

Radoje Laušević

Biologist



Contact

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Skills

People management and leadership

Coordinating with others

Critical thinking

Complex problem solving

Emotional intelligence

Cognitive flexibility

Software

Office 365

Word Press

MS Publisher

Languages

English

Serbian

Croatian

Forward-thinking senior executive with proven record of accomplishment in a leadership role within an international organization with a complex matrix structure during 20+ year career. Strategic problem solver and ambitious change manager dedicated to continuous business

improvement focused on fundraising, enhancing revenue and streamlining business operations of complex organizations in the field of conservation and natural resource management. Thoughtful leader of workplace and employees with introduction of innovative office norms to boost productivity and worker satisfaction. Proven track record in leading and managing large-scale programmes. Excellent knowledge of the environmental and socio-economic challenges across the Western Balkans and Adria region.

Work History

2017-12 - **Project Manager Team Leader**

Current *University of Montenegro, Institute of Marine Biology, Kotor, Montenegro*

- Coordinated team of 10+ professionals focused on meeting MonteAqua project needs.
- Fundraised 1,6M EUR for setting Adriatic Biodiversity Conservation Center "Aquarium Boka"
- Developed project "Explore Cross-border Aquatic Biodiversity – EXChAngE", granted with 1,7M EUR for strengthening and diversifying regional tourism offer through exploring cross-border aquatic biodiversity

2018-03 - **Founder**

Current *Radoje Laušević Entrepreneur Business Consulting Activities Agency
Partner Consulting Belgrade – Palilula*

- Managed 5 projects with portfolio of 100K EUR

2008-10 - **Deputy Executive Director for Environmental Policy**

2016-09 *Regional Environmental Center for Central and Eastern Europe (REC),
Szentendre, Hungary*

- Managed team of 35+ team members in Environmental Policy Directorate which became the strongest programme and policy development unit in the organization.
- Developed and implemented indicator based individual performance appraisal system which significantly improved HR management and monitoring progress against the agreed targets
- Increased REC's project portfolio from 10 to 15 M EUR in 5 years which contributed to sustainability of operations and fulfilment of mission.

2004-07 -

2008-10 - **Regional Director for South East Europe**

*Regional Environmental Center for Central and Eastern Europe (REC),
Szentendre, Hungary*

- Improved management and strengthen country office network of the REC (9 country offices)
- Introduced indicator-based performance appraisal system for country offices, which significantly improved monitoring progress against the agreed targets.
- Led support to environmental civil society organizations, which strengthened capacities of environmental civil sector in South East Europe.



Accomplishments

- Supervised team of 35+ staff members (2001-2016)
- Increased project portfolio in the REC to 10+M EUR and ensured the overall financial sustainability (2001-2016)
- Developed organizational culture and improved organizational operational capabilities (2001-2016)
- Improved management and strengthen country office network of the REC (2004-2008)
- Introduced indicator-based performance appraisal (2012-2016)
- Managed 5+ large-scale programmes in the field of conservation and natural resource management (2001-2016)
- Developed methodology for local biodiversity action planning, (2009-2011)
- Developed methodologies for public opinion assessment and stakeholder analysis in local development (2014-2016)
- Edited Local Water Security Action Planning Manual (2016)
- Managed setting the Adriatic Biodiversity Conservation Center "Aquarium Boka" (2017-2020)
- Developed concept for strengthening and diversifying tourism offer in cross border region Croatia-Bosnia and Herzegovina-Montenegro through exploring cross-border aquatic biodiversity (2018-2020)
- Developed concept of Adria Tour Digital Platform for fostering SMEs' capacity and skills in Adria region to improve their use of new digital technologies (2021)

Work History (cont.)

- 2001-01 - 2005-11 • **Director – Country Office Serbia and Montenegro**
Regional Environmental Center for Central and Eastern Europe (REC), Belgrade, Serbia
 - Managed CO operations in sustainable way and increased CO project portfolio 10 times, ending with 2M EUR.
 - Increased CO project staff from 4 to 18 members and strengthened internal managerial and expert capacities.
 - Managed projects with focus on local governance, which proved mission driven role of the REC at local level.
- 1989-08 - 2006-06 • **Assistant Professor**
Faculty of Biology, University of Belgrade, Serbia
 - Supported weekly hydrobiology lab sessions, contributing to student engagement, comprehension and learning objectives.

Education

- 1992-07 - 1995-06 • **Ph.D.: Hydrobiology, Ecology**
Faculty of Biology, University of Belgrade, Serbia
 - Thesis: Planktonic diatoms (Bacillariophyta) of Vlasina Lake – Ecological Study
- 1987-11 - 1992-05 • **Master of Science: Plant Ecology**
Faculty of Natural Sciences and Mathematics, University of Belgrade, Serbia
 - Thesis: "Floristic and Ecological Research on Algae from the Samokovska River"
- 1983-10 - 1987-11 • **Bachelor of Science: Biology**
Faculty of Natural Sciences and Mathematics, University of Belgrade, Serbia

Certifications

- 2019-08 Scuba diving (CMAS certificate, AOWD)
- 2005-05 Certificate of SEA Training (IAIA)
- 2002-10 Environmental Management Systems Auditor, ISO 14000 (Nigel Bauer & Associates)

Publications

- 2019 **Radoje Laušević**, Mirko Đurović: Center for Adriatic Biodiversity Conservation. International Conference Adriatic Biodiversity Protection – AdriBioPro2019, 7-10 April 2019, Kotor, Montenegro, Book of Abstracts: 86. Institute of Marine Biology, University of Montenegro. 126 pp.
- 2017 M. Bartula, **R. Laušević**, U. Radojević: Stakeholder analysis for supporting local water security planning in the Kingdom of Jordan. *Water Utility Journal* 15: 3-13.
- 2017 **R. Laušević**, A. Štulina, M. Birtić Vučić, M. Bartula: From Knowledge to Competencies. Designing an eLearning course. *Faculty Futura*, Belgrade, Serbia.
- 2016 **R. Laušević**, S. Milutinović, J. Petersen-Perlman, M. Reed, A. Graves, M. Bartula, S. Sušić, A. Popović: Local Water Security Action Planning Manual. Regional Environmental Center, Szentendre, Hungary.