

## Curriculum Vitae

### PERSONAL INFORMATION

Name **DR. NINKO KOSTOVSKI**  
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**WEB PAGE** <http://kostovski.webs.com>  
Nationality Macedonian,  
Gender MALE

### WORK EXPERIENCE

#### Academic

- Dates (from – to) October 2005 to Present
- Name and address of employer University American College Skopje [www.uacs.edu.mk](http://www.uacs.edu.mk)
  - Type of business or sector Higher Education
  - Occupation or position held Associate Professor, Head of Management Department
  - Main activities and responsibilities Development of curricula and teaching various management subjects at undergraduate and graduate level
- Dates (from – to) October 2005 to 2012
- Name and address of employer University American College Skopje [www.uacs.edu.mk](http://www.uacs.edu.mk)
  - Type of business or sector Higher Education
  - Occupation or position held Head of Management Department
  - Main activities and responsibilities Planning and overseeing the activities of the Management Department, mentoring younger colleagues & MBA students. Work on the accreditation of the Programs at the ACBSP and ECBE
- Dates (from – to) October 2002 – Present
- Name and address of employer European Center for Peace and Development Belgrade, an affiliate of the UPEACE University  
Scientific Institute
- Type of business or sector Scientific Institute
- Occupation or position held Visiting Professor in the Regional Institute Skopje Macedonia and Regional Institute Prizren, Kosovo
- Main activities and responsibilities Development of curricula and teaching graduate courses, mentoring MBA and PhD students
- Dates (from – to) August -2006 present
- Name and address of employer National Center for Lifelong Executive education of the Ministry of Education and Science of the Republic of Macedonia  
Education and Consulting
- Type of business or sector Education and Consulting
- Occupation or position held Professor

- Main activities and responsibilities

Development of curricula and delivery of courses for elementary and high school headmasters
  
- Dates (from – to)

June 2006 -August 2006
- Name and address of employer

Consortium University American College Skopje& Center for Education Development Skopje
- Type of business or sector

Education and Consulting
- Occupation or position held

Head of the research team
- Main activities and responsibilities

Development of curricula and delivery of courses on Accounting and Financial Management for elementary and high school headmasters; Client: National Center for Lifelong Executive education of the Ministry of Education and Science of the Republic of Macedonia
  
- Dates (from – to)

December 2003 to June 2005
- Name and address of employer

Education Development Center, Inc Newton MA, Skopje Party Skopje  
Gologanov Street 37 Skopje
- Type of business or sector

Education Development Consultancy
- Occupation or position held

Consultant
- Main activities and responsibilities

Work on establishment of e-Learning platform for Higher Education, in partnership with the SEE University in Tetovo, SEMOS Skopje
  
- Dates (from – to)

June 2003 - December 2003
- Name and address of employer

Skopje, SINTEF Industrial Management, Norway
- Type of business or sector

Research Institute
- Occupation or position held

Researcher
- Main activities and responsibilities

Development of Syllabus for the University of Ss. Cyril and Methodius in Entrepreneurship
  
- Dates (from – to)

May 2002 July 2002
- Name and address of employer

Milwaukee, Wisconsin
- Type of business or sector

University of Wisconsin School of Continuing Education
- Occupation or position held

Intern-Educator
- Main activities and responsibilities

Executive education and mentoring in business planning and marketing at the Small Business Development Center in Milwaukee

## CONSULTING PROJECTS

- Dates (from – to)

June 2008 - December 2010
- Main activities and responsibilities

Development of Long-term Program for the Ministry of Economy for Cluster organizations in Macedonia, Development of manuals and Executive education programs in Strategic and Project Management for the teams and the management of the cluster organizations in Macedonia Client: Ministry of Economy, Position: Project Manager
  
- Dates (from – to)

December 2008 - April 2009
- Main activities and responsibilities

Executive education of Government officials in IPA Project Cycle Management; Team leader and educator in charge for development and delivery of the program for EU Integration Inter-ministry Governmental Body
  
- Dates (from – to)

November 2008 - December 2009
- Main activities and responsibilities

Executive education of the staff of the national network of Local Economic

Development units in Macedonia in Project Management and Budgeting; Development of education material for Ministry of Local Self-Government

- Dates (from – to) May 2008 - November 2008
- Occupation or position held Fighting the Unemployment in Macedonia, Project; Development of the concept and education materials for work with unemployed on how to set up own business; Client: National Employment Agency and the network of Job Clubs, Client: UNDP Skopje, Position: Project Manager

- Dates (from – to) June 2008 - July 2008
- Development and delivery of Executive education program in Financial Management for the certified internal auditors of the State Healthcare and Insurance Fund Macedonia , Position: Team Leader

- Dates (from – to) June 2005 - 2009
- Human Resource Development Fund Macedonia, Development and delivery of various education programs in Strategic Management, Export Promotion and Project Management; Academy for Young Consultants, Client: European Agency for Reconstruction, Beneficiary: HRDF Macedonia, Position: Team Leader

- Dates (from – to) December 2003 to June 2005
- Main activities and responsibilities Implementation of advanced ICT equipment and software in selected Macedonian companies. Client: USAID, Position: Project Manager

- Dates (from – to) June 2003 - October 2003
- Main activities and responsibilities Preparation and delivery of the first National Report on SME Charter for Republic of Macedonia; Client: European Agency for Reconstruction. Beneficiary: Ministry of Economy of RM

#### **EDUCATION AND EXECUTIVE EDUCATION**

- Dates (from – to) October 2003 – March 2005
- Name and type of organization providing education and Executive education State University St-s Cyril and Methodius” Skopje, Institute of Economics Skopje
- Principal subjects/occupational skills covered Doctoral Studies in Economics
- Title of qualification awarded Doctor of Economic Sciences
- Dates (from – to) August 2001 – June 2002
- Name and type of organization providing education and Executive education University of Georgetown Center for Intercultural Education and Development and the University of Wisconsin, USA
- Principal subjects/occupational skills covered 33 Credits Program in Financial and Strategic Management
- Title of qualification awarded
- Dates (from – to) October 1986 - June 1990
- Name and type of organization providing education and Executive education State University St-s Cyril and Methodius” Skopje, Faculty of Economics and Business
- Principal subjects/occupational skills covered Masters Studies in Finance and Strategic Planning
- Title of qualification awarded M.Sc. Economics and Business Administration

- Dates (from – to)
- Name and type of organization providing education and Executive education
- Principal subjects/occupational skills covered
- Title of qualification awarded

October 1975 December 1979  
 State University St-s Cyril and Methodius” Skopje, Faculty of Economics and Business

Finance, Strategic Planning, Marketing, Business English

B.Sc. Microeconomics and Business Administration

Membership in Professional Associations

National Representative for Macedonia at the Scientific Board at the European Business Competence License EBC\*L in Paderborn, Germany  
 SEE Consultancy Network for Export Promotion of Small Businesses in Southeast Europe

**PERSONAL SKILLS AND COMPETENCES**

*Acquired in the course of life and career but not necessarily covered by formal certificates and diplomas.*

**FOREIGN LANGUAGES:**

- Reading skills
- Writing skills
- Verbal skills

**ENGLISH**  
 excellent  
 excellent  
 excellent

- Reading skills
- Writing skills
- Verbal skills

**SERBIAN**  
 excellent  
 excellent  
 excellent

- Reading skills
- Writing skills
- Verbal skills

**ALBANIAN**  
 Good  
 Basic  
 Basic

- Reading skills
- Writing skills
- Verbal skills

**MACEDONIAN**  
 Native  
 Native  
 Native

**SOCIAL SKILLS AND COMPETENCES**

Trained and experienced to deal with, and in multi-cultural and multi-confessional environment. Train to deal with people in various social strata

ORGANIZATIONAL SKILLS  
AND COMPETENCES

Skilled in organization and delivery of various education and executive education events in situations of high ambiguity  
Skilled in work with small businesses, layoff workers and other disadvantaged groups  
Skilled in work with civil servants at all governmental levels

TECHNICAL SKILLS  
AND COMPETENCES

Skilled in use of Computers for Business, (Teaching MIS)  
Skilled in various spreadsheet programs like Business Plan Pro

## ANNEXES

### A. List of Articles, Books and Executive education Performed

- “Cross-Cultural Management Best Practices Solving the Ethnocentric EU Identity Issues, Polycentric vs. Ethnocentric Culture” Skopje, May 2011
- “Importance of Availability of Sources of Finance for Small and Medium Enterprises”, Prishtina, Kosovo, 2010
- “Prospects on the academic entrepreneurship in Bulgaria and Macedonia, with Dr. Milen Baltov, Burgas Free University, International Conference Burgas Free University, Bulgaria, 2010
- “The Potentials of Clusters for Better Access to the EU Sources of Finance for Small Businesses in the Accession Countries” Durres Albania, 2010
- “Regional cooperation as a Business model for competitiveness and innovativeness” Zagreb, Croatia 2010
- “Advantages of Industrial Clusters in Prolonged Economic Recession” UACS Conference Skopje 2009
- “How to organize and conduct Executive education” UACS Ohrid, 2009 "The Role of the Institutions of Higher Education in the Promotion of the Entrepreneurship and the Small Business" UACS Proceedings from International Conference 2007
- "Contemporary Capital Budgeting Methodology and Applied Practice" UACS Publishing Skopje 2007
- SME Cases Internationalization of Software Business -The Case of GORD SYSTEMS, HRDF Skopje, June 2006
- “Specifics of capital budgeting in small enterprises in the contemporary business setting” A comparison of our with the prevailing practice in the countries of the European Union, ACS International Conference May 2006
- “Alternative Sources of Finance for Small Business” PREDA Prilep and Bitola, Seminar, 2006
- Project Management for IT and Software Companies following PMBoK”, Skopje 2005 and 2006 HRDF Macedonia and Association of ICT Companies (MASIT)
- “ Effective Management of Accounts Receivable” Human Development Fund Macedonia and the National Chamber of Commerce Macedonia, Skopje November 2005
- “Design of Advanced Capital Budgeting Decision Support System and the Challenges of the Contemporary Business Setting”- State University “Ss. Cyril and Methodius”, Institute of Economics, Skopje, June 2005
- “Project Management in IT Industry” GLOBAL Executive education Center - Skopje, June 2005
- “Hedging for Currency Risk - Controversies and Potentials of Financial Engineering” Ekonomija i Biznis, Skopje, October 2003
- “Alternative Concepts of Promotion Better Business Links with US Companies owned by Macedonian Expatriates” Forum “How to attract Macedonian Diaspora to Invest in the Homeland” University “Ss. Cyril and Methodius”, Institute of Economics Skopje and the National Emigration Agency, Skopje, June 2003
- “The Cost Volume Profit Analysis and the Breakeven Chart, a Simple, but Efficient Management Tools” The Business Lawyer, October 2003 Skopje
- “Project Cycle, Design and Management” Ministry of Economy, Internal Staff Capacity Building Executive education, July 2003
- “Advising Skills and Team Work “ Capacity Building for PREDA Prilep, June 2003
- “Restructuring of Kumanovo Footwear Industry using Italian Model of SME clustering“ Italian Institute for Foreign Trade Office in Skopje, “Macedonia-Italy Businesses Forum”, Skopje, April 2003
- “Small Business Administration - Financial Opportunities for start up-s and Fast Growing Businesses” University of Wisconsin, La Crosse, Wisconsin, 2002 UW-L School of Business Administration Web Site.
- “Intercultural Business Challenges - Doing Business with South Africa” University

of Wisconsin, La Crosse, Wisconsin, 2002 UW-L School of Business Administration  
Web Site.

- “For the Importance of Loans for Faster Development of a Small Enterprise” ESA  
Tetovo, Trade Forum, June 2000