

CURRICULUM VITAE

1. **Family name:** Misel
2. **First names:** Pavlica
3. **Date of birth:** March, 13th 1974
4. **Nationality / citizenship:** Bosnia-Herzegovina
5. **Civil Status:** Single
6. **Contact:** +387 65 630 372, pavlica@spinter.net

7. Education:

Date (from – to)	Institution	Degree(s) or Diploma(s) obtained:
2009 – 2011	University of Business Engineering and Management, Banja Luka, Bosnia-Herzegovina, Faculty of Economy	Master's Degree in Economics (International Economy, Project Management)
1993 – 1999	University of Banja Luka, Banja Luka, Bosnia-Herzegovina, Faculty of Economy	Bachelor's Degree in Economics (Banking and Finance)

8. Language skills: (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Bosnian / Croatian / Serbian	Mother tongue		
English	1	1	1
German	3	4	4

9. Membership of professional bodies

- Certified Verifier for South-East Europe Business Friendliness Certification (www.bfc-see.org)

10. Present position:

- Free-lance consultant in the areas of public sector, private sector and economic development

11. Years within the firm: 4+ years

12. Key qualifications:

- Master's Degree in Economics - International Development & Project management;
- More than 20 years of general professional experience in the area of sustainable development planning;
- More than 10 years of experience in private sector development (USAID PARE Project, USAID FIRMA project, GIZ ProLocal Project, PriceWaterhouse Coopers consultant) in the sectors of light manufacturing, wood processing, metal processing and automotive industry;
- Experience in digital transformation working as an evaluator at the GIZ DeveloPPP projects - Smart City Project in BiH, Digitalization of Municipal Land Management Project in BiH, Serbia and Montenegro and Improving Municipal Services in Serbia and BiH with an AI-driven ChatBot Project
- Progressive experience in working with companies and authorities in the areas of improvement of business environment, labour market, accountability, administration reform, good governance, procurement and budgeting;
- Experience in the areas of environmental planning, energy efficiency, green economy, and disaster risk reduction, along with mainstreaming of these subjects into development plans;
- Experience in provision of technical support in the area of sustainable development policies and Agenda 2030, including data collection and analysis;
- Experience working as a project manager / team leader at donor –funded (EU, USAID, UNDP, GIZ) international development projects;
- Proficiency in group-facilitation, training, capacity building and mentoring of public sector, along with expertise in planning, design, delivery and evaluation, and provision of advisory services and mentoring of private companies and public sector institutions;
- Experience in collaborating with diverse development stakeholders (public administration authorities, private sector, business development support providers, chambers, development agencies, international projects, NGOs...) and ability to foster productive partnerships among the selected initiatives around the common development objectives;
- Excellent (near-to-native) knowledge of English language;
- Full computer literacy with advanced use of Digital Tools;
- Excellent organizational and communication, management and decision-making skills, as well as conceptualization, analytical and reporting abilities;

- Professional independence and ability to handle sensitive information, issues and situations in diplomatic manner.

13. Country experience: Bosnia-Herzegovina, Croatia, Moldova, Montenegro, Serbia, Sierra Leone, Ukraine

14. Professional experience:

Date	Location	Company	Position	Description
12/2018 – ongoing	Bosnia-Herzegovina	UNDP, GIZ, PriceWaterhouse Coopers, DevCon s.p. and others	Free Lance Consultant	<ul style="list-style-type: none"> ▪ National Consultant - mainstreaming disaster risk into planning policies for UNDP Disaster Risk Reduction (DRR) Programme ▪ Strategic Planning Consultant / Appraiser, GIZ - Deutsche Gesellschaft für Internationale Zusammenarbeit ▪ National Development Expert, UNDP Advancing Public Finance Management - PFM project ▪ Consultant for strategic planning, City of Dobož ▪ Midterm Evaluation Consultant / Appraiser for Smart City Project (DeveloPPP), GIZ GmbH ▪ Public Finance Consultant, Centre for research and studies – GEA ▪ National Consultant to Facilitate Participatory Impact Analysis, UNDP DRR Programme ▪ Strategic Planning Training Expert, UNDP Integrated Local Development (ILDLP) Project ▪ Midterm Evaluation Consultant / Appraiser for Digitalization of Municipal Land Management Project (DeveloPPP), GIZ GmbH ▪ Midterm Evaluation Consultant / Appraiser for Improving municipal services in Serbia and BiH with an AI-driven ChatBot Project (DeveloPPP), GIZ ▪ Economic Development Consultant, UNDP Project for Improving Perform. of Local Services (PIPLS) ▪ Senior Training Non-key ST Expert in Project Cycle Management, EU Project Support to Public Administration Reform in BiH (PARCO) ▪ LED Network Consultant, UNDP Municipal Environment and Economic Governance (MEG) Project ▪ National Consultant to Facilitate Participatory Mid-Term Programme Review, UNDP DRR Programme ▪ Consultant for Evaluation of the Business Environment, UNDP MEG Project ▪ Local Governments Consultant, UNDP MEG Project ▪ Team Leader and Economic Development Consultant for preparation of Development Strategy of Una-Sana Canton, UNDP Integrated Local Development (ILDLP) Project ▪ Development Consultant, UNDP Economic Governance for Growth (EGG) Project ▪ Automotive Industry Expert, PriceWaterhouse Coopers ▪ National Salary Analyst, UNDP Local Integrated Development (LID) Project ▪ Consultant for Fostering Business Enabling Environment in local governments, UNDP Local Integrated Development (LID) Project ▪ National Consultant for mapping Business Development Services and Services Providers, UNDP MEG Project
10/2021 – 03/2022	Sierra Leone	GIZ GmbH	Expert for setting-up the project	<ul style="list-style-type: none"> ▪ Set up physical project structure in Sierra Leone for the project Public Private Partnership fund for cooperation with companies in Guinea, Liberia and Sierra Leone ▪ On-boarding work with the person recruited for the PPP Fund component in Sierra Leone ▪ Organise meetings with private companies and public institutions to promote the Fund and enable creation of future development partnerships
04/2021 – 07-2021	Bosnia-Herzegovina / Serbia	GIZ GmbH	Midterm Evaluation Cons. / Appraiser	<ul style="list-style-type: none"> ▪ Perform mid-term evaluation of Improving municipal services in Serbia and BiH with an AI-driven ChatBot Project funded by German Federal Ministry of Economic Cooperation and Development (BMZ) under the develoPPP.de program ▪ Assess project design, relevance, effectiveness, efficiency, sustainability and impact, evaluate progress, analyse challenges and bottlenecks, evaluate stakeholders' capacity increase, and prepare recommendations for the further course of the Project
02/2016 – 12/2018	Bosnia-Herzegovina	Programme for Local Self-government and Economic Development (ProLocal), impl. by GIZ Full-time	Sectorial Economic Development Expert - metal and wood processing sectors	<ul style="list-style-type: none"> ▪ Assist enterprises in metal and wood sectors in BiH to improve their economic efficiency and competitiveness ▪ Undertake SME assessment actions, identify competitiveness gaps, set baseline indicators for M&E and provide solutions to overcome the gaps and promote local economic and value chain development ▪ Prepare and organize provision of TA to enterprises to develop value chains and enhance SME competitiveness ▪ Provide advisory services to SMEs (conducting market assessments and improving access to finance) ▪ Support municipalities in engaging in dialogue with local companies, jointly participating in planning and implementing strategic measures ▪ Promote inter-municipal and municipal cooperation with the relevant institutions, such as regional development agencies, ministries and business associations ensuring application of developed strategies and joint initiatives to boost competitiveness
08/2014 - 01/2016	Bosnia-Herzegovina	Agency for Cooperation, Education and Development (ACED), Full-time	Economic Development Expert	<p>ACED is a non-government and non-for-profit development agency implementing sustainable development projects.</p> <ul style="list-style-type: none"> ▪ Leadership of Economic Development Department ▪ Implement EU-funded projects involving private sector development ▪ Perform Training Needs Assessment of Municipal Administrations in BiH under UNDP Municipal Training System (MTS) project ▪ Support initiatives in relation to corporate social responsibility and framework for the operation of socially responsible enterprises

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08/2014 - 10/2014	Bosnia-Herzegovina	GIZ EU ProLocal Programme	Economic Development Expert	<ul style="list-style-type: none"> Assessment of damage in companies in flood affected areas Preparation of report guiding the further assistance to companies through recovery SME projects in different BiH regions
04/2015 - 08/2015	Bosnia Herzegovina / Serbia	GMO-free Quality Danube Soya Project, implem. by GIZ	Expert / Facilitator	<ul style="list-style-type: none"> Facilitate consultation process relevant for introduction of GMO-free control and labelling system in Serbia and Bosnia-Herzegovina Support drafting of two voluntary standards aimed at introduction of non-GMO labelling in target countries
11/2013 - 10/2014	Ukraine	EU Support to Ukraine's Regional Development Policy (SURDP) Project, implemented by GIZ, GFA and Narda	Senior Expert for supporting authorities in elaboration of Regional Development Strategies and Operational Plans	<ul style="list-style-type: none"> Update and implement State and Regional Development Strategies, develop implementation programmes, and analyse regional strategies and implementation mechanisms in Ukraine Support national and regional authorities in developing implementation plans of Regional Development Strategies, identification and implementation of the regional development projects, provide advice on the application of EU standards Develop Methodology for regional development planning functional and elaboration of RDS/ROPs in Ukraine Develop Monitoring and Evaluation Manual to follow-up implementation of regional development strategies Deliver training to Ukrainian regional administrations in strategic and operational planning and PCM Prepare development instruments and investment schemes and support application of the methodology Support capacity building activities at regional and local levels
05/2010 - 07/2014	Bosnia-Herzegovina	USAID-SIDA Fostering Interventions for Rapid Market Advancement – FIRMA Project, implemented by Cardno (Full-time)	Light Manufacturing/ Metal Processing Sector Coordinator	<ul style="list-style-type: none"> Undertake SME needs assessment actions, set indicators for M&E, identify priority problems and solutions for private sector development Develop the capabilities to improve production and services and increase employment, sales and exports, in collaboration with local implementing partners, authorities, SMEs, financial and educational institutions and NGOs Identifying value chains in the light manufacturing / metal processing sector and the appropriate SME support actions in the areas of employment, production, sales, exports, quality standards, workforce development and access to finance Implement SME support actions with an aim to improve production and services and increase employment, sales and exports, Coordinate provision of advisory services to SMEs in collaboration with enterprises, experts, local implementing partners, regional and local authorities, financial and educational institutions and NGOs to improve the capacity of SMEs and manufacturers to cope with competitive pressure and market forces within the EU, applying the value chain approach
02/2010 - 11/2011	Ukraine	EU Support to Sustainable Regional Development (SSRD) Project, implemented by Grontmij-CarlBro, Icon and Niras	Expert for Elaboration of Operational Plans	<p>EU SSRD project was tasked to support the Government of Ukraine in developing a Regional Development system in line with international best practice and to contribute to social, economic and territorial cohesion by strengthening the capacity of authorities and other stakeholders to develop and implement effective regional development policies</p> <ul style="list-style-type: none"> Provide advice in establishing policy and planning system with a long-term National Strategy for Regional Development and Integrated Regional Development Operational Plan for the implementation of the Strategy Advice establishing mechanisms for financing of the Strategy (National Fund for Regional Development – NFRD), and development and implementation of investment schemes and projects in coordination with regional and local authorities Develop investment project fiches, perform programing and elaborate regional operational plan of Vinnitsa, Crimea, Khmelnytsky and Rivne regions of Ukraine
11/2008 - 02/2009	Bosnia-Herzegovina	EU Support to Implem. of Cross Border Programs – (CORIN) Project, implemented by Hypodomi	Programming Expert	<ul style="list-style-type: none"> Support BiH in fulfilling its coordination and management role in relation to IPA Component II, Cross-Border Cooperation Establish national and joint management structures and the launch of the first Call for Proposals Support development of the CBC programme between BiH, Serbia, Croatia and Montenegro Coordinate investment project pipeline development workshops and partner search forums Support local and regional authorities and NGOs in developing investment projects

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02/2008 - 04/2010	Bosnia-Herzegovina	USAID-Sida Partnership in Advancing Reforms in Economy (PARE) Project, implemented by Chemonics	Component Leader - Enabling Environment for Private Sector Investment	<p>Assist the governments of BiH in growing its financial services sector across three Components: (1) Strengthening regulatory system for Financial Services Sector, (2) Improve financial administration for Public resources and (3) Improve enabling environment for Private Sector Investment</p> <ul style="list-style-type: none"> Managing project component - Improve enabling environment for Private Sector Investment Activities under this component involved partnering with BiH private and public sector counterparts to create better environment for effective financial intermediation, including establishing or building capacity of associations in real estate, leasing, factoring and other financial services sector segments. In combination with the other two components, a support was provided to BiH financial sector professionals in introduction of business standards relevant to EU requirements and business improvements. Undertake SME needs assessment actions in the financial sector and propose possible interventions to enable environment for private sector development, by improving financial sector services, investment development policies, and access to finance for private sector
12/2007 - 04/2010	Bosnia-Herzegovina	Enterprise Development Agency (EDA), Full-time	Economic Development Expert	<ul style="list-style-type: none"> Implement economic development, youth, employment and SME -related projects Deliver training and capacity building services to Local Self-Governments across BiH, including strategic planning and PCM trainings Provision of services to private sector, perform SME needs assessment, develop and apply SME support instruments, preparation of SME policies Collaborate with GFA Consulting Group GmbH in development of project proposals related to SME policies <p>Served as Project Manager for several donor-funded Local Development projects, such as:</p> <ul style="list-style-type: none"> Framework for Inclusive and Effective Local Development in BiH (FIELD) (Funded by Open Society Fund) – 2007 – 2009: The project enhanced resource management for local development in BiH, focusing on improving local economic development, and formulating more effective local development policies. The project established a normative framework for local development, strengthened capacities for planning of investment projects, development of financing and implementation instruments Participated in implementation of UNDP's Integrated Local Development Planning project (ILDLP) – Preparation of "Methodology for Integrated Local Development Planning in Bosnia-Herzegovina" and responsible to support strategic local planning efforts in several BiH municipalities
08/2007 - 09/2007	Moldova	EU Support to Regional Dev. Implementing Bodies (RDIB) Project, Impl. by Helm, GFA, Gefak	Programming and Operational Planning Expert (Ref #04)	<ul style="list-style-type: none"> Assist national, regional and local authorities in Moldova in enhancing and operating their Regional Development (RD) tools Effectively initiate regional development operations with impact at both national and regional levels on 4 specific spheres of the RD policy: policy advice, capacity building, financial instruments and visibility Review pipeline of investment projects, and support programming activities, especially related to investment project selection criteria Develop programming tables and drafted Regional Operational Plan for South Development Region with particular development projects and measures and precise indication of objectives, timeframe, funding requirements and implementation responsibilities
03/2004 - 11/2007	Bosnia-Herzegovina	EU Regional Economic Development (EURED & EURED II) projects, implemented by Eurecna Full-time	Regional Economic Development Advisor	<ul style="list-style-type: none"> Support the establishment of a comprehensive institutional and legal framework for SME promotion and development, in line with the BiH SME Development Strategy, the EU Charter on SMEs and regional development plans Support to regional and local economic development activities and creation of framework for RED in BiH Establishment and capacity building of regional development agencies and strengthen network of 5 RDAs Support SMEs in developing business support schemes, including incubation centres, loan guarantee schemes, and voucher schemes Build public-private partnership for preparation of regional development strategy and facilitating the process Define methodology and coordinate the process of updating of regional economic development strategies in 5 BiH economic regions Provide technical assistance in developing project pipelines with investment programmes and instruments relevant to LED and RDS Advise RDAs and the other regional development stakeholders (authorities, municipalities, development agencies)
12/2002 – 02/2004	Bosnia-Herzegovina	OHR – Office of the High Representative Full-time	Assistant Economic Officer	<ul style="list-style-type: none"> Engagement involved follow-up on: economic and legal framework, privatisation, budgeting, taxation, market regulations, single economic space, business legislation, banking, investment, trade, SME support, improvement of business related legislation Coordinate / moderate the Bulldozer initiative related to removal of business related obstacles A part of responsibilities related to communication with domestic authorities and international donors in preparation for introduction of and regional / local economic development concept in the country
07/2000 – 11/2002	Bosnia-Herzegovina	World Vision Full-time	Economic Advisor	<ul style="list-style-type: none"> Development, implementation, monitoring and evaluation of economic development activities / projects M&E of project implementation, budgets and donor compliance procedures, economic development team leadership at EU and other donor-funded projects, such as Integrated Return and Reconstruction - IRP01 and EU CARDS programme providing community assistance to the countries of South-Eastern Europe with a view to their participation in the stabilization and association process with the EU

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02/1999 – 06/2000	Bosnia-Herzegovina	Ekvator Bank Full-time	Foreign Corr. Banking Manager	<ul style="list-style-type: none"> ▪ Foreign Correspond Banking: Banking correspondence, Reporting, Internal audit
02/1997 – 08/1997	Croatia	Secondary School of Economy, Vukovar	English Language Teacher	<ul style="list-style-type: none"> ▪ Conduction of education process in public educational institution

15. Other relevant information:

Publications

a) Books:

- Co-author of "Business Analysis", Corporate Governance Centre Banja Luka, 2012
- Editor and co-author "In My Street, It's Good to Grow Well – Local Economic Development Experiences" (Western Balkans countries case study), Eda Banja Luka, 2008

b) Other publications:

- Author of "Integrating DRR into urban planning in BiH (practices and possibilities)", UNDP DRR Programme, 2023
- Author of Midterm evaluation of " Smart Cities - Towards the digital transformation of cities in BiH" project, GIZ, 2022
- Author of Midterm Review of UNDP's Disaster Risk Reduction – DRR Programme, UNDP BiH, 2022
- Co-author of Midterm evaluation of "Digitalizing Municipal Land Management in Serbia, BiH and Mn." project, GIZ 2021
- Author of Midterm eval. of "Improving municipal services in Serbia & BiH with an AI-driven ChatBot" project, GIZ 2021
- Author of Analysis of Creative Industries in the City of Prijedor, Preda, Prijedor, 2021
- Co-author of Development Strategy of Una-Sana Canton 2021-27, UNDP ILDP Project, 2020
- Co-author of BiH Automotive Industry Assessment - Trends, Challenges and Opportunities, PriceWaterhouse Coopers for UNDP BiH, 2019
- Co-author of Sustainable Development Report for BiH Automotive Sector, PriceWaterhouse Coopers for UNDP BiH, 2019
- Co-author of Gradiska Municipal Development Strategy (Economic Development Sector), 2018
- Author of Employment quality analysis for new employments established with the support from UNDP LID project, 2018
- Author of GAP analysis for business services in targeted economic sectors, UNDP MEG Project, 2017
- Author of Assessment of wood and metal processing sectors lead companies, GIZ EU ProLocal project, 2016
- Co-author of Training Needs Assessment of the Local Self-Governments in Bosnia and Herzeg, UNDP BiH, MTS Project, 2015
- Author of Assessment of SME recovery needs and support actions in flood affected areas of BiH, GIZ EU ProLocal, 2014
- Author of Monitoring and Evaluation Manual – "A tool for follow-up of implementation of regional development strategies in Ukraine" under EU Support to Ukraine's Regional Development Policy Program, 2014
- Author of Methodology for regional development planning in Ukraine under EU Support to Ukraine's Regional Development Policy Program, 2014
- Co-author of Regional operational plans of Vinnytsia, Crimea, Khmelnytsky and Rivne regions of Ukraine, 2010-2011
- Co-author of Methodology for integrated local development planning in Bosnia-Herzegovina (both theoretical and practical parts), UNDP and SDC, 2009
- Co-author of Development Strategy of Municipality of Trebinje, 2009
- Editor of "Financing Local Development", Eda Banja Luka, 2009
- Co-author of "Apartment Building for Youth", Eda Banja Luka, 2009
- Co-author of Operational Plan of South Region of Moldova 2007
- Co-author of Development Strategy of North-West BiH 2004

- Co-author of Youth Self-employment, Quest for the Right Policy, Eda Banja Luka, 2008
- Co-author of Youth Self-employment, From Unemployment to Entrepreneurship, Eda Banja Luka, 2009

16. References:

- Alen Zaimovic, UNDP Disaster Risk Reduction - DRR Programme Coordinator, +387 33 293 685, alen.zaimovic@undp.org
- Donald Prohaska, GIZ, Component Manager at Programme for Local Self-Government and Economic Development in Bosnia and Herzegovina (EU ProLocal), +387 66 913 138, donald.prohaska@giz.de
- Rosmarie Metz, GIZ, Senior Advisor, Division Climate Change, Rural Development and Infrastructure, +49 6196 79 1073, rosmarie.metz@giz.de
- Krunoslav Rasic, former Team Leader Metal Processing Sector, Fostering Interventions for Rapid Market Advancement – USAID-Sida FIRMA Project, +387 61 106 359, kruno2507@gmail.com
- Zdravko Miovcic, Director of Development Agency Eda, +387 65 540 195, zmiovcic@edabl.org
- Ulrich Theuerkauf, GFA Consulting, Energy Department Director, +49 170 37 46 536, ulrich.theuerkauf@gfa-group.de
- Slavisa Rakovic, former Economic Specialist at Partnership in Advancing Reforms in Economy - USAID PARE Project, +387 65 513 752, slavissarakovic0@gmail.com
- Tanja Zabukovec, former Team Leader of EUSSRD and EURDIB projects, +386 51 300 701, tanjaz@siol.net
- Gerard Ennis, former Team Leader of EURED and EURED II projects, ennisg_2000@yahoo.com
- Graham Day, former Head of OHR Regional Office and Deputy High Representative, grahammday@hotmail.com
- Claudia Bade, World Vision, Regional RDU & External Engagement Director, +357 22870277, claudia_bade@wvi.org

17. Certificates:

- Trainer for Preparation of strategic documents, UNDP ILDP, BiH, 2020 and 2021
- Trainer for Application of regulation on planning, monitoring and reporting, UNDP ILDP, BiH 2020
- Training of Trainers – Unleashing Inclusive Business for SDGs in Bosnia-Herzegovina, UNDP BiH, 2018
- South-East Europe Business Friendly Certificate Verifier, issued by NALED, Serbia, 2018
- Working Effectively with Digital Competencies Training, GIZ, Germany 2018
- Private Sector Development Training, GIZ, Germany, 2016
- Project Academy - Project Cycle Management certificate, SERDA, BiH, 2014