	Co-founder of the Centre, executive director
Description	Establishing Centre thanks to the resources made available through the conflict resolution program of the Antiwar Campaign, overall management of the Centre, trainer and facilitator. Designed and implemented training for teachers/trainers on non-violent communication and conflict resolution in primary and secondary schools. Provided training on conflict resolution to teachers, students, NGO activists and social workers. Co-authored first manual on non-violent education and conflict resolution in Croatian language.

Date:	September 1995 - January 1996 (full-time)
Location	Croatia
Company	UNHCR
Position	Resettlement caseworker
Description	Interviewing Bosnian refugees interested in third country resettlement; preparing individual applications for resettlement.

Date:	February 1995 - July 1996 (part-time, combination of paid and volunteer work)
Location	Croatia
Company	Centre for Women's Studies
Position	Co-founder, lecturer and trainer
Description	Program design (defining curriculum in cooperation with other founding members, selecting lecturers and trainers), participation in public launch events; teaching a course on gender and language; participation in various regional events organized by women's activists.

Date:	August 1991 - July 1996 (full-time, combination of paid and volunteer work)
Location	Croatia
Company	Anti-war Campaign Croatia
Position	Founding member, conflict-resolution program co-ordinator
Description	Public speaking in Croatia and abroad; organizing and facilitating different events (workshops, seminars) on reconciliation and confidence building; continuous communication with anti-war and peace organizations in the region

Date:	September 1989 - July 1996 (part-time, combination of paid and volunteer work)
Location	Croatia
Company	SOS telephone for women victims of violence; Autonomous Women's House
Position	Volunteer; co-founder of the first shelter for battered women in former Yugoslavia
Description	Providing direct support to women victims of domestic violence; lobbying and advocacy for institutional support to women victims of violence

15. Others:

Participated in numerous workshops and trainings on facilitating group processes, from non-violent communication and conflict resolution with Adam Curle, Diana Francis, Paula Gutlove, Marshal Rosenberg and others during 90ies to Future Search method and Open Space Technology in more recent years

Poet and writer, publishes in Croatian and Serbian literary magazines. Published two books of poetry and short stories (*Ako se zovem Sylvia* [If my name were Sylvia], Aora, Zagreb 2007; *Znam li ja gdje živim* [Do I

CURRICULUM VITAE

have an idea were do I live], Zoro, Zagreb 2012). Some of her poems have been translated to German, Polish and Slovene language

Yoga practitioner, completed 200-hours Teacher Training. Would-be runner.

16. Publications (selection):

- Bagić, Aida and Natalija Gojković (eds.) (2012) Kad bi svi... Izvješća s Dana udruga [If all the people... Reports from NGO Days 2012]. Available at:
www.tacso.org/doc/lf%20all%20the%20people_Reports%20from%20NGO%20Days%202012.pdf
- Bagić, Aida and Irena Slunjski (2010) TACSO Croatia – Needs Assessment Report [TACSO Hrvatska – Izvještaj o procjeni potreba]. Available at:
tacso.org/documents/reports/default.aspx?id=2661&template_id=73&langTag=en-US
- Bagić, Aida (2008) Pilot projekt osobnog asistenta za osobe s najtežom vrstom i stupnjem invaliditeta [Pilot Project of Personal Assistant for persons with the most profound type and degree of disability], Zagreb: UNDP Croatia. Available at: www.undp.hr/upload/file/222/111162/FILENAME/pilot_en.pdf
- Bagić, Aida (2006) "Kada su volonteri *volonterke*? Rodna dimenzija promocije volonterstva u Hrvatskoj" [Gender dimension of the promotion of voluntary work in Croatia], in: Škrabalo, Marina et al. (eds.) *Mobilizacija i razvoj zajednica. Akcijsko istraživanje u Hrvatskoj*. [Community development and mobilization: action research in Croatia], Zagreb: MAP Savjetovanja. Available at www.map.hr
- Bagić, Aida and Vesna Kesić (2006) "Od Zrinjevca do saborske galerije—i natrag na ulicu. Studija slučaja društvene zatvorenosti: dinamika marginalizacije seksualnih i rodni manjina tijekom 2005." [Case study on marginalization of sexual and gender minorities in Croatia during 2005.], in: Goldstein, Simona (ed.) *Indeks otvorenosti društva – Hrvatska 2006*. [Open Society Index – Croatia 2006.], Zagreb: IDEMO.
- Bagić, Aida, Marina Škrabalo and Lana Narančić (2004, 2006) *An Overview of Corporate Social Responsibility in Croatia*. Academy for Educational Development.
- Bagić, Aida (2004) „Women’s Organizing in Post-Yugoslav Countries: Talking about ‘Donors’”, in: Gould, Jeremy and Henrik Secher Marcussen (eds.): *Ethnographies of Aid, Occasional Paper Series*, International Development Studies at Roskilde University. (Reprinted in: Ferree, Myra Marx and Aili Mari Tripp (eds.) *Global Feminism. Transnational Women’s Activism, Organizing, and Human Rights*. New York and London: New York University Press, 2006.)
- Bagić, Aida (2002) International assistance for women's organizing in South Eastern Europe: from groups and initiatives to NGOs. Available at: <http://www.policy.hu/fellows/bagic>
- Bagić, Aida, et al (2002) *S evaluacijom na TII: evaluacijski priručnik za civilne inicijative*. Sarajevo: Quaker Peace and Social Witness. (Evaluation manual for civil initiatives)
- Bagić, Aida and Paul Stubbs (2000) *Civil Society Development Programme. An Independent Evaluation*. CARE International Bosnia-Herzegovina and Croatia.
- Bagić, Aida (1999) 'Recognition of the Activities of NGOs in the Croatian Public', in *Development of Civil Society in Croatia – models of co-operation between the state and NGOs*. Office for Co-Operation with NGOs. Zagreb: Govt. of Croatia.
- Uzelac, Maja, Ladislav Bogner and Aida Bagić (1994.) *Budimo prijatelji*, Zagreb: Slon. (Handbook on education for non-violence and co-operation for elementary school teachers; 2nd and 3rd edition by Mali korak in 1997 and 2000).

17. References:

- Erol Akdag, Human rights, Minorities, De-mining and Civil Society Task Manager, EU Delegation to Croatia, Erol.AKDAG@eeas.europa.eu
- Neslihan Özgüneş, TACSO Turkey Resident Advisor, SIPU International AB, Istanbul, Turkey, neslihan.ozgunes@tacso.org
- Paul Stubbs, Ph.D., Senior Research Fellow, Institute of Economics, Zagreb, Croatia, pstubbs@eizg.hr

CURRICULUM VITAE

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18. Personal data:

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