

## Contact

(LinkedIn)

## Top Skills

Intercultural Communication

Capacity Development

Public Relations

## Languages

English (Full Professional)

German (Professional Working)

Bosnian/Serbian/Croatian (Full Professional)

Italian (Elementary)

Slovenian (Elementary)

## Certifications

Scrum Foundation Professional Certificate (SFPC)

## Honors-Awards

Master of Arts in Interdisciplinary Research and Studies on Eastern Europe, cum laude (with distinction)

Nomination: Foreign volunteer of the year 2014 in Slovakia, by CARDO

U.S. State Department Alumna

## Publications

Effective Ministers: How to Achieve Results and Gain Citizens' Trust?

"I Just Want Someone to Respond to My E-mail": Qualitative Research on Undecided Voters' Views And Experience with Local And National Governments in North Macedonia [EN]

From Regional Leader to European Laggard: European Integration of Macedonia

Challenging the Fear of Be(coming) a Minority: The Integration of Others as an Impetus for Durable

# Ana Alibegova

Program Manager at International Republican Institute

North Macedonia

## Summary

Vision-driven, knowledge-hungry and goal-oriented thinker and doer. My professional and research interests are mostly connected to identity-formation, democracy and socio-political integration in complex societies, in particular in the area of Western Balkans and the MENA region. I develop innovative concepts, lead processes and establish supporting systems for strategic positioning and capacity-building of various stakeholders. I believe in purpose-driven genuine actions, cross-sectoral collaborations and regional approaches. US State Department, Robert Bosch Foundation and Ost-Ausschuss der Deutschen Wirtschaft and Zoran Djindjic Foundation Alumna. A Global Shaper at heart.

## Experience

International Republican Institute

Program Manager

September 2020 - Present (1 year 5 months)

Skopje, Skopski, North Macedonia

The International Republican Institute (IRI) is an American nonprofit, nonpartisan organization committed to advancing freedom and democracy worldwide by helping political parties to become more issue-based and responsive, assisting citizens to participate in government planning, and working to increase the role of marginalized groups in the political process – including women and youth.

IRI has performed high-impact work in more than 100 countries since 1983: in Africa, Asia, Eurasia, Europe, Latin America and the Caribbean, and the Middle East and North Africa. Along with the Women's Democracy Network, is currently active in more than 75 countries and currently has offices in 40 countries worldwide.

For nearly 30 years, IRI has been helping to spread democracy through trainings by volunteer experts from all over the world on political party and

candidate development, good governance practices, civil society development, civic education, women's and youth leadership development, electoral reform and election monitoring, and political expression in closed societies.

Web-page: <https://www.iri.org/> | Democracy Speaks Blog: <https://www.democracyspeaks.org/>

#### Main tasks:

- Implementation and execution of good governance program activities in N. Macedonia;
- Substantial participation in the research and design of new programs and contribution to the development of program ideas;
- Maintenance and development of partnerships and relations with relevant stakeholders, political parties, elected officials, representatives of state institutions, international organizations, consultants, IRI's national and Washington D.C. team;
- Compliance of essential monitoring and evaluation data from programmatic activities and preparation of the weekly, quarterly, semi-annual, final and other relevant reports;
- Performance of organizational, logistical, procurement and administrative duties;
- Active support of IRI's communication strategy;
- Other duties, as required.

#### External Collaboration

##### Program and Content Development Specialist

August 2020 - Present (1 year 6 months)

Skopje, Skopski, FYRO Macedonia

Concept-building, Project Design and Writing, Research, Strategic Communications, Content Strategy Development, Intercultural Dialogue Facilitation, Impact Measurement. Experience developing and implementing multi-partner different size proposals, from various donors (European Union, Europe for Citizens, Erasmus +, USAID, NED, US Embassy, Visegrad Fund, etc.). Topics: community development, entrepreneurship, socio-economic integration, youth, reconciliation.

Collaborating with different entities, mostly CSOs active in international development, but also for-profits, supporting their capacity-building endeavors in particular towards program and content development connected to the UN Sustainable Development Goals:

- Quality Education (SDG 4);
- Decent Work and Economic Growth (SDG 8);
- Reduced Inequalities (SDG 10);
- Sustainable Cities and Communities (SDG 11).

Facilitation of trainings and workshops on project writing, project cycle management, design thinking, branding, impact communication and intercultural learning. Providing consultations to different stakeholders on the current state of affairs in the civil society ecosystem, on CSOs' identity-building as well as on the political and socio-economic challenges in the Western Balkans and the North Africa region. Identifying areas of intervention and developing program proposals with a focus on developing countries.

## Mladiinfo International

6 years 8 months

### Director of Program Development

July 2015 - July 2020 (5 years 1 month)

Mladiinfo's vision is to contribute to a better world in which empowered young individuals use new technologies, digital learning and non-formal education to act together and improve the quality of life in their communities and the world they live in. Mladiinfo is a recognizable hub and hotspot providing information, resources and education to help youth develop personally and professionally. Together with its partners: educational institutions, non-profits, business community, local authorities and others, using new programs, networking and advanced technologies, Mladiinfo empowers youth to move their communities and society forward.

#### Main tasks:

- Research and program development;
- Concept architecture;
- Capacity-building, strategic development;
- Project writing and implementation;
- Processes' organization and implementation;
- Visibility planning, organizational identity;
- Communications and media.

### Web Content Coordinator

December 2013 - July 2015 (1 year 8 months)

#### Main tasks:

- Help develop and maintain editorial and branding guidelines;

- Coordinate self-posted content from other departments;
- Assess, catalogue and organize website content;
- Write, edit and augment text, audio and video content;
- Coordinate workflow for departments feeding content to web;
- Act as liaison with third party web developer;
- Train employees on web posting procedures;
- Perform other duties as assigned.

## Gateway Community Development Corporation

### Program Manager

August 2017 - December 2017 (5 months)

Mount Rainier, Maryland, United States

The Gateway Media Arts Lab is home to five creative communications entrepreneurs that have a passion for design and innovation. Collectively their services include projection design, digital media services, film and video production, graphic and web design, storytelling and content creation. In addition to collectively producing projects that will support Gateway CDC's mission of economic development through the arts, the companies will offer professional creative services to businesses, non-profits and other entities in the region and beyond.

#### Main tasks:

- Program Development;
- Concept Architecture;
- Brand Management and Storytelling;
- Capacity-building for Community Development;
- Launching the branding process of Gateway Media Arts Lab – an incubator for creative enterprises, a project by Gateway CDC;
- Enhancing the project visibility on social media channels and developed campaigns for community outreach;
- Directly contributing to the research and needs assessment for advancement of the organizational business model;
- Organizing events in the space and providing know-how on organizational capacity-building by setting the pillars of the Gateway Media Arts Lab strategic plan.

## IREX

### Community Solutions Program Fellow

August 2017 - December 2017 (5 months)

## Washington DC-Baltimore Area

The Community Solutions Program is a professional development program for the best and brightest global community leaders working in transparency and accountability, tolerance and conflict resolution, environmental issues, and women and gender issues. Leaders participate in a four-month US fellowship with a local nonprofit organization or government agency, structured virtual learning and networking via the Online Community Leadership Institute, and the design and implementation of follow-on projects in their home countries. For the 2017 program, there were 2600 applicants and the best 93 candidates coming from 50+ countries were selected. The program is implemented by IREX and funded by U.S. State Department.

## Mladiinfo Slovensko

### Program Coordinator

April 2014 - January 2015 (10 months)

Bratislava, Slovakia

Mladiinfo Slovensko was established by former EVS volunteers in 2010 in Bratislava, Slovakia. It is a well established non-profit organization promoting education and youth mobility. Mladiinfo supports young people with information about EU programs, internships, trainings, conferences, volunteering and other opportunities abroad but also in Slovakia. Internet is used as the main tool to spread calls, successful stories and motivate for participation (website [www.mladiinfo.sk](http://www.mladiinfo.sk) and social media channels). Mladiinfo office is located in Bratislava Mlynska dolina, which is the largest complex of student dormitories in Slovakia with almost 10 000 students. With international partners all around Europe Mladiinfo Slovensko is experienced and active in Erasmus+ and EVS projects and belongs to the most active EVS sending organizations in Slovakia.

### Main tasks:

- Project Writing and Project Management;
- Web Content Coordination;
- In charge of preparation and implementation of Erasmus + projects: youth exchange, training course and youth strategic partnership;
- Co-created local volunteering programme "Learn and Travel";
- Set various workshops on project management as well as intercultural events;
- Managed a team of 5 local volunteers;
- Best foreign European Voluntary Service volunteer in Slovakia nominee, by National Volunteer Center CARDO in cooperation with Ministry of Foreign Affairs of Republic of Slovakia;

- The experience was part of the European Voluntary Service (EVS) programme by Erasmus+.

### Telma Television

Journalist, Reporter

December 2009 - September 2011 (1 year 10 months)

Skopje, Macedonia

Telma TV was founded in September 1941. The current number of employees is approximately 150 (managing and editorial board, journalists, reporters, announcers, technical staff, marketing and administration) and there are also a large number of correspondents and external cooperators.

Main tasks:

- Daily Reports and Programmes;
- News Writing;
- Stories Coverage in Education, Foreign Affairs and Civil Society Sector;
- Had prepared 400+ news reports, mini-interviews and feature stories;
- Worked in a team of 30+ individuals, mastered micro team-work, boosted skills in stress management, delivery of fast and correct results and networking.

### Faculty of Law "Iustinianus Primus", Ss. Cyril and Methodius University in Skopje

University Tutor (Courses: Public Opinion and News Reporting)

October 2008 - September 2011 (3 years)

Skopje, North Macedonia

- Assisting with the curriculum development at the undergraduate courses at the Department of Journalism: Public Opinion (led by Prof. Ljubomir Jakimovski) and News Reporting (led by Prof. Vele Smilevski);
- Preparation of lectures, teaching and learning materials;
- Presentation of the teaching material, organizing the classes, preparation of exercises for the students;
- Evaluating students' achievements;
- Mentoring, tutoring and support of the students.

### Mladiinfo International

Web Content Writer

November 2008 - January 2011 (2 years 3 months)

Skopje, Macedonia

- Preparation of articles about youth, studying, living and working abroad;
- Copywriting;
- Proofreading.

## Deutsche Welle

### Journalist

April 2009 - October 2009 (7 months)

Deutsche Welle or DW is a German state-owned public international broadcaster. DW offers regularly updated articles on its news website and runs its own center for international media development, DW Akademie. The broadcaster's stated goals are to produce reliable news coverage, provide access to the German language, and promote understanding between peoples. The service is available in 30 languages. DW has been broadcasting since 1953. It is headquartered in Bonn, where its radio programmes are produced. Television broadcasts are produced almost entirely in Berlin. Both locations create content for DW's news website.

#### Main tasks:

- Reports about ongoing events;
- Preparing own programmes;
- News writing and web editing;
- Had produced, adjusted and translated more than 120 media products;
- Improved audio editing, voice-over and radio reading techniques.

## Makedonski Telekom AD ( T-Home Macedonia)

### Journalist

December 2008 - March 2009 (4 months)

Skopje, Macedonia

Makedonski Telekom, the leading national telco operator is part of Deutsche Telekom Group.

Makedonski Telekom offers voice and data services provided via fixed and mobile network, within many years of experience and leadership on the market. It also constantly introduces international know-how, innovative solutions and cutting-edge technological trends. The company offers a portfolio for residential and business customers, provided from a single source and focuses on Cloud and ICT solutions in order to provide the best customer experience.

To this end, and in accordance with the latest telecommunication trends, Makedonski Telekom is continuously focused on the modern-day needs and demands of the customers. Idividi portal of Makedonski Telekom was elected

as a Macedonian Superbrand for 2011/12, publishing 500+ content pieces per day and providing 20+ different services.

Main tasks:

- Copywriting for the website: <https://www.idividi.com.mk>;
- Web coordination and web content development;
- Translation;
- Photo editing.

University Radio Station Student FM 92.9

Editor of the University Department

December 2007 - November 2008 (1 year)

Skopje, North Macedonia

- News Preparation, News Editing, Moderation and Facilitation;
- Preparation of Own Radio Programmes: Deans' Forum - radio interviews with the deans of the faculties at Ss. Cyril and Methodius University - Skopje as well as Students' Forum - radio interviews with student organizational leaders, student bodies, and educational activists;
- Contributing to the Strategic Programme Planning of the Radio;
- Field-research, Reporting and Content Preparation.

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## Education

Collegio Superiore Università di Bologna

Licenza Magistrale, Democracy and Development · (2011 - 2013)

George Mason University

Community Leadership Institute, Organizational Leadership · (2017 - 2017)

Università di Bologna / University of Bologna

Master of Arts (M.A.), Interdisciplinary Research and Studies on Eastern Europe · (2011 - 2013)

Ecole normale supérieure

Exchange student, Social Sciences · (2012 - 2012)

Univerza v Ljubljani

Master of Arts (M.A.), Interdisciplinary Research and Studies on Eastern Europe · (2011 - 2012)



