



Aleksandar Dimovski

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● WORK EXPERIENCE

01/08/2019 – CURRENT

DEPUTY MANAGER – "TEMPORARY TRANSIT CENTER"

- Coordinate and cooperate with stakeholders in the center.
- Provide assistance to the manager on his duties.
- ensuring respect of the fundamental rights during work, and implementing legal acts, SOP's, best practices, conventions, agreements.

Gevgelija, North Macedonia

01/10/2015 – 31/07/2019

SHIFT LEADER-POLICE INSPECTOR – "TEMPORARY TRANSIT CENTER GEVGELIJA"

- managing and coordination of available border police (home/guest and special) and army forces in the stages of detection and interception;
- coordinating border patrol teams in countering trafficking in human beings and smuggling of migrants.
- working with the National Unit for counter-fight smuggling of migrants and trafficking in human beings.
- identifying possible victims of THB and smuggling during daily tasks.
- ensuring respect of fundamental rights during work, and implementation of legal acts (national and international), SOP's, all best practices and signed protocols, conventions, agreements;
- coordination and cooperation with stakeholders with full respect of the fundamental rights of the migrants and on identifying victims of THB and smuggling (state authority's, international and non-governmental organizations);
- directly working on reception, screening, registration and debriefing of migrants as a daily working task with full respect of the fundamental rights, best interests of the child's and identifying possible victims of trafficking in human beings and smuggling;
- responsible for measures taken and for the further procedures and stages when offence or criminal act is detected (control, support and implement);

Gevgelija, North Macedonia

01/01/2014 – 30/09/2015

DUTY OFFICER – DUTY OPERATIVE CENTER OF REGIONAL CENTER FOR BORDER AFFAIRS "SOUTH"

- receiving and sending security information's;
- coordination and managing of all Border Police Station for Border Checks and Surveillance on the south of the state;
- taking care of telecommunication equipment;
- coordinating and managing of the inspectors for foreigners and cross border crimes (anti-trafficking teams);
- organizing daily plans of tasks for Border Police Officers of above mentioned Police Stations.

Kavadarci, North Macedonia

01/03/2006 – 01/01/2014 – Kavadarci, North Macedonia

POLICE OFFICER FOR BORDER SURVEILLANCE – POLICE STATION FOR BORDER SURVEILLANCE "MIHAJLOVO"

Kavadarci, North Macedonia

07/03/2001 – 28/02/2006



POLICE OFFICER AT THE BORDER CROSSING – POLICE STATION FOR CONTROLLING THE CROSSING OF THE STATE BORDER "BOGORODICA"

Gevgelija, North Macedonia

● EDUCATION AND TRAINING

02/11/2020 – 04/11/2020

ONLINE TRAINING ON CULTURAL MEDIATION AND DEBRIEFING PROCEDURES-HUMAN TRAFFICKING, MIGRANT SMUGGLING AND FOREIGN TERRORIST FIGHTERS – DCAF

www.dcaf-ljubljana.si

27/08/2018 – 14/12/2018 – Warsaw, Poland

CERTIFIED IN BORDER AND COAST GUARD TRAINING DELIVERY METHODOLOGY – TRAIN THE TRAINERS (FRONTEX TRAINER) – European Border and Coast Guard Agency (Frontex)

-to ensure minimum Frontex standards in design and delivery of course session content;

-quality assurance mechanism for Frontex training activities and as a continuing professional development opportunity for trainers.

EQF level 5

20/03/2017 – 15/11/2018 – Warsaw, Poland

DIPLOMA FOR ASSESSOR ON THE FRONTEX EU COURSE FOR FUNDAMENTAL RIGHTS SPECIALISTS – European Agency for Border and Coast Guard FRONTEX

General

Development of course for Border guards on Fundamental Rights, training on same course.

Specific

How to assess the learners based on marking rubrics,

Assess the learners for achieving of learning outcomes on the course.

02/03/2018 – 15/06/2018 – Warsaw, Poland

CERTIFIED FRONTEX FUNDAMENTAL RIGHTS TRAINER – European Border and Coast Guard Agency (Frontex)

Police specific educational:

-Fundamental rights

-Border guarding

EQF level 5

22/12/2016 – 23/12/2016 – Gevgelija, North Macedonia

CERTIFICATE ON OPERATING THE VIDEO SPECTRAL COMPARATOR – Regula LTD

Training/course on operating of video spectral comparator 4305 DMH Regula.

10/10/2016 – 14/10/2016 – Danilovgrad, Montenegro

CERTIFICATE IN REGIONAL TRAIN-THE-TRAINERS COURSE IN NATIONALITY ASSUMPTION/SCREENING – FRONTEX

Screening expert.

Project under IPA 2 for Western Balkans.

07/09/2016 – 08/09/2016 – Ljubljana, Slovenia

CERTIFICATE OF ATTENDANCE – UNHCR

5th Summer Course for European Border Guards and Entry Officials



16/05/2016 – 20/05/2016 – Vushtrri, Kosovo

CERTIFICATE FOR COMPLETION OF REGIONAL BORDER INTERDICTION TRAINING – ICITAP

15/04/2013 – 18/04/2013 – Skopje, North Macedonia

CERTIFICATE OF COMPLETION OF GPS-SURVEILLANCE TRAINING – EXBS

28/11/2011 – 29/11/2011

CERTIFICATE IN DETECTING FRAUD DOCUMENTS – IPOL

12/11/2009 – 13/11/2009 – Kochani, North Macedonia

CERTIFICATE IN TRAINING ON FIGHTING TRAFFICKING IN HUMAN BEINGS AND SMUGGLING OF MIGRANTS – IOM

11/05/2004 – 14/05/2004 – Skopje, North Macedonia

CERTIFICATE ON COMPLETION OF COURSE ON COUNTERING THE PROLIFERATION OF WEAPONS OF MASS DESTRUCTION – DoD, FBI

09/2015 – CURRENT – Skopje, North Macedonia

MASTER STUDY'S IN SECURITY – "University for detectives and security"

Master thesis:

"Promoting and respecting of fundamental rights of the migrants during all border procedures"

09/2012 – 06/2015 – Skopje, North Macedonia

BACHELOR DEGREE IN DETECTIVES AND SECURITY – "University for detectives and security"

09/1996 – 05/2000 – Skopje, North Macedonia

GRADUATED POLICE OFFICER – "High Police School"

● LANGUAGE SKILLS

Mother tongue(s): MACEDONIAN

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C1	C1	C1	C1	C1
GREEK	A2			A1	
SERBIAN	C1	C1	C1	C1	B2
BULGARIAN	B1	B1	B1	A2	A1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

● DIGITAL SKILLS

Microsoft Office | Power Point

Organisational / managerial skills

innovative | Excellent organizational planning and solving problems in short time | leadership | Conflict resolution | Good Communication | Decision-making | Critical thinking | Strategic Planning | Organizational and planning skills | Problem-solving | Empathic listener | Teamwork | Good time management | Flexibility | Active listening | Presentation and negotiation skills | Very good at systemizing my work | Excellent team player



Job-related skills

Highly adaptable | Good at being proactive and efficient in high stress situations | Good listener and communicator | Motivated | Presenting | Written and Verbal skills | Reliability | positive thinking | Creativity | Cross cultural skills | flexible | Analytical skills | Efficient multi-tasking | Responsibility | engaged | Ability to Work Under Pressure

● PROJECTS

Projects

June-November 2019, IPA II Western Balkans and Turkey
FRONTEX Trainer on Module 1 (Belgrade, Serbia) and 3 (Skopje, Republic of North Macedonia) at "European Course for Advanced Profiles Trainers"

Projects

August 2018- November 2018 (Sarajevo-BiH, Belgrade-SRB, Warsaw-POL)
IPA II Project for Western Balkan Countries
EU course for Fundamental rights trainers
Trainer and assessor.

Projects

March 2018-June 2018
FRONTEX European course for Fundamental Rights Trainers, trainer and part of assessment team.

Projects

2018-present, nominated as an expert to the FRONTEX development and trainers team which is developing the EU Course for Anti-trafficking specialists, Child protection course and Protection of the Victims at the Borders (Adults and Children's);

2018-present, working together with UNHCR as a expert on fundamental rights, child protection and anti-trafficking on the training's carried out to the Border police officers in Republic of North Macedonia, preparing them before they are deployed in Joint Operations;

05-08.03.2018, Trainer in Ad-hoc course, Fundamental rights for first line officers, carried out in Bucharest, Romania, organized by FRONTEX and Romanian Border Police.

25-27.10.2017, trainer in the Fundamental Rights Training/Course for Army of Malta, organized by FRONTEX, Floriana, Malta;

2017-present, nominated as expert to be part of the development and training team for the training/course and the IT tool for exercise on Child Protection in FRONTEX;

2017-2018, nominated by the MOI of Republic of North Macedonia as a expert to a development team, which developed and completed European Course for Fundamental Rights Trainers in FRONTEX.



● ORGANISATIONAL SKILLS

Organisational skills

- Able to lead others in high-demand situations (as a shift leader responsible of at least 15 home and 15 foreign border police officer, during a shift);
- Strongly committed to team-building and staff development;
- Able to coordinate several tasks simultaneously, working on two position for more than 5 years (for the last 3 years working as a shift leader at Temporary Transit Center and at the same time acting like a duty officer in the Operative Headquarter "South" responsible to manage the ongoing migrant crisis situation);
- Able to prioritize and operate proactively, especially after the experience gained after the biggest migrant influx in 2015;
- Excellent common sense, judgment, and decision-making abilities;
- Always having motivating influence on the team and in the working environment;
- Excellent organizational skills, gained while working as a duty officer, but the best were gained after the migration influx in 2015 working as a shift leader, having 75 Border police officer in a shift, and also organizing the process.

● COMMUNICATION AND INTERPERSONAL SKILLS

Communication and interpersonal skills

- Excellent written and verbal communications skills gained during the whole working experience, started as a Border police officer at border checks and continued work mostly in multilingual environment;
- Confident, articulate, and professional speaking abilities (and experience);
- Emphatic listener and persuasive speaker;
- Excellent presentation and negotiation skills;

● JOB-RELATED SKILLS

Job-related skills

- Skilled staff trainer and motivator, teaching border police officers and police cadets on formal or informal subjects for the last 5 years;
- Team leader at the working place with a proven ability to train, supervise, motivate, and evaluate as a part of a daily working task;
- Monitoring skills (as a member of a Board of Young Police Leaders in the Macedonian Police Syndicate, responsible for monitoring and delivering of training's on different subjects to the police cadets).

● WORKSHOP

Workshop

November 2019, Veles, Republic of North Macedonia
Macedonian Young Lawyers Association, UNHCR
"Interview techniques"



Workshop

September 2019, UNHCR and Department for Asylum Seeker of Republic of North Macedonia
New Law for International and Temporary Protection

● DRIVING LICENCE

Driving Licence: AM

Driving Licence: B

● PUBLICATIONS

FUNDAMENTAL RIGHTS OF REFUGEES/MIGRANTS DURING MIGRATION INFLUX

"I Volume Migration and Asylum Policies System Challenges and Perspectives"

<https://www.mapsnetwork.eu/documents/> - 2020

pages 139-160

EUROPEAN COURSE FOR FUNDAMENTAL RIGHTS TRAINERS

Development team

www.frontex.europa.eu - 2018

LIMITED

COURSE MANUAL FOR FRONTEX FUNDAMENTAL RIGHTS TRAINERS

Development team

www.frontex.europa.eu - 2019