

CURRICULUM VITAE

1. Name and surname: Darko MARKOVIĆ
2. Date of birth: 11.08.1972.
3. Nationality: Serbian
4. Occupation: Trainer/coach/consultant
5. Organization: Inn.Side – learning and development
6. Websites:
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9. Key qualifications:



- MA in PSYCHOLOGY, University of Belgrade, Serbia
- Swiss federal diploma for professional trainers in adult education, Sekretariat für Bildung, Forschung und Innovation, SBFJ.
- Certificate in Leadership Development through Emotional Intelligence, Weatherhaed School of Management, Case Western Reserve University, Cleveland, Ohio, USA
- Certificate Inspiring Leadership through Emotional Intelligence, Weatherhaed School of Management, Coursera
- Certificate in professional coaching "Art and Science of Coaching" at Erickson College International from Vancouver, Canada, 2012-2014
- Accreditation for use of Emotional and Social Competence Inventory (ESCI), Hay Group, USA and UK
- Certificate in intercultural training, LTS training and consulting, Bath, UK
- Qualified to administer Intercultural Development Inventory™ (IDI), by Intercultural Communication Institute and Hammer Consulting, USA
- Qualified to use Strengths Deployment Inventory (SDI), by Gentis doo, Croatia
- Certified psychodrama therapist, Institute for psychodrama, Belgrade, National certificate for psychotherapy, Serbian Union of Associations for Psychotherapy, European certificate for psychotherapy (ECP), European association for psychotherapy, Vienna, Austria
- International Certificate to competently prepare, run and evaluate training activities with an international and intercultural dimension; Council of Europe's Directorate of Youth and Sport-European Youth Centre, Strasbourg
- Certified in use of interactive theatre methodology Theatre of the Oppressed – Forum theatre by Engage! InterACT the Netherlands and FORMAAT, The Netherlands

10. Selected list of clients:

International organisations

EU delegation in Serbia, Council of Europe, Partnership between the Council of Europe and European Commission in the field of Youth, UNDP, UNICEF, UN Women, British Council, Swiss development cooperation office (SDC), USAID/Chemonics International, SALTO Training and Cooperation, SALTO South East Europe, SALTO Inclusion, SALTO Euromed, OPTO International, National agencies for Erasmus+ programme from: France, Spain, Hungary, Romania, Germany, Slovakia, Turkey, Slovenia, Lithuania, Latvia, Cyprus, Italy, Iceland, UK, the Netherlands, Austria, etc.

Corporate clients

GfK, VIP Mobile, Banca Intesa, Grundfos, Leoni, Tarkett, JCMM, Norma Group, Bambi, P&G, Delhaize, Japan Tobacco International, Philip Morris International, Telenor/ProMonte, US Steel Serbia, Schneider Electric, Michelin/Tigar Tyres, Dunav osiguranje, NIS - Gazprom Neft, ERSTE Schtiftung, Haufe-Lexware, Bosch Communication Center, etc.

Public sector:

Ministry of Education, Serbia, Ministry of Finances, Serbia, Ministry of labour and social affairs, Secretariat for youth and sport, Vojvodina, National employment service, Ministry for youth and sports, Conference of Towns and Municipalities (SKGO)

12. Professional experience

Date from - Date to	Location	Company	Position	Description
2015-2016	Turkey, Palestine	SALTO Euromed Resource Centre	Researcher	"Impact analysis of European Voluntary Service in South-Mediterranean NGOs" (2015-2016). Following the recent practice of European Voluntary Service programme with organisation from South Mediterranean countries, the impact analysis have been conducted to assess the quality of the implementation of the programme, as well as to assess the needs for further educational support and improvement needed.
2014-2015	Various locations	Partnership between European Commission and Council of Europe	Researcher Expert	Within the Partnership's initiative to support the recognition of non-formal education in the youth field, a survey has been done to map the existing good practices and tools developed at national or European level. It has been all compiled in the publication "Visible Value - Mapping of tools and good practices for better recognition of youth work and non-formal learning/education at European and national levels".
2013-2014	Serbia	NAPOR Ministry of Youth and Sports	Researcher Consultant	Within the initiative to develop the national tool for recognition of young people's competencies gained in youth work, he is taking several roles: one of the researchers in the national research " <i>The impact of non-formal learning in youth work on development of young people's competencies for employability</i> ", and co-designer of the future tool for recognition of competencies gained in youth work in the youth field in Serbia.
2010 - present	Austria Slovakia Czech Republic Romania Bosnia-Herzegovina	Erste Foundation, Interkulturelles Zentrum	Trainer Expert Conference facilitator	Trainer and facilitator within the <i>aces programme of the ERSTE Foundation</i> . The <i>aces</i> programme aims at developing cross-border school cooperation/project in CEE and SEE. It involves preparing and facilitating large events (300 participants) and running workshops for teachers and students.
2010	UK	Everything's Possible	External evaluator	External evaluation of EVS training courses delivered by the Intercultural Training Partnership in UK. It involved field visits, development of evaluation questionnaires for various stakeholders and production of the evaluation report.
2009-2010	Serbia	VNG International	Trainer Consultant European Expert	Trainer and expert in developing and delivering <i>long-term Train-the-trainer course for the trainers pool of the Standing Conference of Towns and Municipalities in Serbia</i> . The course included 3 modules and related assignments and aimed both at development of trainer's competencies, as well as consolidation and institutional development of the training centre. The activity was held within the project "Municipal Support Programme in North-Eastern Serbia"

2007-present	Serbia	Inn.Side – learning and development	Owner Trainer Coach Consultant	<i>In-house training courses</i> for various companies and international organizations. The training topics: Leadership development, Intercultural leadership, Cross-cultural training for expatriates working in Serbia, Emotional Intelligence at Work, Train-the-trainer, Learning and competence development, Team Building/Retreat events etc.
2007-present	Various European countries	SALTO Training and Cooperation, Germany	Trainer	<i>Trainer in the SOHO international training team, coordinated by SALTO Training and Cooperation, Germany, delivered courses in Romania, France, Spain, Belgium, Italy, Cyprus, Slovakia, Czech Republic, UK, etc.</i>
2007-present	Hungary Lithuania Germany Austria Romania Latvia The Netherlands	UNIQUE network	Trainer Expert Documentalist Member of the network	Trainer in UNIQUE training courses: <i>“Facilitating the volunteers learning”</i> for mentors in EVS projects, Hungary and Romania, advance training for further personal and professional development of trainers <i>“UNIQUE R.I.D.E.”</i> , held in Lithuania, Austria, the Netherlands, and Latvia. He was also a documentalist at <i>“Forming or Performing”</i> - Seminar on Training for/of trainers methodologies, Germany
2007-2010	Serbia Montenegro	Management Centre Belgrade	Senior trainer	<i>Senior trainer in open-courses for management skills development</i> at Management centre Belgrade, including topics like: communication skills, effective team work, time management, train-the-trainer etc.
2007-2008	Serbia	Ministry for youth and sports	Expert	Invited expert involved in work of the Working group on Education within the framework of development of National Strategy for Youth in Serbia, Ministry for youth and sports, Serbia
2006-present	Germany Austria Portugal Belgium	SALTO Training and Cooperation, Germany	Trainer Expert Lecturer Writer Rapporteur Conference facilitator	Guest lecturer on training courses about recognition of non-formal learning in Austria (2006) and Youthpass Training course in Portugal (2007). Co-author of the following publications: <i>“Youthpass Guide”</i> (2009), <i>“Youthpass Unfolded”</i> (2012), <i>“Unlocking doors to recognition”</i> (2012) as well as the educational game <i>“Learning out of the box”</i> , published by SALTO-YOUTH training and cooperation. He was also a rapporteur at the seminar <i>“Youthpass beyond Youth in Action”</i> (2012) and conference facilitator in the conference <i>“Youthpass in Action: impact, practice, future”</i> (2013)
2005-2008	South East Europe, Serbia	Forum Syd Balkans Programme	Trainer Lecturer Researcher External Evaluator	Invited as a guest lecturer in BA programme on Community Youth Work, trainer and facilitator in seminars and conferences, researcher contracted to assess the state of affairs in the local youth policy in Serbia and external evaluator of the BA studies programme in Community Youth Work, organized in cooperation with the Jonkoping University, Sweden

2004-present	Strasbourg, Prague	Partnership between European Commission and Council of Europe	Senior trainer Facilitators Writer	Invited expert and speaker in seminars on non-formal education and youth policy, organized by the Youth Partnership and member of the editorial team of the Coyote Magazine. For example: <i>Research seminar on non-formal education</i> (Strasbourg, 2004) and <i>"Continuing the Pathway towards Recognition"</i> - Expert workshop on the recognition of non-formal learning in the youth field (Prague, 2008).
2004-present	South East Europe	SALTO SEE Resource Centre, Slovenia	Trainer Expert Editor and contributor EVS accreditor Conference facilitator	Regular trainer at EVS training sessions (pre-departure, on-arrival, mid-term and annual EVS event) and other training events organized by SALTO SEE (e.g. Training on Quality and Learning in EVS, Bosnia or Workshop for National Agency representative and NGOs, Croatia) <i>Accreditor</i> of organizations interested in organizing EVS projects in South East Europe. Co-author of two handbooks on EVS and several articles for SEEYouth magazine. Trainer in the Long-term training <i>"Let's training on recognition of non-formal learning and youth work"</i> , co-organized with Turkish NA for YiA programme (2010-2011), resulted in the handbook <i>"Unlocking doors to recognition"</i> (2012). He was conference facilitator in the <i>"Symposium on Youth Policy Cooperation in South East Europe: focus on recognition of youth work & non-formal learning"</i> (2012), as well as trainer in <i>"Study visit to Serbia"</i> (2013) and <i>Staff training for EVS officers on EVS accreditation in Erasmus+</i> (2013).
2002-present	Strasbourg, Budapest, Russian Federation, Azerbaijan, Finland Serbia	Council of Europe	Senior trainer Invited expert Member of Pool of Trainers	Involved in designing, delivering and evaluating of various international training activities, seminars and study sessions in Strasbourg and Budapest Council of Europe's Centres and field activities in Russian Federation, Finland and Azerbaijan. For example: <i>Training for Trainers</i> (2003), <i>Training for facilitators of intercultural non-formal education activities</i> (2008), <i>Training for Trainers in Human Rights Education</i> (2009) etc. In 2012-2013 he was member for the team for <i>Long-term Training for Trainers working in Serbia</i> organized by CoE and Ministry of Youth and Sports.
2000-present	Germany Cyprus Hungary Belgium Portugal Serbia etc.	Various international youth and development organizations	Trainer Consultant Expert	As a an international freelance trainer and consultant, he was working on various European countries (France, Belgium, Spain, Germany, Hungary, Austria, Russian Federation, Azerbaijan, Cyprus, Romania, Portugal, Croatia, FYR Macedonia, Slovenia, Bosnia-Herzegovina etc.). For example: <i>Training for European Pool of Trainers</i> , organized by AFS/EFIL, <i>International European citizenship related training course „Let's open our minds to Europe"</i> , organized by Stadtjugendring Stuttgart e.V., Training seminar for UNDP's Beautiful Serbia project etc. Training for trainers on public participation (2012) and the accompanying handbook (2012) for USAID-SLDP.

1999-2011	Belgrade, Serbia	Grupa HAJDE DA...	Founder Manager Trainer Writer Board Member	One of the founders of non-profit organization Grupa HAJDE DA... in 1999. He was responsible for overall management and fundraising (2000-2003), strategic thinking and project development/management. He's one of the leading trainers of "Hajde da..." group and was editor and contributor of several publications and translated manuals, published by Hajde da group and was a member of the Executive Board (1999-2011).
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13. Articles, reports and publications:

- 2015 "Visible Value - Mapping of tools and good practices for better recognition of youth work and non-formal learning/education at European and national levels", Partnership between European Commission and the Council of Europe in the field of Youth
- 2014 Research report "The impact of non-formal learning in youth work on development of young people's competencies for employability", National association of youth workers, Ministry for youth and sports and USAID-SLDP
- 2013 "Learning out of the Box", Educational card game designed to help trainers/coaches address the topic of learning in their activities, SALTO training and cooperation
- 2012 Handbook "Važno je učestvovati!" for local government representatives and CSOs working on civic participation in Serbia, USAID/Chemonics
- 2012 Handbook "Youthpass Unfolded" containing tools and methods on supporting learning process of participants in non-formal learning activities within the Youth in Action programme, SALTO training and cooperation, SALTO Inclusion
- 2012 Handbook "Unlocking doors to recognition" for youth organizations and other actors interested in better recognition of non-formal learning and youth work, SALTO SEE and SALTO training and cooperation
- 2012 "Sailing the Seas of Recognition" report from the "Youthpass beyond Youth in Action" seminar, Paris, 13-16.5.2012.
- 2010-2013 A member of the editorial team for the Coyote magazine, published by the Partnership of the Council of Europe and European Commission
- 2010 Hopscotch to EVS – handbook for quality EVS projects with South East Europe, published by SALTO SEE
- 2009 Co-author of the Youthpass Guide, contributed article "Hitchhikers guide to recognition of non-formal learning in the youth field", published by SALTO-YOUTH training and cooperation, www.youthpass.eu
- 2008 *"Re-construction - De-construction - Construction" - External evaluation of the BA studies programme in Community Youth Work, organized by Forum Syd Balkans Programme in cooperation with Jonkoping University from Sweden*
- 2008 "Herotic document – report from the Seminar Forming or Performing on Training for Trainers methodologies", held in Berlin, 26-30.3.2008, organized by UNIQUE network
- 2007 *Co-author of the research and publication on local youth policy in Serbia, entitled "Do all roads lead to youth policy?", published by Forum Syd*

- 2006-2007 *Editor* of the Serbian version of COMPASS – Human Rights Education Manual, originally published by Council of Europe, Serbian version published by “Hajde da...” group
- 2006 *Author* of the article “*A Step towards the Recognition of Non-formal Education in Serbia and Montenegro*”, published in Coyote magazine, No.11 by the Partnership of the Council of Europe and European Commission
- 2005 *Co-author* of *Peace and Intercultural Education Pack for Scouts*, covering topics like: Culture, Cultural Identity, Intercultural Learning etc., to be published by Serbian Scouts Association
- 2005 *Editor and co-author* of the publication “*Non-formal Education –a step towards the recognition in Serbia and Montenegro*”, published by “Hajde da...” group, funded by the European Commission and European Youth Foundation of the Council of Europe
- 2005 *Editor* and one of the *translators* of *T-kit on Intercultural Learning* in Serbian language, published by “Hajde da...” group, funded by European Youth Foundation
- 2005 *Editor* and one of the *translators* of *T-kit on Training Essentials* in Serbian language, published by “Hajde da...” group, funded by European Youth Foundation
- 2005 *Co-author* of the publication “*Guidelines for organizing EVS projects for Host and Sending Organizations in SEE*”, to be published by SALTO-YOUTH South East Europe RC during 2007
- 2004 *Author* of article “*Where is (missing) youth policy in Serbia?*” focused on presentation of the current situation in the field of youth policy in Serbia and presentation of the findings of an action research done with 3 groups of young people within the project “*Because it Counts!*”.
- 2004 *Author* of article entitled “*YOUTH programme train stops in Jastrebarsko*” about Training Course in Development of EVS Projects with South East Europe held in November 2003; the article was published in SEEYouth Magazine, by SALTO-YOUTH SEE Resource Centre
- 2003 *Editor and co-author* of “*Non-formal Education - Invisible social force*” booklet, aimed at promotion of non-formal education in Serbia. *Author* of the article “*NFE Today*”. “Hajde da...” group published the booklet.
- 2003 *Co-editor* of “*Alphabet of Tolerance*” teacher training manual, *author* of the article “*Workshop Approach in The Alphabet of Tolerance / terminology and methodological clarifications*”, published in Serbian and Hungarian language by “Hajde da...” group, financially supported by KulturKontakt Austria
- 2002 *Co-author* of the Peace Education Training Manual for Young Scouts “*Peace Cooperation Non-violence*”, aimed at providing Yugoslav Scout association with an educational tool for dealing with issues like conflict transformation, non-violent communication, prejudices, discrimination, intercultural learning etc. It was published by the Yugoslav Scouts Association

14. Membership of professional bodies:

2015-Present	Member of the Advisory group for the Youthpass – strategy for recognition of youth work and non-formal learning in Europe
2007- 2012	Member of international network of trainers and researchers UNIQUE - United for innovation and quality in education
2004 - Present	Member of the pool of trainers with SALTO SEE Resource Centre, Slovenia
2006 - Present	Member of the pool of the pool of trainers with SALTO Training and Cooperation, Germany
2002 - Present	Senior trainer and member of international Trainers' Pool of the Council of Europe
1999- Present	Member of Institute for psychodrama, Beograd
1999 - 2011	Founding member and Board member in non-profit organization "Hajde da..." ("Let's...") group, Belgrade

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

Language	Reading	Speaking	Writing
English	1	1	1
Serbian	1	1	1

16. Other personal skills and competencies: Intercultural sensitivity, ability to work in a diverse team and independently, used to work under pressure, creativity in educational programme design, high professional standards, flexibility, and openness for learning and usually good sense of humour.