



Personal information

Surname(s) / First name(s) **GAVRILĂ, Constantin – Adi, PhD**

Address 18, Oltet street, Second floor, 200395, Craiova, Dolj county, Romania

Telephone +40 727 700 159

Fax +40 251 41 39 37

E-mail cagavrila@gmail.com

Website www.adigavrila.com

Nationality Romanian

Date of birth 11.03.1976

Gender Male

Work experience

Active assignments

Dates	October – November 2022
Project name	Training mediators in Dubai, UAE
Occupation or position held	International Mediation Trainer
Main activities and responsibilities	Designed and delivered two ADR Center International Accredited Mediator Training programs for two groups of 30 participants (in English and Arabic) in partnership with the Government of Dubai Legal Affairs Department.
Name and address of employer	ADR Center Academy https://www.adrcenteracademy.com/
Type of business or sector	Consultancy services to design, develop and implement an international mediation training with IMI international certification for IMI-qualified mediators
Dates	December 2021 – January 2022
Project name	Virtual workshop on good practices for an enabling framework for mediation
Occupation or position held	International Mediation ADR Expert
Main activities and responsibilities	Designed and delivered a two-day virtual workshop on the Italian mediation model organized for the High Judicial and Prosecutorial Council of Bosnia and Herzegovina
Name and address of employer	High Judicial and Prosecutorial Council of Bosnia and Herzegovina
Type of business or sector	Consultancy services to design, develop and implement an international project on mediation
Dates	September 2021 – May 2022
Project name	Promoting Alternative Dispute Resolution (ADR) in Turkey

¹ The CV is available online in English and Romanian at <https://www.adigavrila.com/about/experience/>

Occupation or position held	International Mediation and Conciliation Expert (Council of Europe)
Main activities and responsibilities	(A1.2) Conducting monitoring of the conciliation mechanism to support the improvement of conciliation in the criminal justice system in line with principles and standards of restorative justice. (A1.8) Developing new or improving existing manuals and/or guidebooks on conciliation for judges, staff of conciliation bureaux, prosecutors and lawyers. (A2.2) Conducting research on the feasibility on aspects of organisation of mediation (determine the feasibility of creating the legal and methodological infrastructure for mediation centers as ADR providers – in addition to current system based on individual mediators).
Name and address of employer	Council of Europe https://www.coe.int/en/web/portal and ADR Center for Development https://www.adrcenterfordevelopment.com/
Type of business or sector	Consultancy services to design, develop and implement international cooperation programs in the field of ADR and mediation
Dates	August 2021 – December 2021
Project name	Mediation Criteria and Case Assessment for Forest Stewardship Council
Occupation or position held	International Mediation and ADR Expert
Main activities and responsibilities	Design a framework for setting up a mediation process within the current FSC Policy for association and Complaint Procedure to reflect best practice and international standards. Design principles and conditions for FSC to determine when to consider mediation as a feasible option for dispute resolution in Policy for Association cases. Outline the general conditions/criteria under which FSC can consider the mediation to have successfully resolved the case and the complaint closed.
Name and address of employer	Forest Stewardship Council https://fsc.org/en , ADR Center for Development https://www.adrcenterfordevelopment.com/
Type of business or sector	Consultancy services to design, develop and implement international cooperation programs in the field of ADR and mediation
Dates	Dec 2020 – Dec 2021
Project name	Support further development of Alternative Dispute Resolution services and Specialized Courts in Azerbaijan (funded by European Union)
Occupation or position held	International Mediation Expert – Team leader Component 3: Support the implementation of mediation as an alternative form of dispute resolution in Azerbaijan”
Main activities and responsibilities	A training needs analysis of mediation institution (mediation providers and mediation training institutions) carried out with gaps and needs identified. Design a complete mentoring and training programme that also includes a process of certification for the mediation training institutions. Draft a guideline/handbook with clear roles and responsibilities of mentors and mentees and organize training and mentoring sessions. Support the training of 300 mediators delivered by local trainers. Support mediation awareness raising activities in Azerbaijan.
Name and address of employer	Delegation of European Union in Azerbaijan, ADR Center, Expertise Advisors
Type of business or sector	Consultancy services to design, develop and implement cooperation programs in the field of mediation
Dates	Apr 2020 – Mar 2022
Occupation or position held	Mediation expert selected by the European Commission for the Efficiency of Justice (CEPEJ), Council of Europe
Main activities and responsibilities	Provision of intellectual services related to the field of mediation in the implementation of CEPEJ cooperation programmes.
Name and address of employer	The European Commission for the Efficiency of Justice (CEPEJ), Council of Europe
Type of business or sector	Consultancy services to design, develop and implement cooperation programs in the field of mediation
Dates	Oct 2018 – to date
Occupation or position held	IRM Mediator

Main activities and responsibilities	To provide mediation services and to facilitate dialogue processes regarding E&S impacts of Green Climate Fund supported projects between bank clients and impacted communities.
Name and address of employer	<i>Independent Redress Mechanism (IRM) - Green Climate Fund</i> , https://irm.greenclimate.fund/ , Seoul, South Korea
Type of business or sector	Independent Accountability Mechanisms, Facilitation of Dialogue Processes, Mediation, Dispute Resolution
Dates	Jun 2017 – to date
Occupation or position held	Mediator, Facilitator, Eligibility Assessment Expert
Main activities and responsibilities	To provide mediation services and to facilitate dialogue processes regarding E&S impacts of EBRD supported projects between bank clients and impacted communities (i.e. <i>community resettlement, community safety and risks for landslides related to HPP works, approach to consultation, public transportation</i>). To determine, based on the eligibility criteria set out in the PCM Rules of Procedure, whether a Complaint is eligible for any or both PCM functions – problem-solving and/or compliance review. Project locations – Serbia, Bulgaria, Georgia, Ukraine.
Name and address of employer	<i>Independent Project Accountability Mechanism (IPAM), European Bank for Reconstruction and Development</i> , https://www.ebrd.com/project-finance/ipam.html , London, UK
Type of business or sector	Independent Accountability Mechanisms, Facilitation of Dialogue Processes, Mediation, Dispute Resolution
Dates	2015 – to date
Occupation or position held	Mediator, International mediation expert
Main activities and responsibilities	Third party intervention (i.e. mediation, facilitation) services for complex, multi-party and multi-cultural company – community disputes regarding company projects' social and environmental impacts (<i>air quality, seismic activities within oil extraction areas, employment, investments</i>). Communication skills building for participants in the dispute resolution processes (community and company reps.). Project locations – Albania, Pakistan.
Name and address of employer	Office of Compliance Advisor Ombudsman, World Bank Group, www.cao-ombudsman.org , Washington DC, USA
Type of business or sector	Independent Accountability Mechanisms, Facilitation of Dialogue Processes, Mediation, Training, Dispute Resolution
Dates	2007 – to date
Occupation or position held	Mediation, training and consultancy services
Main activities and responsibilities	Professional mediation services as Romanian authorized mediator (<i>commercial, civil, family, labour, transports, IT, energy, IP, Online Dispute Resolution</i>). Operational and strategic management of the mediation firm. Project location – Romania. Training of mediators.
Name and address of employer	Constantin-Adi Gavrilă – Birou de mediator (Constantin-Adi Gavrilă - Mediation firm) (IMI certified mediator), www.adigavrila.com
Type of business or sector	Mediation and consultancy for conflict management systems design services
Dates	May 2002 – to date
Occupation or position held	General Manager
Main activities and responsibilities	Coordinating, organizing and managing the activity of the Mediation Center Craiova, Romania (mediation, mediation training, promotion projects, consultancy in the creation and development of conflict management systems). Achieving and Maintaining Financial Sustainability
Name and address of employer	Craiova Mediation Center, Romania www.mediere.ro
Type of business or sector	Specific activities for the mediation field (mediation, training of mediators, assistance, promotion)
Dates	2005 – to date
Occupation or position held	Mediation trainer, evaluator, examiner in the field of mediation

Main activities and responsibilities	Training mediators according to the Mediation Law no. 192/2006 Trainer of lawyers from different counties of Romania within a team of Romanian and American trainers. Selecting participants for the training modules in 40 counties Trained about 1000 mediators (80 hours training standard – 14 days). Trained and coached about 30 mediation trainers.
Name and address of employer	Craiova Mediation Center Association
Type of business or sector	Training for mediators [foundation and advanced level]
Finalized projects	
Dates	Nov 2021 – Dec 2021
Occupation or position held	International Mediation Expert (Council of Europe)
Project name	Improving the functioning, performance, and access to justice in Tunisia (AP- JUST) / ID2053
Main activities and responsibilities	Participation in the conference with the Center of Judiciary and Judicial Center (CEJJ) “La médiation, principes et généralités” on November 30th, 2021 and presentation (in cooperation with another international expert) of relevant experiences and tools in this regard and preparation of a short-written report summarizing the main points of the intervention. Participation in the training “Initiation à la médiation” with the Tunisian Institute of the Lawyer Profession (ISPA) on December 4th, 2021 and presentation (in cooperation with another international expert) of relevant experiences and tools in this regard and preparation of a short-written report summarizing the main points of the intervention. Project location – Tunisia.
Name and address of employer	Council of Europe https://www.coe.int/en/web/portal and ADR Center for Development https://www.adrcenterfordevelopment.com/
Type of business or sector	Consultancy services to design, develop and implement international cooperation programs in the field of ADR and mediation.
Dates	Sep 2021 – Nov 2021
Occupation or position held	International Mediation Expert (Council of Europe)
Project name	Accountability and professionalism of the judicial system in Montenegro
Main activities and responsibilities	Two-day online workshop on Council of Europe standards and best practices in alternative dispute resolution (ADR) for judges and mediators, including preparation of workshop programme and working materials/case studies.
Name and address of employer	Council of Europe https://www.coe.int/en/web/portal and ADR Center for Development https://www.adrcenterfordevelopment.com/
Type of business or sector	Consultancy services to design, develop and implement international cooperation programs in the field of ADR and mediation.
Dates	April 2021 – Aug 2021
Occupation or position held	Coordinator of Advanced Mediation Study Tour in New York for Pakistani judges and other participants
Project name	Advanced Mediation Study Tour in New York
Main activities and responsibilities	Support the ADR Center team to design and organize a 10-day advanced mediation study tour in New York for Pakistani high court judges and other participants in JULY 2021. The intended goal of the study tour was to provide the participants with access to best international practices that would then enable them to return to Pakistan and continue efforts to promote mediation. Communicate with representatives of the professionals and institutions visited and ensure the logistical and substantive organization of the study tour. Project location: New York, USA
Name and address of employer	<i>The Asia Foundation</i> https://asiafoundation.org/ , ADR Center Italy, http://adrcenter.com/
Type of business or sector	Consultancy services to design, develop and implement mediation training programs, to support the establishment of mediation and development of court-annexed mediation programs.

Dates	Oct 2019 – Jan 2021
Occupation or position held	International mediation expert
Project name	Strengthening the institutional capacity of the Ministry of Justice of the Republic of Azerbaijan in introducing ADR mechanisms and provision of legal aid services to the population
Main activities and responsibilities	Assisting the Government of Azerbaijan to increase the quality and the access of the civil justice and decrease the incoming of litigations cases in court by supporting an efficient and effective implementation of the new law on mediation both at the central level (assisting the Mediation Council) and in whole territory of the country (training mediators and trainers; piloting court-annexed mediation and mediation public awareness). Development of ADR curriculums and training courses for mediation trainers, mediators and other mediation stakeholders in line with EU members' ADR practice and standards. Project location: Azerbaijan.
Name and address of employer	<i>Delegation of the European Union to Azerbaijan</i> , https://eeas.europa.eu/delegations/azerbaijan_en , <i>ADR Center Italy</i> , http://adrcenter.com/
Type of business or sector	Consultancy services to design, develop and implement mediation training programs, to establish a national regulator in the field of mediation, mediation public awareness and development of court-annexed mediation programs.
Dates	Mar 2019 – Sept 2021
Occupation or position held	International mediation expert
Project name	Moldova Commercial Mediation and Arbitration
Main activities and responsibilities	Working with the Moldova Ministry of Justice, the Mediation Council in Moldova, the Moldova Bar Association, the Mediation Centre established by the Moldova Chamber of Commerce, and other stakeholders to discuss, agree and promote effective mediation policies in Moldova and particularly the use of commercial mediation. To assist the Government of Moldova with promoting and facilitating the use of commercial mediation on a national scale. Project location: Moldova.
Name and address of employer	<i>ADR Center Italy</i> , http://adrcenter.com/ , International Development Law Organization (IDLO) https://www.idlo.int/
Type of business or sector	Consultancy services to design, develop and implement public policies in the field of mediation, capacity building, mediation public awareness and development of mediation providers.
Dates	Feb 2021 – Jun 2021
Occupation or position held	International Mediation Trainer (Zambia)
Main activities and responsibilities	Design and delivery of an online training programme for mediators for a group of experienced judges and lawyers from Zambia with support from ADR Center Academy (https://academy.adrcenter.com/), ADR Center's Learning Management System.
Name and address of employer	ADR Center and Weinstein International Foundation
Type of business or sector	Consultancy services to design, develop and implement cooperation programs in the field of mediation
Dates	Jun 2020 – Jul 2021
Occupation or position held	International Specialist in Mediation and Conflict Resolution
Main activities and responsibilities	Ongoing training and support for mediators working for the Office of the Ombudsperson (OOM) of the International Organization for Migration. Design and delivery of training programs for Respectful Workplace Focal Points. Development of an online platform for OOM to build conflict resolution awareness and to build capacity of IOM staff (10.000 staff). Delivery pilot training programs and train OOM trainers.
Name and address of employer	The Office of the Ombudsperson (OOM) of the International Organization for Migration, ADR Center
Type of business or sector	Consultancy services to design, develop and implement cooperation programs in the field of mediation and conflict resolution

Dates	Dec 2020 - Mar 2021
Occupation or position held	International Mediation Trainer
Project name	Support further development of ADR long term education (EU for Serbia – Support to the Supreme Court of Cassation. Component 2: Support to promotion and development of ADR in courts)
Main activities and responsibilities	Develop and deliver four one-day mediation specialization courses for 100 mediators. Develop supporting materials for four one-day mediation specialization courses. Draft the manual of mediation techniques.
Name and address of employer	British Council Serbia
Type of business or sector	Mediation, Mediation training and consultancy
Dates	Apr 2021
Occupation or position held	International Mediation Trainer
Project name	Training the mediation trainers from Pakistan
Main activities and responsibilities	Develop course materials and submit a 5-day course in Istanbul (Turkey) for a group of Pakistani judges and other participants. The training was focused on building and strengthening the capacity of Pakistani judiciary and fiscal authorities to use mediation and other alternative dispute resolution tools, and to prepare them to transfer their knowledge to other trainees in Pakistan. The training focused on various aspects of ADR, including the nature of the conflicts that can be solved, the different methodologies that can be used, and the ethical considerations involved. International best practices have been shared on this topic and the success stories of ADR have been discussed in different cultural contexts.
Name and address of employer	The Asia Foundation and ADR Center Rome
Type of business or sector	Mediation, Mediation training and consultancy
Dates	Jan 2020 – Aug 2020
Occupation or position held	Senior trainer of mediation trainers in the Caribbean
Project name	Training of Mediation Trainers in the Caribbean region (Jamaica, Antigua & Barbuda, St.Lucia, Barbados)
Main activities and responsibilities	Design and deliver a Training of Trainers program for experienced mediators in the Caribbean region. Development of materials on mediation techniques. Project location: Online, Jamaica.
Name and address of employer	<i>Improved Access to Justice in the Caribbean</i> , http://caribbeanimpact.org/website/ , ADR Center Italy, http://adrcenter.com/
Type of business or sector	Consultancy services to design, develop and implement mediation training programs
Dates	Sept 2019 – Dec 2019
Occupation or position held	International Mediation Trainer
Project name	Intensive Training on Mediation and Conflict Resolution
Main activities and responsibilities	Co-training designer and co-trainer for the design and delivery of the Intensive Training on Mediation and Conflict Resolution in Geneva, Switzerland, from 9th to 13th December 2019 organized for a group of individuals of the International Organization of Migration (IOM) who work as Respectful Workplace Focal Points (RWFP) in various locations around the world Project location: Geneva.
Name and address of employer	<i>International Organization of Migration (IOM)</i> , ADR Center Italy
Type of business or sector	Design and delivery of mediation and conflict resolution training services
Dates	Sept 2018 – Oct 2019
Occupation or position held	Mediation public policy expert
Project name	Mediation – efficient public policy for the civic dialogue

Main activities and responsibilities	Building the capacity of mediator associations, labour unions and public institutions to formulate alternative public policies in the field of mediation at national level. Development of an independent monitoring tool and evaluate and monitor public policies in the field of mediation. Designing and developing alternative policy proposals in the field of mediation. Organization and facilitation of consultation processes between mediators, the Ministry of Justice and other stakeholders. http://www.mediareapoliticapublica.ro/ . Project location: National project - Romania.
Name and address of employer	ProPact Mediation and Arbitration Center http://www.solutii-dispute.ro/
Type of business or sector	Consultancy services to design and develop public policies in the field of mediation
Dates	Jan 2008 – Jan 2019
Occupation or position held	Co-chair, Independent Standards Commission (ISC), International Mediation Institute
Main activities and responsibilities	Review of applications for qualifying assessment programs for international certification in the mediation field. Auditing of IMI approved qualifying assessment programs. Mr. Gavrilă was the ISC co-chair and the chair of ISC Appraisal Committee. Project location – Online activity.
Name and address of employer	<i>Pro bono</i> activity. International Mediation Institute www.imimmediation.org, Lange Vijverberg 12, 2513 AC The Hague, The Netherlands
Type of business or sector	Development and implementation of international certification standards and auditing of the qualifying assessment programs for IMI certification
Dates	Dec 2018
Occupation or position held	International Mediation Trainer
Project name	Mainstreaming Alternative Dispute Resolution for Equitable Access to Justice in Pakistan
Main activities and responsibilities	Develop course materials and submit a 5-day course at the ADR Center in Rome (Italy) for a group of Pakistani judges. The training was focused on building and strengthening the capacity of judges to use mediation and other alternative dispute resolution tools, and to prepare them to transfer their knowledge to other trainees in Pakistan. The training focused on various aspects of ADR, including the nature of the conflicts that can be solved, the different methodologies that can be used, and the ethical considerations involved. International best practices have been shared on this topic and the success stories of ADR have been discussed in different cultural contexts.
Name and address of employer	The Asia Foundation and ADR Center Rome
Type of business or sector	Mediation, Mediation training and consultancy
Dates	Nov 2018
Occupation or position held	International Mediation Expert
Project name	Strengthen practical capacity of Kyrgyz mediators in accordance with the IDLO project entitled "Commercial Mediation in the Kyrgyz Republic".
Main activities and responsibilities	Develop a training manual for a master class on commercial mediation for mediators; Conduct the master class for mediators on commercial mediation; Participate as an international guest speaker in a conference «The New York convention and its interaction with domestic laws of the Central Asian countries»; Participate as an expert in the dialogue platform "Danaker Talkoo: How Mediation May Be of Help to Businesses?" drawing specific mediation cases.
Name and address of employer	The International Development Law Organization https://www.idlo.int/ - Branch Office in the Kyrgyz Republic
Type of business or sector	Mediation, Mediation training and consultancy
Dates	Apr 2017 – Sept 2018
Occupation or position held	Project Director
Project name	"Cross-Border Partnership for Training and Labour mobility in the Juridical field" (INTERREG V-A Romania-Bulgaria Programme, www.interregrobg.eu), Cod proiect ROBG-162

Main activities and responsibilities	Project management. Representing the project in connection with the Managing Authority. Coordinate and supervise the proper functioning of the project activities.
Name and address of employer	<i>Dolj Bar Association</i> www.jurisCBP.ro
Type of business or sector	Cross-border partnerships in the dispute resolution and juridical field. Project management.
Dates	Jan 2018 – August 2018
Occupation or position held	International Mediation Expert
Main activities and responsibilities	Introducing Mediation and Strengthening Legal Profession in Azerbaijan. Design and Implement a Pilot Mediation Scheme at the Yasamal District Court - Baku City. Mediation training and consultancy. Project locations – Baku, Azerbaijan.
Name and address of employer	<i>ADR Center, Rome (working with Azerbaijan Ministry of Justice and Yasamal District Court, Baku City)</i>
Type of business or sector	Mediation, Mediation training and consultancy
Dates	Oct 2016 – Dec 2016
Occupation or position held	Expert
Project name	Improving Access to Justice Through ADR Mechanisms
Main activities and responsibilities	Training of judges for effective mediation referral. Conference panellist: An Alternative Paradigm In Access To Justice and Dispute Management Systems Design: Court- Annexed Mediation
Name and address of employer	<i>BAB Strategy and Business Development Consultancy, Istanbul, Turkey</i> ; The project was funded by the British Embassy in Turkey and implemented by the Turkish Ministry of Justice
Type of business or sector	Mediation legal framework, Mediation outreach and education, Judges' training in mediation referral
Dates	Aug 2016 – June 2018
Occupation or position held	Expert
Project name	Commercial Mediation in Serbia. British Council/EBRD Project for Chamber of Commerce in Serbia and the Serbian Judicial Academy
Main activities and responsibilities	Pre-Training Assessment. Training of Trainers. Practice Development Review Sessions.
Name and address of employer	<i>ADR Center, Rome</i>
Type of business or sector	Mediation training, Training design.
Dates	Sept 2015 – June 2017
Occupation or position held	Mediation trainer
Project name	Training mediators in Athens, Greece (ADR Center, Rome in cooperation with Prometheus Training Center, Athens)
Main activities and responsibilities	Monthly basic mediation training courses. Project location – Athens, Greece.
Name and address of employer	<i>ADR Center, Rome</i>
Type of business or sector	Mediation training, Training design
Dates	March 2015 – Sep 2015
Occupation or position held	Consultant and senior trainer
Project name	Establishing the Afghanistan Center for Commercial Dispute Resolution
Main activities and responsibilities	Mediation training, ADR design, Consultancy for Afghanistan Center for Commercial Dispute Resolution. Project location – Kabul.
Name and address of employer	<i>ADR Center, Rome</i>
Type of business or sector	Mediation training, ADR design

Dates	May 2014 – Dec 2014
Occupation or position held	Trainer and Coordinator
Project name	JUST/2013/JCIV/AG/4628 “Judicial Intercultural Communication in Family Mediation”, Co-ordinator: Craiova Court of Appeal (Romania), Co-beneficiaries: Cluj Court of Appeal (RO), Timisoara Court of Appeal (RO), County Court of Rijeka (HR), Differenza Donna (IT), Associated Partner: Sofia City Court (BG)
Main activities and responsibilities	Training design. Mediation training for judges. Workshop facilitation – Sofia and Opatija seminars. EU Family Mediation Guidebook coordinator. Project location – Sofia (Bulgaria), Opatija (Croatia), Craiova (Romania).
Name and address of employer	<i>Craiova Court of Appeals</i>
Type of business or sector	Mediation training, ADR design
Dates	June 2010 – April 2013
Occupation or position held	Implementation expert “MedForm” project
Main activities and responsibilities	Development of a conflict management system design for the National Agency for Employment from Romania. Selection and mediation training of over 200 employees. Assessment and training of trainers (Design, Implementation and Lead Trainer).
Name and address of employer	Craiova Mediation Center Association.
Type of business or sector	Project management. Mediation training. ToT
Dates	October 2006 – October 2009
Occupation or position held	Vice-president
Main activities and responsibilities	The coordination of mediation activity at a national level Authorizing mediators and mediation and training centers Drafting mediation training standards, the mediation ethics code, organization and functional regulations. Development of extensive knowledge of legal and judicial systems with emphasis on the ADR and mediation models of implementation. Contribution to the establishment of the mediator profession in Romania.
Name and address of employer	Romania Mediation Council (the Romanian authority in the field of mediation and mediation profession)
Dates	July 2005 – April 2009
Occupation or position held	President
Main activities and responsibilities	Training and management of an organization that brings together active mediation centers in every county in Romania having as main purpose to promote, support, study and practice of mediation at the national level. Organizing and directing the work of the Executive Board, Board and Congress UCMR. Attracting funds to support activities of the mediation centers. International networking of the Mediation Centers in Romania
Name and address of employer	The Romanian Mediation Centers' Union (UCMR)
Type of business or sector	Organizing and promoting the profession of mediator
Dates	2003
Occupation or position held	Mediator and General Manager – founding member – Craiova Mediation Center
Main activities and responsibilities	Mediation of different types of conflicts referred by courts
Name and address of employer	Craiova Mediation Center Association
Type of business or sector	Mediation
Dates	May 2002 – March 2008
Occupation or position held	Manager
Main activities and responsibilities	- Organizing and conducting the activity of the Craiova Pilot Mediation Center (established by the Romanian Ministry of Justice and funded by the U.S. Embassy in Bucharest) by coordinating

	administrative-operational and strategic activities: - International research on legal and judicial systems with emphasis on the ADR and mediation national systems. This was needed in order to provide consultancy to the Romanian Ministry of Justice on the development of the national ADR and mediation system (initial legislation, applied methodology, national management and ongoing monitoring) - Organizing seminars and training courses for mediators in Romania and training courses for Craiova trainers (2002-2007) - Institutional networking with the Ministry of Justice of Romania and the U.S. Embassy in Bucharest - International Relations – correspondence with U.S. experts and assistance over a period of 200 days during the six years they spent in Romania - Working with the Ministry of Justice and the U.S. Embassy to organize and participate in dozens of conferences with magistrates from over 20 counties - Participation in conferences Mediation Stakeholders and Inter-Governmental Mediation Workshop organized by Conflict Management International, London to Bucharest (Romania), Bratislava (Slovakia), Zagreb (Croatia) - Participation at "Mediation Goes Europe" conference - Vienna, Austria
Name and address of employer	Craiova Mediation Center Association (Craiova Pilot Mediation Center)
Type of business or sector	Mediation and specific activities of mediation
Dates	2001-2003
Occupation or position held	University assistant professor
Main activities and responsibilities	Realizing the materials for the seminars and laboratories for Computer Architecture. Realizing seminars and laboratories for Computer Architecture
Name and address of employer	Craiova's Automation, Computers and Electronics Faculty – Course: Computers Architecture
Type of business or sector	University
Dates	2008 – Jan 2018
Occupation or position held	Executive Director
Main activities and responsibilities	Defining the specifications and realizing the software for administrating the activities of the Continuous Legal Education regional center from Craiova (seven bar associations affiliated: Arges, Dolj, Gorj, Mehedinti, Olt, Teleorman and Vâlcea) Organizing the meetings of the INPPA Craiova territorial Center. Coordinating the secretariats of the bars affiliated for the activities of the INPPA Craiova territorial Center (authorization trainers, courses schedules, sign up lawyers, adding information in a database)
Name and address of employer	Craiova territorial Center of the National Institute for Training and Continuing Legal Education for Lawyers
Type of business or sector	Continuous training of lawyers
Dates	2000 – 2018
Occupation or position held	Project Manager, IT Manager
Main activities and responsibilities	Development for the entire activity of the Dolj Bar Association. (hardware, IT network, database, website) Realizing the administration program of the lawyers from the Dolj Bar Participating to the organization of various events.
Name and address of employer	Dolj Bar Association
Dates	1999 – 2000
Occupation or position held	Librarian
Main activities and responsibilities	Inventory of the <u>Dolj Bar Association</u> Library (15000 volumes) and a Microsoft Access database of the books. Specific activities of making available books, records and completion of prospecting new titles
Name and address of employer	Dolj Bar Association
Other Activities (selection)	May - 2002 Organizing - Mediation Workshop for the lawyers from the Bar Dolj

May - 2003	Organizing - Mediation Training for 20 participants - Partners: Ministry of Justice, U.S. Embassy
2003	Founding of Craiova pilot Mediation Center
2005	Founding of the Mediation Centers Union from Romania
2004-2006	Project Manager – The national training program for mediators in Romania - 10 mediators trained in each county of Romania - Partners: Ministry of Justice, the U.S. Embassy in Bucharest Bar Dolj - Twelve trainers from the United States of America
2004-2006	Member of the selection committees for the participants of the national program of training the mediators; Participant to ten seminars on mediation conducted with the judges from ten counties of Romania;
2005-2006	Participant to dozens of national and international seminars on Mediation (National Seminars: Craiova, Bucharest, Sibiu, Valcea, Timisoara, Arad, Deva, Pitesti, Oradea, Cluj, Alba Iulia, Brasov, Iasi, Botosani, Suceava, Piatra-Neamt; International Seminars: Washington DC - USA, Bratislava - Slovakia, Zagreb - Croatia).
February 2007	Workshop – Second Inter-Governmental Mediation, organized by the International Conflict Management, which was attended by 18 mediation associations from the Center and South-eastern Europe
March 2007	The First Congress of the Romanian Mediation Centers Union
September 2007	The seminar "Mediation and the profession of mediator" organized by Hungarian Association of Jurists in Romania, Arcus, Covasna County;
September 2007	The seminar "Mediation goes Europe" organized in Vienna by the European Institute for Business, with the participation of the European mediators;
October 2007	Seminars organized by U.S. Embassy and Craiova Mediation Center for judges, prosecutors, attorneys from the Giurgiu, Tulcea, Constanta counties;
August – September 2008	Participant in the committee of drafting international standards for mediation (Independent Standards Commission)
September 2008	President of the Second Congress of the Romanian Mediation Centers Union „Mediation - When disputes are opportunities”, Rin Grand Hotel, Bucharest
March 2009	Mediation - Alternative dispute resolution" with the participation of over 100 judges from the Craiova Court of Appeals.
October 2009	IDC Outstanding International Leadership Award 2009, Annual Conference - Association for Conflict Resolution SUA, Atlanta Georgia
October 2009	US Department of State - International Visitor Leadership Program, "Mediation and Conflict Resolution" , Washington DC
January 2010	IMI Mediation Certification
May 2010	Conference "Lawyers and ADR" organized in Prague by ADR Center Roma, member of JAMS International – Presentation Mediation in Romania
May 2012	Speaker at the American Bar Association's annual conference, "Dispute Resolution" Section, <i>Checks, Balances, Threats and Opportunities in the International Commercial Cross-Border Mediation</i> , Washington DC, SUA
May 2003 - present	He trained approx. 1000 mediators (80 hours training standard, max 18 trainees/program)
2002 - present	Organizer, speaker and participant at hundreds of courses, conferences and other foundation and continuous development programs for mediators, lawyers and judges
7th-11th October 2013	Speaker, Judicial Reform Conference, UNITED STATES DEPARTMENT OF STATE, Project name: "M.E.N.A. JUDICIAL EXCHANGE PROJECT CONFERENCE" Partners: United States Department of State, Bureau of Near Eastern Affairs; US Middle East Partnership Initiative Administered by the Institute Of International Education in cooperation with the International Judicial Academy. Participants: around 50 judges from the MENA countries.
2nd-5th June 2014	Trainer at Workshop on mediation organized in Sofia, Bulgaria under JUST/2013/JCIV/AG/4628 "Judicial Intercultural Communication in Family Mediation", Co-ordinator: Craiova Court of Appeal (Romania), Co-beneficiaries: Cluj Court of Appeal (RO), Timisoara Court of Appeal (RO), County Court of Rijeka (HR), Differenza Donna (IT), Associated Partner: Sofia City Court (BG)

22nd-25th Sept 2014	Trainer at Workshop on mediation organized in Opatija, Croatia under JUST/2013/JCIV/AG/4628 "Judicial Intercultural Communication in Family Mediation", Co-ordinator: Craiova Court of Appeal (Romania), Co-beneficiaries: Cluj Court of Appeal (RO), Timisoara Court of Appeal (RO), County Court of Rijeka (HR), Differenza Donna (IT), Associated Partner: Sofia City Court (BG)
Oct 16th 2014	Moderator and speaker at Conflict resolution day's conference organized by the Romanian Institute for Mediation, Negotiation and Arbitration, Cluj-Napoca, Romania
Nov 16th 2014	Speaker at CONSENSUAL FINANCIAL RESTRUCTURING OF COMPANIES - A NEW APPROACH TO NPL RESOLUTION IN SERBIA – Conference organized by Chamber of Commerce and Industry of Serbia (CCIS) and European Bank for Reconstruction and Development (EBRD). Presentation subject: „Experiences in Commercial Mediation and Consensual Financial Restructuring”
March, June, Sept. 2015	Kabul, Afghanistan: Trainer and Senior Consultant for ADR Center, Rome, for the project „Establishing the Afghanistan Center for Commercial Dispute Resolution”.
Oct 2015 - present	Albania, International Mediator for World Bank's CAO cases in Albania
February 2016 - present	Coach of the Craiova Faculty of Law's team of students for the International Mediation Tournaments ie INADR Athens, Paris ICC
March 2016 - present	Team leader of the GRID project (Independent Dispute Resolution Group), aiming to develop independently managed grievance mechanisms - http://www.cnfb.ro/index.php?option=content&catid=111
January 2016 - present	Co-chair of Global Pound Conference's Local Organizing Committee in Cluj Napoca, Romania
May 2016	Coach of the Craiova Faculty of Law team of students that attended and ranked 3rd place at the INADR Athens, Greece Mediation Tournament
June 2016	Athens (Greece), Co-Facilitator, Regional Workshop for East and South European Mediators „Mediation in the Development context”, organized by The Office of Compliance Advisor Ombudsman (USA)
Oct – Dec 2016	Istanbul (Turkey), Trainer and speaker, Training programs and conferences. Project "Improving Access to Justice Through ADR Mechanisms", Turkish Ministry of Justice and British Embassy in Turkey
Feb 2017	Paris (France), Coach of Law Faculty Team, University of Craiova, at 12th ICC Mediation Competition
Apr 2017	Izmir (Turrkey), Speaker, Using Mediation For Sustainable Business Development, Turkey Ministry of Justice and Izmir Bar Association international mediation conference

Speaker / Trainer (Selection) Courses and Conferences

May 2014	London (UK): Speaker for "Mandatory mediation - a worthwhile experiment?" organized in London by Ashfords and ADR Center Rome. Other speakers were Giuseppe De Palo, ADR Center's President, Roma, Rt. Hon. The Lord Mance, The Supreme Court and Diana Wallis, President of the European Law Institute. http://www.ashfords.co.uk/mandatory-mediation-a-worthwhile-experiment/ ;
May – June 2014	Craiova (Romania): Guest speaker at the course „Mediation and alternative dispute resolution”, Craiova Faculty of Law, Craiova University
June 2nd – 5th 2014	Sofia (Bulgaria): Trainer for the Workshop organized in Sofia, Bulgaria under JUST/2013/JCIV/AG/4628 "Judicial Intercultural Communication in Family Mediation", Coordinator: Craiova Court of Appeals (Romania), Co-beneficiaries: Cluj Court of Appeals (Romania), Timișoara Court of Appeals (Romania), Regional Court from Rijeka (Croatia), Differenza Donna (Italy), Associated Partner: Sofia City Court (Bulgaria). Participants - approx. 50 magistrates from four countries. http://eufamilymediation.eu/Agenda-Sofia.html ;
June 22nd – 25th 2014	Opatija (Croatia): Trainer for the Workshop organized in Opatija, Croatia under JUST/2013/JCIV/AG/4628 "Judicial Intercultural Communication in Family Mediation", Coordinator: Craiova Court of Appeals (Romania), Co-beneficiaries: Cluj Court of Appeals (Romania), Timișoara Court of Appeals (Romania), Regional Court from Rijeka (Croatia), Differenza Donna (Italy), Associated Partner: Sofia City Court (Bulgaria). Participants - approx. 50 magistrates from four countries. http://eufamilymediation.eu/Agenda-Sofia.html ;
Sept 2014	Cluj-Napoca (Romania): Participant at the Workshop "Transparent Mediation: Giving Away Our Strategies", Trainer Alan Gross, coordinator of New York Peace Institute's board; http://fspac.ubbcluj.ro/workshop-mediarea-transparenta-cum-sa-ti-dezvalui-strategiile-2/

Oct 14th -15th 2014	Cluj-Napoca (Romania): Guest speaker at the workshop "Mediation Essentials" organized by College of Political, Administrative and Communication Sciences (FSPAC), Babeş-Bolyai University. Participants – Master students of the Conflict Studies Center of FSPAC;
Oct 16th 2014	Cluj-Napoca (Romania): Moderator and speaker at the Conference "Conflict resolution day" organized in Cluj-Napoca by Babeş-Bolyai University, on the occasion of the launch of Mediation, Negotiation and Arbitration Institute. http://www.juridice.ro/342113/medierea-perspectiva-socio-juridica-consideratii-cu-privire-la-conferinta-conflict-resolution-day.html ;
16 Nov 2014	Belgrade (Serbia): Speaker at "CONSENSUAL FINANCIAL RESTRUCTURING OF COMPANIES - A NEW APPROACH TO NPL RESOLUTION IN SERBIA" – Conference organized by the Chamber of Commerce and Industries Serbia (CCIS) și and European Bank for Reconstruction and Development (BERD). Presentation: „Experiences in Commercial Mediation and Consensual Financial Restructuring”. Belgrad, Serbia. http://www.partners-serbia.org/en/?p=3639
March 2015	Craiova (Romania): Speaker at the International Conference "The Judicial System between Stability and Reform" organized in Craiova by Craiova Faculty of Law, Craiova University
April 23th-25th 2015	Bucharest (Romania): Mediators Beyond Borders Annual Meeting in Bucharest
June 24th 2015	Bucharest (Romania): Speaker at the „Analysis of the mediation legislation and its practical impact. Proposals for legislation update” roundtable, Romanian-American University, Bucharest
Oct 28th 2015	Tirana (Albania): Keynote speaker at the „Use of Mediation for Commercial Cases” conference, Logos University, Tirana, Albania
April 2016	Washington DC (USA): Speaker and participant at the World Mediator Summit of the World Bank’s CAO office, Washington DC
May 2016	Washington DC (USA): Speaker and participant at the IFC Sustainability Exchange, Washington DC – Session: The Use of Mediation. Addressing Community Concerns Through Dialogue
June 2016	Athens (Greece): Co-Facilitator, "Mediation in Development Context", Regional workshop for East and South European mediators, organized by the Office of Compliance Advisor Ombudsman (USA)
September 2016	Athens (Greece): Speaker with the theme "Effective management of real estate and land disputes through mediation", at the International Conference "Sustainable Real Estate Markets Policy Framework and Necessary Reforms" organized by the International Federation of Surveyors
Decembrie 2016	Istanbul (Turkey): Speaker with the theme " From court-annexed mediation to the company – community space", at the International Commercial Mediation Conference organized by the Turkish Ministry of Justice and the British Embassy in Turkey under the project "Access to Justice in Turkey through ADR Mechanisms"
April 2017	Izmir (Turkey), Speaker, Using Mediation For Sustainable Business Development, Turkey Ministry of Justice and Izmir Bar Association international mediation conference
May 2017	Yangon (Myanmar): Co-Facilitator, "Dispute Resolution in the Company – Community context; Networking", Capacity Building Workshop for Asia Mediators, organized by the Office of Compliance Advisor Ombudsman (USA)

University courses

Academic teaching experience

"The Mediation Campus", Faculty of Law, Craiova University, Romania

"Mediation and alternative dispute resolution", Faculty of Law and Social Sciences, Craiova University, Romania

"Mediation essentials", College of Political, Administrative and Communication Sciences, BABEȘ-BOLYAI University, Cluj-Napoca, Romania

Publications (selection)

Jan 2020 "UN Singapore Convention on Mediation. The missing piece in the resolution methods spectrum of cross-border commercial disputes", Revista Română de Arbitraj no.1/2020, Bucharest, Romania, ISSN: 1842-6859

Jan 2019 "Medierea și Accesul la Justiție", Simbol Publishing House, <https://editurasimbol.com/>, Craiova, Romania, ISBN: 978-606-94707-8-7

May 2017	"EU Mediation Law Handbook: Regulatory Robustness Ratings for Mediation Regimes", Co-author Romania chapter with Sanda Elena Lungu, Edited by Nadja Alexander, Sabine Walsh, Martin Stavos, Kluwer Law International
Dec 2016	"Mediation, access and justice reform", "Iustitia" Magazine – Dolj Bar Association, Issue 1-2 / 2016, "Universul Juridic" Publishing House
Nov 2015	"General criteria for Mediation Advocacy international standards", Iustitia Magazine – Dolj Bar Association, Universul Juridic Publishing House
2015	"Getting the deal through. Mediation 2016", Co-author România chapter with HE judge Sanda Elena Lungu, Edited by Renate Dendorfer-Ditges și Heussen Rechtsanwaltsgesellschaft mbH, Law Bussiness Research (www.lbresearch.com), London UK, ISSN 2051-4697; https://gettingthedealthrough.com/area/54/mediation-2016/
2015	"The right to a fair trial - distinct interpretation from the sense outlined by the art. 6 of the European Convention on Human Rights", Co-author with Camelia Gagu PhD, Journal of Law and Administrative Sciences, Special Issue 2015, Petroleum and Gas University Publishing House of Ploiești; ISSN 2392-8298
2015	"Mediation access and reform in justice", Revista de Științe Juridice, Supliment 2015, Universul Juridic Publishing House
Jan 2014	"The variegated landscape of mediation", Co-author România chapter with HE judge Sanda Elena Lungu, Edited by Manon Schonewille and Dr Fred Schonewille, Eleven International Publishing, Holland
2014	"How do we consider mediation?", kluwermediationblog.com (NL), http://kluwermediationblog.com/2014/11/03/how-do-we-consider-mediation/ ;
2014	"Defining Mediation", coautor cu Dr. Christian Chereji, kluwermediationblog.com (NL), http://kluwermediationblog.com/2014/01/04/defining-mediation/
2014	"What went wrong with mediation?", coautor cu Dr. Christian Chereji; Mediate.Com (USA), http://www.mediate.com/articles/GavrilaAbl20140207.cfm ;
2014	"How to Master Commercial Mediation", Co-author România chapter with Luminita Trifan, Edited by David Richbell, Bloomsbury Professional, UK, ISBN-13: 978-1780436821 ISBN-10: 1780436823; http://www.bloomsburyprofessional.com/uk/how-to-master-commercial-mediation-9781780436821/
2014	"Instruments and legal procedures applicable in cross-border family mediation. Guide for magistrates and other legal practitioners", Co-author and coordinator. Guide developed under the project "Judicial Intercultural Communication in Family Mediation" funded by EU under JUST/2013/JCIV/AG/4628 and developed by Craiova Court of Appeals
2014	"Mediation is a possibility", Co-author with Luminita Trifan, Iustitia Magazine – Dolj Bar Association, Universul Juridic Publishing House
2014	"Getting the deal through. Mediation 2015", Co-author România chapter with HE judge Sanda Elena Lungu, Edited by Renate Dendorfer-Ditges și Heussen Rechtsanwaltsgesellschaft mbH, Law Bussiness Research (www.lbresearch.com), London UK, ISSN 2051-4697; https://gettingthedealthrough.com/area/54/jurisdiction/73/mediation-2015-romania/
Oct 2012	"EU Mediation Law and Practice", Co-author Romania chapter with Anca Elisabeta Ciucă, Edited by Giuseppe De Palo and Mary B. Trevor, Oxford University Press
Mar 2012	"The Mediation Center in Craiova, Romania – Beyond Neutrality", Co-author with Adina Nica, International Judicial Monitor, http://www.judicialmonitor.org
2012	"The resolution through mediation of conflicts being in the enforcement phase", Co-author with Camelia Gagu, Romanian Enforcement Magazine, No. 4 / 2011
December 2011 – present	Online, Mediate.Com Author, http://www.mediate.com/
September 2011 – present	Online, Permanent contributor, Kluwer Mediation Blog (http://kluwermediationblog.com/), Edited by Nadja Alexander and Bill Marsh, Wolters Kluwer <i>Law and Bussiness</i>
Sept 2010	Co-author articol, "In Romania, It's About Developing a More Constructive Mediation Practice that Works Throughout the Society" with Anca Elisabeta Ciucă, "Alternatives", International Institute for Conflict Prevention and Resolution
2009	Mediation in what?, Romanian Mediation Magazine nr.1/2009, Consensus Publishing House

Nov 2008	"Mediation Certification: What Are Some Practitioners Afraid Of?" article co-authored with Kelly Austin, Jeremy Lack, Michael McIlwrath, Judith Meyer, Tina Monberg and Wolf von Kumberg, "Alternatives", International Institute for Conflict Prevention and Resolution
2007	Co-author, "Professional mediation training handbook", with Anca Albici, Mariana Belbiță, Bogdan Matei, Adina Nica și Luminița Trifan, Consensus Publishing House, Craiova Mediation Center Association
Spring 2004	Co-author article, "Mediation – Romanian style" with Kathleen Patterson, "Alternatives", International Institute for Conflict Prevention and Resolution

Awards

September 2019, Weinstein JAMS International Fellow, USA
October 2009, ACR's IDC Outstanding International Leadership Award 2009, Annual Conference of the Association for Conflict Resolution SUA, Atlanta, Georgia
April 2016, Romanian Mediator of the year, Gala of Excellency in Mediation

Education and training

Dates	2013 – 2017
Title of qualification awarded	PhD (Thesis successfully defended publicly Jan 2017; Education Ministry order 4097/20.06.2017)
Principal subjects/occupational skills covered	"Mediation and Access to Justice" (Constitutional Law Thesis)
Name and type of organization providing education and training	Faculty of Law, University of Craiova (Romania), scientific coordinator prof. univ. dr. Dan Claudiu Dănișor
Dates	05.04.2012-06.04.2012
Title of qualification awarded	Workplace Dispute Resolution – Theory and Practice
Principal subjects/occupational skills covered	The development of mediation abilities in the workplace environment
Name and type of organization providing education and training	Bernadine Van Gramberg, Director Teaching and Learning, Julian Teicher, Head Centre of Commerce and Management, RMIT International University Vietnam with the Transilvanian Mediation Institute
Dates	17.08.2011-18.08.2011
Title of qualification awarded	Intercultural Mediator Training, IMI Pilot training program
Principal subjects/occupational skills covered	Intercultural Mediation Training
Name and type of organization providing education and training	International Mediation Institute, Trainers: Hal Abramson, USA; Gigi de Groot, Sweden; Joanna Kalowski, Australia
Dates	19.09.2011-21.09.2011
Title of qualification awarded	Advanced Mediation Skills
Principal subjects/occupational skills covered	Advanced mediation skills
Name and type of organization providing education and training	Bill Marsh – Conflict Management International, London, UK
Dates	15.09.2008-17.09.2008
Title of qualification awarded	Advanced Mediation Techniques
Principal subjects/occupational skills covered	Developing the skills for using the advanced techniques in mediation
Name and type of organization providing education and training	The Lord Slynn of Hadley European Law Foundation
Dates	8-9 November 2006
Title of qualification awarded	Trainer of mediation trainers

Principal subjects/occupational skills covered	Trainer of mediation trainers							
Name and type of organization providing education and training	Craiova Mediation Center and the USA Embassy in Romania; trainers: mediation experts Fred Souk and Scott Adams							
Dates	May 2005							
Title of qualification awarded	Diploma in advanced mediation techniques							
Principal subjects/occupational skills covered	Mediation							
Name and type of organization providing education and training	Craiova Mediation Centre, the Ministry of Justice and the USA Embassy in Romania; trainers: mediation experts Linda Lazarus and David Michael							
Dates	February 2005							
Title of qualification awarded	Mediation trainer diploma							
Principal subjects/occupational skills covered	Mediation							
Name and type of organization providing education and training	Craiova Mediation Centre, the Ministry of Justice and the USA Embassy in Romania; trainers: mediation experts Kathleen Patterson and Fred Souk							
Dates	January – February 2003							
Title of qualification awarded	Certificate of Mediator							
Principal subjects/occupational skills covered	Mediation							
Name and type of organization providing education and training	International Judicial Academy - Washington DC. Fifteen mediators and trainers experts in mediation under the direction of Kathleen Patterson and Fred Souk							
Dates	2000- 2006							
Title of qualification awarded	Law graduate							
Principal subjects/occupational skills covered								
Name and type of organization providing education and training	Faculty of Law and Administrative Studies „Nicolae Titulescu”, Craiova University							
Dates	1999 - 2001							
Title of qualification awarded	Master – automatic of the complex systems							
Name and type of organization providing education and training	Faculty of Automation, Computers and Electronics, University of Craiova							
Dates	1994 – 1999							
Title of qualification awarded	Engineer							
Principal subjects/occupational skills covered								
Name and type of organization providing education and training	Faculty of Automation, Computers and Electronics, University of Craiova							
Personal skills and competences								
Mother tongue(s)	Romanian							
Other language(s)	English, French							
Self-assessment								
<i>European level (*)</i>								
English								
French								
	Understanding		Speaking		Writing			
	Listening		Reading		Spoken interaction		Spoken production	
	C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user
	A2	Basic user	A2	Basic user	A2	Basic user	A2	Basic user

(*) *Common European Framework of Reference for Languages*

Other Skills oriented towards collaboration, effective communicator, able to show empathy, ambition, desire, perseverance, confidence, teamwork, potential, seriousness, punctuality, tenacity, competence, adaptability, high learning capacity, courtesy, modesty

IT Skills

operating systems	Dos, Windows
programming languages	Pascal, C(basic), Matlab/Simulink, LabVIEW
software	database software, animation programs, graphic/image processing programs, Microsoft Office suite (advanced), presentation programs, industrial monitoring methods, Microsoft Access, CorelDraw, Microsoft Visual Studio, Web Design, xMind
hardware	analog & digital technology, PC hardware

Driving license Yes
