

## CURRICULUM VITAE

1. **First names:** Sanja
2. **Last name:** Vrbek
3. **Maiden name:** Kostovska
4. **Date of birth:** 10-04-1984
5. **Nationality:** Macedonian
6. **Civil status:** Married
7. **Education:**

Institution [ Date from - Date to ]	Degree(s) or Diploma(s) obtained:
St. Cyril and Methodius University, Faculty of Law Iustinianus Primus, Skopje, Macedonia 01/10/2002 - 09/10/2006	B.A Political sciences, Public opinion and mass communications
University of Graz 1.09.2007-27.03.2009	Pending MES degree in European studies

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

Language	Reading	Speaking	Writing
Macedonian	1	1	1
English	1	1	1
Serbian	1	3	2

9. **Membership of professional bodies:**

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10. **Other skills:** (e.g. Computer literacy, etc.)

Computer skills (Word, Excel, Power Point, Internet web browser);

Project management;

Presentation Skills;

Analytical skills;

Team work;

Ability to work in a multicultural environment;

11. **Present position:** Analyst at the Centre for Research and Policy Making

12. Years within the firm: 4

13. Key qualifications:

- **Policy Analysis** (EU integration, migrations, democratization, education, etc.)
- **Defining methodological frameworks, opinion polls questionnaires, focus groups etc.**
- **Project management** ( project coordinator of several projects: “PERSPECTIVES OF THE DOMESTIC LEGAL FRAMEWORK GOVERNING ELECTION, FROM THE VIEWPOINT OF THE INTERNATIONAL ELECTION STANDARDS AND GOOD PRACTICES – A GUIDE TOWARDS ACCURATE, RELIABLE AND CONSISTENT ELECTORAL LEGISLATION AIMED AT STRENGTHENING OF THE OVERALL INTEGRITY OF THE ELECTORAL PROCESSES” OBSE MARCH-DECEMBER 2008; “MY VOTE- MY DECISION”, UNDP OCTOBER 2008-FEBRUARY 2009 ETC. )
- **Presentation skills**

14. Specific experience in the region:

Country	Date from - Date to
Macedonia	2006-present

15. Professional experience

Date from - Date to	Location	Company	Position	Description
Since 01/2006-present	Skopje	Center for Research and Policy Making (CRPM)	Analyst	<ul style="list-style-type: none"> <li>• To define a research methodological framework</li> <li>• To collect, select and analyze data</li> <li>• To review relevant existing policies and best practices and write policy recommendations</li> <li>• To research, analyze, interpret and prepare reports</li> <li>• To write draft reports and policy papers</li> <li>• To present the CRPM products at public events</li> <li>• Project management</li> </ul>
01/11/2006 - 22/12/2006	Skopje	MILIEU-Environmental Law and Policy	Researcher	<ul style="list-style-type: none"> <li>• A literature survey of future-related academic and policy studies prepared in Macedonia, including demographic studies, economic scenarios and of course any future studies related to environment</li> </ul>
01/05/2005 - 31/05/2005	Skopje	General Secretariat of the Government of Republic of Macedonia	Intern	<ul style="list-style-type: none"> <li>• To learn about the structure and the work of the General Secretariat</li> <li>• To work and help with the everyday administrative tasks</li> </ul>

<b>CRPM Project: OTHER THINGS MATTER TOO (RECOGNITION OF FOREIGN DIPLOMAS, ACCREDITATION OF UNIVERSITIES, SOCIO-ECONOMIC PROBLEMS WITH SPORT BETTING, COSTS OF AIRPORT TICKETS)</b>
<b>Donor:</b> Balkan Trust for Democracy
<b>Period of implementation:</b> 2006
<b>Position:</b> Researcher and co-author of the policy briefs:  - “To Study (Abroad) Or Not? The Problem Of The Recognition Of Diplomas Issued By Foreign Universities” - “Private Or Public Education. Is There Fair Competition? Accreditation Of Private Universities In Macedonia”  Activities: -analysis of the legal framework -analysis of the relevant statistics -conducting interviews -writing the policy brief “To Study (Abroad) Or Not? The Problem Of The Recognition Of Diplomas Issued By Foreign Universities” -writing the policy brief “Private Or Public Education. Is There Fair Competition? Accreditation Of Private Universities In Macedonia”
<b>CRPM Project: CRPM RESEARCH ON CROSS BORDER TRADE (GPKT REGION)</b>
<b>Donor:</b> EAST WEST INSTITUTE
<b>Period of implementation:</b> 2006-2007
<b>Position:</b> Field researcher  Activities:  -conducting interviews -analysis of the legal framework -press clipping -background research
<b>CRPM project: MIGRATION FLOWS IN SOUTH-EASTERN EUROPE</b>
<b>Donor:</b> Funding partner Group 484 Belgrade
<b>Period of implementation:</b> 2007-2008
<b>Position:</b> Co-author of the publication “Strengthening cross border cooperation in the western Balkan regarding migration management”
<b>CRPM project: GENDER AWARE POLICY ANALYSIS OF THE HEALTH CARE SECTOR (DRG)</b>
<b>Donor:</b> UNIFEM
<b>Period of implementation:</b> 2008
<b>Position:</b> Researcher and co-author of the publication “Diagnosis related groups and unpaid care work of women”

<b>CRPM project: UNLEASHING BUDGET WATCHDOGS</b>
<b>Donor:</b> USAID; Institute for sustainable communities
<b>Period of implementation:</b> 2008
<b>Position:</b> Researcher -providing relevant information for the analyses “Policy and the Budgetary Implications of ‘Equitable and Appropriate Representation of Communities’” - data analysis - working on the final draft of the analysis
<b>CRPM project: DISCOVERING THE HIDDEN OPPORTUNITIES, (a tourism development strategy for Delcevo “The tsar’s village at the end of the road”)</b>
<b>Donor:</b> European Agency for Reconstruction
<b>Period of implementation:</b> 2007-2008
<b>Position:</b> Field researcher  Activities:  -data collection - data processing -designing a survey -conducting a survey -conducting interviews with the relevant parties -organizing and participating in the forums organized under the project
<b>CRPM project: MIGRATION AND DEVELOPMENT: CREATING REGIONAL LABOUR MARKET AND LABOUR MIGRANTS CIRCULATION AS RESPONSE TO REGIONAL MARKET DEMANDS</b>
<b>Donor:</b> Funding partner Group 484 Belgrade
<b>Period of implementation:</b> 2008
<b>Position:</b> Co-author of the analysis “Migration and development: creating regional labour market and labour migrants circulation as response to regional market demands
<b>CRPM project: ANALYSIS OF THE CONSULTATION PROCESS FOR THE 2007 PROGRESS REPORT FOR MACEDONIA</b>
<b>Donor:</b> Funding partner The European institute from Bulgaria
<b>Period of implementation:</b> 2008
<b>Position:</b> Author
<b>CRPM project: MACEDONIAN PROGRESS WITH REGARD TO THE BENCHMARKS SET IN THE ROADMAP FOR VISA LIBERALISATION</b>
<b>Donor:</b> Funding partner The European institute from Bulgaria
<b>Period of implementation:</b> 2008
<b>Position:</b> Author
<b>CRPM project: “PERSPECTIVES OF THE DOMESTIC LEGAL FRAMEWORK GOVERNING ELECTIONS, FROM THE VIEWPOINT OF THE INTERNATIONAL ELECTION STANDARDS AND GOOD PRACTICES “– A GUIDE TOWARDS ACCURATE, RELIABLE AND CONSISTENT ELECTORAL LEGISLATION AIMED AT STRAIGHTENING OF THE OVER ALL INTEGRITY OF THE ELECTORAL PROCESSES</b>
<b>Donor:</b> OSCE
<b>Period of implementation:</b> 2008

<b>Position:</b> Project coordinator
<b>CRPM project:</b> “MY VOTE-MY DECISION” ANALYSIS OF THE REASONS FOR FAMILY AND PROXY VOING IN MACEDONIA
<b>Donor:</b> UNDP
<b>Period of implementation:</b> 2008-2009
<b>Position:</b> project coordinator
<p>Activities:</p> <ul style="list-style-type: none"> <li>-defining the methodological frame</li> <li>-coordination and monitoring of the field activities (14 focus groups)</li> <li>-data analysis gathered from the field activities (14 focus groups)</li> <li>-conducting interviews with relevant stakeholders (representative from SEC-State electoral commission, woman MPs etc.)</li> <li>-co-author of the analysis “My vote-my decision”</li> </ul>
<b>CRPM consultancy:</b> Campaign consultancy for the presidential and local elections 2009 of “Nova demokratija”/ “Demokracia e re” and their presidential candidate Imer Selmani
<b>Period of implementation:</b> March-April 2009
<b>Position:</b> assistant
<p><b>Activities:</b></p> <ul style="list-style-type: none"> <li>- conducting interviews with the candidates for mayors</li> <li>- research</li> <li>- policy advise for the local party programmes in the municipalities where “Demokracia e re” had candidates for a mayor</li> <li>- policy advise for the presidential candidate regarding the EU issues (the part of his political programme referring to</li> </ul>
<b>CRPM project:</b> ANALYSIS OF GENDER BALANCE IN THE AGRICULTURAL SECTOR IN THE REPUBLIC OF MACEDONIA
<b>Donor:</b> SFARM (Support to Farmers Association in Republic of Macedonia)
<b>Period of implementation:</b> 2009
<b>Position:</b> Co-author and focus group facilitator
<p>Activities:</p> <ul style="list-style-type: none"> <li>-design of the focus group questionnaire</li> <li>-conducting a focus group in Strumica</li> <li>-focus group transcript</li> <li>-analysis of the focus group results</li> <li>-writing the analysis</li> </ul>
<b>CRPM Project:</b> ESI WHITE LIST PROJECT
<b>Donor/Partner:</b> European stability initiative ESI
<b>Period of implementation:</b> 2009
<b>Position:</b> Local researcher from Macedonia
-providing information and reports about the Macedonian progress regarding the visa liberalisation process
<b>CRPM project:</b> INTRODUCTION OF GENDER SENSITIVE APPROACH IN THE POLICY MAKING PROCESS IN REPUBLIC OF MACEDONIA
<b>Donor:</b> Delegation of the European Commission in Macedonia
<b>Period of implementation:</b> 2009

**Position:** Project coordinator

Activities:

- coordination and monitoring of the overall implementation
- writing 3 analyses (political representation of women; women representation in the public administration; and the youngsters are entitled to sexual education-assessment of the need for introduction of sexual education analyzed from gender perspective)
- design of the survey questionnaire
- conducting a survey
- analysis of the data from the survey
- design of focus group questionnaire
- focus group facilitator
- analysis of the focus group data
- organizing 3 trainings with NGOs, representatives of the local commission on equal opportunities for women and men, and women MPs. (conducting one session at each training)
- organization of consultation meetings with stakeholders and round tables

**CRPM project: "My vote-my decision" stop family and proxy voting**

**Donor:** Delegation of the European Commission in Macedonia

**Period of implementation:** 01.01.2010-31.12.2010

**Position:** Project coordinator

- coordination of activities (evaluation of all projects regarding the family and proxy voting, preparation of the National strategy against family and proxy voting, raising awareness campaign in 40 municipalities of the 4 electoral districts where this problem has been recognized on continuous bases, organization of a donor conference)
- design of the methodological framework
- writing the National strategy against family and proxy voting in cooperation with SEC (State Electoral Commission)

## 17. Other relevant information (e.g., Publications)

"Europeanization of the Macedonian Regional Policy"; European Union Foreign Affairs Journal (EUFAJ), LIBERTAS, November 2009 (extract of Kostovska's Master thesis)

"Political representation of women" - publication "Achieving gender equality in Macedonia", project funded by EU, CRPM 2009

"Women representation in the public administration"; publication "Achieving gender equality in Macedonia", project funded by EU, CRPM 2009

"The youth has a right to sexual education-assessment of the need for introduction of sexual education analyzed from gender perspective" - publication "Achieving gender equality in Macedonia", project funded by EU, CRPM 2009

My Vote-My decision, analysis of the problem of family and proxy voting in Macedonia, 2009, UNDP, Centre for Research and Policy Making

Macedonian progress with regard to the benchmarks set in the Roadmap on Visa Liberalisation, 2008, Centre for Research and Policy Making

Analysis of the consultation process for the 2007 progress report for Macedonia, 2008, Centre for Research and Policy Making CRPM and the European institute from Bulgaria

Developing Tourism in Delchevo „The Tsar's Village at the end of the Road", 2008 Skopje, Centre for Research and Policy Making CRPM

Migration and development: Creating regional labour market and labour migrants circulation as response to regional market demands, May 1008, Centre for research and policy Making-CRPM Skopje and Group 484 Belgrade

Diagnosis related groups and unpaid care work of women, Skopje, May 2008, Centre for research and policy making CRPM

Strengthening cross-border cooperation in the Western Balkan regarding migration management  
Macedonia; 2007 Belgrade; Group 484

Private or Public Education (Is there Fair Competition? Accreditation of Private Universities in Macedonia); 2006 Skopje; Centre for research and policy making-CRPM

To Study (Abroad) or not? (The Problem of the Recognition of Diplomas Issued by Foreign Universities); 2006 Skopje; Centre for research and policy making-CRPM