

## CURRICULUM VITAE

<b>Personal information</b>	
Surname(s) / First name(s)	<b>Mihálik, Ján</b>
Nationality	Slovak
Date of birth	5th February 1975
Gender	M
<b>Relevant professional experience</b>	
<b>Since February 2000</b> Name and address of employer	PDCS, o.z. – Partners for Democratic Change Štúrova 13, 81102 Bratislava, Slovakia (www.pdcs.sk)
Occupation or position held	<b>Consultant and evaluator</b>
Main activities and responsibilities	Designing and providing professional services to clients mainly from non-governmental and public sectors according to their specific needs in following thematic areas: organizational development and strategic planning, management of not-for-profit organization, project management, team building, youth work and youth policy, conflict transformation. The scope of services: <ul style="list-style-type: none"><li>• individual consultation (short term as well as long term assignments)</li><li>• evaluation (mainly ex post and mid-term formative evaluation)</li><li>• training (single as well as leading long-term series).</li></ul>
	<u>EVALUATION ASSIGNMENTS:</u>  Evaluation of <i>Trust program: Permanent Development and Sustainability of the Slovak 3rd Sector</i> , Open Society Foundation (NOS-OSF) Bratislava, Slovakia (2005) – ex post evaluation of extensive donor program, Position: member of evaluation team. <i>“Strengthening Local Democracy in the Stability Pact Region”</i> – evaluation of extensive training program in 9 Balkan countries, Position: Report editor and co-ordinator of evaluation team (2004) <i>The Carpathian Foundation Review</i> - evaluation of organisation’s impacts, Position: member of evaluation team (2003)
	<u>CONSULTING ACTIVITIES:</u>  <i>Facilitation of strategic planning processes (in position of leading consultant):</i> eRko – Movement of Christian Communities of Children (2005-2006, in progress), New Hope Slovakia (2005-2006, 6 months), Youth Council of Slovakia (2004, 12 months), Revia – community foundation (2004, 4 months), Community foundation Prešov (2003, 3 months), DOMKA – Association of Salesian Youth (2003), Association Hope for Children: working with marginalised youth and Roma (2002, 6 months) and others.  <i>Long-term consulting process: creation of mechanisms and strategies for grant-making of Youth Foundation of Slovakia (today Intenda) leading consultant (2003-2004, 16 months).</i>  <i>Coaching for executive director of Association Door to Life, 5 sessions (2004).</i>

Conference facilitation (e.g. *International workshop: New ideas and faces for youth exchange*, Tandem, Berlin, Germany, 2005 – Open Space Technology; *Trends in non-formal education*, Bratislava, Slovakia, 2007 – Open Space Technology).  
Mediation, esp. conflicts between organisations.

EXAMPLES OF TRAININGS AND PRESENTATIONS:

*Training of local consultants and co-ordinators of Local partnerships of Social inclusion:* Social Development Fund (Ministry of Labour, Social Affairs and Family, Slovak Republic), trainer of trainings: partnership building, project cycle, conflict management, strategic planning, 2004, 2005

*Autumn School about Development and Change*, training series for university students, trainer, 2005

*Inter-religious dialogue in Europe*, Movement of Apostolate of Children – international umbrella organisation, Bratislava, Slovakia, 2005.

„Long-term training of consultants for non.profit sector in Czech Republic and Slovakia, mentor of participants, 2003-2004

LECTURES AT UNIVERSITIES:

*Negotiation, mediation and conflict resolution*, a semestral course, Ostravská univerzita, Czech Republic, 2005

*Skills of Leader in the Church*, a semestral course, Evangelical Theological Faculty of Comenius University, Bratislava, Slovakia, 2001-2002

Additional lectures on Religious Conflicts in the course *Conflict Resolution* for Faculty of Philosophy and Faculty of Social and Economic Science at Comenius University, Bratislava, Slovak Republic 2005

COORDINATION OF PROJECTS:

*ARCA – Associations and Resources for Conflict Management Skills* (country coordinator and co-author of outputs), 2005 – 2007

*Curriculum and Training of trainers in nonviolent conflict transformation* (country coordinator and trainer), 2003 – 2007

*SISINE - Sistema Integrato di Simulazione per la Negoziazione*, e-learning program (country coordinator, trainer and co-author of the software), 2005 - 2007

**August 1998 – February 2000**

Name and address of employer

DOMKA – Association of Salesian Youth  
Nowaday address: Miletičova 7, Bratislava, Slovakia  
(www.domka.sk)

Occupation or position held

**Executive director**

Main activities and responsibilities

- Management of headquarters of youth organization
- Responsible for strategic development of organisation
- Representing of organization, relations with key stakeholders

**Education and training**

Dates

2001 - 2003

Title of qualification awarded

**Social Development Practitioner**

Principal subjects/ occupational skills covered

Postgraduate Diploma

- Context, culture and change in social development practice
- The cycle of social development practice
- Understanding and facilitating group change processes including approaches to developmental learning
- Core competences in development ('skills without edges') including understanding and working with the social and political context, analysis and diagnosis, judgment, building trust, using perception and multiple perspectives, working with integrity and

<p>Name and type of organisation providing education and training</p>	<p>ethical clarity, facilitation, presentation and influencing skills</p> <p>London Metropolitan University, UK</p>																																		
<p>Dates</p>	<p>1993 - 1998</p>																																		
<p>Title of qualification awarded</p>	<p><b>Magister (Mgr.), Social work</b> (equivalent to Master of social work)</p>																																		
<p>Principal subjects/ occupational skills covered</p>	<ul style="list-style-type: none"> <li>• Theoretical basis of social work</li> <li>• Forms and methods of social work</li> <li>• Legal basis of social work</li> <li>• Social policy and management of social work</li> <li>• Special social care</li> </ul> <p>Dissertation: Management of non-governmental not-for-profit organizations working in the field of social help in Slovakia.</p>																																		
<p>Name and type of organisation providing education and training</p>	<p>Comenius University, Bratislava, Slovakia</p>																																		
<p><b>Personal skills and competences</b></p>																																			
<p>Mother tongue</p> <p>Other language(s)</p> <p>Self assesment</p>	<p>Slovak</p> <p>Czech, English, German, Russian, Latin</p> <table border="1" data-bbox="558 1019 1372 1456"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Understanding</th> <th colspan="2">Speaking</th> </tr> <tr> <th>Listening</th> <th>Reading</th> <th>Spoken interaction</th> <th>Spoken production</th> </tr> </thead> <tbody> <tr> <td>Czech</td> <td>Excellent</td> <td>Excellent</td> <td>Excellent</td> <td>Excellent</td> </tr> <tr> <td>English</td> <td>Very Good</td> <td>Excellent</td> <td>Very Good</td> <td>Very Good</td> </tr> <tr> <td>German</td> <td>Good</td> <td>Good</td> <td>Basic</td> <td>Basic</td> </tr> <tr> <td>Russian</td> <td>Good</td> <td>Good</td> <td>Basic</td> <td>Basic</td> </tr> <tr> <td>Latin</td> <td>N/A</td> <td>Basic</td> <td>N/A</td> <td>N/A</td> </tr> </tbody> </table>		Understanding		Speaking		Listening	Reading	Spoken interaction	Spoken production	Czech	Excellent	Excellent	Excellent	Excellent	English	Very Good	Excellent	Very Good	Very Good	German	Good	Good	Basic	Basic	Russian	Good	Good	Basic	Basic	Latin	N/A	Basic	N/A	N/A
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Russian	Good	Good	Basic	Basic																															
Latin	N/A	Basic	N/A	N/A																															
<p><b>Other relevant skills and competences</b></p> <p>Technical skills and competences</p>	<p>Operational and advanced user knowledge of MS Windows, basic knowledge of Linux. Excellent word processing skills in WORD for WINDOWS. Extensive familiarity with and user knowledge of MS OFFICE applications, such as EXCEL, ACCESS and POWER POINT and Internet Explorer. Ability to work with other browsers (e.g. Mozilla) and Open Office. User knowledge of various software for work with multimedia.</p>																																		
<p>Further professional development</p>	<p>Ján Mihálik has participated in a wide range of non-formal training and study visits including</p> <ul style="list-style-type: none"> <li>• Open Space Technology (Holger Nauheimer- Change Facilitation, Bratislava, Slovakia),</li> <li>• Strategic planning for public and non-profit sector (James M. Bryson, Senec, Slovakia),</li> <li>• Long-term series of Training of trainers, PDCS (Slovakia),</li> <li>• Training of youth workers (Metz, France),</li> </ul>																																		
<p>Curriculum Vitae – Mihálik, Ján</p>																																			

	<ul style="list-style-type: none"> <li>• Youth work and enlargement of European Union (Munich, Germany),</li> <li>• International youth exchanges and intercultural learning (Bonn, Germany),</li> <li>• Social work in California (California State University Sacramento, California, USA),</li> </ul>
Driving Licence	etc. Yes

## Additional information

### Publications, Reports, and Articles

- Contributing author: *Peace training. Preparing adults for Nonviolent Intervention in Conflicts*, ARCA project, 2007, available at [http://www.peacetraining.org/files/materials/PeaceTraining\\_guide.pdf](http://www.peacetraining.org/files/materials/PeaceTraining_guide.pdf)
- Co-author: *Mládežnícka participácia na Slovensku (Youth participation in Slovakia)*, Rada mládeže Slovenska, 2006
- Mihálik, Ján: *Strategické riadenie (Strategic management)*, Fórum informačné centrum, 2006, <http://www.forumic.sk/manual/>
- Miková, Mihálik, Bianchi: *Evaluation of Trust Program: Permanent Development and Sustainability of the Slovak 3rd Sector*, Evaluation report, PDCS, 2005
- Mihálik, Ján: *Konzultant, európske fondy a hermeneutika (Consultant, European Funds and Hermeneutics)*, Občasník TAK č.6, 2004
- Mihálik, Ján (co-author and editor): *Evaluation of the project „Strengthening Local Democracy in the Stability Pact Region“*, Evaluation report, PDCS, 2004
- Mihálik, Ján: *Three intrareligious challenges to interreligious dialogue*. In: Blocksome, Rebecca, Nagypál, Szabolcs, Šajda, Peter (eds.). *Medi(t)ations, (re)conciliations. Conflict resolution and European Integration*. BGOI, WSCF-CESR. Bratislava 2004
- Mihálik, Ján: *Islam and Christianity: Debate or Dialogue?*. In: *Mozaik, Ecumenical Journal of World Student Christian Federation, Europe Region*. 14, 2004/2
- Co-author: Ondrušek, Dušan a Mihálik, Ján (eds.): *Počasie je také, aké si ho urobíš – rozhovory s ľuďmi, čo nemyslia len na seba (The weather is one that you will create: the interviews with people who do not care only about themselves)*. Partners for Democratic Change Slovakia, Bratislava 2003

### Membership in Boards of directors and Advisory boards

- From 2006, board member of *Slovak Platform of Nongovernmental Development Organisations*
- From 2006, member of *Council for children and youth of Minister of Education of Slovak Republic*
- In 2002-2004 Advisory board of *DOMKA – Association of Salesian Youth*,
- In 2000-2002 member of *Council of Government of Slovak Republic for Children and Youth*