

Teodora Panuş

Public Administration MA candidate • Youth Policy Consultant • Trainer & Facilitator

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Location

mun. Chişinău, Republic of Moldova

LinkedIn

linkedin.com/in/teodora-panus

Date of birth

02 February 2000

Moldovan, Romanian

ABOUT

Public Administration MA candidate with over 10 years of experience in civil society, youth policy, non-formal education, and democratic governance in the Republic of Moldova and internationally. Specialized in youth participation, advocacy, local budget analysis, and policy research.

WORK EXPERIENCE

09/2025 – present

Curator: Public Civic Partnership

Coalition of the Independent Cultural Sector (CSCI), Chişinău, Moldova

- Shape the vision and policy logic of the Public–Civic Partnership (PCP), ensuring coherence between the concept, draft law, and implementation framework.
- Curate and moderate public consultations, integrating stakeholder feedback from local authorities and civil society into the legal and strategic design of PCP.
- Contribute to drafting operational regulations and governance mechanisms to ensure transparency, accountability, and long-term sustainability.

11/2025 – 04/2026

Project Coordinator / Individual Contractor

UNFPA Moldova, Chişinău, Moldova

- Led planning, coordination, and implementation of interventions under the Youth Catalysts: Strengthening Moldova's Democratic Core program (Adolescents and Youth Portfolio).
- Managed day-to-day program operations in collaboration with state and CSO partners.
- Supported conceptualization and fundraising to strengthen program sustainability. Funded by the UK International Development.

01/2025 – 06/2025

Advisor to the Deputy Secretary General Expert, EU Integration in Social Policies (UNICEF contract)

Ministry of Labor and Social Protection, Chişinău, Moldova

- Provided technical support on Chapter 19 (Social Policy and Labor) and Chapter 2 (Free Movement of Workers) within Moldova's EU accession process.
- Participated in bilateral screening sessions with the European Commission (April 2025); authored official process-verbal.
- Coordinated Moldova's responses to the EU Enlargement Package across 13 chapters.
- Drafted presentations and simulation sessions for bilateral screening (February and March 2025).
- Cooperated with the UN, the EU, and relevant national institutions on social policy alignment.

06/2024 – 04/2025

Analytical Specialist

Civil Society Support Foundation (CSSF), Vilnius, Lithuania

- Analyzed data and trends to understand implications of existing youth policies; developed policy recommendations.
- Shaped the strategic direction of policy initiatives and evaluated the communication effectiveness of youth policies.

08/2022 – 08/2024

President

National Youth Council of Moldova (CNTM), Chişinău, Moldova

- Led strategic initiatives to promote youth civic and political participation (NGO funding, paid internships, civic spaces).
- Coordinated the ECRI alternative report (6th cycle) for the Council of Europe, leading data collection from national institutions.

- Authored and co-authored the CNTM Advocacy Strategy 2023–2025, APL budget monitoring series, and co-management regulatory framework.
- Led the Youth Policy Lab (YPL) pilot in Moldova as lead consultant (EU4Youth project, 2024).
- Developed partnership portfolio at national and international levels; advocated at CoE, EU, and UN platforms.

Former Vice-President of CNTM (03/2020 – 06/2021).

09/2023 – 04/2024

Communications Consultant

Chemonics International, Chişinău, Moldova

- Supported development and implementation of state-level awareness and communication campaigns.
- Developed a community for communication experts; improved communication strategies for projects and organizations.

08/2021 – 07/2022

Vice-President

AEGEE-Europe – European Students Forum, Brussels

- Oversaw the implementation of EU-funded projects by staff and membership across 200+ local organizations.
- Led Europe-wide initiatives related to the development of neighboring countries.
- Established partnerships between AEGEE and EU/European stakeholders.

Former Member in the AEGEE-Chişinău and AEGEE-Enschede (03/2018 – 02/2024).

12/2020 – present

Founder

AO Prietena Mea, Chişinău, Moldova

- Established organization focused on the inclusion of youth with disabilities in the Republic of Moldova.
- Supported fundraising, budgetary planning, and development of training, lobbying, and consulting programs.

2018 – present

Independent Trainer, Facilitator & Mentor

Freelance, Republic of Moldova, and international

- Designed and delivered non-formal education activities on advocacy, youth participation, project management, institutional development, local budget analysis, information literacy, EU integration, and co-management structures.
- Selected contracted engagements:
 - Advocacy & Youth Participation – AO CPR, Democracy Instigation project (2022, 2023), Republic of Moldova
 - Youth Policy Lab facilitation – EU4Youth / CNTM (2024–2025), Republic of Moldova
 - Information Resilience Summer Camp – AO Media-Guard (August 2025); mentored 3 youth trainers post-camp, Chişinău
 - Policy & Advocacy training – AEGEE-Europe, (2022)
 - Project Management Bootcamp – 3-day residential, AO PERSPECTIVA, Cahul Social Responsibility curriculum – 2-day training module, AO CNTM, Chişinău
 - Pupils Councils capacity building, AO STUDEM; Local Multipliers, Youth Camp AO ProBono; Co-management capacity building – National Youth Agency (2025); Local Elected Youth (2024), Capacity Building for Youth Organization (2023) AO CNTM;
- Provided mentoring to individuals and organizations in CSO development and LPA cooperation.

EDUCATION AND TRAINING

09/2024 – 06/2026

Master's in Public Administration

Moldova State University, Chişinău • EQF Level 7

Specialization: public administration, policy analysis, and governance.

05/2025 – 06/2025

Project Evaluator

Euro Best Team România • EQF Level 4

09/2018 – 05/2023

Bachelor of Law (social sciences)

Moldova State University, Chişinău • EQF Level 6

Thesis: Civil Society and the State – the impact of the accession of the Republic of Moldova to the European Union.

LANGUAGE SKILLS

Language	Listening	Reading	Spoken production	Spoken interaction	Writing
Romanian	Native				
English	C2	C2	C2	C2	C2
Russian	C2	C2	B2	B2	B1
Spanish	B2	B1	A2	A2	A1

Levels: A1–A2: Basic user • B1–B2: Independent user • C1–C2: Proficient user. Self-assessment per CEFR. Separate CEFR self-assessment document enclosed with tender. Acknowledgment can be found in the CEFR Language Self-Assessment document.

SKILLS AND COMPETENCIES

Areas of expertise	Youth policy and participation • Non-formal education and facilitation • Advocacy and campaigning • Policy research and analysis • Budget monitoring and evaluation • EU accession and acquis alignment • Co-management structures • Strategic planning • Stakeholder consultations
CoE frameworks	ECRI evaluation process • CM recommendations on youth work and participation • Reykjavik Principles for Democracy • Reference Framework of Competences for Democratic Culture (RFDC) • Youth Sector Quality Standards
Research methods	Mixed methods (quantitative and qualitative) • Focus groups • Semi-structured interviews • Survey design • Stakeholder mapping • Document review • Double Diamond and DDS frameworks • Budget interpretation
Digital skills	Microsoft Office • Google Workspace • SoMe management • Project management tools • AI tools

PUBLICATIONS AND REPORTS

- **2025** Report of the National Youth Program, as part of the National Youth Strategy 2030. *Co-authored with Cristian Vizir and Igor Ciurea. Funded by the European Union. 88 pp.*
- **2024** Report on the evaluation of expenditures for the youth sector at the central level (2021–2026). *Co-authored with Mihaela Frosineac. Funded by the European Union and the Friedrich Ebert Foundation. 28 pp.*
- **2024** Youth's Perception of Democracy and European Support. *Lead author and research coordinator, co-authors Mihaela Frosineac, Cristina Voroneanu, and Nadejda Cojocari. Erasmus+ / EACEA. 44 pp.*
- **2024** Youth Policy Lab piloting in Moldova – EU4Youth. *Co-authored with Valeriu Drăgălin. Lead consultant for Meetings 3–4 and follow-up.*
- **2024** Youth Policy Lab Follow-Up Report. *Sole author. Documents facilitation of 3 working groups on co-management, volunteering, and civic space.*
- **2024** Alternative monitoring of EU funds through the neighborhood policy lens, *Advisory Youth Group under the Particip GmbH research team.*
- **2023** Report: Youth and the Sustainable Development Goals – progress, challenges and opportunities. *Co-authored with Roman Banari. CNTM / UN partnership. 47 pp.*
- **2023** Budgetary monitoring – Evaluation of expenditures for the youth sector of APL Căușeni. *Sole author. Funded by the EU and the Friedrich Ebert Foundation. 19 pp.*
- **2023** Youth rights compendium – Evolution of youth policies in the Republic of Moldova v.1. *Internal document, authored for the CNTM.*
- **2022** Alternative periodic report: Evaluation of Moldova by the Council of Europe (ECRI), youth component. *Co-authored with Nicolai Cheleş. Prepared on behalf of CNTM for the 6th ECRI evaluation cycle. 19 pp.*
- **2022** Feasibility study – Voting at 16 in the Republic of Moldova. *Co-authored with Dumitru Stoica.*
- **2021** Evaluation of the implementation and monitoring of the National Program on Alcohol Control 2012–2020. *Co-authored with Dumitru Stoica.*

PERSONAL DEVELOPMENT

2024
2024

Swedish Institute Leadership Lab
Strategic Communication – School of Journalism of Moldova

REFEREES

[REDACTED]

Director, Centrul de Asistență și Protecție a Victimelor
Former President, CNTM, during Teodora's VP term;
co-author, ECRI alternative report

[REDACTED]

[REDACTED]

[REDACTED]

Consultant and Facilitator
Former co-facilitator and co-author

[REDACTED]

[REDACTED]

[REDACTED]

Program Analyst of Youth Participation, UNFPA Moldova
Former manager during Teodora's time as IC for UNFPA
Moldova (2026), and co-facilitator (2025)

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Former President, AEGEE-Europe, during Teodora's term as
Vice-President

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