CURRICULUM VITAE

1. **Family name: Kosic**
2. **First names: Aleksandar**

[REDACTED]

[REDACTED]

6. **Education:**

Institution	Date from	Date to	Degree(s) or Diploma(s) obtained:
University of Belgrade	1988	2011	Faculty of Organizational sciences, bachelor's degree
IV High School, Belgrade	1983	1987	Occupation: Computer Programming; Majors in Mathematics,

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

Language	Reading	Speaking	Writing
Serbian	Native		
Croatian	1	1	1
Bosnian	1	1	1
English	1	1	1

8. **Membership of professional bodies:** /
9. **Other skills:** Excellent leadership, management and communication skills; Management of complex ICT systems; Managing large teams of people; Extensive knowledge and experience of Project management; Negotiations skills.
10. **Present position: Freelance ICT consultant & Expert (Business and system analysis , ICT assessment ,Project Management)**
11. **Years within the firm: 8 as freelance consultant (consulting services)**
12. **Key qualifications:**
    - More than 10 years professional work experience in:
        - Management complex ICT projects in the field of Software Development, Software Solution, System Integration, Network and Infrastructure, including Public Administration Sector.
        - Business and system analysis, Business process analysis and improvements
        - ICT assessment
        - Product owner in software development. Information System design and architecture.
        - Experience in preparation and management of large ICT project funded from EU and World Bank funds.
        - People management.
        - Financial Planning and Realization.
        - Contracting, Sales expertise and negotiation skills, Experience in Procurement (management, tendering procedures).
        - Excellent Presentation skills.
    - More than 7 years of experience as an engineer in ICT:
        - Software development and ICT infrastructure
        - Database system Design and implementation,
        - Cyber security including Data protection and Privacy. Active knowledge of computer security topics (encryption, digital certificates, signatures, legislation),
        - Computer Network Design and Planning,
        - C, C++, SQL, Pascal, Fortran, Cobol, dBase, Clipper
        - Knowledge and experience in usage of project management tools (Jira, DevAzure, Trello, MS Project,);
        - Knowledge and practical usage of methods and techniques for reporting;
        - Project monitoring;
        - Quality control.

- **Specific professional experience in the region:**

Country	Date from	Date to
Serbia	1994	Present
North Macedonia	2020	2024

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Country	Date from	Date to
Serbia	1994	Present
North Macedonia	2020	2024

Ref.	Date from - to mm/yyyy-mm/yyy	WDs	Location	Company & reference person	Position	Description
1	07/2021- present	150	Belgrade, Serbia	CSI Piemonte, Torino, Italy Nicola Ianutolo,	Deputy Team Lead	Engaged as a Deputy Team Lead on a project **EuropeAid/140728/DH/SUP/RS – Supply of IT equipment, software and ancillary services for improvement of Centralised Case Management System (CCMS) in courts**. The purpose of this project is to design, develop, commission, test and deploy the "Standard Application for Serbian Judiciary" (SAPS), on a country-wide scale. During the project timeline, the ancillary services of the Project: Data migration, User Training and Change Management activities, should be delivered as well. Project coordination, project planning, business analysis.
2	08/2020 – 02/2024	300	Skopje, Macedonia	CSI Piemonte, Torino, Italy Nicola Ianutolo, Project Director	Team Lead	Engaged as a Team Lead on a project **EuropeAid/140244/DH/SER/MK – Enhancing e-government in North Macedonia**. The purpose of this project is to extend the offer of available e-services on the national portal for citizens and businesses, and to improve the delivery and quality of public services both to citizens and to business. Project covers development of the e-services, electronic registers and capacity building for the civil servants. Project coordination, project planning, business analysis.
3	02/2022-03/2023		Belgrade, Serbia	Dex d.o.o, Belgrade/UNDP Stefan Novakovic, Sales director	Business analyst	Engaged as a business analyst on the project for the Ministry of Interior. The goal of the project is **upgrade of the Laboratory Information Management System (LIMS) of the National Forensic Center of the Ministry of Interior of the Republic of Serbia**. Complete business analysis with preparation of the software requirements document including the functional and technical design document (the logical database, process model, system architecture with the identified components).
4	06/2022-10/2022		Belgrade, Serbia	UNDP, Belgrade, Serbia Igor Srbljanovic, UNDP project manager	Senior IT expert	Engaged as IT expert for the IT assessment for the National forensic center in Serbia, Ministry of Interior within the project **Advancing the capacities of the Ministry of Interior in the SALW-Control-Related field**. The purpose of the engagement was to prepare an assessment with clear recommendations for the National Forensic Center and CSI teams in Serbia on the implementation of the Evidence recovery database of the whole chain of custody process with a focus on the crime scene and mobile functionality of the database and Ministry of Interior system with final objective to prepare assessment with IT recommendations for the full upgrade of the Evidence recovery system in the National forensic center in Serbia.
5	02/2022-06/2022		Belgrade, Serbia	Dex d.o.o, Belgrade Stefan Novakovic, Sales director	Business analyst	Engaged as a business analyst on the project **Automation of the business processes in the Serbian Chamber of Commerce**. Complete business analysis with preparation of the software requirements document including the functional specification for the software development.
6	09/2021-12/2021		Belgrade, Serbia	Dex d.o.o, Belgrade Stefan Novakovic, Sales director	Business analyst	The subject of the project was the business analysis, the creation of functional and non-functional specifications for the development of a new information system for **managing business correspondence of the Directorate for Measures and Precious Metals**. Solution should improve existing work procedures, reduce the number of procedures that are carried out in written form and enable their full implementation in electronic form.

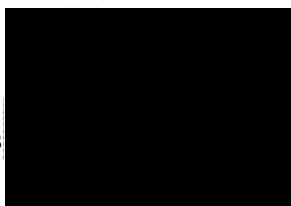|						
7	09/2020-06/2021			Belgrade, Serbia	Dex d.o.o, Belgrade/UNDP Stefan Novakovic, Sales director	Business analyst	Engaged as a business analyst on the project for the Ministry of Interior. The goal of the project is creation of the Laboratory Information **Management System (LIMS) for Ballistic laboratory** in Belgrade for the Ministry of Interior of the Republic of Serbia. Complete business analysis with preparation of the software requirements document including the functional and technical design document (the logical database, process model, system architecture with the identified components).
8	12/2019 – 06/2020	100	Belgrade, Serbia	Ondo-seti d.o.o, Belgrade Igor Grubisic, CEO	Project Lead	Engaged on software development project „**Integrated mobile application for stock exchange trading**". Project covered development of full back-end and front-end system and API management platform implementation for fintech company Evarvest Limited, London. Business analysis and project management.
9	03/2019 – 12/2023	200	Belgrade, Serbia	Evropska Konsalting Grupa LLC Belgrade Rados Dabetic, Project director,	Senior IT Expert	Engaged on „**Legal Aid, assistance and dissemination of inromation necessary for ensuring the protection and exercising of rights of Internally displaced people (IDPs), refugees and returnees**" Project (EuropeAid/139294/DH/SER/RS) with an input of 200 working days, for various IT consulting services, including business analysis, IT assessment, reports improvements, IT support management. Beneficiary: Government of the Republic of Serbia, Office for Kosovo and Metohija
10	04/2017 – 7/2018	246	Belgrade, Serbia	Evropska Konsalting Grupa LLC Belgrade Rados Dabetic, Project director	Project lead for software development	Engaged on „**Promotion and protection of property rights of Internally Displaced Persons, Refugees and Returnees under Readmission Agreements**" Project **(EuropeAid/135633/DH/SER/RS)** with an input of 180 working days, for Project management, business analysis, for development of project **IT solution – case management system,** ICT assessment, redesigning, development of the additional functionalities, testing and delivering the solution and training the end-users. Beneficiary: Government of the Republic of Serbia, Office for Kosovo and Metohija
11	12/2016 – 08/2018		Belgrade, Serbia	InQuest , Belgrade Dusan Cagorovic, CEO	Senior IT Consultant	Data protection and privacy consulting. Cyber security solution consulting. Engaged to advice and consult companies for the topics covering data leaking, information theft, database monitoring, data protection and cybersecurity challenges in software development.
12	05/2017 – 12/2017	50	Belgrade, Serbia	GIZ (Deutche Gasellschaft fur Internationale Zusammenarbeit) Snezana Nikolic, Former Project Manager	Senior IT Expert	Engaged on „**Pre-Arrival Processing for Express Consignment in Serbia**" , for IT assessment of the Customs System in Serbia and Quality Control for software development. Beneficiary: Ministry of Finance, Serbian Custom Administration. IT assessment of the existing Custom's software platform for express consignment in order to discover gaps to be covered to align process to EU standards. IT recommendations for new software development.
13	01/2014 – 10/2016	150	Belgrade, Serbia	Asseco SEE, Belgrade Rados Dabetic, COO, Ecg d.o.o, consortium leader Vladan Atanasijevic, former Asseco SEE Director	Project lead for software development	Engaged on "**IPA —strengthening the institutional capacity of the Serbian Tax Administration by TA to design a human resources management system Serbia EuropeAid/131429/C/SER/RS**" for Project coordination for software development. Initiation, planning, design, execution, monitoring, controlling and closure of the project.
14	07/2011 – 06/2013		Belgrade, Serbia	Pan Computers Dragutin Savic, CEO	Business Development Manager	ICT Sales budgeting and planning, sales management, people management. Business process analysis. IT assessment of the customer's IT network and server infrastructure. IT Consulting services on server and communication infrastructure.

15	08/2008-06/2011			Belgrade, Serbia	Microsoft Corporation Vladan Zivanovic, former CEO, ██████████████	Project lead Territory Services Executive	Engaged on „**Improvement and Development of the Microsoft software platform in Serbian Custom Administration**" for Project coordination and IT quality control for software development. Beneficiary: Ministry of Finance, Serbian Custom Administration TSE role is management position within Microsoft Enterprise Services organization, responsible for management, development, budgeting, planning and coordination of the Microsoft services business for the designated market.
16	01/2003 – 07/2008			Belgrade, Serbia	Spinnaker, member of Comtrade Group Vojislav Genic, former CEO ██████████████ (last known address)	Executive Manager Key Account Manager	**Executive Manager. (2006-2008)** Manager for the accounts in Banking and Finance sector (Banks, Insurance companies, Pension Fund, Other Finance Organizations). People management, Sales management, Negotiations. **Key Account Manager (2004 - 2006).** Business opportunity management for enterprise business clients. Business process analysis. Consulting services in domain of Finance IT solutions. IT assessment of the existing software solutions platforms.

1. **Other relevant information (e.g., Publications)**

   Trainings completed (short list)
   - Microsoft Services employee trainings (Microsoft Services University in Redmond, Seattle)
   - Gustav Käser Negotiation, Management & Sales training
   - Enhancing Success in Business Transactions – Advanced class

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   Belgrade, 17.12.2023 ███████████████

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