

**EUROPEAN
CURRICULUM VITAE
FORMAT**



JOB REFERENCE NUMBER

Business consultant – CE Marking, FSC CoC, QMS, EMS, OHS

PERSONAL INFORMATION

Name

GACKIĆ ZORAN

Address

PAROMLINSKA 32, 71000, Sarajevo, Bosnia and Herzegovina

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+387 33 718 221

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Nationality at birth

Yugoslavian

Present nationality

Bosnian

Date of birth [Day, month, year]

27.June 1957

Place of birth

SARAJEVO

Sex

Male

Female

Marital status

Single

Married

Widowed

Divorced

Separated

Dependants

Name

Sadeta

Zlatan

Date of birth [Day, month, year]

03.Jan 1959

13. Jul 1986

Relationship

wife

Son

WORK EXPERIENCE

[Add separate entries for each relevant post occupied, starting with the most recent.]

• Dates (from – to)	OCT-2007 ONWARDS SOHO BUSINESS CONSULTING COMPANY REGISTERED WWW.SOHO.BA
• Name and address of employer	SOHO, Sarajevo, Bosnia and Herzegovina
• Type of business or sector	Consulting on CE Marking and various management systems – ISO 9001, ISO 14001, OHSAS
• Occupation or position held	Owner, independent business consultant
• Main activities and responsibilities	www.soho.ba
Achievements	

• Dates (from – to)	JAN-2002-JUN-2007
• Name and address of employer	House Milos d.o.o., Rakovička 389, Sarajevo, Bosnia and Herzegovina
• Type of business or sector	Construction
• Occupation or position held	Marketing and Manager Representative for Quality, Environment and OHSAS
• Main activities and responsibilities	Overall leading contribution to prospective company to become market leader in supply of Sarajevo area with stone fractions for concrete - from 2003 and ready mixed concrete from middle 2005. Legalization issues, Strategic planning, Development, Coordination with Institutes, Special tasks, PR, Promotions, Building Brand, Building and reinforcing of management team, Quality and Environment Manager, Maintaing of co web page. Author of presentation the company at European Conference on Raw Building materials held in Sarajevo, 20-21.May 2004.
Achievements	Company sales growth from 0,72 MM KM in 2001 to 4,8 MM KM in 2005 (official), Reaching ISO 9001:2000 and ISO 14001:2004, Receiving TQM awards from BID for business prestige – Gold Star Paris 2003, Platinum New York 2004 and Diamond Crown London 2005. Certification of OHSAS 18001 in company House Milos in second half of Apr-07,

• Dates (from – to)	JAN 2000-DEC 2001
• Name and address of employer	USAID Business Development Program, Business Consulting, Deloitte Touché Tohmatsu
• Type of business or sector	Consulting
• Occupation or position held	Relationship Manager, Senior Analyst
• Main activities and responsibilities	Managing a portfolio of 20 client companies · Performing business viability assessments for new clients using financial software. Monitoring companies performances. Identification of SWOT issues, formulating adequate strategies and planning actions. Training of top management, conducting and completing consulting projects · Managing the delivery of specialist consulting services to client companies. Weekly, monthly, yearly planning and reporting. Assistance in delivering specialist projects – Finance, MPI, Organization, Marketing and Quality. Updating database on weekly basis and reaching planned goals on time. Specific targeted consulting to best fit to client companies needs.
Achievements	Large impact on client's sales growth as well as net income. Many success stories Development of Marketing strategies -House Milos, Hidroinženjering, BOSNALIJEK, STANDARD –Privatization projects, always over-achieving expectations. Bonus at the end.

• Dates (from – to)	APR 1998-DEC 1999
• Name and address of employer	USAID Business Development Program, Business Consulting, The Recovery Group, Sarajevo
• Type of business or sector	Consulting
• Occupation or position held	Relationship Manager, Senior Analyst

<ul style="list-style-type: none"> • Main activities and responsibilities 	<p>Managing a portfolio of 20 client companies · Performing business viability assessments for new clients using financial software. Monitoring companies performances. Identification of SWOT issues, formulating adequate strategies and planning actions.</p> <p>Training of top management, conducting and completing consulting projects · Managing the delivery of specialist consulting services to client companies · Weekly, monthly, yearly planning and scheduling in close co-ordination with Business Funding · Daily reporting, updating database on weekly basis and reaching planned goals on time. Great series of Marketing projects in Bosnalijek and Standard. Financial projects in Bosnalijek, Standard, Hidroinženjering, Metal Promet, Crni Vrh. Financial Batch training in Bosnalijek, Standard, Grič, Hidroinženjering, Krehić, Merkomerc, Kras. Initial financial plans in BMDS, Grič, Narotti, Maxel, Aganovići, Viko, Velmal, Ela Art, Metal Promet, Crni Vrh, Turnaround in Hidroinženjering, Tahograf. Marketing plans in Metal Promet, BMDS, Grič, Lu Stone, Lady A, Krehić, HP, Fimex, Tahograf. PVO Projects in Hidroinženjering, Salčinović, Merkomerc, Iskra komerc, Kras. Quality projects in Merkomerc, Tahograf, Grič, Hidroinženjering, Standard. Strategic action planning in HP, Hidroinženjering, Krehić, Merkomerc</p>
Achievements	Large impact on client's sales growth as well as net income. Many success stories and always over-achieving expectations.

• Dates (from – to)	FEB 1995- DEC 1997
• Name and address of employer	GRO VRANICA HQ, Sarajevo, Branilaca grada 8
• Type of business or sector	Construction
• Occupation or position held	Chief of Marketing department
• Main activities and responsibilities	Investigation of market, join tenders, preparing of bids, estimation, arranging of contracts and subcontracts, training of Vranica management in IT, QA team member, POC for all International contacts and contracts in the company, Unofficially leading of Engineering Department projects (each 200 – 500,000 KM) for clients: Unprofor, SFOR, IFOR

• Dates (from – to)	JUN 1992- JAN 1995
• Name and address of employer	GRO VRANICA, Visokogradnja, Sarajevo, Pere Dokića bb
• Type of business or sector	Construction
• Occupation or position held	Deputy technical manager for production
• Main activities and responsibilities	Restoring damages from shelling attacks on important buildings in surrounded Sarajevo (cca 90 buildings), from receiving the order or contract with limited resources for organization, execution.

• Dates (from – to)	JUN 1990- MAY 1992
• Name and address of employer	GRO VRANICA, Visokogradnja, Sarajevo, Pere Dokića bb
• Type of business or sector	Construction
• Occupation or position held	Chief of Information system department
• Main activities and responsibilities	Introducing general software for use in useful everyday work in the company.

• Dates (from – to)	JUL 1988- MAY 1990
• Name and address of employer	GRO VRANICA, Visokogradnja, Sarajevo, Pere Dokića bb
• Type of business or sector	Construction
• Occupation or position held	Engineer for introducing of new technologies into production
• Main activities and responsibilities	Preparing of new technologies from standards, norms, adequate equipment, training and prequalification of existing employees – sicalite hydro insulations, basic bituminous insulations, special concrete flooring, machine plastering.

• Dates (from – to)	JUN 1987- JUN 1988
• Name and address of employer	GRO VRANICA, Visokogradnja, Sarajevo, Iraq branch
• Type of business or sector	Construction
• Occupation or position held	Technical manager on site HCF Taji (Iraq)
• Main activities and responsibilities	On behalf of Vranica who subcontracted construction works for Zublin (Stuttgart), general contractor Klockner (Germany) for Heavy Castings Foundry in Taji (northern suburb of Baghdad). In average 50-80 employees of Vranica on time sheet basis. Preparing of contracts, performing and monitoring the works, all paperwork needed, following the schedule on large international project, coordination with other participants etc.

• Dates (from – to)	JUL 1985- MAY 1987
• Name and address of employer	GRO VRANICA, Visokogradnja, Sarajevo, Pere Dokića bb
• Type of business or sector	Construction
• Occupation or position held	Site manager on residential building construction Stadion, Hrasnica,
• Main activities and responsibilities	In the Sarajevo suburb of Hrasnica residential project 120 flats (15 MM KM) Stadion. From the very beginning whole prepare and construction till over handed to buyer.

• Dates (from – to)	JUN 1984- JUN 1985
• Name and address of employer	GRO VRANICA, Visokogradnja, Sarajevo, Pere Dokića bb
• Type of business or sector	Construction
• Occupation or position held	Site Engineer on Project 202 B 3 in Iraq
• Main activities and responsibilities	Building of construction and fortification works on fuel tanks, pump stations and shelters for huge airbase (monthly cca 300 000 \$).

• Dates (from – to)	FEB 1982- APR 1983
• Name and address of employer	GRO VRANICA, Visokogradnja, Sarajevo, Pere Dokića bb
• Type of business or sector	Construction
• Occupation or position held	Site Engineer on Skenderija Ice hockey rink
• Main activities and responsibilities	Olympic object for XIV Winter Olympics held in Sarajevo, the most complicated part of project – ice hall with hockey rink – successfully.

EDUCATION AND TRAINING

[Add separate entries for each relevant course you have completed, starting with the most recent.]

• Dates (from – to)	SEP 2008
• Name and type of organization providing education and training	EXCEL PARTNERSHIP
• Principal subjects/occupational skills covered	IRCA Lead Assessor Course, examination of OHSAS 18001 systems.
• Title of qualification awarded	IRCA Lead Auditor OHSAS 18001 systems
• Level in national classification (if appropriate)	IRCA Lead Auditor OHSAS 18001 systems

• Dates (from – to)	NOV 2007
• Name and type of organization providing education and training	NIGEL BAUER & ASSOCIATES
• Principal subjects/occupational skills covered	IRCA Lead Assessor Course, examination of ISO 14001 systems.
• Title of qualification awarded	IRCA Lead Auditor ISO 14001 systems
• Level in national classification (if appropriate)	IRCA Lead Auditor ISO 14001 systems

• Dates (from – to)	APR 2007
• Name and type of organization providing education and training	NIGEL BAUER & ASSOCIATES TUV NORD, Sarajevo
• Principal subjects/occupational skills covered	IRCA Lead Assessor Course, examination of ISO 9001 systems.
• Title of qualification awarded	IRCA Lead Auditor ISO 9001 systems
• Level in national classification (if appropriate)	IRCA Lead Auditor ISO 9001 systems

• Dates (from – to)	DEC 2003
• Name and type of organization providing education and training	Bureau Veritas, Zagreb, Croatia

• Principal subjects/occupational skills covered	Assessment and examination of quality systems.
• Title of qualification awarded	Internal Quality auditor ISO 9001:2000
• Level in national classification (if appropriate)	Internal Quality auditor ISO 9001:2000

• Dates (from – to)	DEC 1997-MAR 1998
• Name and type of organization providing education and training	USAID Business Development Program, Business Consulting, The Recovery Group, Boston, Contract in Sarajevo
• Principal subjects/occupational skills covered	Comprehensive training in Business Consulting – Finance, Marketing, MPI, Quality – Half time Other half time practical work in CST Initial finance in House Milos, Joint team projects – Marketing in Merkomerc, Standard Action planning Standard and Merkomerc As one of five from first apprentice class of 20 offered to join Business Consulting
• Title of qualification awarded	Business consultant
• Level in national classification (if appropriate)	Business consultant

• Dates (from – to)	SEP 1975-JAN 1982
• Name and type of organization providing education and training	University of Sarajevo, Faculty for architectural engineering, Mayor in Architectonic Engineering
• Principal subjects/occupational skills covered	Basically polytechnic study, design, planning, creativity, building construction way of thinking and reaction, respect to traditional values.
• Title of qualification awarded	Graduated Engineer of Architecture – for final work got an award
• Level in national classification (if appropriate)	Degree Bachelor of science for architecture and construction

• Dates (from – to)	SEP 1971-JUL 1975
• Name and type of organization providing education and training	Second Gymnasium Ognjen Prica in Sarajevo
• Principal subjects/occupational skills covered	Wide general knowledge.
• Title of qualification awarded	Svršeni gimnazijalac
• Level in national classification (if appropriate)	High school graduate

PERSONAL SKILLS AND COMPETENCES
Acquired in the course of life and career but not necessarily covered by formal certificates and diplomas.

MOTHER TONGUE	Bosnian (South Slavic)
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OTHER LANGUAGES

[Indicate level: excellent, good, basic.]

[Specify language]	English	German	Italian		
• Reading skills	excellent	Basic	Basic		
• Writing skills	excellent	Basic	Basic		
• Verbal skills	excellent	Basic	Basic		

SOCIAL SKILLS AND COMPETENCES <i>Living and working with other people, in multicultural environments, in positions where communication is important and situations where teamwork is essential (for example culture and sports), etc.</i>	[Describe these competences and indicate where they were acquired.] Highly communicative, reach experience in international multicultural environment (2 years in Iraq, 4 years with USAID) as well as always exposed to foreign relations because of language. Cultural and professional attitude. Strong team player, building confidence. Willing to share knowledge through training or unofficial talk-advice clearance
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ORGANIZATIONAL SKILLS AND COMPETENCES <i>Coordination and administration of people, projects and budgets; at work, in voluntary work (for example culture and sports) and at home, etc.</i>	[Describe these competences and indicate where they were acquired.] Systematic and analytic, 25 years of experience in problem solving on projects, organization to make things and reaching goals smooth. Ability to track right way. Managing of human resources leader oriented to achieve the goals.
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TECHNICAL SKILLS AND COMPETENCES <i>With computers, specific kinds of equipment, machinery, etc.</i>	[Describe these competences and indicate where they were acquired.] Highly skilled in IT, using MS OFFICE, E-mail, Internet, good in Corel, MS Visio, Pinnacle Studio for DVD production, Adobe Studio for maintaining of web page, handling with scanners, digital photo, music and video and other wide range of peripherals.
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ARTISTIC SKILLS AND COMPETENCES <i>Music, writing, design, etc.</i>	[Describe these competences and indicate where they were acquired.] Once good guitar player and singer, now fulfilling a good taste in music (mp3). Very strong in writing (learned legislative procedure – my father was lawyer), Not a top designer but very good in what design has to achieve – earned on faculty.
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OTHER SKILLS AND COMPETENCES <i>Competences not mentioned above.</i>	[Describe these competences and indicate where they were acquired.] Sportsman, actual active tennis, skiing (once competitor), swimming. Before few decades some years spend in karate (blue belt), basketball, football, table tennis etc.
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DRIVING LICENCE(S)	B cat since 1978 (about half million of KM passed)
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ADDITIONAL INFORMATION	[Include here any other information that may be relevant, for example contact persons, references, etc.] Last job - owner and general manager of House Milos – Franjo MILOS 061 227 086 References from USAID BC – supervisor of Deloitte Touché Tomatsu Alexander HAYLEY and manager David NIELSEN. References from USAID BC – supervisor of Recovery Group – Ron ASHKIN (Marketing guru) and Director David KING (Chief of Consultancy - actually present in Sarajevo on USAID clusters project).
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ANNEXES	[LIST any attached annexes.] Recommendation letter from supervisor Ron ASHKIN (TRG) Recommendation letter from supervisor Alexander HAYLEY (DTT) All stated above have a writing document proof and is available to present at request.
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