



## Europass Curriculum Vitae



### Personal information

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**Nationality** Macedonian  
**Gender** Male

### Working experience

**Dates** 01.09.2018 - present  
**Occupation or position held** Programme Manager  
**Main activities and responsibilities** Plan and coordinate programmes and projects within MARRI, drafting Concept Notes, Project Proposals, developing Action Plans, evaluation of each project implement through MARRI, overview and analyse regional, European and international trends interconnected with MARRI mandate etc.  
**Name and address of employer** MARRI Regional Centre,  
Blvd. Goce Delcev bb, MTV building, 8<sup>th</sup> floor, Skopje  
**Type of business or sector** Inter-governmental institution

**Dates** 01.10.2015 – 31.08.2018  
**Occupation or position held** Head of Department for International Cooperation  
**Main activities and responsibilities** Responsible for coordinating of all activities connected with international cooperation of the Ministry of Interior on bilateral or multilateral level (International legal acts, Ministerial meetings and Conferences, coordination of foreign support and projects etc.)  
**Name and address of employer** Ministry of Interior of the Republic of Macedonia  
St. "Dimce Mircev" no.9 Skopje  
**Type of business or sector** State Institution

<b>Dates</b>	01.01.2014 – 30.09.2015
<b>Occupation or position held</b>	Head of Section for International Cooperation
<b>Main activities and responsibilities</b>	Responsible for coordinating of all activities connected with international cooperation of the Ministry of Interior on bilateral or multilateral level (International legal acts, Ministerial meetings and Conferences, coordination of foreign support and projects etc.)
<b>Name and address of employer</b>	Ministry of Interior of the Republic of Macedonia St. "Dimce Mircev" no.9 Skopje
<b>Type of business or sector</b>	State Institution
<b>Dates</b>	01.08.2012 – 31.12.2013
<b>Occupation or position held</b>	Senior Advisor for USA, Canada and PR China
<b>Main activities and responsibilities</b>	Responsible for international cooperation with USA, Canada and PR China
<b>Name and address of employer</b>	Ministry of Interior of the Republic of Macedonia St. "Dimce Mircev" no.9 Skopje
<b>Type of business or sector</b>	State Institution
<b>Dates</b>	01.11.2008 – 31.07.2012
<b>Occupation or position held</b>	Senior Advisor for Technical Implementation of Projects under IPA
<b>Main activities and responsibilities</b>	Responsible for implementation of IPA projects where final beneficiary was Ministry of Interior (preparing and following of time sheets, checking and approval of working books (in works projects), approving of temporary admissions, verification of expenditures, preparing of provisional and final acceptance of projects etc.)
<b>Name and address of employer</b>	Ministry of Interior of the Republic of Macedonia St. "Dimce Mircev" no.9 Skopje
<b>Type of business or sector</b>	State Institution
<b>Dates</b>	05.2008-10.2008
<b>Occupation or position held</b>	Volunteer
<b>Main activities and responsibilities</b>	Preparing documents, sending mail to our clients and working in all parts in the court where was necessary.
<b>Name and address of employer</b>	Elementary Court Tetovo
<b>Type of business or sector</b>	Judicial institution
<b>Education and training</b>	
<b>Dates</b>	Ongoing
<b>Title of qualification awarded</b>	Master degree on prime policy and diplomacy (MA) Master's thesis: "Protection of human rights of false asylum seekers - Macedonian and European experience" – Mentor Dean Prof. PhD Jovan Ananiev
<b>Principal subjects/Occupational skills covered</b>	Prime policy and International relations, EU and integration process of Macedonia, Diplomacy, Ceremonial protocol etc.
<b>Name and type of organisation providing education and training</b>	University "Goce Delcev" – Stip Faculty of Law - Stip
<b>Level in national or international classification</b>	VII/2 degree (300 credits)

<b>Dates</b>	2003-2008
<b>Title of qualification awarded</b>	Finished VIII-semester Law officer Exams passed: 35, exams remaining: 0
<b>Principal subjects/Occupational skills covered</b>	Studies of law at the field of administration
<b>Name and type of organisation providing education and training</b>	Ss. Cyril and Methodius University-Skopje Faculty of Law "Justinian I"
<b>Level in national or international classification</b>	Graduated student in law, VII/1 degree (240 credits)
<b>Specific education and training programme</b>	
<b>Date</b>	13-17.11.2017
<b>Title of training or education</b>	Training of Police Leadership and Management Skills
<b>Specific knowledge that you learn</b>	Making difference between Leader and Manager, Leadership Styles, Importance of Leadership skills, importance of communication – Communication skills and styles, Crises management etc.
<b>Company/institution</b>	INTERPA (International Police Training Association) and Turkish National Police Academy - Ankara, Turkey
<b>Date</b>	22-25.09.2017
<b>Title of training or education</b>	Training for working under ISO Standard 9001:2015
<b>Specific knowledge that you learn</b>	Objective and area of implementation of the Standard, normative references, Leadership, Planning and Support, Daily functioning, Valuation of performance and improving them.
<b>Company/institution</b>	EUROMAK CONTROL, Ministry of Interior
<b>Date</b>	26.10.2016
<b>Title of training or education</b>	Training for management level for evaluation of employees (Evaluators)
<b>Specific knowledge that you learn</b>	Procedures for evaluation of the performances of employees, what and how to follow the work of the employees, how to motivate them to be more productive etc.
<b>Company/institution</b>	Training Center of the Ministry of Interior of the Republic of Macedonia
<b>Date</b>	12-13.10.2016
<b>Title of training or education</b>	Capacity building and development of Mediation and Negotiation skills among the staff members of the Ministry of Interior of the Republic of Macedonia
<b>Specific knowledge that you learn</b>	Definition of Mediation, peaceful solving of conflict at work, which tools to be used in specific cases, negotiations between the sides/parties in finding of solution, post conflict relations with employees etc.
<b>Company/institution</b>	Forum Civil Peace Service – Forum ZFD and CSS Project for Integrative Mediation
<b>Date</b>	21-25.07.2016
<b>Title of training or education</b>	Training on management and leadership styles
<b>Specific knowledge that you learn</b>	Improvement of management skills, how to be good leader, managing of people etc.
<b>Company/institution</b>	EU Project "Further institution and capacity building of the police service in the area of border management, community policing and fight against organized crime"

<b>Date</b>	09-28.11.2012
<b>Title of training or education</b>	Professional Program for Foreign Affairs Officials from Macedonia
<b>Specific knowledge that you learn</b>	Foreign policy between Macedonia and PR China, Global foreign policy, diplomacy, relations between PR China, USA and Russian Federation etc.
<b>Company/institution</b>	Ministry of Commerce of the People's Republic of China Beijing, PR China
<b>Date</b>	14-15.05.2012
<b>Title of training or education</b>	Verification of Expenditure
<b>Specific knowledge that you learn</b>	Preparation and fulfilment of checklists, preparing verification reports under EU rules (IPA) etc.
<b>Company/institution</b>	Secretariat for European affairs
<b>Date</b>	14-15.05.2012
<b>Title of training or education</b>	Financial Management
<b>Specific knowledge that you learn</b>	Main processes of financial management, Timeline and responsibilities in financial management, Programme budget, Structure of the budget, Matrix of costs, Programme financial flows etc.
<b>Company/institution</b>	Secretariat for European affairs
<b>Date</b>	09-10.04.2012
<b>Title of training or education</b>	Monitoring (Advanced)
<b>Specific knowledge that you learn</b>	On-the-spot checks, On-the-spot check reporting and Risk assessment and Risk management, Communication skills, Stress management skills – "Straitening the capacity of institutions for manage and implement the Operational programmers"
<b>Company/institution</b>	ECORYS Academy, European Union, Secretariat for European Affairs
<b>Date</b>	12-14.10.2011
<b>Title of training or education</b>	Programming Regional Development
<b>Specific knowledge that you learn</b>	Efficient management and implementation by improving the administrative capacity of the institutions concerned and supporting implementation, monitoring, evaluation, control and communication activities, as well as to prepare sectorial studies, future operational programmes and investment projects.
<b>Company/institution</b>	Secretariat for European affairs
<b>Date</b>	15-16.06.2011
<b>Title of training or education</b>	Project Preparation
<b>Specific knowledge that you learn</b>	Preparing of Project Fiche, defining priorities, Project cycle, Log frame etc.
<b>Company/institution</b>	Secretariat for European affairs
<b>Date</b>	15-17.06.2011
<b>Title of training or education</b>	Project Cycle Management
<b>Specific knowledge that you learn</b>	Managing of PCM, logical framework, planning of projects and ect.
<b>Company/institution</b>	Secretariat for European affairs
<b>Date</b>	18.11.2010
<b>Title of training or education</b>	Workshop of irregularities in implementation of IPA projects
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia

<b>Company/institution</b>	European Union, Republic of Macedonia, Lithuania
<b>Date</b>	27-29.10.2010
<b>Title of training or education</b>	Twinning training
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia
<b>Company/institution</b>	European Union, Republic of Macedonia, Lithuania
<b>Date</b>	08-10.07.2009
<b>Title of training or education</b>	Workshop for simulation for preparation of tender dossier, verification of costs and assessment of progress report
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia
<b>Company/institution</b>	European Union, Republic of Macedonia, East-West consulting
<b>Date</b>	06-07.05.2009
<b>Title of training or education</b>	Workshop of Irregularities
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia
<b>Company/institution</b>	European Union, Republic of Macedonia, East-West consulting
<b>Date</b>	04-06.03.2009
<b>Title of training or education</b>	Workshop on Monitoring and Evaluation on Operational Programmes
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia
<b>Company/institution</b>	European Union, Republic of Macedonia, East-West consulting
<b>Date</b>	25-27.02.2009
<b>Title of training or education</b>	Workshop on IPA Project Monitoring and Evaluation and on the spot checks
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia
<b>Company/institution</b>	European Union, Republic of Macedonia, East-West consulting
<b>Date</b>	10.02.2009
<b>Title of training or education</b>	Seminar on the pre-accession Twinning and TAIEX instruments
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia
<b>Company/institution</b>	European Union
<b>Date</b>	16-18.12.2008
<b>Title of training or education</b>	Workshop on Project cycle management
<b>Specific knowledge that you learn</b>	More about the Log frame, cycle between funds, activities, results and objectives, as well as SWOT matrix.
<b>Company/institution</b>	BASME Consulting and training
<b>Date</b>	10-12.12.2008
<b>Title of training or education</b>	Workshop on procurement/PRAG-Works, (More on works)
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia (participant)
<b>Company/institution</b>	European Union, Republic of Macedonia, East-West consulting

<b>Date</b>	05.12.2008
<b>Title of training or education</b>	Workshop on Preparation of Project Fiche and Annual Funding Requests, (How to prepare Project fiche)
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia (participant)
<b>Company/institution</b>	European Union, Republic of Macedonia, East-West consulting
<b>Date</b>	26-27.11.2008
<b>Title of training or education</b>	Workshop on procurement/PRAG-services, (More on services)
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia (participant)
<b>Company/institution</b>	European Union, Republic of Macedonia, East-West consulting
<b>Date</b>	24-25.11.2008
<b>Title of training or education</b>	Workshop on procurement/PRAG-supplies, (More on supplies)
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia
<b>Company/institution</b>	European Union, Republic of Macedonia, East-West consulting
<b>Date</b>	11-13.11.2008
<b>Title of training or education</b>	Workshop on Grant Scheme management, (process of applying for grants)
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia (participant)
<b>Company/institution</b>	European Union, Republic of Macedonia, East-West consulting
<b>Date</b>	05-07.11.2008
<b>Title of training or education</b>	Workshop on Twinning (How to prepare a twinning project)
<b>Specific knowledge that you learn</b>	Capacity building in Support to the Decentralization of Management of Assistance in the Republic of Macedonia (participant)
<b>Company/institution</b>	European Union, Republic of Macedonia, East-West consulting
<b>Date</b>	April 2008
<b>Title of training or education</b>	Career Days 2008
<b>Specific knowledge that you learn</b>	Start to build career, How to find a JOB
<b>Company/institution</b>	AISEC Macedonia
<b>Date</b>	February 2006
<b>Title of training or education</b>	Knowledge in European Union Law, especially for Budget and Financing of European Union
<b>Specific knowledge that you learn</b>	The Stock Exchange of Macedonia
<b>Company/institution</b>	AISEC Macedonia
<b>Date</b>	November 2003
<b>Title of training or education</b>	Introduction to the ELSA policy
<b>Specific knowledge that you learn</b>	Organizing better live in multi-ethnic society and problems that Macedonia has its' in the moment
<b>Company/institution</b>	ELSA Macedonia ELSA Member (member of Supervisory Body)

**Additional professional activities**

**National Rapporteur on Combating Trafficking in Human Beings and Illegal Migration** - Governmental decision no.42-860/1 from 05 April 2016

**National MARRI Coordinator** – January 2016

**Member of SELEC Council** (representative of Macedonia) – October 2015

**Member of PCC SEE Expert Working Group** (representative of Macedonia) – June 2015

**National Coordinator of Salzburg Forum activities** (representative of Macedonia) – January 2015

**Deputy Member of the Steering Group of ICMPD** (representative of Macedonia) - May 2014

**Personal skills and competences**

**Mother language** Macedonian

**Other language(s)** English, Serbian/Croatian/BIH/Montenegrin, Bulgarian, Albanian

**Self-assessment European level (\*)**

		Understanding		Speaking		Writing	
		Listening	Reading	Spoken interaction	Spoken production		
<b>English</b>		C2	C1	C1	C1		C1
<b>Serbian/Croatian/BIH/MNE</b>		C1	B2	B2	B2		B2
<b>Bulgarian</b>		B2	B1	B2	B2		B1
<b>Albanian</b>		B2	B1	A2	A2		A2

(\*) *Common European Framework of Reference for Languages*

**Social skills and competences**

Communicative, talkative, team-worker, respectful, sensible, responsible

**Organisational skills and competences**

Planner, motivator, coordinator, controller, leader

**Computer skills and competences**

Microsoft Word, Excel, Power point  
Internet research

**Artistic skills and competences**

Creative

**Hobbies**

Playing football, basketball, handball and skiing

**Driving licence**

B category- Light vehicles