

## Curriculum Vitae

### PERSONAL INFORMATION

<b>First name:</b>	Elvir	
<b>Last name:</b>	Čizmić	
<b>Date of birth:</b>	31. 03. 1972	
<b>Private address:</b>	Sarajevo; Olovska 28;	
<b>Telephone:</b>	Home:	Business: +387 (0)33/275-928
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<b>Personal Web page:</b>	<a href="http://www.efsa.unsa.ba">www.efsa.unsa.ba</a>	
<b>Fields of interest:</b>	Strategic management; Entrepreneurship, Human resources management; Project management; Business decision making; Total quality management, Marketing and other fields of economy and business-generally;	

### EDUCATION BACKGROUND

Name of institution	Dates attended	Qualification achieved
Faculty of economics Sarajevo	regular finished at 1999	Graduate diploma study
Faculty of economics Sarajevo	regular finished at 2005	Post-graduate study; M. Sc.
Faculty of economics Sarajevo	regular finished at 2008	Doctoral study; Ph. D.

### Working Knowledge of Foreign Languages [from 1 to 5 (1 = weak, 5 = excellent)]

Language	Reading	Speaking	Writing
English language	5	5	5
German language	2	2	2

### ADDITIONAL SKILLS/ABILITIES (eg. computer software knowledge, driving license...)

SKILL/ABILITY	Description
Computer programs	MS Office, MOODLE, Microsoft Project, CorelDRAW, Adobe pfoto shop, SPSS, PhStat, etc,
Driving license	B - category

### PRESENT POSITION:

<b>Institution:</b>	Faculty of economics and business Sarajevo/Sarajevo University	
<b>Position:</b>	Assistant Professor <b>and Vice dean for student affairs and mobility</b>	
<b>Business Address:</b>	Trg Oslobođenja 1; 71000, Sarajevo,	
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## EMPLOYMENT HISTORY

Previous full-time positions:

Institutions	Dates	Position held
Sarajevo insurance company – branch office Zenica,	1999 – 2002	Agent of insurance
Agency for privatization of ZE – DO Canton,	2000 – 2001	Member of board of directors,
Privatization investment found Prof +,	2000 – 2001	Regional manager for ZE-DO Canton,
«Natron d.d. Maglaj»-paper industry	2004 – 2006	Member of board of directors
«IP Krivaja doo Zavidovici»-wood and furniture industry	2007	President of supervisory board
«JP Elektroprivreda BiH dd Sarajevo»-BiH Electricity industry (currently)	2008 – may 2011	Member of supervisory board

## MEMBERSHIP IN PROFESSIONAL BODIES/ORGANIZATIONS

1. Member of «Association of Economists in Sarajevo»,

## KEY QUALIFICATIONS

1. Philosophy degree (Economy and Business),
2. Master of science (Business Economy-Management and IT),
3. Graduate diploma study (Marketing),
4. High School Metallurgy – chemical technical school «Đuro Salaj»,
5. Advanced courses of English language Muwafaque – Zenica,
6. Various kind of seminars for property insurance and liability insurance,

## SPECIFIC PROFESSIONAL EXPERIENCE (MANAGING PROJECTS FOR FACULTY/UNIVERSITY)

1. Project-Member of the project team for preparation and implementation (mart-may 2010.)-„Forth Counseling about Reform of Higher Education Sarajevo University“ Co-chairmen of the social science group (Faculties of Sarajevo University) which took place at Faculty of Economics and Business Sarajevo/Sarajevo University.
2. Project-Member of the project team for preparation standards and information for Austria Agency for Quality Assurance-AQA-My duty was-Preparation information and presentation for connection between faculty strategy and quality policy and quality assurance process in it.
3. Project-Project leader (2010, may, june, july) Designing the Faculty of Economics and Business Sarajevo Strategy (Redesign of Mission, Vision and Strategic plan with creating Strategic map according to balanced scorecard model (combine of Learning school, Design school and Contingency school of strategic management during project realization-Document presented and accepted at the middle of the july 2010 and it includes the faculty commitment to the quality standards and accreditation.
4. Project-Project leader of the overall analyzes of the all faculty processes-Evaluation by the student (quality of the lecturers and programs)-Self-evaluation (professional and administrative staff)-Evaluation of institution (1. internal-by the employees-lecturers and administration; 2. external-by the member of the BAB-Business Advisory Board-various managers from the best B&H companies-this aspect will be realized during the first half of the December 2010)
5. Project-Member of leading team for the implementation and realization of the process AACSB accreditation of the Faculty of Economics and Business Sarajevo, preparation plan draft-Accreditation standards in my charge (continuous objective improvements, student admission, student retention, student mission compatibility,) ongoing-currently in realization
6. Project-Member of leading team for EFMD-EPAS process of accreditation-ongoing-currently in realization.
7. Project-Member of leading team for Student Electronic Card System implementation at the Faculty of Economics and Business Sarajevo/Sarajevo University-currently introducing.
8. Other projects-Preparation of the new ECTS 2010 catalogue, Projects of summer schools, Implementation of questionnaire project for gathering data and information about quality implementation and assurance in faculty, Project of preparation ICES-international scientific conference 2006., 2008., and 2010., etc.

9. Other duties-Monitoring process of student mobility and some internationalization processes, Creating new procedures and documentation-(for example-learning agreement) and all the management activities are generally focused on fully implementation of Bologna principles and improving all aspects of quality in our organization.

#### **ADDITIONAL SPECIFIC PROFESSIONAL EXPERIENCE**

1. Project Coordinator on EU Project "Support to Higher Education Reform in BiH"; Project founded by the EU IPA Funds; GOPA World Consultants; 01. October 2010-ongoing;
2. Seminar: Leadership skills, MATE Zagreb and Zagreb School of Economics and Management cooperation, Workshops: leadership, communication, recruitment interview, etc. may 2010.
3. Seminar: Professor Robert Kaplan: "Balanced Scorecard Summit in Sarajevo" ICPE-International Center for Professional Education, Sarajevo, November 2008.
4. TEMPUS Program of the European Commission Project "Joint Master Program in Public Sector and Environmental Economics" and Project "Third Cycle Doctoral Program in Economics and Business; October, 2010,
5. Member of Expert team for design of strategic plan for energy sector development of F BiH (2009); [http://www.fbihvlada.gov.ba/bosanski/izdvajamo/SPP-SAZETAK/SPP-SAZETAK\\_NASLOV\\_FINALNI.pdf](http://www.fbihvlada.gov.ba/bosanski/izdvajamo/SPP-SAZETAK/SPP-SAZETAK_NASLOV_FINALNI.pdf)
6. Course: "The features and trends of workforce market in Bosnia and Herzegovina", Faculty of Economics and Business Sarajevo-Professional Development of Educational Staff Centre, UNDP and Agency for Social and Employment Affairs, Sarajevo, February, 2007.
7. Seminar: "Methodology of scientific researching work" International Forum Bosnia-Sarajevo, October - November 2006.
8. Seminar: "Strategic Management", USAID, University of Delaware and Faculty of Economics and Business Sarajevo, Sarajevo, November 2006.
9. Seminar: "How to position your brand uniquely", Faculty of Economics and Business Sarajevo, Sarajevo, October 2006.
10. In Canada Faculty development initiative Workshop, University of Alberta International and E-net center Faculty of Economics and Business Sarajevo, Canada, Alberta, Edmonton, June 2006.
11. TEMPUS project of European Union, Educational visit refer to the management subject, (SAA-Scuola di Amministrazione Aziendale, Università degli Studi di Torino-School of Management, University of Torino), Italy, Torino and Faculty of Economics and Business Sarajevo, May 2006.
12. Data Analysis Seminar, USAID, University of Delaware and Faculty of Economics and Business Sarajevo, Sarajevo, January 2006.
13. Introduction to Active Learning, Multiple choice Writing, and Use of Instruction Technologies as part of the Faculty Development Initiative, University of Alberta International i E-net center, Sarajevo, January 2006.
14. Seminar: "How to speak with confidence" Development of Educational Staff Centre and Delaware University, University of Delaware and Faculty of Economics and Business Sarajevo, Sarajevo, January, 2006.
15. Lecturing „Project management“ Seminar International Forum Bosnia-Sarajevo, Sarajevo, May, 2006.
16. Lecturing „Team building“ Regional Economic Community - REZ Zenica, Zenica, May 2006.
17. 1996 – 1997 OSCE – Project for registration of electors, field office Zenica,
18. Lecturing and counseling «Entrepreneurship and economic development» Commercial Chamber of ZE - DO Canton, may. 2000,
19. Participation in working of expert team for defining economic development directions of ZE – DO Canton with collaboration of OSCE – march. 2001,
20. Lecturing «Public relations» for LYO (Local Youth Organization) – ZE – DO Canton January. 2002,
21. Teaching assistant Faculty of economics Sarajevo; (subject: Management-2002-2007);
22. Teaching assistant Faculty of economics Sarajevo; (subject: Project Management-2003-2007);
23. Teaching assistant Faculty of economics Sarajevo; (subject: Business decision making-2003-2007);
24. Teaching assistant Faculty of economics Sarajevo; (subject: Human resources management-2005-7);
25. Assistant Professor; (subject: Entrepreneurship-2008/09/10);
26. Assistant Professor; (subject: Organization-2009/10);
27. Assistant Professor; (subject: Business Decision Making-2009/10);
28. Assistant Professor; (subject: Real Estate Management-2009/10);

## BOOKS

Čizmić, Elvir; Trgo, Adil; Savremeni Menadžerski Koncepti-Contemporary Managerial Concepts, Faculty of Economics and Business Sarajevo, Sarajevo University, 2010, ISBN: 978-9958-25-040-8

## REFERENCES – BIBLIOGRAPHY

### I. PAPERS PUBLISHED IN REFEREED PROCEEDINGS (CONGRESSES, CONFERENCES, ETC)

1. Čizmić, Elvir; Šunje, Aziz; «The impact of balanced scorecard strategic concept application on a strategy implementation of Bosnia and Herzegovina companies», ALMA MATER STUDIORUM-UNIVERSITA di BOLOGNA (SEDE di FORLI FACOLTA di Economia), “INTERNATIONAL CONFERENCE-The evolution of management concepts in international arena-A challenge for transition countries”; november, 2007.; <http://www.poloforli.unibo.it/NR/rdonlyres/85042D2C-3AC2-423C-807A-9FD0000BE26E/123683/Proceedings.PDF>
2. Čizmić, Elvir, Veselinović, Ljiljan, „National “balanced scorecard” concept as an accelerant of the Bosnia and Herzegovina economic development“, Conference Proceedings, International Conference of Economic Science-ICES 2008: „Transitional Challenges of EU Integration and Globalization“, October, 2008., Sarajevo, BIH; <http://econ.core.hu/file/download/konfea/ICES2008%20Conf%20Program%201809%20B5.pdf>
3. Čizmić, Elvir; Brdarević, Safet; “The balanced scorecard concept application as an accelerant of organizational strategy implementation quality“ 6<sup>th</sup> Research/Expert Conference with International Participations „Quality 2009“, June 04-07, 2009. Neum, BiH; ISSN 1512926; <http://quality.unze.ba/final%20program%202009.pdf>

### II. PAPERS PUBLISHED IN PROFESSIONAL PROCEEDINGS

1. Šunje, Aziz; Čizmić, Elvir; «Preduzetništvo kao preduvjet ekonomskog razvoja-Entrepreneurship as a precondition of economic development», Faculty of economics Sarajevo Periodical. num. 25, 2005., 475-499 pg., ISSN 0581-7439
2. Šunje, Aziz; Čizmić, Elvir; «Kontrola organizacionih sistema korištenjem Six. Sigma modela-Organizational systems control using Six Sigma model» Faculty of economics Sarajevo Periodical. num. 26, 2006., 269-289 pg., ISSN 0581-7439
3. Čizmić, Elvir; Imamović-Čizmić, Kanita; «Opće naznake o Indeksu ekonomskih sloboda i faktorima koji ga određuju sa osvrtom na Bosnu i Hercegovinu-General indications index of economic freedom and the factors which determined it», Periodical for social Issues, Sarajevo University, 2006., 225-248 pg., ISSN 0032-7271
4. Čizmić, Elvir; Imamović-Čizmić, Kanita; «Uloga obrazovanja i znanstvenih radnika u procesu ekonomskog razvoja-The role of education and scientists in economic development process», Periodical for social Issues, Sarajevo University, 2007., 137-174 pg., ISSN 0032-7271
5. Čizmić, Elvir; Pehlić, Izet; „Knowledge management and balanced scorecard concept principles application as an accelerant of organizational efficacy-Primjene principa upravljanja znanjem i balanced scorecard koncepta kao katalizator uspješnosti organizacije“, Zbornik radova Islamskog pedagoškog fakulteta u Zenici; 2008., 215-245 pg., ISSN 1840-4448
6. Trgo, Adil; Čizmić, Elvir; „Organizational efficacy as a function of knowledge management and balanced scorecard concept principles application-Uspješnost organizacije kao funkcija primjene principa upravljanja znanjem i balanced scorecard koncepta“, Zbornik radova Fakulteta za poslovni menadžment, Univerzitet Džemal Bijedić Mostar, štampan u decembru, 2008., 37-64 pg., ISSN 1512-8377
7. Čizmić, Elvir; Trgo, Adil; „Project defining as a key precondition of its implementation quality-Definiranje projekta kao ključni preduvjet kvaliteta njegove implementacije“, Zbornik radova Fakulteta za poslovni menadžment, 2009., 1-22 pg., Univerzitet Džemal Bijedić Mostar, ISSN 1512-8377,
8. Đonlagić, Dženan; Čizmić, Elvir; «Menadžerski modeli optimizacije finansiranja elektroenergetskog sektora u Bosni i Hercegovini- Managerial models for financing optimization of electric energy sector in Bosnia and Herzegovina» Faculty of economics Sarajevo Periodical. num. 29, 2009., 219-242 pg., ISSN 0581-7439
9. Čizmić, Elvir; Pehlić, Izet; „Interpersonal aspects of managerial referential power and emotional intelligence as a precondition of effectively organization running- Interpersonalni aspekti referentne moći i emocionalne inteligencije menadžera kao preduvjet efektivnog vođenja organizacije“, Zbornik radova Islamskog pedagoškog fakulteta u Zenici; 2009., pg., ISSN 1840-4448
10. Čizmić, Elvir; The balanced scorecard concept as a managerial tool for organizational strategy’s formulating and implementing- **Case for analyzes: School of Economics and Business Sarajevo, Periodical „Forth Counseling about Reform of Higher Education Sarajevo University**, Zbornik radova “IV savjetovanje o reformi visokog obrazovanja na UNSA” october 2010. 61-78 pg., ISBN 978-9958-600-23-4

11. Imamović-Čizmić, Kanita; Elvir, Čizmić; Dualna Priroda Instituta Pravednosti u Pravu Konkurencije-Dual Nature of the Institute of Fairness in Competition Law, Periodical for social Issues, Sarajevo University, 2010. maj/May-august/August, 101-123 pg., ISSN 0032-7271 (Print); ISSN 1986-5244 (Online).
12. Trgo, Adil; Čizmić, Elvir; Crnkić, Kenan; Micro Entrepreneurship-A Myth or An Imperative for The Economic Development of Bosnia and Herzegovina, ICES 2010: „ Economic Development Perspectives of SEE Region in the Global Recession Context “, October, 2010., Sarajevo, BIH;
13. Čizmić, Elvir; Hadžiselimović, Venan; Crnkić, Kenan; Business Decisions Making Considering Marketing Information-Oil and Oil Derivatives Industry in Bosnia and Herzegovina; ICES 2010: „ Economic Development Perspectives of SEE Region in the Global Recession Context “, October, 2010., Sarajevo, BIH;
14. Čizmić, Elvir; Crnkić, Kenan; „Enhancing organizational effectiveness and efficiency through balanced scorecard application” "Problems and Perspectives in Management", issue 4 (cont.), november-december, 2010; 137-149 pg., ISSN 1727-7051 [http://www.businessperspectives.org/component/option,com\\_journals/task,issue/id,146/jid,3/Itemid,74/](http://www.businessperspectives.org/component/option,com_journals/task,issue/id,146/jid,3/Itemid,74/) (refere to EconLit, ABI/INFORM, PAIS International, Cabell)
15. Crnkić, Kenan; Čizmić, Elvir; Adil, Trgo; Mikrokrediti kao „conditio sine qua non“ razvoja inicijalne preduzetničke aktivnosti; Zbornik radova-Konferencija Razvoj Poslovanja 2010; Proceedings-Conference: Business Development 2010; Novembar EFZE; 173-186 pg; ISSN 1840-4006,
16. Čizmić, Elvir; Crnkić, Kenan; Adil, Trgo; Korporativno upravljanje kroz integriranje strateških i operativnih aspekata balanced scorecard koncepta; Zbornik radova-Konferencija Razvoj Poslovanja 2010; Proceedings-Conference: Business Development 2010; Novembar EFZE; 553-566 pg; ISSN 1840-4006,
17. Čizmić, Elvir; Balanced scorecard implementation as a precondition of organizational business integral quality development-Primjena balanced scorecard koncepta kao preduvjet razvoja integralnog kvaliteta poslovanja organizacije, Semminar: System Quality Implementation Effects, Periodical-Zbornik radova, University Zenica-Machinery Faculty Zenica-Quality Asociation of Bosnia and Herzegovina, 31-46 pg., ISSN 1986-5082,
18. Imamović-Čizmić, Kanita; Crnkić, Kenan; Elvir, Čizmić; Primjena makroekonomskog menadžerskog modela u upravljanju razvojem Bosne i Hercegovine; Zbornik radova-Konferencija Razvoj Poslovanja 2011-Ekonomska politika i poslovanje malih i srednjih preduzeća; Macroeconomic managerial model application in governing of Bosnia and Herzegovina development; Proceedings-Conference: Business Development 2010-Economic Policy and Small-Medium Enterprises; November EFZE; 35-48 pg; ISSN 1840-4006,
19. Crnkić, Kenan; Čizmić, Elvir; Aziz, Šunje; Kreativno promišljanje i inovativnost kao ključ uspješnog preduzetničkog djelovanja; Zbornik radova-Konferencija Razvoj Poslovanja 2011-Ekonomska politika i poslovanje malih i srednjih preduzeća; Creative thinking and innovation as a key of successful entrepreneurial activities; Proceedings-Conference: Business Development 2010-Economic Policy and Small-Medium Enterprises; November EFZE; 373-384 pg; ISSN 1840-4006,

### III. PROFESSIONALS CONFERENCES AND EVENTS

1. Čizmić Elvir, ALMA MATER STUDIORUM-UNIVERSITA di BOLOGNA (SEDE di FORLI FACOLTA di Economia (SYMPOSIUM – “Creation of sustainable enterprise in Transition Countries”) Thema: Strategic management and Human Resources in the Development of Transition Countries. The Case of FBiH. October, 2005,
2. Čizmić Elvir, Aziz Šunje, Veljko Trivun, Croatian Scientific Conference of Management Departments, with international participation: Management, Leadership and Organisation in XXI Century: (Dis)continuities in the practice of organization and management, Management process improvement through application of Balanced Scorecard Concept – Case of School of Economics and Business Sarajevo; “*Unaprjeđenje upravljačkog procesa primjenom Balanced Scorecard koncepta – slučaj Ekonomskog fakulteta u Sarajevu*” Split, Croatia, September, 2011.

### IV. ADDITIONAL REFERENCES

- STUDY VISITS

1. TEMPUS project of European Union, Study visit refer to the management subject, (SAA-Scuola di Amministrazione Aziendale, Università degli Studi di Torino-School of Management, University of Torino), Italy, Torino and Faculty of Economics and Business Sarajevo, May 2006.

2. Study visit in Canada Faculty development initiative Workshop, University of Alberta International and E-net center Faculty of Economics and Business Sarajevo, Canada, Alberta, Edmonton, June 2006.

3. Humanitarian organization HELP (Hilfe für Selbsthilfe) in cooperation with Foreign department ministry of Germany; Teacher in short training „Development of entrepreneurship in rural B&H municipalities” December 2009-Januar 2010.

#### ▪ ARTICLES IN BUSINESS MAGAZINES

1. Čizmić Elvir, Advantages and costs of integral quality concept implementation in organization-Koristi i troškovi provođenja koncepta integralnog kvaliteta u organizaciji, Business2Business Magazine, broj 6. septembar/rujan 2009. str. 36-39. ISSN 1840-4480
2. Čizmić Elvir, Customer Orientation and Market Actions-Orijentacija na kupce i akcije na tržištu, Business2Business Magazine, broj 5. avgust/kolovoz 2009. str. 46-49. ISSN 1840-4480
3. Čizmić Elvir, Project Management as Business Practice-Projektni menadžment kao poslovna praksa, Business2Business Magazine, broj 4. juni/juli 2009. str. 31-33. ISSN 1840-4480
4. Čizmić Elvir, Influence of Human Resources on Business Effectiveness-Djelovanje resursa na poslovni uspjeh kompanija, IN STORE TRADE MAGAZINE, broj 7. str. 84-88. ISSN 1840-4049
5. Čizmić Elvir, Strategic approach to the family business managing of human resources, Family companies as a pillar of Bosnia and Herzegovina economic development, jun, 2011, pg. 38-39. Strategijski pristup upravljanju ljudskim resursima u porodičnim firmama, Porodične firme-Stub razvoja ekonomije BiH, Jun, 2011, str. 38-39.
6. Čizmić Elvir, Venan Hadžiselimović, Does an entrepreneur could be born or created? Business news, October, 2011, pg. 68-70., Da li se preduzetnik rađa ili stvara? Poslovne novine, Oktobar, 2011, str. 68-70.

#### ▪ OTHER

##### MENTORING FOR MASTER THESAS

1. Bilal Kenan: Upravljanje znanjem u funkciji unapređenja poslovanja organizacije; mentor Elvir Čizmić – Sarajevo: Ekonomski fakultet, 109 str. 2011.
2. Gušo Mirna: Motivacijske tehnike u funkciji efektivnijeg i efikasnijeg realiziranja posla; mentor Elvir Čizmić – Sarajevo: Ekonomski fakultet, 137 str. 2011.
3. Elma Bezdob: Primjena savremenih menadžerskih koncepata u apotekarstvu u funkciji zadovoljstva klijenata; mentor Elvir Čizmić – Sarajevo: Ekonomski fakultet, 106 str. 2011.
4. Selma Ajanović: Brending poslodavca kao ključni preduvjet izgradnje konkurentne prednosti organizacije; mentor Elvir Čizmić – Sarajevo: Ekonomski fakultet, 100 str. 2011.
5. Čengić Zaliha: Uticaj znanja i vještina menadžera na kvalitet funkcioniranja zdravstvenih institucija u F BiH, 125 str. 2011.
6. Pašalić Hazim: Utjecaj motivacionih tehnika na radnu uspješnost državnih službenika – kantonalna uprava za inspeksijske poslove ZE-DO Kantona, 131 str. 2011.
7. Begović Jusuf, tema: Analiza efektivnosti i efikasnosti korporativnog upravljanja u Bosni i Hercegovini, 141 str. 2011.
8. Valjevac Jasmin: Unapređenje poslovanja kompanije korištenjem Six Sigma koncepta kontrole kvaliteta – primjer ASA Prevent Group, 123 str. 2011.

##### PROJECTS

1. Project preparation and organization of professor Philip Kotler Seminar: How to Position Your Brand Uniquely?-Kako upravljati markom proizvoda i usluga u savremenoj poslovnoj praksi?, may-september, 2006.,
2. Project Simulimpresa (Simulation of Enterprises-Simulacija rada preduzeća) Faculty of Economics and Business Sarajevo marth-june 2006. collaboration with ALMA MATER STUDIORUM-UNIVERSITA di BOLOGNA (SEDE di FORLI FACOLTA di Economia-SIMULIMPRESA,
3. Project of Development Concel/Partnership Group for Central BiH Region for creating regional development strategy, REZ Zenica, marth-may 2006, Zenica.
4. Assistant Professor; subject: Managing Human Resources, Sarajevo University, Faculty of Business and Economics Sarajevo-Griffit College Dublin, October, 2009-February, 2010.

5. Assistant Professor co-teaching with prof dr Aziz Šunje; subject: Strategic Human Resources Management, Sarajevo University, Faculty of Business and Economics Sarajevo-Griffit College Dublin, 2010/11.
6. Assistant Professor co-teaching with prof dr Aziz Šunje; subject: International Business Policy and Strategy, Sarajevo University, Faculty of Business and Economics Sarajevo-Griffit College Dublin, 2011.
7. Assistant Professor; subject: Human Resources Management, Sarajevo University, Faculty of Business and Economics Sarajevo-Master program-Stream Managing of Public Sector, 2010.
8. Assistant Professor; subject: Contemporary Managerial Concepts, Sarajevo University, Faculty of Business and Economics Sarajevo-Master program-Stream Management and Organization, 2010.
9. Assistant Professor; subject: Non for Profit Organizations Management, University Zenica, Islamic Pedagogical Faculty, October, 2008-February, 2009.
10. Member of Expert team: Strategic plan for energy sector development of F BiH: **MODELI FINANSIRANJA IZGRADNJE I KORIŠTENJA ENERGETSKIH OBJEKATA-MODELS FOR FINANCING, BUILDING AND HARNESING OF ENERGETIC OBJECTS**; <http://www.fbihvlada.gov.ba/bosanski/izdvajamo/SPP-sept-08-PRIJEDLOG.pdf>
11. Čizmić, Elvir; Balanced scorecard implementation as a precondition of organizational business integral quality development-Primjena balanced scorecard koncepta kao preduvjet razvoja integralnog kvaliteta poslovanja organizacije, Semminar: System Quality Implementation Effects, Periodical-Zbornik radova, University Zenica-Machinery Faculty Zenica-Quality Association of Bosnia and Herzegovina, 31-46 pg., ISSN 1986-5082,
12. Konferencija zajedničkog projekta-Joint Project Conference: Jačanje visokog obrazovanja u BiH-Strengthening Higher Education in BiH, Piloting the Framework for Higher Education Qualifications in BiH Results, Conclusions and follow up, Project founded by the EU; Sarajevo, October, 2011,
13. Završna konferencija zajedničkog projekta-Joint Project Finale Conference: Jačanje visokog obrazovanja u BiH- Strengthening Higher Education in BiH, Project founded by the EU; Sarajevo, March, 2011,
14. Regionalna konferencija: Upravljanje univerzitetima u zemljama zapadnog balkana, Regional conference: University management in West Balkan countries; Project founded by the EU IPA Founds; GOPA World Consultants; Sarajevo, April, 2011.
15. The fifth counseling of higher education reform-Sarajevo University: Further trends of higher education reform according to the Bologna principles, Sarajevo, April, 2011.; V savjetovanje o reformi visokog obrazovanja-Univerzitet u Sarajevu: Daljnji trendovi reforme visokog obrazovanja po Bolonjskim principima, Sarajevo, April, 2011.
16. Final Conference, "Support to Higher Education Reform in BiH"; Project founded by the EU IPA Founds; GOPA World Consultants; Sarajevo, October 2011.
17. TEMPUS; International symposium: Modernising Teacher Education in a European Perspective; Rektorat UNSA, Sarajevo, October, 2011.

## **OTHER RELEVANT INFORMATIONS**

### **Additional professional education**

1. Advanced courses of English language Muwafaque – Zenica,
2. Trainings and workshops «Political marketing area» foundation - Konrad Adenauer,
3. Various kind of seminars for property insurance and liability insurance,