

Curriculum Vitae

Proposed role in the project:

1. **Family name:** NEDIC
2. **First Names:** Blazo
3. **Date of birth:** 16 April 1965
4. **Nationality:** Serbian
5. **Residence:** Belgrade, Serbia

6. Education:

Institution (Date from – Date to)	Degree(s) or diploma(s) obtained
Pepperdine University School of Law, Straus Institute for Dispute Resolution (expected 2018)	LLM in Dispute Resolution (Candidate)
Ministry of Justice of Serbia, (1996)	State Bar Examination
Metropolitan University, London, UK (1992 – 1995)	Postgraduate Diploma in International and Comparative Business Law (PGD)
Belgrade University Faculty of Law, Serbia (1985-1991)	LLB, Bachelor of Arts in Law

7. Additional education/training:

Institution (Date from – Date to)	Degree(s) or diploma(s) obtained
US Department of Justice, Office of Overseas Prosecutorial Development, Assistance and Training, March 2015	“Train the Trainers – Curriculum Development” Certificate
Harvard Law School, Cambridge, MA, USA, June 2014	Certificate in Advanced Negotiation
JAMS, San Francisco, CA, USA, March 2014	Advanced Commercial Mediation and Arbitration Training
JAMS Foundation, San Francisco, CA, USA, August – September 2012	Weinstein International Mediation Fellowship
Commissioner for Anti-discrimination, Serbia, June 2012	Certificate for Mediation in Discrimination Cases
Commissioner for Access to Information and Personal Data Protection, May 2012	Certificate – Specialized Personal Data Protection Training
World Bank – Office of Mediation Services (MEF), Washington, DC, October 2011	World Bank Group Accredited Regional Mediator
“FPDL Romania”, Belgrade, Serbia, September 2011	Advanced Facilitation Training Certificate
American Bar Association, Dispute Resolute Section, October 2006	Advanced Mediation and Advocacy Skills Certificate
ADR Group, London, UK, July 2006	ADR Group, Law society of England and Wales Accredited Civil and Commercial Mediator
International Development Law Institute (Rome), Kopaonik, Serbia, June 2002	“Train the Trainers” Certificate

8. Language skills : Indicate competence on a scale of 1 to 5 (1 = Excellent; 5 = basic)

Language	Reading	Speaking	Writing
Serbian	Mother tongue		
English	1	1	1
French	3	3	3
Bosnian, Croatian (former Yugoslavia)	1	1	1

9. **Membership of professional bodies:** Regional Mediator, certified by the World Bank Group Office of Mediation Services (MEF), 2011; Civil & Commercial Mediator, licensed by the ADR GROUP, UK, since 2006; President of the Serbian National Association of Mediators (NUMS), Member of the Bar Association of Serbia, since 1996;, 2014; Certified Court Interpreter for English language, appointed by the Ministry of Justice of the Republic of Serbia, licensed by the High Court Belgrade, since 2003; Associate member of the American Bar Association, Dispute Resolution Section, since 2002;; Member of the European Mediation Network (EMNI), since 2007; Member of the South East European Mediation Forum (SEEMF), since 2006; Member of the Association of Basketball Coaches of Serbia, 1998.

10. **Other skills:** Advanced computer literacy: Windows, MS Office, Word, Excel, Power Point, Internet Tools; full driving license

11. **Present position:** Partners for Democratic Change Serbia, Program Director, President of the Board, Senior Legal, ADR & Training Expert.

12. **Years within the firm: 8**

13. **Key qualifications:**

Key Qualifications and Skills

- Alternative dispute resolution, mediation and negotiation specialist. Mediated over 150 cases in the USA, UK, Serbia and the region (civil, commercial, workplace, discrimination, family, community, and other types of disputes);
- Regional mediator of the World Bank Group, Office of Mediation Services (MEF) for Serbia, Bulgaria, Albania, Croatia, Bosnia & Herzegovina, and Montenegro;
- Mediator and mediation trainer, licensed by the Serbian Ministry of Justice;
- Mediator listed by JAMS International;
- Mediator accredited by the ADR Group UK, and accredited by the Law Society of England and Wales;
- Mediator certified by the American Bar Association, Dispute Resolution Section;
- Mediator on the list of the Serbian Chamber of Commerce, and Anti-Discrimination Commissioner
- LLM in Dispute Resolution Candidate (expected 2018), Pepperdine University School of Law, Malibu, CA, USA
- Postgraduate Diploma in International and Comparative Business Law (PGD), Metropolitan University, London, UK (Master Equivalent)

- BA Degree in Law, University of Belgrade, Serbia, and State Bar Examination
- Out-of-Court Dispute Resolution and Mediation system development specialist and mediation case management specialist;
- Certificate in Advanced Negotiation - Harvard Law School, Harvard, MA, USA
- Visiting lecturer teaching at the Mediation Clinic of the Belgrade University Law School
- Legislative drafting skills; Member of the Working groups of the Ministry of Justice of Serbia drafting new Law on Mediation and Law on Free Legal Aid;
- Performed several ADR and mediation assessment and drafted recommendations for improved efficiency
- 12th ICC International Student Mediation Competition Judge
- Official Court Interpreter for English language, intermediate French, fluent Bosnian, Croatian

General Key Qualifications

- Extensive experience (16 years) working with international and regional development organizations, donor agencies, national and local governments, civil society, public and private sector.
- Project Management Experience - Managing international development programs for 11 years, developed and managed over 25 different projects in Serbia and the region
- Legal reform and harmonization of Serbian laws with EU legislation;
- Strong analytical and research skills, 15 years experience in drafting assessment reports, action plans, and recommendations for the World Bank, ABA ROLI, Bar Associations, Ministry of Justice of Serbia, Commissioner for Personal Data Protection Serbia
- Training development specialist, developed over 40 different training programs;
- E-learning system development specialist, developed and implemented four (4) E-learning training programs;
- Skilled trainer in mediation, negotiation and conflict management, accredited by the Ministry of Justice
- Personal Data Protection Specialist
- Personal Data protection trainer - delivered training to judges of Administrative Court in Serbia
- Personal Data Protection training development specialist - Performed training needs assessment and design of the Personal Data Protection Training programs for the Commissioner for Data Protection in Serbia.

14. Regional & International Experience:

Country	Dates
Serbia	1991 – today
Bosnia & Herzegovina, Croatia, Montenegro, FYROM, Albania, Bulgaria	August 2011- today
Bosnia & Herzegovina, FYROM, Albania, Kosovo	May 2015 - June 2016
Montenegro	Nov 2009-May 2010
Turkey	
Serbia, FYROM, Kosovo	Sep 2009- Sep 2011
United Kingdom	June 1993 – June 1996
United States	Aug – Sept 2012

15. Publications and articles (selection):

- Author: "Financial Incentives for Mediation in the Republic of Serbia" Report - Judicial Efficiency Project, British Council, Ministry of Justice RS, EU Delegation, June 2017
- Co-author: "Mediation in Law Schools in Serbia" - Commercial Mediation in Serbia Project, EBRD, Serbia, December 2016.
- Author: "Analysis of the Court Fee Waiver System in the Republic of Serbia" - MDTF, World Bank, Serbia, August 2016
- Co-author: Model Rulebook for Anonymization of Court Decisions, Partners Serbia, JRGA - USAID, Serbia, 2015
- Editor and Author for Serbia: "The Variegated Landscape of Mediation Regulation - A Comparative Study in Europe and the World", editors in chief: Manon Schonewille & Dr. Fred Schonewille, Amsterdam, Netherlands, 2014.
- Co-author: "Guide to Consensual Financial Restructuring of Companies", EBRD, Serbia, December 2016
- Author: "Resolution of Property Disputes – analysis and recommendation of improvement of practice in Serbia" (article in "Mediation - Principles, Process Implementation", Center for Applied Psychology, Belgrade, Serbia, 2014)
- Co-author – "Personal Data Protection Benchbook for Administrative Court Judges", JRGA – USAID, Serbia, 2014
- Article, "Mediation and Lawyers", The Lawyer Magazine, Bar Association of Serbia, June 2013.
- Co-author – Free Legal Aid in South Serbia, Partners for Democratic Change Serbia, May 2013
- Co-author – Protection of Privacy in Serbia - Analysis of Implementation of the Personal Data Protection Law, March 2013
- Co-author – "Mediation in Serbia – Achievements and Challenges", Partners for Democratic Change Serbia, December 2012
- Co-Author, "Recommendations for Development of Mediation in Serbia", World Bank IFC, Serbia, September 2011.
- Co-author, "Assessment of the Mediation Program in District Court Kraljevo" report, Canada Serbia-Judicial Reform Project, Canadian CIDA, August 2009
- Article, "Strategy of Mediation in Serbia", Justice in Transition, Belgrade, Serbia, October 2009
- Editor, Legislative analysis "Position of Judiciary in 24 European Constitutions" - (USAID-ABA/CEELI) 2005.
- Co-Editor, Mediation Bench Book, ABA/CEELI Serbia, July 2005
- Article "Lawyers and mediation – threat or opportunity" - Mediation Bench Book, ABA/CEELI Serbia, July 2005
- Reviewer and co-editor, Judicial Reform Index (JRI) Serbia, Volume II, ABA/CEELI Serbia, December 2005
- Project Coordinator, "Mediation Training Video", ABA/CEELI Serbia, June 2005
- Article "Promoting the Rule of Law in Serbia", ABA/CEELI Update, Summer 2003

15. Work Experience (employment):

Date	Country	Company & Reference person	Function	Description
Oct 2008 – present	Serbia	Partners for Democratic Change Serbia, Ana Toskic, Executive Director, ana.toskic@partners-serbia.org	Program Director / Senior Legal Expert/ President of the Board	<u>Programmatic responsibilities and areas of work:</u> Rule of Law, Alternative dispute resolution, Mediation, Conflict Management; Personal Data Protection; Democracy and Human Rights; Anti-corruption, Good Governance; Anti-discrimination, E-learning training methodologies. <u>Management Responsibilities:</u> Overall leadership and management of Partners for Democratic Change Serbia, financial and personnel management (team of 8); oversees and manages programs, including program development and design, assessments, budgets, fundraising, and staffing; actively promotes new partnerships related to future programming; maintains strategic partnerships with funders and primary partners; conducts country assessments for the purposes of developing new programs.
Mar 2006 – Sep 2008	Serbia	American Bar Association, Rule of Law Initiative - ABA ROLI (formerly ABA/CEELI), Robert Leventhal (fmr. Director, ABA/ROLI Europe and Eurasia Division (CEELI)) US Department of State, irwinleven@hotmail.com	Deputy Country Director	<u>Project Management Responsibilities:</u> Supervised and participated in the design, development and implementation of projects within the portfolio of judicial reform, legal profession reform including legal ethics & discipline, alternative dispute resolution & mediation, anti-corruption & good governance, democracy & human rights, legislative drafting. <u>Personnel Management Responsibilities:</u> Representing ABA CEELI in meetings with the USAID, the US Embassy and other international and national organizations; manage and supervise resident staff and Liaisons (total staff of 12), coordinate with the DC-based Program Manager and resident Officer/Associate to identify liaisons, legal specialists and consultants, interview candidates and together with field based Country Director (CD), hire project volunteers and consultants, interview candidates and hire resident staff, in consultation with the CD, design and alter as needed: <u>Budgetary/Financial Management Responsibilities:</u> Dealing with budgetary and financial management issues with ABA/CEELI, the ABA, or relevant funders. Devise budgets, read and analyze pipelines, monitor spending rates and alert relevant parties about potential cost overruns, recommend amendments to budgets, etc.
Jan 2001 – Mar 2006	Serbia	American Bar Association, Rule of Law Initiative (ABA CEELI), Robert Lochary, Regional Director for East Europe and Eurasia, rlochary@gmail.com	Legal Counsel	<u>Project management and technical assistance:</u> Design, develop and implement projects within the programmatic portfolio of judicial reform, legal profession reform including legal ethics & discipline, alternative dispute resolution & mediation, anti-corruption & good governance, access to information of public importance, democracy & human rights, legislative drafting. Performing legal research and legal analysis of local and comparative international legislation and regulations, and providing opinion and advice on relevant legal issues. Independently developing and implementing technical legal assistance, including managing financial aspects of ABA/CEELI assistance. Identifying and developing new program opportunities.
Dec 1996- Jan 2001	Serbia	Lojpur & Nedic Law Firm Aleksandar Lojpur, Sarajevska 31, 11000 Belgrade, 38111 306 5512, alojpur@eunet.rs	Attorney-at-Law	<u>Major practice areas:</u> International law, business law, commercial and civil litigation, labor law, contracts and torts, family law, wills and probate, etc. <u>Job description:</u> Providing advice and legal representation to clients before courts, other state bodies & institutions, and third parties. Performing legal research and comparative analysis of local and international regulations. Drafting legal documents and opinions. Representing and assisting clients in general. Overseeing trainees and admin staff.
Apr 1993- Jul 1996	London, UK	Param & Co. Solicitors, S. Paramalingam, Principal Solicitor, 221 Edgware road, London NW9 6LP.	Legal Assistant	<u>Job description:</u> Taking instructions, providing advice and assistance to prepare immigration statements and complete political asylum questionnaires (PAQ), collecting evidence, drafting submissions and documents, accompanying clients at hearings, conducting research of relevant statutes, international conventions, and comparative legal practices, preparing analysis and opinions, providing assistance and briefs to solicitors and briefs to barristers, assisting in drafting appeals and judicial review applications, representing clients before immigration appellate tribunals as requested, everyday contact with immigration offices, local authorities, treasury solicitors and legal aid offices. Member of the team assisting Leading Barrister Ian Macdonald QC in <i>Regina v. SSHD (ex parte Abdi & Gave) 1 WLR 298 HL</i> .
Jun 1991- Oct 1992	Serbia	Miroslava. Mandzuka Law Firm, Golsvortijeva 28, 11000 Belgrade, 38111 245 5367	Attorney-at-Law Trainee	<u>Job description:</u> Providing assistance to the principal attorney in general legal assistance to clients, including taking statements, drafting documents, conduction legal research and analysis, providing advice and representation to clients before courts, and other institutions, as requested.

16. Assignments (Selection) :

Date	Country	Company & Reference person	Function	Description
Mar 2017 - June 2017	Serbia	British Council, Judicial Efficiency Project (JEP) Brian LeDuc, b.leduc@jep.rs	Short term expert - Mediation & ADR	Financial Incentives for Mediation - Analysis and Recommendations Perform analysis and draft recommendations about the modalities by which the parties in court cases may be incentivised to resolve disputes already pending through the court system through mediation, as well as drafting amendments to the Law on Court Taxes and Law on Mediation in Dispute Resolution.
Sep 2016 - Aug 2018	Serbia	European Bank for Reconstruction and Development (EBRD), Kim O'Sullivan, Senior Counsel, osulik@ebrd.com	Key Expert, Local Mediation Advisor	Commercial Mediation in Serbia Goal: Assist the Government of Serbia with promoting and facilitating the use of commercial mediation on a national scale, with the goal of making the use of ADR a business norm in Serbia. Activities: 1) Training of Commercial Mediation Trainers at the Chamber of Commerce and Judicial Academy, 2) Support to the Mediation Centre of the Chamber of Commerce, 3) Mediation Skills Training for Court Mediators, 4) Mediation Awareness Raising, 5) Mediation Training and Clinic at Law Faculties.
Dec 2015 - April 2017	Serbia	MATRA Program - Royal Netherlands Embassy in Serbia - Aleksandar Momirov, Program officer, aleksandar.momirov@minbuza.nl	Key Expert - Mediation & ADR	Serbia Pilot Court Mediation Project <u>Goal:</u> Contribute to increased efficiency of the judiciary through reduction in the number of court cases and improved use of mediation for dispute resolution, by raising capacity of the pilot courts and the one bar association for the use of mediation before and during the court proceedings.
Sept 2016 - Apr 2017	Turkey	Asian Suleymanoglu, Project Manager, asiansuleymanoglu@hotmail.com	Mediation Expert, Trainer	Improving Access to Justice Through ADR Mechanism Project Mediation expert and trainer, delivering trainings and presentations on Mediation Project Management, Relationship between Mediation and Lawyers, Mediation System Development
Mar 2016 - Jun 2016	Serbia	Commissioner for Data Protection, Aleksandar Resanovic, Deputy Commissioner, aleksandar.resanovic@poverenik.rs	Consultant/ Training Expert	Personal Data Protection - Training Needs Assessment and Training Program Development Performed a training needs assessment and developed a training program for successful implementation of Personal Data Protection Law for 11 different target groups. Based on this recommendation a training program will be organized by the Commissioner for Personal Data Protection, and delivered by Partners Serbia and other experts.
Jan 2016 - Jun 2016	Serbia	Multi Donor Trust Fund for Justice Sector Support Ministry of Justice RS, Cedomir Backovic, Assistant Minister cedomir.backovic@mpravde.gov.rs	Consultant/ Legal Expert	Analysis of the Court Fee Waiver System Perform and develop comparative analysis about implementation of fee waivers in court proceedings among at least five countries in the region (EU/neighboring countries), which will be used for amendments of the current system in order to improve access to justice and the efficiency of the court system.
Jun 2015 - Jun 2016	Albania, B&H, Kosovo, FYRO Macedonia, Serbia	American Bar Association Rule of Law Initiative Elisabeth Givens beth.givens@abaroli.mk	E-learning Training Expert	Regional E-learning Project Developing an on-line training program for lawyers from the Region. The Program provides free training modules on human rights protection standards in criminal proceedings and jurisprudence of the ECtHR. Developing the training curricula; conducting the training outreach campaign; coordinating with regional and international experts/trainers.
Sep 2014 - Aug 2015	Serbia	Partners Serbia/Dutch Embassy in Serbia, Aleksandar Momirov Senior Policy Advisor Rule of Law Embassy of Netherlands, aleksandar.momirov@minbuza.nl	Project Director/ Mediation Expert	Local Ombudsman and Mediation <ul style="list-style-type: none"> • Build capacity of 5 local Ombudsman offices and relevant stakeholders in Backa Topola, Pancevo, Subotica, Vozdovac and Vracar to use mediation in resolving local community disputes. • Establishing and implementing Mediation Case Management System in 5 targeted local Ombudsman offices • Organize and deliver one 5-day Mediation Training for local Ombudspersons, their staff and community representatives • Establish a pilot Community Mediation Center (CMC) in cooperation with the Municipality of Vozdovac to provide free mediation services to citizens
Aug 2011-	Serbia, BiH,	World Bank, Office of	WB Group	

to date	Croatia, FYROM Montenegro, Albania, Bulgaria	Mediation Services Camilo Azcarate, Manager cazcarate@worldbank.org	Regional Mediator	Providing mediation and facilitation services, and delivering mediation and conflict management training to the World Bank Group staff in 7 offices in the Region
Aug 2013-Aug 2015	Serbia	Partners Serbia/European Bank for Reconstruction and Development (EBRD) Nermina Ljubovic, Executive Director, Serbian Chamber of Commerce and Industry, nermina.ljubovic@pks.rs	Team leader - Mediation Training Expert	Support for Effective Implementation of the Consensual Financial Restructuring Law (Out of Court Restructuring of Commercial Companies in Serbia) <ul style="list-style-type: none"> Team Leader – Leading a team of 8 international and local experts and 2 local staff; coordinating and communicating with donors and local stakeholders; overall management of the program Training Advisor (key expert) - performing assessment of the Serbia Chamber of Commerce institutional capacity to implement institutional mediation of companies; development and implementation of the institutional capacity building program for Serbian Chamber of Commerce; development and implementation of the training program for commercial mediators; development and implementation of the training program for institutional mediation case managers; developing institutional mediation case management system within the Serbian Chamber of Commerce,
Jun 2012-Dec 2016	Serbia	Partners Serbia/US Department of State – (INL), Andrea Simic, State Department INL, simicav@state.gov	Project Director (Team leader)	Criminal Defense Capacity Program Managing a team of local 4 staff, 4 international and 14 local experts; Goal: Increase capacity of Defense attorneys to implement new Criminal Procedure Code in Serbia Activities: Develop Training Curriculum for defense lawyers based on new Criminal Procedure Code in Serbia (CPC); Conduct Training of Trainers (ToT) Program for CPC Trainings; Develop and Implement Internet-Based “CPC E-learning Program”; Organize CPC Basic Training Workshops; Organize Trial Advocacy Skills Trainings for lawyers; Organize Mock Trial Trainings; Conduct Plea Bargaining Baseline Survey and Final Assessment;
Sept 2012 – April 2014	Serbia	Ministry of Justice RS, Cedimir Backovic, Assistant Minister of Justice, cedimir.backovic@mpravde.gov.rs	Mediation & Legislative Drafting Expert	Member of the Ministry of Justice working Group drafting new Law on Mediation <ul style="list-style-type: none"> Comparative analysis of EU and US legislation in the area of mediation Analysis of the 2005. Serbia Law on Mediation and other relevant statutes and regulations Analysis of the implementation of mediation within the Serbian court system Analysis of the implementation of mediation in the Judicial Reform Strategy of the Republic of Serbia Legislative drafting assistance to the Ministry of Justice
May 2012 – Dec 2014	Serbia	Ministry of Justice of the Republic of Serbia, Mirjana Cvetkovic, EUD Serbia, mirjana.cvetkovic@eeas.europa.eu	Legal & Legislative Drafting Expert	Member of the Ministry of Justice working Group drafting new Law on Free Legal Aid (FLA) Comparative analysis of EU legislation in the area of Free Legal Aid; Analysis of the previous drafts from 2002 – 2012; Analysis of the implementation off free legal aid within the Serbian court system, with particular emphasis on mediation within the FLA system ; Analysis of the implementation of free legal aid in the Judicial Reform Strategy of the Republic of Serbia; Legislative drafting assistance to the Ministry of Justice; Participation in expert and public debates as a member of the working group
Jan 2011-Jan 2012	Serbia	WB IFC, Swiss Ministry of Foreign Affairs, Igor Matijevic, Regional Manager imatijevic@ifc.org	Project Coordinator	Commercial Mediation Capacity Building <ul style="list-style-type: none"> Conducted Assessment and produced White paper on Mediation to Improve Business Practices in Serbia, Organize Introduction to Mediation workshops for total of 200 professionals representing 100 businesses, Organize and deliver Training in “Representing Clients in Mediation” for minimum of 50 professionals, Organize and deliver Training for mediators of in-house disputes for 20-25 mediators, for 10 companies
May 2009-Sep 2009	Serbia	CIDA/Genivar Consortium Isabeau Vilandre, COP to Serbia,	Project Manager	“Support to Court-annexed Mediation Centre in Kraljevo” Conduct Baseline Assessment; Draft Mediation Program Manual; Organize mentoring of technical coordinators; Provide co-mediations and mediations; Organize outreach workshop for judges; Organize outreach workshop for lawyers; Develop and distribute mediation brochure; Design and organize local mediation outreach campaign;
Oct 2010	Serbia	World Bank IFC, Igor Matijevic, Regional Manager	Legal & Mediation Expert	Support to reduction of court backlog – in Serbia Analyzing Performance and drafting recommendation for the implementation of mediation and ADR systems design –
Nov 2009-May 2010	Montenegro	World Bank IFC, Igor Matijevic, Regional Manager imatijevic@ifc.org	Legal & Mediation Expert/Trainer	Basic and advanced seminars on mediation for Montenegro attorneys-at-law in Kotor, Bjelo Polje and Podgorica