



Personal information

First name(s) / Surname(s) **Yordan Dimitrov Dimitrov**
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 E-mail jordandim@bilsp.org
 Nationality Bulgarian
 Date of birth December 1 1976
 Gender Male

Desired employment / Occupational field

Project manager/ project management and researcher in the fields of social policies, labor market, working conditions, human resources development, social protection, vocational training, corporate social responsibility, industrial relations

Work experience

Dates	Managing Director since August 2023; previously served as Operations Manager and Senior Researcher.	
Occupation or position held	Overall management, research activities, design, management, coordination, implementation, monitoring and evaluation of programs and projects	
Main activities and responsibilities	Balkan Institute for Labor and Social Policy (BILSP); Sofia, Bul. Tsarigradsko Shousse, bl. 22 A, entr. 3, fl. 1	
Name and address of employer	Research and project management in the fields of social policies, labor market, working conditions, human resources development, social protection, vocational training, corporate social responsibility, industrial relations. Training and consultancy in project management, strategic planning, European structural funds	
Type of business or sector	Managing Director since August 2023; previously served as Operations Manager and Senior Researcher.	

Dates	September 2011 – up to now	
Occupation or position held	Managing director	
Main activities and responsibilities	Design, management implementation, monitoring and evaluation of programs and projects	
Name and address of employer	Sinova Lab (former BILSP – project consultants); Sofia, Bul. Tsarigradsko Shousse 24	
Type of business or sector	Social innovations, implementing living lab approach, managing Jobcare platform providing labor market services to people with disabilities	

Dates	February 1999 – August 2003	
Occupation or position held	Consultant	
Main activities and responsibilities	Design, management, coordination, implementation, monitoring and evaluation of programs and projects in the social field funded through Pre-accession funds and	
Name and address of employer	Bulgarian Ministry of Labor and Social Policy and World Bank Mission in Sofia	
Type of business or sector	Programming, implementation and monitoring of projects, programs and strategic plans in the social field	

Education and training

Dates September 2003 – July 2004

Title of qualification awarded Visiting researcher

Principal subjects/occupational skills covered Postgraduate specialization in strategic management and planning

Name and type of organisation providing education and training Georgetown University, Washington D.C., USA

Dates May 1995 – 2001

Title of qualification awarded Master in Economics

Principal subjects/occupational skills covered Economics

Name and type of organisation providing education and training University of National and World Economy, Sofia, Bulgaria

Level in national or international classification ISCED 5

Dates May 1996 – 2001

Title of qualification awarded Finance

Principal subjects/occupational skills covered Bachelor in Finance

Name and type of organisation providing education and training University of National and World Economy, Sofia, Bulgaria

Level in national or international classification ISCED 4

Personal skills and competences

Mother tongue(s) **Bulgarian**

Other language(s)

Self-assessment

European level (*)

English

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user

(*) [Common European Framework of Reference for Languages](http://europa.europa.eu/education/languages/cefr/)

Social skills and competences Lecturer skills – more than 2000 lecturers hours
Experience in multicultural environment and team work – 1 year specialization in Georgetown university, Washington DC, USA
Experience in working with international organizations (WB, SDC, EC, UNDP, etc.)
Research skills – visiting researcher in Georgetown university, Washington DC, USA

Organisational skills and competences Project manager/team leader of more than 20 projects and programs, financed by governmental and international organizations

Computer skills and competences Computer skills in Eviews, Expertchoice, MS Project, Word, Excel, Access, PowerPoint, Internet

Other skills and competences	<p>Design, management, implementation, coordination, monitoring and evaluation of projects and programs funded by EU, WB, , SDC, UNDP and other international donors particularly in the social policies, labor market, vocational training, human resources development sector and small and medium business development</p> <p>Good knowledge on the human resources development sector in Bulgaria</p> <p>Strategic management and planning</p> <p>Lecturer in project management, strategic management and planning, European structural funds management</p> <p>Economic knowledge – microeconomic analysis, econometric analysis, structural and competitiveness analysis, financial analysis, etc.</p>
Membership	<p>Member of Management board of Health and Life Science Cluster, Bulgaria</p> <p>Member of CSR Working Group to the Ministry of Labour and Social Policy</p>
Additional information	<p>Attended seminars:</p> <p>Lecturer in many seminars and training courses in project management cycle, strategic management and planning, European Structural Funds Management – more than 2000 hours</p> <p>Project developer of more than 150 grant projects on behalf of clients such as private and public companies and municipalities applying for different EU and Government funds</p> <p>Publications:</p> <p>/1/ Substitutes of the Voluntary Pension Products, “Tax practices, Accounting and Corporate Finance” Journal, 4/2001, p. 6-11;</p> <p>/2/ Programming under Phare Program - Economic and Social Cohesion – collection of lectures in European Structural Funds, Foundation for New Bulgarian University, Sofia, 2002</p> <p>/3/ Human Resources Development under EU Phare Program – collection of lectures in EU Pre-accession Funds Management, “Academic Forum” Journal of Varna Free University “Chernorizets Hrabar”, 2003, p. 40-61;</p> <p>/4/ Economic Clusters – Do They Exist in Bulgaria? – Proceeding of Conference on Restructuring of Bulgarian Economy organized by University of National and World Economy, Sofia, 2006</p> <p>/5/ Economic clusters and sustainable development of regions – Proceedings of Conference on Sustainable Economic Development organized by University of National and World Economy, Sofia, 2006</p> <p>/6/ Methodology for Monitoring and assessment of the Level of Excellence in CSR practices – publication under EC Progress program project “Effective Utilization of CSR Practices to Deal with the Margins of Labour Markets in South – East Europe (EU – CSR-SEE)”, Sofia, 2009</p> <p>/7/ National working conditions survey in Bulgaria 2010</p> <p>/8/ Impact of the Economic Crisis on Safety and Health at Work – publication under EC “Industrial Relations and Social Dialogue” budget line project “Safety and Health at Work in the context of the Economic Crisis, Sofia, 2011</p> <p>9/ Youth employment in Bulgaria, Fridricht Ebert Foundation , 2012</p> <p>/10/ Activating and increasing employability of specific vulnerable groups in Bulgaria : a diagnostic of institutional capacity – Dimitrov Y., Duell, N., 2014 World Bank</p> <p>11/ Models for the valuation and financing of social services including different sources and mechanism for the implementation of the principle "money follow the client", December 2017</p> <p>12/ Social Activity Modelling and Multimodal Coaching for Active Living, 2019, Dimitrov, Y., Gospodinova, Z., Wheeler, R., Znidarsic, M., Zenko, B., Veleva, V., Miteva, N.ACM ISBN 978-1-4503-6232-0/19/06, https://doi.org/10.1145/3316782.3322761</p> <p>/13/ Over 60 - (r)evolution of technology use among Bulgarian participants in project SAAM, Gospodinova, Z., Miteva, N., Veleva, V., Dimitrov, Y., Haralampiev, Y., VANGUARD SCIENTIFIC INSTRUMENTS IN MANAGEMENT, vol. 17, no. 1, 2021, ISSN 1314-0582</p> <p>/14/ Socio-Economic Status Of People With Disabilities And Policies On Their Integration In The Labour Market, Prof. Georgi Shopov, PhD, Yordan Dimitrov, Economic Thought Journal, book 3, 2021</p>
Annexes	List of assignments

Annex: List of assignments

Date from - to	Location	Company	Position	Description
August 1 st 2024 – ongoing (5 year assignment)	Sofia	BILSP, lead of consortium BILSP-BCNL-Innovabridge, contract with Swiss Development Agency	Team Leader	Management of Swiss-Bulgarian Civic Engagement & Transparency Facility. It is 10 million CHF mechanism supporting civic society sector in Bulgaria through managing two separate grants schemes, 3 strategic grant projects and providing capacity building to civic organizations.
December 2023 – May 2024	Sofia	BILSP, contract with Ministry of Labor and Social Policy	Team Leader	Regulatory Impact Assessment of a new Employment Promotion Act
June 2023 – May 2024	Sofia	Health and Life Science Cluster Bulgaria, project: VELES Excellence Hub - Strengthening the South-East Europe Smart Health Regional Excellence and Boosting the Innovation Potential, Horizon Europe	Researcher, Data and ethics manager	Responsible for legal, business, ethical aspect of the regional EU Health Data space deployment and implementing pilots in Bulgaria – multi-ecosystem demonstration, results analysis and evaluation.
May 2023 – March 2024	Sofia	BILSP, project G4G: Greening For Growth, funded by Norway grants	Senior Researcher	Research project and SMEs capacity building in the field of green technologies.
April 2023 – May 2024	Sofia	BILSP, project FAIR – Fast-track in Adopting Innovative welfare solutions for Responsible business development funded by Norway grants	Senior Researcher	Research project and SMEs capacity building in the field of welfare technologies and work places adaptations for people with disabilities.
May – December 2022	Sofia	BILSP, contract with Bulgarian Ministry of Labor and Social Policy	Team leader	Development of a methodology on preselection of people with disabilities for access to hi-tech assistive devices for people with disabilities
October 2020 – May 2022	Sofia	World Bank	Expert, Lead of labor team	Expert on labor market and vocational rehabilitation services related to people with disabilities as part of Disability policy and assessment study in Bulgaria Expert on labor market and social inclusion Expert on social impact assessment in relation the Territorial Just transition Plans and decarbonization process
October 2021 – May 2022	Sofia	Institute for Philosophy and Sociology at Bulgarian Academy of Science , contract with Bulgarian Ministry of Labour and Social Policy	Key expert	Conducting a study to gather up-to-date information on the indicators for monitoring and evaluation of the National Strategy for Active Life of the Elderly in Bulgaria (2019 - 2030)
September 2021 May 2022	Sofia	BILSP, contract with Bulgarian Ministry of Labor and Social Policy	Key expert	Development of analysis and concepts for demographic processes and demographic development on NUTS 2 level in Bulgaria
July – December 2020	Sofia	Ciela Ltd	Key expert	Development of a methodology for workability assessment for people with disabilities based on International Classification of Functioning, Disability, and Health (ICF)
May 2020 – March 2021	Sofia	BILSP, contract with CEED	Key expert	Trainings for staff of structures of Nationals Social Security Institute for introducing and applying International Classification of Functioning, Disability, and Health
March 2020 –	Sofia	BILSP, contract with Ministry of Labor and Social Policy	Key expert	Preparation of proposals for changes in the legal framework,

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January 2021				guaranteeing the improvement of the mechanisms for compliance with the labor legislation and the basic rights of the employees for regulation of the "new forms of employment"
February – November 2020	Sofia	BILSP, contract with for Agency of people with disabilities	Team Leader	Study of the changes in the socio-economic status of people with disabilities including their labor status compared to similar survey in 2009 and assessment of the potential of people with disabilities for social and labor integration. <u>National representative quantitative survey among PwDs</u> . Improvement of National data base of people with disabilities Enhancing capacity of Agency for people with disabilities to plan and report national policies for people with disabilities.
August 2019 – February 2020	Sofia	BILSP, contract with National Social Security Institute (NSSI)	Team Leader	Research and policy making project for developing and introducing a model of workability assessment of people with disabilities based on International Classification of Functioning, Disability, and Health (ICF) and defining the role of NSSI
June – October 2019	Sofia	“BILSP - project consultants” Ltd, contract with Ministry of Labour and Social Policy	Team Leader	Research activities (incl. quantitative and qualitative instruments) and preparation of a final report on the topic of New Forms of Employment in Bulgaria
June 2019 – November 2022	Sofia	BILSP, partner of EU Horizon 2020 project Resilient Europe and Societies by Innovating Local Communities (Resiloc)	Researcher	Research work in local communities resilience for emergency situations
October 2018 – December 2020	Sofia	National Federation of Employers of people with disabilities	Key expert	Project for supported employment of people with disabilities.
October – December 2018, October – December 2021	Sofia	European Commission	Assessor	Assessing project proposals under Horizon 2020 call H2020-MSCA-IF-2018 and 2021
November 2017 January 2019	Sofia	“BILSP - project consultants” Ltd, project Transnational Cooperation for Supported Employment and Virtual Labor Market for People with Disabilities	Key expert	Building an online labor market platform Job Care for people with disabilities and introducing services of supported employment
October 2017 May 2021	Sofia	BILSP, coordinator of a EU Horizon 2020 project “Supporting Active Ageing through Multimodal Coaching”	Exploitation and communication manager Member of Steering Committee Deputy project coordinator	Responsible for WP 8 exploitation and communication of the project. Responsible for scaling up and marketing of the future project product consisting of a Virtual Assistant for elderly people. Decision making as part of Project Steering Committee Overall project management.
March – May 2018	Sofia	BILSP, contract with Ministry of Labor and Social Policy	Team Leader	Study of the experience of France and Italy for the application of International classification of functionality in assessing of

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				workability of people with disabilities.
August – December 2017	Sofia	BILSP, contract with Bulgarian Ministry of Labour for a project for Developing and providing flexible models for the valuation and financing of social services including different sources and mechanism for the implementation of the principle" the money follow the client"	Team Leader	Development of new models in the social services sector in Bulgaria including children care community based services Model "Money follow the client" Model for valuation of social services Model for provision of integrated services Model for co-financing of the social and integrated services
June 2016 – January 2017	Sofia	BILSP, contract with World Bank for Poverty and Social Impact Assessment of the Water Supply and Sanitation Reform in Bulgaria	Team Leader	Managing the whole team, developing evaluation methodology, quality control
May 2016-January 2017	Sofia	BILSP, contract with Ministry of labour for Ex-post Evaluation of 5 schemes under Human resources development program 2007-2013	Team Leader	Managing the whole team, developing evaluation methodology, quality control. Quantitative survey
May 2016 up to September 2022	Sofia	Agency for disabled people	Chairman and assessor	Assessing project proposals of projects in the fields of employment, working conditions and integration of people with disabilities. Assessed more than 500 project proposals.
January 2015 – August 2015	Sofia	BILSP, contract with Agency for Disable People	Team Leader	Project for developing a Bulgarian Model for Sheltered Employment for disable people.
March – October 2015	Sofia	BILSP, Electronic Platform for Adult Learning in Europe	Key expert	Researcher in a research project Identification of stakeholders in the sector 'training of adults in Bulgaria' and analysis of condition and needs of their resources content. Quantitative survey.
June 2014 – December 2014	Sofia	BILSP, contract with Confederation of Employers and Industrialists in Bulgaria	Team Leader	Analysis on skills Supply and Demand among the members of Confederation of Employers and Industrialists in Bulgaria. The contract included three representatives quantitative surveys and three analytical reports. Quantitative survey
June 2014 – July 2015	Sofia	BILSP, contract with Confederation of Employers and Industrialists in Bulgaria	Team Leader	Development of Geospatial model for regional marketing of human resources in Bulgaria. The contract included theoretical work, empirical work, trainings and preparation of 5 analytical reports
February – August 2014	Sofia	BILSP, contract with National Agency for Vocational Education and Training	Key expert	Researcher in project Development of specialized guides, organizing and conducting focus groups and workshops for staff and trainers in Vocational Training Centers in Bulgaria
January –July 2014	Sofia	BILSP, contract with Ministry of Labor	Team leader	Strategic analysis for the purposes of Operational Program Human Resources Development Program 2014-2020 in the fields of labor market, social inclusion and health. Quantitative survey.
August 2013 – July 2014	Sofia	BILSP, contract with Employment Agency	Team Leader	Net impact evaluation of Youth employment and training measures implemented buy Bulgarian Public Employment service. Quantitative survey
February – May 2014	Sofia	Swiss Contribution Office in Bulgaria	Assessor	Assessment of municipal projects Promotion of the Social Inclusion of Roma and other Vulnerable groups in Bulgaria
January - June	Sofia	World Bank	Short term	Preparing a report on Activating and Increasing Employability of

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2013			consultant	Specific Vulnerable Groups in Bulgaria, incl. people with disabilities A diagnostics of institutional capacity of Employment Agency and Social Protection Agency
September 2012 – march 2013	Sofia	BILSP, contract with Agency for people with Disabilities	Key expert in M&E	Development of unified system for monitoring and evaluation of the disable people policies in Bulgaria and development of unified system for strategic planning, program budgeting and control of disable people policies in Bulgaria
September 2012 – 2017	Sofia	New Bulgarian University	Guest professor	Teaching a course in Project Risk management in a ‘Project Management’ Master degree
March – July 2012	Sofia	Freidricht Ebert Schiftung, Germany	Short-term expert	Author of a working paper “Youth unemployment in Bulgaria”
October 2011 – December 2018	Sofia	BILSP, contract with Swiss development Agency	Key expert	Management of two funds of Swiss Agency for Development (SDC) Civil Society Participation Fund and Partnership and Expert Fund. Development of grant schemes rules, implementation of call of proposals, project proposals assessment, contracting, financing, monitoring, etc. More than 250 applications and 70 awarded applicants for more 10 million CHF
June - December 2011	Sofia	BILSP, Poverty and social impact assessment of the Bulgarian railway reforms, contract financed by World Bank	Team Leader	Overall survey coordination including team management, participation in field, preparing research methodology and drafting of the final report. The assessment was focused on labor market perspectives of redundant employees and the socio-economic impact on the general populations. Quantitative survey
June 2010 – April 2011	Sofia	BILSP, project “Health and safety working conditions in the economic crisis” under budget heading “Industrial relations and social dialogue” of the European Commission Employment, social affairs and equal opportunities DG	Team Leader	Overall project management and coordination of Research activities in the field of occupational, safety and health
May 2010 – March 2011	Sofia	BILSP as a leading partner in a Consortium “National Working Conditions Survey”, client Bulgarian General Labour Inspectorate” funded through Human Resources Development Operational Program, ESF	Team Leader	Overall project management concerning Conduction of National working conditions survey for 1 and 2 digit industries in Bulgaria covering all working condition elements. Ranking of the riskiest economic sectors in Bulgaria. Drafting national report on working conditions in Bulgaria. Quantitative survey.
January 2006 up to now	Sofia	Non-profit organization “Horizonti”	Consultant	Development of more than 150 successful projects concerning employment and working conditions for people with disabilities, financed by programs of Agency of people with disabilities and Ministry of Economy
April 2006 – 2014	Sofia	American University in Bulgaria	Lecturer	Teaching project management courses in EU Structural Funds Management Program including monitoring and evaluation – about 450 class hours so far
January 2009 – June 2010 and	Sofia	World Bank, Sofia Office	Short-term consultant	Short-term expert work in the fields of social protection, labor market, education – analysis, crisis monitoring, collection and

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later on unregularly up to 2019				analysis of statistical data, policy making proposals, legislation monitoring.
October 2008 – June 2009	Sofia	BILSP as a part of a consortium “Effective Development Policies” consisted of Strategma, European Institute and BILSP for Technical assistance project MC-78/25.09.2008 to the Bulgarian Council of Ministries “Effectiveness, straightforwardness and transparency in preparing and implementing development policies and programs financed by external funds”, funded by Operational program “Administrative capacity” project KO8-13-5-c / 09.07.2008	Non-key expert in international practices	Research and preparation of good practices for coordination mechanisms of the development policies in EC member states under the
October 2008 – September 2009	Sofia	BILSP Project “Effective Utilization of CSR Practices to Deal with the Margins of Labour Markets in South – East Europe”, financed by European Commission Progress Program	Expert	Design of methodology and criteria for analysis and evaluation of CSR practices in corporate level in Bulgaria
September – November 2007	Sofia	Project Management Ltd, Ireland (PM) EC PHARE Service Contract - technical assistance project, Bulgaria. PM Project Ref. No: 300083	Non-key expert	The non-key expert consulted the Managing Authority and Intermediate Bodies of the Human Resource Development Program to develop their inter-institutional projects and programs
August 2006 – May 2007	Sofia	BILSP ILO financed project for strengthening the capacity of Ministry of Labour and Social Policy	Project manager and lecturer	Managing the whole project and teaching project management and monitoring and evaluation courses of 160 class hours
March – September 2007	Sofia	WYG International / IMC Consulting Technical assistance contract EUROPEAID/121217/D/SV/BG TA for Design and Development of a National Management Unit for Vocational Training of Adults	Non-key expert	Design, organization and delivering of a training and capacity building activities for Vocational Training Centers
December 2006 – June 2007	Sofia	BILSP Three projects financed through WB Bulgarian Active Labor Market program implemented by Employment Agency	Consultant – economist	Creating data base with more than 200 monitoring indicators describing the socio-economic profile, including local labor markets of 4 Bulgarian municipalities - Shabla, Madan, Tervel and Belovo
October 2006 – October 2007	Sofia	BILSP EU Phare program BG2004/016-711.11.04/ESC/G/PPP/ B – 039 “Inforegio”	Consultant – economist	Creating data base with more than 100 monitoring indicators describing the socio-economic profile including local labor market of 2 Bulgarian municipalities – Kostenec and Dolna Banya
June 2006 – May 2007	Sofia	“Institute for Ecological Management” EU Phare Grant BG2003/004-937.11.01'- 2.09 Modern Management Practices Introduced to the Alternative SMBs in the North-East and North-West NUTS II regions	Part-Time Project Coordinator and lecturer	Coordination, procurement and reporting under the grant project as well as delivering of training in strategic development
February – June 2006	Sofia	University of National and World Economy	Assistant lecturer	Teaching International Economics
March -	Sofia	Ministry of Labor and Social Policy	Consultant	Consulting MLSP and facilitating the process of developing

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December 2006				Human Resources Operational Program 2007-2013 (labor market is almost half of the OP HRD)
September – December 2005	Sofia	UNDP, Sofia	Short-term consultant	Consulting MLSP and facilitating the process of developing Human Resources Operational Program 2007-2013 (labor market is almost half of the OP HRD)
October 2005 – September 2007	Sofia	“Stoycheff Consult” Ltd contractor under Swiss Agency for Development and Cooperation (SDC) project to support Organic Agriculture in Bulgaria	Monitoring & evaluation expert	Establishing of Performance Monitoring System and monitoring of SDC Support to Organic Agriculture in Bulgaria
November 2004 July 2005	Sofia	BILSP - UNDP funded project for strengthening 28 Regional Employment Councils and MLSP’s intermediate bodies	Lecturer	Teaching more than 200 class hours in strategic planning, Project management cycle and monitoring and evaluation
October 2004 – January 2005	Sofia	Center for New Social Practices, contractor for UNDP	Key expert	Development of methodology for monitoring and evaluation as well as Monitoring Information System of European Social Fund type of projects in Bulgaria
February 2004 – July 2004	Washington DC	Georgetown University, Washington DC, USA	Visiting Researcher	Making research on industrial agglomerations
September 2002 - July 2003	Sofia	MLSP World Bank Project “Poverty Monitoring, Evaluation and Policy Design”	Project manager	Management, coordination, organization, and control of all project activities related to the poverty monitoring in Bulgaria. The project included national living standard measurements survey, poverty mapping and capacity building.
February 1999 – August 2003	Sofia	Ministry of Labor and Social Policy	Consultant	Programming and planning under Phare 2000, Phare 2001, Phare 2002, Phare 2003 EU Programmes. Developed more than 10 projects for more than 35 million euro Coordination and preparation of Human Resources Development chapter of the National Economic Development Plan 2000-2006 (including labor market chapter)
January 2001 – March 2002	Sofia	World Bank Mission in Bulgaria	Consultant	Coordination of start-up activities concerning Bulgarian Social Investment Fund (BSIF) and IBRD loan (50 million US Dollars) for supporting BSIF investment program Development, establishment, recruiting and start-up of micro-credit guarantee scheme for more than 20 million Euros
2001 - 2002	Sofia	Ministry of Labour and Social Policy as implementing agency for EU Phare Grant Project BG 9915.01 Steel and Mining Areas Employment Project	Consultant	Recruiting staff of local offices and monitoring the implementation of the grant project
October – December 2000	Sofia	East West Consulting - contractor under Phare project in the Ministry of Finance	Consultant	Development of monitoring and evaluation system and procedures for the Phare Grant Project BG 9915.01 Steel and Mining Areas Employment Project
January – June 2000	Sofia	Club “Economica 2000” – contractor under UNDESA and UNDP project	Consultant	Responsible for preparation of the financing, implementation, monitoring and evaluations mechanisms of the National anti-poverty plan