

PERSONAL INFORMATION

Radoje Laušević



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Sex Male | Date of birth 15/06/1963 | Nationality Serbian

I am experienced project manager and visionary leader with strong communication and organisational skills gained in international environmental organizations. Through utilizing my organizational and managerial skills when working in progressively senior levels of responsibility, I have developed an advantageous professional network.

PERSONAL STATEMENT

WORK EXPERIENCE

April 2021 - current

Founder and CEO

ASENVIROCON doo Kotor, Montenegro

Main services

- Project development and management: providing customized solutions to all of clients.
- Internet web shops.

Business or sector Private, Consultancy

26th February 2021 – current

Project Manager

University of Montenegro, Institute of Marine Biology, P.O.Box 69, 85530 Kotor, Montenegro (<http://www.ucg.ac.me/ibm>);

Main duties

- Project management
- Leading implementation of the project “Explore Cross-border Aquatic Biodiversity – EXChAngE”.
- Managing multidisciplinary team which is developing new touristic product based on Cross-border Aquatic Biodiversity (Adriatic Sea and river Neretva)

Business or sector Research, University

1ST July 2019 - current

Director

Innovation Center of the Faculty of Biology, Belgrade, Serbia (<https://www.bio.bg.ac.rs/inovacioni-centar-bioloskog-fakulteta>)

Main duties

- Managing ICBF

Business or sector Private, Research and development

March 2018 - current

Founder and entrepreneur

Radoje Laušević Entrepreneur Business Consulting Activities Agency Partner Consulting Belgrade

Main services

- Project management: providing customized solutions to all of clients, an extremely results-oriented approach.
- Leadership: proven capacity to lead complex organizations and mobilize resources; building trust, managing, guiding and motivating a large and diversified body of staff in a multicultural environment with sensitivity and respect for diversity.

- Environmental research: offering unique tools and experience needed for research in nature resource management, biodiversity, water management, environmental security, local environmental action planning, stakeholder's analysis and participation

Business or sector Private, Consultancy

25 December 2017 – 31
December 2020

Project Manager

University of Montenegro, Institute of Marine Biology, P.O.Box 69, 85530 Kotor, Montenegro
(<http://www.ucg.ac.me/lbm>);

Main duties

- Project management
- Assisting the University of Montenegro, Institute for Marine Biology, in setting up Marine Biodiversity Conservation Center "Boka Aquarium" (MonteAqua)
- Managing multidisciplinary team which is enhancing Montenegrin EU integration process in the area of nature protection relevant to water ecosystems and sustainable management of protected water ecosystems with focus on the Adriatic Sea

Main achievements

- Established Adriatic Biodiversity Conservation Center "Boka Aquarium"
- Established freshwater "Skadar Aquarium"
- Organized four workshops: Invasive and alien species, Sustainable Fisheries - Fight Against Illegal Fishing, Zoo Directive" and "CITES", Habitats EC directive 92/43 EEC
- Organized International Conference "Adriatic Biodiversity Conservation - AdriBioPro2019"

Reasons for leaving

- End of contract

Business or sector Research, University,

20 October 2006
to 30 April 2017

Associate Professor (part time)

University of Singidunum, Faculty for Applied Ecology, Požeška 83a, 11000 Belgrade, Serbia
(http://www.futura.edu.rs/en/studije_en.php)

Main duties

- Lecturing subjects: "Water pollution and protection", "Eco-hydrology", "Sustainable development and environment"

Main achievements

- Contributed to curriculum development
- Developed e-learning programme

Reasons for leaving

Mutual agreement

Business or sector High education, University

October 2008
to September 2016

Deputy Executive Director for Environmental Policy

Regional Environmental Center for Central and Eastern Europe (REC), Ady Endre ut 9-11, 2000 Szentendre, Hungary (www.rec.org)

Main duties

- Providing strategic vision and planning
- Building relationship with all important stakeholders, maintaining contacts, negotiating and collaborating with partners, ensuring good contact with bilateral donors and business partners
- Promoting the vision, mission and strategic goals of the REC.
- Responsible for fundraising and ensuring the overall financial sustainability of the REC (portfolio of 12 M EUR annually) with the assigned expert staff
- Supervising and coaching of topic area leaders, all level of experts including quality assurance and control, performance monitoring of the assigned staff
- Active involvement and participation in the Senior Management Team of REC

Main achievements

- Led development of 9 REC Work plans, which determined priorities, and allocated resources for the completion of outputs and their timely delivery (2008-2017)
- Contributed to two REC Strategies, defining the priority issues on which the organisation must focus, and the key directions for its future work (2011-2015 and 2016-2020)

- Managed 12 topic areas (Biodiversity, Capacity Building for SDG Implementation, Climate Change and Clean Energy, Education for Sustainable Development, Environmental Financing, Health and Environment, Law Development, Enforcement and Compliance, Local Governance, Participatory Governance, Smart Cities and Mobility, Sustainable Resource Use, Water Management) which implemented annual project portfolio of 12 M EUR in average (2008-2016)
- Managed team of 35+ team members in Environmental Policy Directorate which became the strongest programme and policy development unit in the organization (2008-2016)
- Developed and implemented indicator based individual performance appraisal system which significantly improved HR management and monitoring progress against the agreed targets (2015-2016)
- Edited Local Water Security Action Planning Manual which is step-by-step guide to local water security action planning and became an essential part of the water and development toolkit (2016)
- Developed methodologies for public opinion assessment and stakeholder analysis in local development which became essential tool for local participatory action planning in environmental sector (2014-2016)
- Developed methodology for local biodiversity action planning, which became unique tool for biodiversity protection and evaluation of ecosystem services (2009-2011)
- Developed and maintained network of stakeholders (2008-2016)
- Increased REC's project portfolio from 10 to 15 M EUR in 5 years which contributed to sustainability of operations and fulfilment of mission (2011-2016)
- Project developer and director (2014-2016) of "Sustainable Use of Transboundary Water Resources and Water Security Management (Water SUM)" which contributes to local governance in water security for MENA countries (in particular Jordan and Tunisia)
- Project developer and director (2015-2016) of "Local Initiatives for a Sustainable Ukraine – Link" which contributes to local governance in energy security
- Launched Water Security initiative as a framework for creation of a knowledge-based platform, a dynamic network of water experts, and an e-learning tool for capacity building and the dissemination of lessons learned (2016)

Reasons for leaving

Mutual agreement (change of senior management)

Business or sector Environment, International organization

July 2004
to October 2008

Regional Director for South East Europe (Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Macedonia, Montenegro, Romania, Serbia and Kosovo)

Regional Environmental Center for Central and Eastern Europe (REC), Ady Endre ut 9-11, 2000 Szentendre, Hungary (www.rec.org)

Main duties

- Providing strategic vision and programme planning
- Supervision and coaching of REC Country and Field Office Directors in SEE
- Ensuring the overall financial sustainability of the REC Country and Field Offices in the assigned Region
- Active involvement and participation in the Senior Management Team of REC

Main achievements

- Improved management and strengthen country office network of the REC (Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Macedonia, Montenegro, Romania, Serbia and Kosovo*) which became flexible mechanism for cooperation and delivering results through local country presence (2004-2008)
- Contributed to 5 REC Work plans, which determined priorities, and allocated resources for the completion of outputs and their timely delivery (2004-2008)
- Contributed to REC Strategy 2006-2010, defining the priority issues on which the organisation must focus, and the key directions for its future work (2004-2005)
- Managed team of 9 country office directors (2004-2008)
- Introduced indicator based performance appraisal system for country offices, which significantly improved monitoring progress against the agreed targets (2004-2008)
- Coordinated local environmental action plans in 50+ local communities in South East Europe, which contributed to sustainable development on local level (2004-2008)
- Leded support to environmental civil society organizations, which strengthened capacities of environmental civil sector in South East Europe (2006-2008)
- Project Director: Assisting Community Development in three municipalities of Serbia and Montenegro through Addressing Environmental Planning Issues, which strengthen capacities for local sustainable development (2004-2006)

- REC Project Director: Preparation of Action Plans for the remediation of three heavily polluted areas (hot spots) which contributed to mitigation of identified environmental hot spots (2007)
- Project Manager: Crop and Food Biosecurity and Provision of the Means to Anticipate and Tackle possible misuse of plant pathogens against crops” which contributed to food security improvement (2006-2007)

Reasons for leaving

Promotion in Deputy Executive Director

Business or sector Environment, International organization

January 1, 2001 –
November 30, 2005

Director – Country Office Serbia and Montenegro

Regional Environmental Center for Central and Eastern Europe (REC), Ady Endre ut 9-11, 2000 Szentendre, Hungary (www.rec.org)

Main duties

- Representing the REC in Serbia and Montenegro; managing the REC Country Office SCG
- Project and grant management
- Maintaining relations with donors, governments, local authorities, business and NGOs
- Supervision the CO staff
- Fund raising at national and international level

Main achievements

- Drafted five CO work plans which determined priorities, and allocated resources for the completion of outputs and their timely delivery (2001-2005)
- Managed CO operations in sustainable way and increased CO project portfolio 10 times, ending with 2M EUR (2001-2005)
- Increased CO project staff from 4 to 18 members and strengthened internal managerial and expert capacities (2001-2005)
- Managed establishment of two programme offices, which improved local presence and increased flexibility in operations (2003-2005)
- Managed projects with focus on local governance, which proved mission driven role of the REC at local level (2001-2005)
- Developed methodology for local environmental action planning, which represented innovative tool for local sustainable management (2003-2005)
- Project Director: "CODE" Assisting Community Development Through Empowering Local Stakeholders which contributed to the local sustainable development (2002-2003)

Reasons for leaving

- Promotion in Regional Director for South East Europe

Business or sector Environment, International organization

April 25, 1996
to June 15, 2006

Assistant Professor

Faculty of Biology, University of Belgrade, Studentski Trg 16, 11000 Belgrade, Serbia (<http://www.bio.bg.ac.rs/index.php?jez=eng>)

Main duties

- Teaching in: 1) General Hydrobiology; 2) Hydroecology and protection of Inland Waters; 3) Botany I and Mycology; 4) Systematic of Algae, Fungy and Lichenes; (since December 2005 only 1 and 2)
- Research activities in hydrobiology, ecology and taxonomy
- Assisting in management of scientific and educational department (Institute of Botany and Botanical Garden “Jevremovac”)

Main achievements

- Contributed to curriculum development (1996-2006)
- Developed research team for water monitoring which implemented several scientific projects (1996-2006)
- Managed Botanical garden which became unique educational, scientific and public center (1996-2000)

Reasons for leaving

- Mutual agreement (move to international organization – Regional Environmental Center – REC)

Business or sector High education and research, University

30 August 1989
to April 25, 1996

Teaching Assistant

Institute of Botany and Botanical Garden "Jevremovac", Faculty of Biology, University of Belgrade,

Studentski Trg 16, 11000 Belgrade, Serbia (<http://www.bio.bg.ac.rs/index.php?jez=eng>)

Main duties

- Work with students which attend courses at the Chair of Algology, Mycology and Lichenology
- Research activities in algal ecology and taxonomy

Main achievements

- Gained PhD in biology (1995)
- Awarded with UNESCO grant for hydrobiological study of Vlasina reservoir (Serbia) which resulted in scientific contribution to the reservoir management (1990-1992)
- Managed 5th Congress of Ecologists (500+ participants) as largest professional event in the Western Balkans (1996)
- Acknowledged by students for lecturing skills

Reasons for leaving

- Promotion in Assistant Professor

Business or sector High education and research, University

EDUCATION AND TRAINING

| | | |
|--|---|-------------|
| July 6, 1992 – Jun 30, 1995 | PhD in Biology | EQF level 8 |
| Faculty of Biology, University of Belgrade, Studentski Trg 16, 11000 Belgrade, Serbia (http://www.bio.bg.ac.rs/index.php?jez=eng) | | |
| <ul style="list-style-type: none"> ▪ PhD Research: "Planktonic diatoms (Bacillariophyta) of Vlasina Lake – Ecological Study" | | |
| November 26, 1987 – May 15, 1992 | Master of Science in Biology (pre-Bologna) | EQF level 7 |
| Faculty of Natural Sciences and Mathematics - Faculty of Biology, University of Belgrade, Serbia (http://www.bio.bg.ac.rs/index.php?jez=eng) | | |
| <ul style="list-style-type: none"> ▪ Plant Ecology, Independent Research: "Floristic and Ecological Research on Algae from the Samokovska River" | | |
| October 1, 1983 – November 26, 1987 | Graduate Biologist (B Sci) | EQF level 6 |
| Faculty of Natural Sciences and Mathematics – Department of Biology, University of Belgrade, Serbia | | |
| <ul style="list-style-type: none"> ▪ Microbiology, Plant Morphology, Systematic and Biology of Talophyta, Inorganic Chemistry, Invertebrates, Physic, Cytology, Systematic and Phylogeny of Cormophyta, organic Chemistry, Biochemistry, Physiology and Biophysics, Plant Evolution, Phytoecology, Chordates, Physiology, Plant Physiology, Animal Ontogenesis, Sociology, Vegetation of Yugoslavia and Balkan Peninsula, Genetics, Plant Ecology and Geography, animal Ecology and Geography, Theory of Organic Evolution, Research Task | | |
| TRAININGS | | |
| May 29, 2005 – May 30, 2005 | Certificate of SEA Training | |
| International Association for Impact Assessment (IAIA): Strategic Environmental Assessment (SEA): Strategic Approaches to Decision-making (www.iaia.org) | | |
| <ul style="list-style-type: none"> ▪ Strategic Environmental Assessment (SEA) | | |
| May 7, 2005 – May 28, 2005 | Fellow | |
| Quebec-Labrador Foundation, Atlantic Center for the Environment, Ipswich, Massachusetts, USA (http://www qlf.org) | | |
| <ul style="list-style-type: none"> ▪ Fellowship on Land Conservation and Stewardship | | |
| September 30, 2002 – October 4, 2002 | Environmental Management Systems Auditor | |
| Nigel Bauer & Associates, International Quality Improvement Training & Consultancy Services: Auditing Principles and Environmental Management Systems (www.nigelbauer.co.uk) | | |
| <ul style="list-style-type: none"> ▪ ISO 14000, Environmental Management Systems | | |

PERSONAL SKILLS

Mother tongue(s) Serbian, Montenegrin

| Other language(s) | UNDERSTANDING | | SPEAKING | | WRITING |
|-------------------|---------------|---------|--------------------|-------------------|---------|
| | Listening | Reading | Spoken interaction | Spoken production | |
| English | C2 | C2 | C2 | C2 | C2 |
| Croatian | C2 | C2 | C2 | C2 | C2 |
| Bosnian | C2 | C2 | C2 | C2 | C2 |
| Macedonian | B1 | A2 | A2 | A2 | A2 |

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user
[Common European Framework of Reference for Languages](#)

Communication skills

- **Excellent communication skills** gained through my lecturing experience at university and work as project manager and senior executive for various employers
- **Effective and proven public speaking and presentation skills** gained through my lecturing, public presentations on conferences, workshops and seminars

Organisational / managerial skills

- **Complex problem solving**, demonstrated as founder and project manager in Partner Consulting and Deputy executive director of the Regional Environmental Center (REC) and unit head of 30+ staff members, with responsibility to provide strategic vision and planning and secure sustainable operations
- **Critical thinking**, strengthen as Deputy executive director of the REC and demonstrated as conceptualizing, analyzing, synthesizing, and evaluating REC's beneficiary needs gathered from observation, experience or communication as a guide to development of REC Annual work plans and 5 years Strategy
- **Creativity**, proven as project director of several multiannual multimillion projects
- **People management and leadership**, proven as supervisor of units up to 40 employees (REC Country office Serbia, Environmental Policy Directorate of the REC) and coordinator of REC's topic area leaders
- **Coordinating with others**, proven as member of REC Senior management
- **Emotional intelligence**, strengthen as Deputy executive director of the REC and expressed as ability to identify personal emotions and those of others, ability to harness personal emotions and apply them to problems solving in unit management, and ability to regulate personal emotions (e.g. to cheer up or calm down supervisee or colleague)
- **Judgment and decision making**, gained through several successful executive functions (Secretary general of Serbian Ecological Society, Executive of Danube Environmental Forum, Director of REC Country office Serbia, Regional director of REC for SEE, Deputy Executive Director of the REC)
- **Service orientation**, strengthen as project director of several multiannual multimillion projects and proven by beneficiaries and partners by their positive references
- **Negotiation**, demonstrated in successful consortium building, establishing relationship with all important stakeholders, bilateral donors and business partners
- **Cognitive flexibility**, gained through executive functions and expressed as ability to perform structural re-organizations, updating or changing strategic work directions, and to think about multiple concepts simultaneously

Job-related skills

- **15+ years of proven project management experience in the governance and policy development of environmental and sustainable development issues, including in a multilateral setting, particularly in Central and Eastern Europe, Turkey and MENA region:**
 - from 1/12/2002 to 31/3/2003 Project Director for development "National Water Monitoring Strategy of Serbia"
 - from 2002 to 2004 as REC CO SCG Project Director for "Development of Environmental Legislation in Yugoslavia (YUGOLEX)" which developed three environmental laws
 - from 1/2/2003 to 30/6/2003 REC CO SCG Project Director for "Local Environmental Development" which contributed to environmental governance and policy development;
 - From 2010 to 2013 as Project director for "Setting up Environmental Management Center in Serbia" which developed policies for environmental reporting in Serbia

- From 2014 to 2016 as Project developer and director for “Sustainable Use of Transboundary Water Resources and Water Security Management (Water SUM)” which contributes to local governance in water security for MENA countries (in particular Jordan and Tunisia).
- From 2015 to 2016 as Project developer and director for “Local Initiatives for a Sustainable Ukraine – Link” which contributes to local governance in energy security
- From December 2017 Project manager for “Setting up Marine Biodiversity Conservation Center “Boka Aquarium” (MonteAqua)”
- **15+ years of experience with programmes and projects funded by bilateral or multilateral donors focused on issues related to the environment and sustainable development:**
 - From 2001 to 2002 as Project manager for “Partnership for institutional strengthening of environmental sector of Republic of Serbia”
 - From 2001 to 2002 as Project manager for establishment of “Environmental Resource Center in Serbia”
 - From 11/1/2002 to 30/10/2003 as Project Director for “CODE” Assisting Community Development Through Empowering Local Stakeholders in Serbia
 - From 01/04/2004 to 30/09/2006 as Project developer and director for “Assisting Community Development in three municipalities of Serbia and Montenegro through Addressing Environmental Planning”
 - From 01/12/2005 to 31/05/2008 as Project developer and director for “Cross-border LEAPs: Environmental Planning for Peace and Stability in Bosnia and Herzegovina and Serbia”
 - From 2007 to 2010 as Project developer and director of “Local Environmental Action Planning for Sustainability in the South-eastern Europe (SEE)”
 - From 2009 to 2013 as Project director for “Education for Sustainable Development in the Western Balkans”
 - From 2010 to 2013 as Project developer and director for “Setting up Environmental Management Center in Serbia”
 - From 2011 to 2015 as Project developer and director for “Supporting for Strengthening Local Environmental Planning and Environmental Civil Society Organisations in Belarus and Moldova”.
 - From 2014 to 2016 as Project developer and director for “Sustainable Use of Transboundary Water Resources and Water Security Management (Water SUM)” for MENA countries.
 - From 2015 to 2016 as Project developer and director for “Local Initiatives for a Sustainable Ukraine – Link”
 - From 25/12/2017 to 31/12/2020 as Project developer and manager for setting up Marine Biodiversity Conservation Center “Boka Aquarium” (MonteAqua)
- **Demonstrated project development skills and experience, including the management of projects valued over EUR 1 million, as listed in section “Projects”**
 - From 2006 to 2009 project development and Project directorship of “SECTOR - Programme for Supporting Environmental Civil Society Organisations in SEE”. Donor: Swedish International Cooperation Agency (Sida). Budget: 3,7 M EUR
 - From 2007 to 2010 project development and Project directorship of “Local Environmental Action Planning for Sustainability in the South-eastern Europe (SEE)”. Donor: Swedish International Cooperation Agency (Sida). Budget (100%): 2,609,232 EUR
 - From 2008 to 2015 as Project director for “CIVITAS VANGUARD - Advancing Sustainable Urban Transport in an Enlarged Europe through CIVITAS”. Donor: EC DG Energy and Transport. Budget: 3,549,289 EUR, REC’s part 100%.
 - From 2009 to 2011 as Project developer and director for “Biodiversity and Ecosystem Services for Local Sustainable Development in the Western Balkans”. Donor: Finish Ministry of Foreign Affairs via European Centre for Nature Conservation (Netherlands). Budget: 1,361,356 EUR; REC’s part (50%): 761,850 EUR
 - From 2009 to 2013 as Project developer and director for “Education for Sustainable Development in the Western Balkans”. Donor: Ministry for Foreign Affairs of Finland. Budget: 4,307,000 EUR, REC’s part 100%.
 - From 2010 to 2013 as Project developer and director for “Setting up Environmental Management Center in Serbia”. Donor: Ministry of Foreign Affairs of Norway via Serbian Environmental Protection Agency. Budget: 3,2 M EUR; Managed portfolio of 62%: 2 M EUR.
 - From 2010 to 2013 as Project director for “SINPHONIE- Complex research on Health, Environment-Transport and Climate change (HETC)- Improvement of in and outdoor air quality.” Donor: EC DG Health and Consumer Protection. Budget: 3,833,050 EUR.
 - From 2011 to 2015 as Project developer and director for “Supporting for Strengthening Local Environmental Planning and Environmental Civil Society Organisations in Belarus and Moldova”. Donor: Swedish International Cooperation Agency (Sida). Budget: 5,400,000 EUR.
 - From 2014 to 2016 as Project developer and director for “Sustainable Use of Transboundary Water Resources and Water Security Management (Water SUM).” Donor: Swedish International

- Cooperation Agency (Sida). Budget: 5,994,228 EUR.
- From 2015 to 2016 as Project developer and director for “Local Initiatives for a Sustainable Ukraine – Link”. Donor: Ministry of Environment of Netherlands. Budget: 2,603,700.
- From 25/12/2017 to 31/12/2020 as Project developer and manager for setting up Marine Biodiversity Conservation Center “Boka Aquarium” (MonteAqua). Donors: Ministry of Foreign Affairs of the Kingdom of Norway, the World Bank. Budget: 1,2 M EUR
- **Experience in project and programme evaluations:**
 - Evaluations of project proposals under 2nd Call for Proposals of Interreg IPA Cross-border Cooperation Programme Croatia, Bosnia and Herzegovina and Montenegro 2014-2020, 2019 – current
 - Evaluations of project proposals under 2nd Call for Proposals of Interreg IPA Cross-border Cooperation Programme Croatia-Serbia 2014-2020, 2018-2019
 - Evaluations of project proposals under 2nd Call for Proposals of Interreg IPA Cross-border Cooperation Programme Bulgaria-Serbia 2014-2020, 2018
 - Evaluations of project proposals under 1st and 2nd Call for Proposals of Interreg IPA Cross-border Cooperation Programme Croatia-Serbia 2014-2020; 2016-2017
 - Evaluations of Local Initiatives for a Sustainable Ukraine – Link, 2015-2016
 - Evaluations of Local Biodiversity Action Plans in the Western Balkans, 2012-2013
 - Evaluations of Local Environmental Action Plans in Belarus and Moldova, 2011-2015
 - Evaluations of Local Biodiversity Action Plans in the Western Balkans, 2009-2011
 - Evaluations of Local Environmental Action Plans in South-eastern Europe (SEE), 2007-2010
 - Evaluations of cross-border Local Environmental Action Plans in Bosnia and Herzegovina and Serbia, 2005-2008
 - Evaluations of Local Environmental Action Plans in FR Yugoslavia, 2002-2003
- **Demonstrated experience in networking and partnership building**, as listed in section “Projects”
 - From 12/10/2000 to 07/31/2001 as Project manager for Support to Environmental NGOs - Strengthen and Development of Civil Society in Yugoslavia
 - From 2001 to 2004 as Project Team Member-Project manager for SCG: Promoting Networking and Cooperation of Environmental NGOs
 - From July 2000 to October 2003 as Project Team Member for “Promotion of Networks and Exchanges Between the Countries of South Eastern Europe”
 - From 2006-2009 as Project director of “SECTOR - Programme for Supporting Environmental Civil Society Organisations in SEE
 - From 2009 to 2011 as Project developer and director for “Enhancing cross border cooperation in the Drina River Basin”, for Bosnia and Herzegovina, Montenegro and Serbia
- **Demonstrated people management and leadership:**
 - proven as supervisor of units up to 40 employees (REC Country office Serbia, Environmental Policy Directorate of the REC) and coordinator of REC’s topic area leaders
 - proven of project manager or director of projects valued over EUR 1 million, as listed in section “Projects”
- **Organizational and managerial skills:**
 - Proven through several successful executive functions (Secretary general of Serbian Ecological Society, Executive of Danube Environmental Forum, Director of REC Country office Serbia, Regional director of REC for SEE, Deputy Executive Director of the REC)
- **Demonstrated diplomatic and negotiation skills, with thorough understanding of international processes related to the environment and sustainable development:** proven track of successful contacts with governmental, inter-governmental and (inter)national (donor) organizations: e.g. Sida (Sweden), MoFA Norway, MoFA Netherlands, MoFA Finland, USAID, UNCDR, UNDP, UNEP, RCC, OSCE, FAO, IUCN, ECNC, CIDA, etc.
- **High level of initiative and ability to work under pressure**, demonstrated as project director and unit head of up to 40 employees.

Digital competence

| SELF-ASSESSMENT | | | | |
|------------------------|-----------------|------------------|------------------|------------------|
| Information processing | Communication | Content creation | Safety | Problem solving |
| Proficient user | Proficient user | Independent user | Independent user | Independent user |

Levels: Basic user - Independent user - Proficient user

[Digital competences - Self-assessment grid](#)

| Additional information | |
|--|--|
| <p>Other skills</p> <p>Driving licence</p> | <ul style="list-style-type: none"> ▪ Excellent command of MS Office 365 ▪ Excellent command of photo editing software gained as an amateur photographer ▪ Good command of databases ▪ Good command of pre-press software <ul style="list-style-type: none"> ▪ Scuba diving (CMAS certificate) <p>B</p> |

ADDITIONAL INFORMATION

Projects (in last 5 years)

- 2020-current; Project manager: "Explore Cross-border Aquatic Biodiversity – EXChAngE".
- 2017-2020; Project manager: Marine Biodiversity Conservation Center "Boka Aquarium" – MonteAqua. Donor: Norwegian Ministry of foreign Affairs. Budget: 1,160,133 EUR [Montenegro]
- 2015-2016; Project director: Local Initiatives for a Sustainable Ukraine – Link. Donor: Ministry of Environment of Netherlands. Budget: 2,603,700 EUR [Ukraine]
- 2014-2016; Project director: Sustainable Use of Transboundary Water Resources and Water Security Management (Water SUM). Donor: Swedish International Cooperation Agency (Sida). Budget: 5,994,228 EUR [Middle East and North Africa]
- 2013-2015; Project director: SKYE - Supporting KIC InnoEnergyY in its outreach and take up activities in the 'new' EU and beyond. Donor: KIC InnoEnergy. Budget: 817,383 EUR [EECCA, new EU member states, South Eastern Europe]
- 2012-2015; Project director: SENSE program - Supporting environmental civil society organizations in Serbia. Donor: Swedish International Cooperation Agency (Sida). Budget: 2,246,980 EUR [Serbia]
- 2012-2013; Project director: A Local Biodiversity Action Planning Network in the Western Balkans. Donor: Ministry for Foreign Affairs of Finland via European Centre for Nature Conservation (ECNC). Budget: 855,150 EUR [Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro, Serbia]
- 2011-2015; Project director: Supporting for Strengthening Local Environmental Planning and Environmental Civil Society Organisations in Belarus and Moldova. Donor: Swedish International Cooperation Agency (Sida). Budget: 5,400,000 EUR [Belarus, Moldova]

Publications (in last 5 years)

- Mrdak, D., Djurović, M., **Laušević, R.** (2018): Evaluating status of European eel (*Anguilla anguilla*) in Skadar Lake. Kotor, Podgorica: University of Montenegro, Institute of Marine Biology. 16 pp.
- Pešić, A., Ikica, Z., Joksimović, A., Djurović, M., **Laušević, R.** (2018): Rare and Endangered Fish Species in The Adriatic Sea and Proposal for Marine Flagship Species. Kotor: University of Montenegro, Institute of Marine Biology. 36 pp.
- Mandić, M., Djurović, M., Drakulović, D., Krasić, M., **Laušević, R.** (2018): Preventing marine pollution. Kotor: University of Montenegro, Institute of Marine Biology. 24 pp.
- Simić, V., Mirović, I., **Laušević, R.** (2018) Idejni koncept Boka akvarijuma. Dokument projekta MonteAqua. [Concept design of the Aquarium Boka; MonteAqua Project document]. Univerzitet u Kragujevcu, Srbija, Prirodno-matematički fakultet. Univerzitet Crne Gore – Institut za biologiju mora [University of Kragujevac, Serbia, Faculty of Science. University of Montenegro, Institute of Marine Biology]. 41 pp.
- **R. Laušević, A. Štulina, M. Birtić Vučić, M. Bartula** (2017). From Knowledge to Competencies. Designing an eLearning course. Faculty Futura, Belgrade, Serbia. ISBN 978-86-86859-55-6
- **R. Laušević, V. Vassilev, A. Kis, F. Abdulla and S. Milutinović** (2016). Water, Growth and Stability. Background document for the REC's World Café 2016 at WWW2016. Regional Environmental Center, Szentendre, Hungary. ISBN 978-963-9638-71-6
<http://www.rec.org/publication.php?id=544>
- **R. Laušević, S. Milutinović, J. Petersen-Perlman, M. Reed, A. Graves, M. Bartula, S. Sušić, A. Popović** (2016). Local Water Security Action Planning Manual. Regional Environmental Center, Szentendre, Hungary. ISBN 978-963-9638-69-3
http://documents.rec.org/publications/LWSAP_Manual_April2016.pdf

Articles (in last 5 years)

- Đurović M., Joksimović A., Laušević R., Ikica Z., Pestorić B. (2021) Organization of the Center for Adriatic Biodiversity Conservation: "Aquarium Boka" in Institute of Marine Biology, Kotor,

Montenegro. In: Joksimović A., Đurović M., Zonn I.S., Kostianoy A.G., Semenov A.V. (eds) The Montenegrin Adriatic Coast. The Handbook of Environmental Chemistry, vol 109. Springer, Cham. https://doi.org/10.1007/698_2020_709

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ANNEXES

 Projects
 (older than 5 years)

- 2010-2013; Project director: SINPHONIE- Complex research on Health, Environment-Transport and Climate change (HETC)- Improvement of in and outdoor air quality. Donor: EC DG Health and Consumer Protection. Budget: 3,833,050 EUR [Europe (25 countries)]
- 2010-2013; Project director: SEARCH II: School Environment and Respiratory Health of Children. Donor: Ministry of environment, Italy. Budget: 640,748 EUR [Albania, Bosnia and Herzegovina, Hungary, Italy, Serbia, Slovakia, Belarus, Ukraine, Kazakhstan, Tajikistan]
- 2010-2013; Project director: Setting up Environmental Management Center in Serbia. Donor: Ministry of Foreign Affairs of Norway via Serbian Environmental Protection Agency. Budget: 3,200,000 EUR [Serbia]
- 2009-2013; Project director: Education for Sustainable Development in the Western Balkans. Donor: Ministry for Foreign Affairs of Finland. Budget: 4,307,000 EUR [Bosnia and Herzegovina, Montenegro, Serbia]
- 2009-2011; Project director: Biodiversity and Ecosystem Services for Local Sustainable Development in the Western Balkans". Donor: Finish Ministry of Foreign Affair. Budget: 1,361,356 EUR; REC's part (50%): 761,850 EUR. [Albania, Bosnia and Herzegovina, FYR Macedonia, Montenegro, Serbia and Kosovo]
- 2009-2011; Project director: Enhancing cross border cooperation in the Drina River Basin. Donor: Royal Ministry of foreign Affairs of Norway. Budget: 740,000 EUR. REC's part 100%. [Bosnia and Herzegovina, Montenegro, Serbia]
- 2008-2015; Project director: CIVITAS VANGUARD - Advancing Sustainable Urban Transport in an Enlarged Europe through CIVITAS. Donor: EC DG Energy and Transport. Budget: 3,549,289 EUR, REC's part 100%. [New EU member states, Turkey]
- 01/02/2008 – 30/04/2008; Project manager: The establishing of Environmental Management Centers (EMC) in Balkan Countries. Donor: Norwegian Ministry of foreign Affairs, through Emisoft (Norway). Budget (40% of the total): 18,368 EUR. [SEE countries]
- 01/01/2008 – 31/12/2008; Project director: Impacts of climate change on biodiversity in South-East Europe. Donor: Agencia Espanola de Cooperación Internacional, through European Centre for Nature Conservation. Budget (40% of total): 26,875 EUR. [SEE countries]
- 2007-2010; Project director: Local Environmental Action Planning for Sustainability in the Western Balkans. Donor: Swedish International Cooperation Agency (Sida). Budget (100%): 2,609,232 EUR. [SEE countries]
- 01/05/2007-30/07/2007; Project Director: Roadmap for Local Sustainability in SEE: Regional Conference. Donor: Sida (Sweden). 35,600 EUR. Implementation agency: REC. [SEE countries]
- 01/03/2007-31/08/2007; REC Project Director: Preparation of Action Plans for the remediation of three heavily polluted areas (hot spots). Financial source: EAR, CARDS Programme. 548,197 EUR. Joint operation of NIRAS A/S, Witteveen+Bos Raadgevende ingenieurs B.V. and REC. [Serbia]
- 2006-2009; Project director: SECTOR - Programme for Supporting Environmental Civil Society Organisations in SEE. Donor: Swedish International Cooperation Agency (Sida). Budget (100%): 3,700,00 EUR. [SEE countries]
- 01/12/2006- 31/12/2007; Project Manager: Crop and Food Biosecurity and Provision of the Means to Anticipate and Tackle possible misuse of plant pathogens against crops" FP6 project. Donor: EU. Budget: 26,500 EUR. [EU member states]
- 2006 – 2007; Focus Group Member of the project "Facilitating the Pan – European Ecological Network: a programme focusing on the Balkans and the Black Sea Area – SEENET" implemented by ECNC-European Centre for Nature Conservation, Eurosite and EUCC-the Coastal Union. [SEE countries]
- 01/12/2005- till 31/05/2008; Project Director: Cross-border LEAPs: Environmental Planning for Peace and Stability. Donor: Netherlands Ministry for Development Cooperation, 749.150 EUR. Implementation agency: REC [Western Balkans]
- 2004 – 2007; Member of ALTER-Net Network Advisory Committee (NAC): ALTER-Net: A Long-Term Biodiversity, Ecosystem and Awareness Research Network is a 'Network of Excellence' (NoE) funded by the EU's 6th Framework Programme (<http://www.alter-net.info>). [18 European countries]
- 2004 – 2006; Member of Advisory Committee of the project "Indicative map of the Pan-European Ecological Network for South-Eastern Europe" implemented by European Centre for Nature Conservation (ECNC) and Funded by the Dutch Ministry of Foreign Affairs and Ministry of Agriculture, Nature and Food Quality under the PIN-MATRA Subsidy Scheme [SEE countries]
- 01/04/2004-30/09/2006; Project Director: Assisting Community Development in three municipalities of Serbia and Montenegro through Addressing Environmental Planning Issues. Donor: Swedish International Development Agency (SIDA), Sweden, 672,000 EUR. Implementation agency: REC CO SCG. [Serbia and Montenegro]
- 01/01/2004 – 01/09/2004; Project Director: Facilitating Access to Environmental Information. Donor:

- DEFRA UK, 20,000 EUR. Implementation agency: REC CO SCG. [Yugoslavia / Serbia & Montenegro]
- January 2003 to March 2004; Project director (Team leader): REMUS - Regional Municipal Waste Management Project. Origin of funding Japan Special Fund (JSF). Project budget EUR 54,000. Country Serbia and Montenegro (Serbia).
 - 1/2/2003-30/6/2003; REC CO SCG Project Director: Local Environmental Development, Client: Öhrlings/PricecewaterhouseCoopers, within framework of UNDP project for Training in Local Development – Environmental training, 15,000 USD. Implementation agency: REC CO SCG [Yugoslavia / Serbia & Montenegro]
 - 2002-2004; REC CO SCG Project Director: Development of Environmental Legislation in Yugoslavia (YUGOLEX). Founder: Finland, 3,000,000 EUR, REC's part 603,000 EUR. Geographical scope: Serbia and Montenegro. Implementation agency: Finnconsult-Finland, REC CO Serbia & Montenegro, Scandiaconsult-Natura-Sweden. [Yugoslavia / Serbia & Montenegro]
 - 15/7/2002-15/1/2004; REC CO SCG Project Director: WEB site www.gtz.de/rerep. Client: GTZ, 3,700 EUR. Project web site development and maintenance. Implementation agency: REC CO YU / REC CO SCG [Yugoslavia / Serbia & Montenegro]
 - 15/06/2002-30/05/2003; REC CO SCG Project Director: REReP 1.9 "Capacity Building for EU Approximation in South Eastern Europe", National Project Element FR Yugoslavia. Donor: GTZ. 49,900 EUR. Implementation agency: REC CO YU / REC CO SCG [Albania, Bulgaria, Croatia, BiH, Macedonia, Romania, Yugoslavia / Serbia & Montenegro]
 - 1/7/2002 – 1/2/2003; Project Director: EarthWire Serbia and Montenegro. Donor: UNEP Grid Arendal, 3,260 USD. Development and maintenance of environmental electronic press clipping portal www.earthwire.org/serbia. Implementation agency: REC CO YU / REC CO SCG [Yugoslavia / Serbia & Montenegro]
 - 1/12/2002-31/3/2003; Project Director: "NAWAMS" - National Water Monitoring Strategy. Donor: Japan Special Fund, 49,200 EUR. Implementation agency: REC CO YU / REC CO SCG [Yugoslavia / Serbia & Montenegro]
 - 11/1/2002-30/10/2003; Project Director: "CODE" Assisting Community Development Through Empowering Local Stakeholders. Donor: Royal Dutch Embassy in Belgrade, 49,225 EUR Implementation of local environmental action plans (LEAP) in 15 selected communities in FR Yugoslavia. Implementation agency: REC CO YU / REC CO SCG [Serbia and Montenegro]
 - August 1, 2002 to March 31, 2003; Project director (Team leader): SWAMAP - Municipal Solid Waste Management Plan. Origin of funding Japan Special Fund (JSF). Project budget EUR 61,000. Country Serbia and Montenegro (Serbia).
 - 2002; Consultant: Sustainable Development of Tisza Watershed in FR Yugoslavia. Contracting Authority: Tisza-Samos Public Benefit Company. Within framework of UNDP project. [Serbia]
 - 2001-2004; Project Team Member-Project manager for SCG: Promoting Networking and Cooperation of Environmental NGOs: Establishment of electronic computer Networks on National and Regional Level. Donors: Dutch contribution 650,000 EUR, Norwegian contribution 100,000 EUR, Italian contribution 591,100 EUR. Activities in Yugoslavia / Serbia and Montenegro are implemented by REC CO YU/ REC CO SCG. [Yugoslavia / Serbia & Montenegro]
 - 2001-2003; Project team member - Project manager for FRY: "Development of National Environmental Information Systems" (REReP 1.8). Donor: Netherlands, 670,000 EUR. Implementation agency: REC. Activities in Yugoslavia / Serbia & Montenegro carried out by REC CO YU / REC CO SCG. [Yugoslavia / Serbia & Montenegro]
 - 11/1/2001 - 1/31/2002; Project manager: Training for Local Environmental Action Plans. Donor: UNEP UNOPS Belgrade. 1,477 EUR. Implementation agency: REC CO YU / REC CO SCG. [SEE countries]
 - 1/1/2001 - 7/31/2002; Project Team Member-Project manager for SCG: Supporting NGOs Within and Beyond the CEE Region – Regional and Local Grants Programme. Donor: Danish EPA. 800,000 EUR. Implementation agency: REC CO YU / REC CO SCG (5%). [Countries from Central and Eastern Europe (CEE) and the Newly Independent States (NIS)]
 - 2001-2002; Project manager: Environmental Resource Center. Donor: Japan Special Fund, 112,000 EUR. Establishment of resource center dedicated to broad publishing and exchange of information related to environment in Serbia and Montenegro and region. Development of WEB portal, consisting of different sections (www.erc.org.yu). Implementation agency: REC CO YU / REC CO SCG. [Yugoslavia / Serbia & Montenegro]
 - 2001-2002; Project manager: Partnership for institutional strengthening of environmental sector of Republic of Serbia. Donor: Directorate for Environmental Protection of Republic of Serbia, 32,103 EUR. Implementation agency: REC CO YU / REC CO SCG. [Yugoslavia / Serbia & Montenegro]
 - 2001-2002; Consultant: Development of Environmental Manual to guide Yugoslav Export Credit Agency in conducting the environmental screening and review of the enterprise applying for YECA's facilities. Contracting authority: YECA. IBRD/IDA Financed [Albania, Bulgaria, B&H, Croatia, Macedonia, Romania, Yugoslavia / Serbia & Montenegro]

- January 2001 to January 2002; Project director (Team leader): "WAMASPO" - Designing a Strategic Policy Framework for Waste Management. Origin of funding Japan Special Fund (JSF). Project budget EUR 53,300. Country Serbia and Montenegro (Serbia)
- 4/18/2001 - 7/31/2001; Project manager: Study of the rural and agricultural sector in Serbia / Montenegro, Subcontractor of: Scandiaconsult Natura AB, Sweden. 3,250 EUR. Implementation agency: REC CO YU / REC CO SCG [Yugoslavia / Serbia & Montenegro]
- July 2000 - October 2003; Project Team Member: "Promotion of Networks and Exchanges Between the Countries of South Eastern Europe". Donor: Swiss Agency for Development and Cooperation. 2,000,000 EURO. [Serbia & Montenegro]
- 12/10/2000 - 07/31/2001; Project manager: Support to Environmental NGOs - Strengthen and Development of Civil Society in Yugoslavia, Donor: Dutch Embassy, Belgrade. 25,397 EUR. Implementation agency: REC CO YU / REC CO SCG [Yugoslavia / Serbia & Montenegro]
- 1996-2000; Member of research team "Structure and dynamics of aquatic ecosystems of different trophic levels" - Project No 03E07 Ministry of Science and Technology, Republic of Serbia [Yugoslavia / Serbia & Montenegro]
- 1991-1995; Member of research team for "Ecological investigations of rare and endangers species and communities", Ministry of Science and Technology of Republic of Serbia, Project Ref. No. 0321 [Yugoslavia / Serbia & Montenegro]

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http://documents.rec.org/publications/Study_MENA_1.pdf
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<http://www.ecnc.org/uploads/documents/2009-climate-change-technical-background-report.pdf>
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- **Laušević, R.**: Manual to guide Yugoslav Export Credit Agency in conducting the environmental screening and review of the enterprise applying for YECA's facilities. Contracting authority: YECA., Belgrade. 2002. 55 pp.
- **Laušević, R.**, Simić, J. (Eds): Environmental analysis of FR Yugoslavia. - REC CO Yugoslavia, Belgrade. 2001. 101 pp.
- **Laušević, R. R.** (Ed.): They kill rivers, don't they? Serbian Ecological Society & Institute for Nature Protection of Serbia, Belgrade, 2000. 80 pp (In Serbian)
- **Laušević, R.** (Ed.): Four river banks - living world and natural heritage of Danube watershed in Yugoslavia. - Serbian Ecological Society & Institute for Nature Protection of Serbia, Belgrade. 1999. 106 pp (In Serbian)
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- **Laušević, R.**, Paunović, K. (1986): Ecological game - Everything for man and from man, possibility of application in the teaching of ecology. - *Istraživač* 1/86: 89-93, IAC RK MIS, Beograd (In Serbian)

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 - **Laušević, R.** (1995): Diatom flora in Vlasinsko Jezero reservoir (South East Serbia, Yugoslavia). 26th Congress of Int. Ass. of Theoretical and Applied Limnology, Brazil, 23-29 July 1995. Abstracts. pp. 156.
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Lectures

- **R. Laušević**, T. Aamodt, A. Popovic, S. Berge, B. Kotanjac: TEAMS SR Platform for Nanoscale Monitoring Data Management and Reporting. - Abstracts Book of Conference NANOSMAT, 22-25 September 2013, Granada, Spain. 793-794 pp.

NGOs

- 1984-1986: Chairperson of NGO Student's Biology Society "Josif Pančić", Fac. Natural Sciences and Mathematics – Depart. Biology, Univ. Belgrade, Serbia
- 1985-1987: Chairperson of NGO "Youth Researchers of Belgrade University", Belgrade, Serbia
- 1987-1989: Project coordinator in the NGO "Youth Research Center", The Department of the Environmental protection, Belgrade, Serbia
- 1989-1995: Chairperson of network NGO "Young Researchers of Serbia", Belgrade, Serbia
- 1993-1995: President of network NGO "Yugoslav Youth Forum for Education and Science", Belgrade, Serbia
- 1994-2000: Secretary of Serbian Ecological Society, professional network organization, Belgrade, Serbia
- 1995-2000: Editor of Serbian Ecological Society's Newsletter
- 1996-2000: Secretary Editor of Acta Biologica Iugoslavica, Ser. D, EKOLOGIJA - scientific journal of Serbian Ecological Society
- 1997-1999: Member of Local Advisory Board for Yugoslavia in Regional Environmental Center - Szentendre, Hungary
- 1999-2000: Yugoslav representative in international network NGO "Danube Environmental Forum" - seats in Bratislava, Slovakia

Courses

- 2000 – 2002: Lecturer at Alternative Education Network (Course: Man and water – freshwater ecology).