

## PERSONAL INFORMATION

## Vladimir Sabo

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Sex Male | Date of birth 09/04/1980 | Nationality Croatian

## WORK EXPERIENCE

24/02/2014–Present

**Strategy and Corporate Development Sector**

HEP d.d. - Hrvatska Elektroprivreda d.d. (HEP Group) is a national electricity company which has been engaged in electricity production, transmission and distribution for more than one century, and with heat supply and gas distribution for the past few decades. Hrvatska Elektroprivreda is organized in the form of a holding company with a number of daughter companies.

Ulica Grada Vukovara 37B, 10000 Zagreb (Croatia)  
www.hep.hr

**Business or sector** Electricity production, transmission and distribution

01/01/2013–21/02/2014

**Head of evaluation department**

Business Innovation Agency of the Republic of Croatia Was founded by the Croatian Government, in order to implement technology development and innovation support programs.  
Planinska 1, 10000 Zagreb (Croatia)  
www.bicro.hr

Evaluation of projects organised as tehcnical-tehnology evaluation and business-financial evaluation.

- implementation of competiton process and control of project proposals
- organizing and implementation of competitive and rating procedures for technical-technology and business-financial evaluation
- preparing evaluation manual with precisly defined rating procedures and criteria, as well as rating and defining passing prague
- implementation of defined procedures between relevant Sectors in Agency, controlling document flow for evaluation needs,
- imlementation of ex-ante evaluation (before financing projects) and interim evaluation (during the financing of projects) in cooperation with Monitoring and financial Sector
- suggesting improvement for Sector activities
- coordinating making of written procedures from Evaluation Sector jurisdiction in case implementation and using EU funds,
- responsible for implementing all of activities in case of evaluation and contracting financing/co-financing of approved projects
- organizing ex ante evaluation for all financing programmes; organizing interim evaluation of projects by director order
- participation in selection of external experts and evaluators and cooperation with them in case of objective and professional evaluation
- organizing evaluation board for projets presentation from diferent technology sectors
- elaborating evaluation results and giving oppinion for financing (or not financing)
- participating in selection of approved Agency consultants while giving service to competitors, helping business plan writing - organizing of business-financial projects evaluation- improving rulebook "State aid for R&D projects" and forms

**Business or sector** Administrative and support service activities

01/11/2012–21/02/2014

**Project employee**

SEETechnology project  
Planinska 1, 10000 Zagreb (Croatia)  
<http://www.seetechnology.eu/>

South East Europe Transnational Cooperation Programme

To create a sustainable and enduring transnational innovation transfer support facility that supports the transfer of applicable R&D results to SMEs as well as the development of these SMEs in order to facilitate the marketing of products and services based on these R&D results.

**Business or sector** Public Service

01/11/2012–21/02/2014 **Representative at Technical committee**

Making full value of good ideas by leveraging intellectual assets for financing SMEs in SEE – EVLIA  
Planinska 1, 10000 Zagreb (Croatia)  
<http://www.evlia.eu/>

South East Europe Transnational Cooperation Programme

To develop and apply common methods of valorising intellectual assets in order to leverage financing out of IPR. To contribute to the establishment of IP valorisation standards across Europe.

**Business or sector** Public service

01/07/2008–31/12/2012 **Head of TEST Program/CARNet Coordinator (Technology-Related Research and Development Program – TEST)**

Croatian Government founded the Croatian Institute of Technology – CIT Ltd. with an aim to establish it as a focal institution of Croatian technology network. The CIT provides support and directs research in development and technology, follows and foresees the world's technology movements, provides advice and support in matters of intellectual property and technology transfer, supports and promotes participation in European R&D projects, and promotes Croatian technological production and R&D potential on the international level.

Planinska 1, 10000 Zagreb (Croatia)  
<http://www.hit.hr>

Coordination and Administration of all activities within the TEST Program (Technology-Related Research and Development Program – TEST)

Administrative implementation of TEST Program which is national program for funding technology-related research&development projects. Accepting, analysing and selection of projects which are going through different evaluation process phases.

Managing activities and processes on selected projects for financing and reporting about their progress by defined milestones. Organizing and managing all evaluation phases for projects selection.

- administration and audit of 31 R&D technology related projects that resulted with protected intellectual property such as patent, brand or trademark
  - organizing and managing Evaluation boards for projects selecting
  - leads presentations of technology related R&D projects
  - responsible for development of evaluation procedures of potential technological projects
  - doing quarterly monitoring for selected projects by defined milestones
  - reporting about quarterly monitoring for projects
  - doing presentation and promotion of TEST programme for potential users
  - budgetary planning and money disbursement planning
  - consultations with project leaders and institution leaders
  - coordination of activities on technological projects
  - managing of TEST program expenses
  - managing financial changes on technological projects and on department
  - participating while making contacts and other legal aspects with outsourced law office
  - in charge of creation of business strategies lined with the role of Croatian institute of Technology
- CARNet coordinator:

Implementation and improving usage of ICT at Croatian Institute of Technology(CARNet)

Responsible of providing informations and opportunities provided by Croatian Academic and Research Network (CARNet)

**Business or sector** Public Service

01/03/2007–01/07/2008

**TEST Program Coordinator/CARNet Coordinator**

Croatian Government founded the Croatian Institute of Technology – CIT Ltd. with an aim to establish it as a focal institution of Croatian technology network. The CIT provides support and directs research in development and technology, follows and foresees the world's technology movements, provides advice and support in matters of intellectual property and technology transfer, supports and promotes participation in European R&D projects, and promotes Croatian technological production and R&D potential on the international level.

Planinska 1, 10000 Zagreb (Croatia)

<http://www.hit.hr>

- organizing Evaluation boards for presentation of technological projects
- doing reports after presentation of potential technological projects
- organizing quarterly monitoring of selected projects
- creation and implementation of a database for the evaluators and project evaluation procedures
- communication with evaluators
- development of the audit reports for the financed projects
- development and managing project tables for administrative use
- creation and implementation of a database for the evaluators and project evaluation procedures

CARNet coordinator:

Implementation and improving usage of ICT at Croatian Institute of Technology (CARNet)

Responsible of providing informations and opportunities provided by Croatian Academic and Research Network (CARNet)

**Business or sector** Public service

2006–2007

**Sales and Marketing Assistant**

Global Health Consulting d.o.o. - the company providing health services as well as consulting services to doctors and clients

Boskovicева 26, 10000 Zagreb (Zagreb)

<http://www.mojdoktor.hr>

- selling of MojDoktor health packages for individuals (family) and corporate packages
- sales of advertising positions on web page [www.mojdoktor.hr](http://www.mojdoktor.hr)
- responsible for the development of the overall marketing plan
- developed and designed promotional materials
- in contact with professional designers created MojDoktor (MyDoctor) brand logotype and visual identity of Global Health Consulting Ltd Company
- responsible for membership recruitment and sustainability
- making cost optimization for office business

**Business or sector** Health Consulting

**EDUCATION AND TRAINING**

08/04/2013–11/05/2013

**Preparation and evaluation of investment projects**

FOIP studies - Preparation and evaluation of investment projects, (Croatia)

- Sales and supply market analysis
- Technical-technological analysis
- Location analysis
- Turnover planning

- Long-term and fleeting assets investment
- Financial resources and financial liabilities
- Material costs
- Depreciation
- Gross salary calculation
- Financial expenses
- Profit and loss statement (P&L)
- Financial flow
- Balance sheet
- Static project efficiency evaluation
- Dynamic project evaluation
- Economic flow
- Pay-off-period method
- Discounted pay-off-period method
- Net present value - NPV
- Relative net present value analysis
- Internal rate of return method - IRR
- Internal rate of return - IRR
  
- Modified internal rate of return - MIRR
  
- Liquidity ration analysis
  
- Socio-economic project evaluation

04/2012–05/2012	<b>FIDES - From IP to Business</b>	VSS
	Bilateral Project between Slovenia and Croatia, partly financed by IPA, Zagreb (Croatia) From IP to business: Developing Environment for startup companies Trainings from the field of innovation and knowledge transfer, Technology transfer, Intellectual Property, Activities and Societies: - innovation, knowledge transfer, intellectual property rights and commercialization of innovation	
03/2010–12/2010	<b>ECDL - European Computer Driving Licence</b>	VSS
	Croatian Information Technology Society, Zagreb (Croatia) successfully passed all 7 modules required for the granting of the European Computer Driving Licence - Syllabus Version 5.0 - Module 1 - Concepts of information Technology - Module 2 - Using the Computer and Managing Files - Module 3 - Word Processing - Module 4 - Spread sheets - Module 5 - Database - Module 6 - Presentation - Module 7 Information and Communication	

- 15/09/2008–19/09/2008

**Technology Transfer - TII Summer School**

Technology Innovation International, Volterra (Italy)

5-day skills development course for the technology transfer and innovation support professions)

  - managing the innovation process from idea to business creation
  - making the business case for technology opportunities
  - early-stage financing and investor readiness
  - international project management techniques

VSS
- 1998–2005

**Bachelor Degree in Economics BSc**

Josip Juraj Strossmayer University (Faculty of Economics), Gajev trg 7, Osijek (Croatia)

  - Microeconomics
  - Macroeconomics
  - Management
  - Quantitative methods for business management
  - International management
  - Strategic management
  - Marketing models

VSS
- 1994–1998

**Economist**

Secondary School of Economics, Trg Svetog Trojstva 4, Osijek (Croatia)

  - Economy
  - Entrepreneurship
  - Statistics
  - Corporate law
  - Business Communication

SSS

**PERSONAL SKILLS**

Mother tongue(s) Croatian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
Croatian	C2	C2	C2	C2	C2
English	C2	C1	C2	C1	C2
German	B1	B1	B1	B1	A2
Serbian	C2	C2	C2	C2	C2
Bosnian	C2	C2	C2	C2	C2
Slovenian	C1	C1	B2	B2	B1
Macedonian	B2	B2	B1	B1	B1

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2: Proficient user  
[Common European Framework of Reference for Languages](http://www.cedefop.europa.eu)

Communication skills

- team spirit
- creativity and an ability to communicate
- problem-solving attitude

- responsible and persistent
- ability to live and/or serve in hardship locations

**Organisational / managerial skills**

Time spent managing research-development projects made it possible for me to acquire skills of project managing and functioning in an organization that requires team work. Also leading a team that worked on the realization of research-development projects made an influence on the development of manager skills as well as solving problems that benefit the organization

**Job-related skills** - excellent typing skills

**Computer skills**

- proficient with MS Office software
- CMS - Content Management Systems
- Windows Operating Systems
- Apple Operating Systems

**Driving licence** B