

## CURRICULUM VITAE

1. **Family name: PLUGARU**
2. **First names: DANIELA CARMEN**
3. **Date of birth: March 28, 1963**
4. **Nationality: Romanian**
5. **Civil status: Single**
6. **Education:**

Institution [ Date from - Date to ]	Degree(s) or Diploma(s) obtained:
Galati University – Faculty of Mechanics, 1981-1986	Graduation Degree – mechanical engineer
Wuhan University, Wuhan City, Hubei Province, China, 1991-1993	Certificate of Graduation Chinese Language
Romanian Institute of Management Bucuresti & Computing Center Galati, November – December 1993	Computer User of DOS FoxPro, Norton, Excel
New York University, Robert Wagner Graduate School of Public Service, Feb- May 1995 and Feb 1996	Certificate of Achievement Specialization in Public Administration and Intergovernmental Relations
Partners Foundation for Local Development, Regional Training Center for CEE Countries, IDIOM/USA and UNCHS Habitat, September – October 1998	Trainer of Trainers on Elected Leadership
Regional Support Center for CEE Countries, Romania, 16.09.2000-30.09.2000	Graduation certificat on Training of Trainers in General Management in Local Government
Regional Support Center for CEE Countries, Romania, 18.12.2000-23.12.2000	Graduation certificat on Training of Trainers in Conflict and Change Management
Regional Support Center for CEE Countries, Romania, 15.01.2001-19.01.2001	Graduation certificate on Training of Trainers in Participatory Planning
Romania, Sinaia, Training of Trainers Program “Mediation Skills”, within the Regional Program for Capacity Building in Governance and Local Leadership for CEE &SEE Countries, September 2001.	Graduation certificate on Training of Trainers in Mediation Skills
Romania, Bucharest, InWent, Institute for European Policy Germany, and National Institute of Administration, „Enhancing the Absorption Capacity regarding EU-Funds in Romania” Program, October 2005 – June 2006	Certified Trainer for Project Cycle Management and Structural Funds
Bucharest University, Faculty of Sociology and Social Assistance, February 2005 – June 2006	Graduation Diploma – Master in Public Administration

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

Language	Reading	Speaking	Writing
Romanian (native)			
English	5	5	5
French	5	5	5
Italian	4	4	5
Chinese	4	4	4

8. **Membership of professional bodies:** Partners Foundation for Local Development (FPDL)
9. **Other skills:** (e.g. Computer literacy, etc.) Computer Skills
10. **Present position:** Program Manager, Senior Trainer / Consultant
11. **Years within the firm:** 6 years (Anaxagora) and 9 years (FPDL)
12. **Key qualifications:**
  - Master in Public Administration, Bucharest University, Faculty of Sociology and Social Assistance
  - Master Studies on Public Administration, 1<sup>st</sup> Stage, Sorbona, Paris Val de Marne University, Paris, France.
  - Certified Trainer by InWent, Institute for European Policy Germany and National Institute of Administration for „Enhancing the Absorption Capacity regarding EU-Funds in Romania”
  - Design, elaborate training materials, conduct and evaluate as FPDL Training Coordinator, Trainer and Consultant, national and international training programs in the following fields: Elected Officials Leadership, Local Government Management, Human Resource Management, Conflict Resolution, Communication, Facilitation, Negotiation, Project Management, Strategic Planning, Participatory Planning, NGOs Evaluation, NGOs Organizational Development

- Design, elaborate training materials, conduct and evaluate as FPDL Trainer national and international Training of Trainers programs in Romania and CEE region (Croatia, Republic of Moldova, Macedonia, Kosova)

13. **Specific experience in the region, as trainer:**

Country	Date from - Date to
<b>International Programs</b>	
Romania, Botosani, Iasi, Neamt, Suceava, Vaslui counties – Organizing and coordinating Study Visit Program for the “Contact” Centres experts of Republic of Moldova, for visiting and studying local economic development projects in the area	December 2006
Republic of Moldova, Chisinau, Cahul, Causeni, Calarasi, Carpineni, Soroca, Edinet, Drochia, Floresti and Ungheni - evaluation process of NGOs under UNDP Moldova Project “Better Opportunities for Youth and Women”	May 2006, May 2005
Republic of Moldova, Chisinau, Training for facilitators on “Local Capacity Building” and on “Advanced Facilitation and Communication” for Regional Centers representatives, under IREX Moldova / USAID “Citizens Participation Program”.	February – March 2005, April 2005
Romania, Busteni, Training Program on “Conflict Management” and “Participatory Planning” for LG officials from Republic of Moldova.	September, December 2004
Republic of Moldova, Kishinev, Training of Trainers and Facilitators for Contact Centres on Participatory Strategic Planning	July 2004
Kosova, Prishtina, Training of Trainers Program on Building Bridges between Citizens and Local Governments through Participatory Planning for Kosova Local Governments and NGOs representatives	June 2003
Croatia, Brtonigla, Design and conduct Training of Trainers and Pilot Workshop on Local Government General Management for the representatives of the Local Democracy Agencies from Bosnia and Herzegovina, Croatia, Macedonia, Montenegro, Serbia.	October 2002
Republic of Moldova, Chisinau, Design and conduct the Training of Trainers on Local Government Financial Management	October 2002
Kosova, Prishtina, Training on Project Design, Implementation and Evaluation, for the Kosova group of municipalities involved in a joint World Bank, Monetary Fund Institute and LGI/OSI Program for Local Economic Development.	September 2002
Croatia, Novi Grad, Design and conduct Training of Trainers and Pilot Workshop on Local Elected Leadership for the representatives of the Local Democracy Agencies from Bosnia and Herzegovina, Croatia, Macedonia, Montenegro, Serbia.	September 2002
Kosova, Prishtina, Training of Trainers Program on Elected Leadership for Kosova Public Administration managers and NGOs representatives	January - March 2002
Hungary, Budapest, “Local Government and NGOs Cooperation TOT”, under the Regional Program “Working Together” and Stability Pact, Co-trainer	June 2001
Hungary, Budapest, “Cooperative Approaches to Inter Groups Issues TOT, Co-trainer	June 2001
Republic of Moldova, Chisinau, Summer School on “Strategic Management in Local Governments”	June 2001
Republic of Moldova, Chisinau, Training of Trainers and Pilot Workshop on Local Government General Management.	October 2000
<b>National Programs</b>	
Institutional analysis, documents analysis, Romanian legislation researching in the area of waste management and water and wastewater, and elaborating materials for case studies regarding the infrastructure projects management in 3 local authorities (Brasov County Council, Suceava Municipality and Tantareni Commune Mayoralty) in 3 sectors (water and wastewater, public transportation and roads) for the study “Assessment of the Management of Infrastructures by Local Authorities in Romania”, in partnership with Kantor Ltd Great Britain, for the European Commission – DG Regio	June 2008 – June 2009
Designing, preparing materials, conducting and facilitating workshops for elaborating Local Action Plans for Roma Inclusion on the Labor Market for 9 roma communities of Teleorman County, within the project “It is our chance”, Phare/2006/018-147.04.02 – Social Inclusion Measures	October – December 2008
Designing, preparing materials, conducting and facilitating workshops for elaborating the Horezu microregion development strategy, in Valcea county, under the project “10 for Modern Public Administration” – Phare RO 2005/017 – 553.01.03.06, The Public Administration Modernization Fund	March – November 2008
Designing, preparing materials, conducting and facilitating training and TOT programs, workshops for elaborating the socio-economic development strategy for Valcea County, under	March – November 2008

the project "Dialogue and Partnership for the Future", Phare RO 2005/017 – 553.01.03.06 VL 1202, The Public Administration Modernization Fund	
Designing, preparing materials, conducting and facilitating workshops for elaborating local development strategies for the 15 communities in Teleorman County, under the project "Resource Centers for Rural Communities" – Phare 2005/017 –553.01.02/02/02 – Building Democracy in Romania, Component 2 – Democracy, Human Rights, State of Right, Independence of Justice	December 2007 – November 2008
Designing training program, preparing training materials and conducting training program on "Training of Facilitators in Community Development and Citizens Participation" for the Local Development Agents within the Mayoralties of 9 communes of Buzau County, and preparing materials, designing, conducting and facilitating workshops for elaborating local development strategies for the 9 communities, elaboration of good practices manual, under the project "Sustainability and Local Development" – Phare 2005/017 –553.01.02/02/02 – Building Democracy in Romania, Component 2 – Democracy, Human Rights, State of Right, Independence of Justice	December 2007 – November 2008
Designing the process, conducting and facilitating a) the Working Meeting of the Forum of Roma Social Inclusion, within the Program of National Agency for Roma; b) the National Agency for Roma Working Meeting for elaboration of the 2008 Action Plan.	December 2007
Collecting data process in 3 communities of Ilfov County (Buftea town, Afumati and Jilava communes), providing technical assistance and consultancy in writing project proposals in Jilava commune for establishing Internet Centre within the commune Public Library, in order to be submitted for evaluation to the Global Libraries Program, IREX / Bill and Melinda Gates Foundation.	November – December 2007
Assessing Training Needs, elaborating Report on TNA and designing, elaborating training materials, conducting and evaluating training program in "The Art of Collaboration for Local Governments" for the Local Council and Mayoralty representatives of Tantareni Commune, Gorj County, within the Regional Program "Working Together"	January – September 2007
Evaluation of NGOs, based on the "Organizational Capacity Participatory Self-assessment Instrument", consultancy, training materials preparation, training design and training delivery on "Organizational Development – Strategic Planning" to 15 NGOs active in the social area, personalized technical assistance provision for 3 NGOs, under the project "Performance and Sustainability in NGOs" – Phare 2004/016-772.01.02/01 – Civil Society, NGO Sector Development	January – November 2007
Designing training, preparing training materials and conducting training programs and workshops for NGOs and Gorj County Council under the project "Gorj County Economic and Social Development Strategy – Participation Culture Development" – Phare 2004/016-772.01.02/02 – Civil Society, Adopting and Implementing the <i>acquis communautaire</i> Component	November 2006 – October 2007
Coordinating and designing "The self-assessment instrument for NGOs through participatory method", and training programs and workshops for 10 Romanian NGOs under the project "Building the capacity for organisational self-evaluation, through participatory methods" - Phare 2003/005.551.01.05/01/19 – Strengthening the Civil Society in Romania	October 2005 – October 2006
Designing training, preparing training materials and conducting training program on "Project Management and Project Writing" under the program of the Romanian Ecumenical Association of Churches – AIDRom, and for the NGOs and clerical representatives from Romania and R. of Moldova.	October 2005
Coordinating and designing training, preparing training materials and conducting training programs and workshops on Change Management, Participatory Planning, Strategic Planning for Local Economic Development, for municipalities, business and NGO sectors from 8 communities – Horezu, Costesti, Tomsani, Maldaresti and Vaideeni (Valcea County) and Novaci, Polovragi and Crasna (Gorj County), under "Global Opportunities Fund - Supporting Romania's Accession to EU Through building capacity of local governments to enable the economic development of their communities by using EU enlargement process opportunities"	August 2005 – December 2006
Designing training, preparing training materials and conducting series of training programs on "Organizational Change Management" and "Human Resources Development" for Public Managers, "Specialized Training Program for Public Managers" – National Institute for Administration.	June – July 2005
Evaluation, consultancy, training materials preparation, training design and training delivery on "Organizational Development – Strategic Planning" to 18 youth NGOs, personalized technical assistance provision for 4 youth NGOs, under the project "Enhancing the service-delivery capacity and sustainability of youth NGOs from Romania (II)" – Balkan Children and Youth Foundation Program	October 2004 – April 2005
Training needs evaluation, training materials preparation, training and workshop programs design and delivery on "Organizational Strategic Planning" and "NGOs Management" for 22	June– December 2004

Romanian NGOs, under GRASP program, Civil Society Organizations Component.	
Designing training, preparing training materials and conducting Training of Trainers on "Initiation, Planning and Elaboration of Project Proposals" for the Association of County Councils Economic Directors, under GRASP/DAI program in Romania, Component for "Support for Local Governments Associations".	April 2004
Evaluation, consultancy, training materials preparation, training design and training delivery on "Organizational Development – Strategic Planning" to 15 youth NGOs, personalized technical assistance provision for 2 youth NGOs, under the project "Enhancing the service-delivery capacity and sustainability of youth NGOs from Romania (I)" – Balkan Children and Youth Foundation Program	February– November 2004
Designing training, preparing training materials and conducting series of training programs, TOTs, and technical assistance on "Organizational Development" under PHARE Civil Society Program, Component for "Training and Partnerships", for the National Association of the Administrative Studies Students (ANSSA) representatives.	November 2003 – November 2004
Designing 6 series of training programs, preparing training materials and conducting 6 series of training programs, 2 series of Training of Trainers, 8 Workshops and over 12 technical assistance meetings for LG, NGOs and Roma communities representatives, on "Local Capacity building and Local Partnerships Building", under PHARE Program, the component "Support for Improving Roma Situation".	October 2003 – September 2004
Designing and conducting Technical Assistance in implementing local training programs for Vaslui Local Governments Training Centre, under PHARE Social and Economic Cohesion Program, Component for Human Resources Development.	October 2003 – present time
Designing and conducting series of Training of Trainers programs on "Elected and Appointed Officials Leadership Roles", for Vaslui County Prefecture and Vaslui Local Governments Training Centre, under PHARE Social and Economic Cohesion Program, Component for Human Resources Development.	June– August 2003
Designing and conducting series of training programs on "Writing Project Proposals", "Teambuilding", "Sustainable Partnership for Community Purpose" in the communities of Ramnicu Valcea, Pitesti, Nehoiu, Constanta, Alba Iulia, Orastie, under FDSC PHARE Civil Society Development Program, Component for Institution Building, for the Local Partnership Group representatives (LG and NGOs) formed under this program.	July 2002 - October 2003
Facilitation and technical assistance of Participatory processes for building sustainable development strategy in Alba Iulia, Alba County (under CS Mott Foundation project).	August 2001 – October 2002
Design and facilitate the process for building the National Strategy for Improvement of Rroma Situation in Romania, series of training workshops for the implementing structures of the Romanian Government Strategy for the Roma Improvement Situation, Training Program "Communication and Project Management" for County Prefectures Roma Experts, Communication and Team Work – Workshop for Roma Experts in Roma Ministry Commissions, Strategies and Action Plans – Workshop for Experts in Roma Ministry Commissions Bucharest, Meeting of the Joint Committee	February – April, 2001, October 2001
Design and conduct Training on The Art of Conflicts Resolution for elected and appointed officials, civil servants, managers of public services delivery organizations	February 2001- April 2001
Romania, Design and conduct Training on The Art and Science of Leadership in Public Administration for local elected and civil servants	November 2000-February 2001

#### 14. Professional experience

Date from - Date to	Location	Company	Position	Description
2006 to present	Bucuresti	SC Anaxagora SRL	Manager	Provide training, consultancy and technical assistance in different projects
August 1998 to present	Bucuresti	Partners Foundation for Local Development	Program Manager	Design, conduct and manage training programs and projects
April 1993- August 2000	Galati	Galati County Prefecture	European Integration Office, expert	<ul style="list-style-type: none"> <li>➔Coordinating the ministries' decentralized public service offices</li> <li>➔Keeping Track at Galati County level (institutions and communities) of the Romanian Government for Integration in the European Union</li> </ul>

				➔International relations activity related to Galati County Foreign Affairs
1990-1991	Galati	Metallurgical High and Vocational School and Al. I Cuza High School	Engineer teacher	Teaching technical subjects
1986-1991	Cimpina	Foundry Plant	Mechanical Drawing Workshop, Engineer	Designing mechanical devices and coordinating their implementation.

15. Other relevant information (eg, Publications):