

1. **Family name:** BENČIĆ
2. **First names:** Sandra
3. **Date of birth:** 28 January 1978
4. **Nationality:** Croatian
5. **Civil status:**
6. **Education:**

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
Faculty of Law Zagreb	M.A. Law

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

Language	Reading	Speaking	Writing
Croatian, Serbian	1	1	1
English	1	1	1
French	3	4	3
Macedonian	2	2	4
Slovenian	1	2	3

8. **Membership of professional bodies:**

- 2010- representative of human rights organisations in Management board of Centre for Human rights Croatia
- 2007 - 2010: elected representative of Human rights organisations of Croatia in Government Council for civil society development
- 2008/09 representative of CSOs in Working group for development of Employment plan (Ministry of economy, labour and entrepreneurship)
- 2006 – 2009 Member of Ministry of justice working group for drafting Law on Family Violence
- 1999-ongoing Member of Centre for Peace studies and member of its Executive board

9. **Other skills:** eloquent, good writing skills, communication skills, creative

10. **Present position:** consultant

11. **Years within the firm:** 4

12. **Key qualifications:** trainer and consultant in: institution building, capacity building for public and civil society sector, Program and Project management (including Grant Schemes management), policy making, strategic planning, good knowledge of human rights theory and international instruments, experience in civil society development including institutional development and strategic planning for civil society organisations, Policy analysis and legal research experience

13. **Specific experience in the region:**

Country	Date from - Date to
Croatia	Continuous
Serbia, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro	short-term assignments, trainings for NGOs, state administration, local and regional government

14. Professional experience

Date from - Date to	Locatio n	Company	Position	Description
------------------------	--------------	---------	----------	-------------

Curriculum vitae

2002 - present	Zagreb, Croatia	Centre for Peace Studies, Razbor d.o.o., freelance consultant	Trainer, Civil society expert,	<ul style="list-style-type: none"> ➤ Trainer for civil society organisations involved in service delivery for people with disabilities on Project preparation for Grant scheme "Fostering Effective Inclusions of Persons with Disabilities into the Labour Market", 3 two day trainings, 2010 ➤ Trainer for Human rights NGOs (4 two day trainings) : PCM and Project preparation for Grant scheme European initiative for democratisation and human rights , 2009 ➤ Trainer for staff (training for trainers) of Faculty of Economy Split: PCM, EU funding sources ➤ Trainer on Policy cycle for Macedonian NGOs and think tanks, 2009 ➤ Trainer for EU pre-accession funds (certified by Ministry of foreign affairs and European integration) ➤ Trainer for Project cycle management (at least 30 seminars implemented) ➤ Trainer for Serbian NGOs on system of cooperation between CSOs and Government: presentation of Croatian system, Centar za mir i razvoj demokratije from Belgrade ➤ Trainer for Serbian NGOs on EU funding opportunities under project "Nakon proširenja – još jedna granica? " implemented by Centar za mir i razvoj demokratije from Belgrade and European Citizen Action Service from Bruxelles ➤ Trainer for Macedonian women NGOs- Project cycle management and Planning of international long –term program of support for women victims of DV (2006) ➤ Trainer and consultant on EU Grant procedures and EU Project Management Seminar for Šibenik and Zadar county as a part of ROP implementation process (2004) ➤ Trainer on Grant Scheme Project Preparation Workshop for potential applicants for CARDS 2003 "Local development of border regions" project ➤ Trainer and consultant (legal issues, socio-economic development, need assessment, capacity building) for neighbourhood councils at the municipality of Dvor, Knin and Gračac (Areas of special state concern) as a part of ZAMIRNET, Care and Gong project under CARDS (2003) ➤ Trainer and consultant for community development and cooperation between citizens and municipality in Hrvatska Kostajnica (Area of special state concern), <i>Croatian Helsinki Committee</i> and <i>Centre for Peace Studies</i> (2002/03/04) ➤ Trainer and consultant for Human rights education program for high school population in Karlovac for association "Domaci" (2004) ➤ Lecturer at the Peace studies program on Public policy development with focus on asylum policy (2004) ➤ Coordinator of Peace studies seminar on Asylum in the context of culture of Human rights and peace building (2004) ➤ Lecturer: lectures at 5 days seminar for Regional officials from Judicial branch (subject Convention on prevention of torture – Croatian Courts practice (2003) ➤ Lecturer at Balkan network for human rights "Human rights school for future decision makers", Dubrovnik, 2004 ➤ Human rights youth program for MERHAMET family program (funded by UNHCR), community building programs (2003) ➤ Trainer and consultant for local authorities and associations in implementation of Aarhus Convention (REC programme), 2002/03 ➤ Various trainings in the field of Human Rights (Youth Miramida, School for Human Rights – Croatian Helsinki
----------------	-----------------	---	--------------------------------	---

Curriculum vitae

2000 present	Zagreb, Croatia	Razbor d.o.o IMC Regional Consulting ZT GmbH Wien Zamirnet Iskorak Centre for Peace studies	Consultant/Technical assistance Specific relevant expertise: <i>Programming for IPA funds, Preparation of Guidelines for applicants, Education of Grant schemes' beneficiaries on preparation of project proposal and its implementation, assessment of project proposals, budget clearing, establishment of monitoring system for Grant schemes, monitoring, reporting, evaluation procedures (project and programme level)</i>	<p>➤ Consultation process for programming of IPA 2009 Civil society Grant schemes in frame of Government council for civil society development</p> <p>➤ Consultant and civil society technical assistance on project design and preparation for Call for proposals (Associations: Centre for Peace studies, B.a.B.e., Volunteer Centre Zagreb, Association for fight against mobbing, SMEs: HSTEC and ESCO Bjelovar)</p> <p>➤ Strategic planning for Croatian Youth initiative for Human rights (branch of regional association)</p> <p>➤ Local expert on "Institution and capacity building for cross-border cooperation in Croatia", technical assistance project, funded by EU, beneficiary institution: Ministry of sea, tourism, transport and development, 2006-ongoing including preparation of Operational Program for Cross border cooperation Croatia-Montenegro</p> <p>➤ Consultant for City of Hvar: Development of programme for cultural products in tourism"</p> <p>➤ Expert and trainer for Macedonian Women NGOs on Women Human rights instruments, project planning and networking, organisation of Aim for Human Rights (NGO) Netherlands, 2006/07</p> <p>➤ Expert and trainer for Serbian National Council of Croatia for Kosovo NGOs on Project cycle management, conducting project planning and networking procedures, 2007</p> <p>➤ Assessor: Grant scheme Cross border cooperation Slovenia-Hungary-Croatia (2006)</p> <p>➤ Assessor: civil society organisations' project for Soros foundation (2004/2005)</p> <p>➤ Assessor: Cards 2003 Border regions development</p> <p>➤ Local expert for Licko- Senjska county on development of Regional Operational Programme, technical assistance project, funded by EU, beneficiary institution: Ličko-senjska county and Ministry of sea, tourism, transport and development 2004/05</p> <p>➤ Consultant for sustainable social and economic development of Gracac (area of special state concern) on Care, Zamirnet, Gong project "Sustainable development in return areas", 2004</p> <p>➤ Consultant to local NGOs and minority councils in organisational development, strategic planning and project planning, Areas of special state concern on Care, Zamirnet, Gong project "Sustainable development in return areas", 2004</p> <p>➤ Consultant on "Strategy and capacity building for border regions in Croatia"; CARDS 2003-implementation</p> <p>➤ CARDS 2004 Grant scheme programming and implementation: training for grant scheme applicants, administrative and technical assessment of projects, monitoring of selected projects implementation</p> <p>➤ Consultant for Zamirnet on issues of local self-government and neighbourhood councils in areas of special state concern (2003)</p> <p>➤ ISKORAK (Group for promotion of sexual minorities): Legal consulting and conceptualisation of Law proposal on registered partnership and Law on partnership (adopted by Parliament on 14.07.2003.) (2002/03/04)</p> <p>➤ LORI (Group for promotion of sexual minorities): Legal consulting and planning of the Public Campaign (2002)</p> <p>➤ ARK (Antiwar Campaign Croatia): Legal consulting on issues of small arms and light weapons (2002/03)</p>
--------------	-----------------	--	---	---

Curriculum vitae

Training courses

- Training for Trainers "Programming and implementation of Phare program" (2005, Ministry of European integration)
- Training for Trainers "Project cycle management", (2005, Ministry of European integration)
- Organisational development of CSOs
- Training for trainer at Centre for Peace Studies, 2002.
- Human rights and Peace building, 7 day training in the organization of KEPAD, Greece, 2001.
- 10-day training on Human rights, Balkan network for human rights, Dubrovnik, 2001.
- Peace studies program of the Centre for Peace Studies, 2000.g.
- Mlada Miramida training, CPS, 2000.g.
- Various education in the field of human rights and community building given by specialized agencies such as OHCHR, or NGOs

Research and policy analysis (related to civil sector engagement and civil activism)

- Analysis of legislation and practise in implementation of international standards for national minority protection in Croatia, Montenegro, Macedonia and Kosova, Centre for Peace studies, 2010
- Policy paper on integration policy for future asylum grantees (2005/06), published in 2006 by Centre for Peace studies
- Policy analysis on Human rights instruments and national security-conflict of interests and rights, 2007/08, ongoing, Centre for Peace studies
- Legislation analysis and institutional practice of asylum granting procedure in Croatia; "Asylum in Croatia: past, present and future", Centre for Peace studies Zagreb. (2004/05), published in 2005
- Research on "Implementation of international standards for protection of women from domestic violence in Croatian legislation and practice", B.a.B.e., 2004/05, part of regional research project "Implementation of international standards for protection of women from domestic violence in Western Balkans"
- Research, compilation and presentation of Shadow report on UN Convention for prevention of torture for UN Committee against torture Croatia, period: 1996-2000 (2004).
- Policy analysis : Croatian process of joining NATO –legislature (2003/04)
- Policy analysis and legislation proposal: Law on same sex unions, adopted by the Parliament, July 2003
- Preparation and formulation of Youth policy (2002).