



Zoltán Levente Fejes

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PROFILE

Self-defining as an “in-betweenner” with a strong social science research background and a passion for leveraging my expertise for the benefit of civil society. Equally experienced in working with and for corporates, in leading research on corporate social investors, civil society and philanthropy, as well as in academic settings having a proven track record in research, program management, and stakeholder engagement. Skilled in combining academic insights with practical solutions to drive sustainability, civil society development and societal impact.

WORK EXPERIENCE

Director, Research Center for Civil Society

Manage the research center affiliated with Babeş-Bolyai University. Develop and coordinate research projects, devise and coordinate online and in-person training and events for CSO professionals. Recruit and manage team of experts and trainers. Devise and coordinate service delivery (research, impact measurement, consultancy). Secure funding from diverse sources.

2024 – present
Cluj-Napoca, Romania

Adjunct Professor, Department of Political Science, College of Political, Administrative and Communication Sciences, Babeş-Bolyai University

2025 – Present
Cluj-Napoca

Vice-President / Expert, Center for the Study of Democracy ☑

Developed and implemented the Civil Society Needs Assessment study (mixed-methods). Coordinated the research team. Obtained the funding grant from the Romanian American Foundation (\$30000). Published analyses and opinions.

2016 – present
Cluj-Napoca, Romania

Research Fellow, Făgăraş Research Institute ☑

Contributing to interdisciplinary research, labs, and other activities that co-create knowledge in various fields related (but not limited) to civil society, community foundations, SDGs, community resilience and urban safety. Developed, coordinated 2 studies on giving in Romania: Individual Giving in Romania 2023 - quantitative study on a nationally representative sample (author); Exceptional donors - qualitative study (coordinator). Teaching research methods courses in the Institute's annual Summer School. Presentations for different events organized by the Institute.

2018 – present
Romania

Permanent specialty committee member (Public Administration and Public Order), Economic and Social Council ☑

Analyzing drafts of normative acts and elaborate professional opinions regarding their opportunity and legality to inform the debate of the Plenum of the Economic and Social Council.


2021 – 2025
Bucharest, Romania

Corporate Knowledge Manager,


Impact Europe (formerly EVPA - European Venture Philanthropy Association) ☑

Driving the research and thought leadership on corporate social investing by leading research projects on the latest trends and questions in the field. Conducted interviews with foundation leaders and corporate social investors, analyzed qualitative data and developed research publications on “Impact Integrity” and “Putting the S in ESG”. Delivered presentations and training to corporate social investors.

2021 – 2023
Brussels, Belgium


Head of Research, <i>Association for Community Relations (ARC)</i>  Coordinated all philanthropy and corporate social responsibility-related research, reporting and knowledge development projects aimed at furthering the understanding of the civil society sector and inform strategic decisions of nonprofits and companies. Developed partnerships with academic and research institutions and represented ARC in international forums and organisations (WINGS, ERNOP, PEX Community, Daphne/Philea, American Chamber of Commerce in Romania). Significant projects include: <ul style="list-style-type: none"> • Analysis of the Romanian fundraising context (ARC Fundraising School); • Global Trends In Giving Report 2020 - Romanian data collection; • Mapping the response of the local civil society and business sector to the pandemic. 	2019 – 2022 Cluj-Napoca, Romania
Adjunct Professor, <i>Babeş-Bolyai University, College of Political, Administrative and Communication Sciences</i>  Instructor for the Public Administration M.A. and undergraduate program at the College of Political, Administrative, and Communication Sciences. Courses taught: Ethics in public administration (2 semesters, UG; G); Research methods (UG).	2019 – 2021 Cluj-Napoca, Romania
Researcher & CSR specialist, <i>Association for Community Relations (ARC)</i> Coordinated research projects and developed non-financial reports for multinational companies. Wrote third-party opinions on sustainability reports, developed and applied community involvement measurement tools using international standards, calculated carbon footprints using GHG Protocol. Significant projects include: Multiple sustainability reports using GRI Core; Multiple GHG Carbon footprint reports; Comparative analysis on the role of community foundations in developing community resilience; Analysis of the barriers to workforce integration of persons with disabilities; Evaluating the societal impact of the American Chamber of Commerce in Romania members' CSR activities.	2016 – 2019 Cluj-Napoca, Romania
Instructor, <i>Michigan State University, School of Criminal Justice</i> Courses taught: <ul style="list-style-type: none"> • Cybercrime (online course - UG). • Methods of Criminal Justice Research (2 semesters - UG). • Introduction to Product Counterfeiting (tier II writing course - UG). 	2014 – 2015 East-Lansing, MI, USA
Research Assistant, <i>Center for Anti-Counterfeiting and Product Protection (A-CAPP), Michigan State University, School of Criminal Justice</i> Worked with some of the most well-known criminological, criminal justice and food fraud researchers on quantitative research projects resulting in high-quality scientific publications on topics such as product counterfeiting, consumer behavior, and the ability of criminological theories to provide adequate explanations for the (volitional) consumption of counterfeits.	2009 – 2014
Teaching Assistant, <i>Michigan State University, School of Criminal Justice</i> Assisted teaching and proctored exams for the Introduction to Criminal Justice Course.	2009 – 2010 East-Lansing, MI, USA

EDUCATION

Ph.D. in Criminal Justice, <i>Michigan State University, School of Criminal Justice</i> Doctoral dissertation  using quantitative methods to test the ability of two criminological theories (Social Learning Theory and the General Theory of Crime) to explain volitional consumption of counterfeit goods in an Eastern European college sample.	2009 – 2016 East-Lansing, MI, USA
M.A. in Non-profit Organisation Management, <i>Babeş-Bolyai University; College of Political, Administrative and Communication Sciences</i> Master's thesis consisted of a comparative analysis of traditional and venture philanthropy, exploring the opportunity and viability of the latter in Romania.	2007 – 2009 Cluj-Napoca, Romania
B.A. in Public Administration, <i>Babeş-Bolyai University; College of Political, Administrative and Communication Sciences</i> Thesis examined the readiness of the Cluj-Napoca City Hall for outsourcing activities to private companies in an attempt to increase efficiency and reduce costs.	2001 – 2005 Cluj-Napoca, Romania

Giving in Europe, European Research Network on Philanthropy

Developed the chapter on giving in Romania. Forthcoming


Fejes, Z. L., Radu, B. M., Angi, D., Bartok, S., & Cepoi, V. (2025). Donor profiling for impact 2025., Research Center for Civil Society  2025

The most detailed donor and non-donor profiles of individual donors in Romania.


Bădescu, G., Mihut, G., Angi, D., Radu, B., Leșe, M., Fejes, L., Vișoianu, D., & Roșca, D. (2025). Cum evaluezi educația? [How do you evaluate education?], 2025

Asociația pentru Relații Comunitare

Impact measurement manual for interventions in education. Focuses on the methodological aspects of the impact measurement process.


Fejes, Z. L., Radu, B. M., & Bartok, Sz. (2025). The philanthropic behavior of the Romanian diaspora: A comparative analysis of the giving of the Romanian communities living in the US, UK, Germany, Belgium, Italy, and Spain. Research Center for Civil Society., Romanian Diaspora Funding Network  2025

Romania is one of the countries of the European Union with the largest share of citizens living abroad. Based on a sample of more than 1800 Romanian respondents living in these countries and focus groups with donors in six large cities (one in each country), this paper compares and contrasts philanthropic engagement of the Romanian diaspora from the perspective of motivation, amount, type and frequency of donation, favorite receiving entity and reasons for withdrawing support.

Fejes, Z.L, Radu, B.M, Angi, D, Leșe, M.A, Bartok, Sz., Bădescu, G. (2024) Civic Engagement Landscape Romania 2024, Research Center for Civil Society  2024

The study explored the relationship between the size and robustness of Romanian civil society, civic engagement and financial support from individual donors. The analysis looked at the regional disparities in civil society (8 developmental regions) and shows a close link between the level of civic engagement and the number of civic organizations in the country, indicating a mutually reinforcing relationship. It also showed that volunteering and small donations (e.g. 2-4 euro SMS donations) can be seen as low-barrier gateways to greater civic engagement overall.

Fejes, Z.L., Angi, D., Lese, M, Salaoru, A. & Badescu, G. (2023). Data, Research and Professionalization Needs of the Non-Governmental Sector in Romania, 2023

Center for the Study of Democracy 

Findings from the mixed-method evaluation of data, research, and professionalization needs of civil society organizations in Romania.

Fejes, Z.L. (2023) Comportamentul Filantropic al Românilor. Studiu donatori individuali. Asociația pentru Relații Comunitare [The Philanthropic Behaviour of Romanians. Private donor research], 2023

Association for Community Relation. Făgăraș Research Institute Publishing House

Quantitative analysis of individual giving in Romania using a nationally representative sample.

Cibian, S., Fejes, Z.L. & Pica, (2023) S. Raport Privind Evoluția Nevoilor Persoanelor Cu Deficiențe Auditivă și Vizuale în România [Report on the evolution of the needs of people with auditive and/or visual deficiencies in Romania], 2023

Făgăraș Research Institute Publishing House

Analysis of the obstacles and opportunities for integrating individuals with visual and/or auditive impairment into the Romanian labor force.

Fejes, Z.L. Who's Putting the 'S' in ESG?, Business Fights Poverty 2022

Making the business case that businesses should empower their related corporate social investors to provide active contribution to the 'S' of the ESG, as this opportunity may represent an untapped opportunity for companies to develop their impact journey.

<p>Fejes, Z.L., Malmendier, N, Gianoncelli, A, From ESG to CSI: how do we spell IMPACT?, EVPA</p> <p>A short overview of the key findings of the EVPA research on how corporate social investors contribute to the 'S' of the ESG strategy of their related company.</p>	2022
<p>*Fierăscu, S., Fejes, Z.L, Cibian, Ș. - Mapping the mobilization of the Industry of Good aimed at limiting the effects of the COVID-19 pandemic at the level of the Cluj metropolitan area, In Croitoru, A. & Iorga, A. (Eds.). Dezvoltare comunitara in Romania. Concepte, procese, modele de analiza. Original title: Maparea mobilizării Industriei Binelui® în limitarea efectelor pandemiei de COVID-19, la nivelul zonei metropolitane Cluj-Napoca. Tritonic</p>	2022
<p>Fejes, Z.L., Malmendier, N., and Gianoncelli, A. - Impact Integrity – Unique Challenges for Corporate Social Investors, 2022. EVPA. ↗</p>	
<p>Fejes, Z.L. Why – and how – community foundations can link their work to the SDGs, Alliance ↗</p>	2022
<p>Fejes, Z.L. & Malmendier, N. Impact Integrity: A journey from awareness to safeguarding the societal mission of the Corporate Social Investor, Alliance ↗</p>	2022
<p>Cibian, Stefan and Levente Fejes (2022) The 2022 Global Philanthropy Environment Index Romania, IU Lilly Family School of Philanthropy ↗</p>	2022
<p>Tax credit: The sponsorship regime in Romania, Research Report. Original title: Creditul fiscal: Regimul sponsorizărilor în România. Ernst & Young.</p>	2022
<p>Cibian, Stefan and Zoltan Levente Fejes (2022) Intervenția societății civile din România în adresarea crizei umanitare din Ucraina 2022: Contribuții și provocări, Editura Institutului de Cercetare Făgăraș</p>	2022
<p>*Fejes, Z.L. The police-community relationship and its effects on the application of the provisions related to the fight against the SARS-CoV-2 pandemic, Original title: Relația poliției cu comunitatea și efectele asupra aplicării prevederilor legate de combaterea pandemiei SARS-CoV-2. Revista Transilvană de Științe Administrative. ↗</p>	2021
<p>Fejes, Z.L. The sector that cried wolf?!, Alliance ↗</p>	2021
<p>Fejes, Z. L. The effect of the COVID-19 pandemic on police activity. The role and mission of law enforcement in the pandemic and post-pandemic, In Moldovan, R. Tolnai, T. Naumescu, V. (Eds.) Criza: vocile ICDE în timpul pandemiei. Editura Universității de Vest.</p> <p>The analysis addresses vital questions about the mission and role of the Romanian police in the context of the COVID-19 pandemic, about the limits of police power in a democratic society, and how these will be affected by the 'new reality' brought on by the threat of the novel coronavirus. The book contains several articles previously published in Republica.</p>	2020
<p>Fejes, Z.L. & Onojescu, A. Turning disability into employability, Research Report. Evalueserve</p>	2020
<p>Fejes, Z. L. Police use of batons and firearms. Where do we draw the line?, Republica ↗</p> <p>Article for a wide audience that discusses police brutality, the acute need for a broad debate in society on the use of force and abuses in the issuing of fines related to the state of emergency especially in marginalized communities.</p>	2020
<p>Fejes, Z. L. According to the saying "when all you have is a hammer, everything is a nail", the police use the only "cartridge" they were given, Republica ↗</p> <p>An analysis regarding the overuse of fines by the police during the state-mandated lockdown.</p>	2020
<p>Fejes, Z. L. How abandoned spaces and buildings affect urban crime, Republica ↗</p> <p>Article for a general audience examining how the decrepit urban areas of Bucharest attract crime and how restoration of buildings and sanitation of spaces, as well as encouraging their use of for recreation by citizens can affect crime rates.</p>	2020
<p>Fejes, Z.L. PEX-ed up!, Alliance</p>	2020

Fejes, Z. L. How to increase safety in cities by redeveloping public spaces, <i>Republica</i> 	2019
Aimed at a general audience, the article examines the utility of incorporating the basic principles of Crime Prevention Through Environmental Design in a holistic analysis of the urban space and the urban planning system in Bucharest.	
ERNOP2019: Reflections of a former academic turned practitioner, <i>Alliance</i>	2019
Vlas, G. & Fejes, Z. L. The Luxury of Building Community Resilience. An Exploratory Study of the Role of Community Foundations in Building Community Resilience, <i>In Sustainable Development and Resilience of Local Communities and Public Sector Organizations, Haruța, C., Hîntea, C. & Moldovan, O. (Eds). Conference Proceedings 'Transylvanian International Conference in Public Administration'. Accent.</i> 	2018
Sustainability in 3D: Development Dedication Diligence, <i>Research Report. American Chamber of Commerce in Romania</i> 	2018
A comprehensive overview of the positive impact that AmCham member companies have on the Romanian economy, society and environment.	
Fejes, Z. L. The (ir)relevance of toughening legislation for discouraging crime and deviant behaviour, <i>Center for the Study of Democracy</i> 	2016
An analysis with regards to the preferred method of politicians of dealing with crime and its relative irrelevance compared to other types of actions.	
Fejes, Z.L. The link between the consumption of counterfeit products, organized crime and terrorism, <i>Center for the Study of Democracy</i> 	2016
Fejes, Z. L. Investigating consumer demand for counterfeit goods: Examining the ability of Social Learning and Low Self-Control to explain volitional purchase of non-deceptive counterfeit products in an Eastern European college sample., <i>Doctoral dissertation.</i> 	2016
*Hollis, M. E., Fejes, Z. L., Fenoff, R., & Wilson, J. M. Routine activities and product counterfeiting: a research note., <i>International Journal of Comparative and Applied Criminal Justice</i> 	2014
The Use of Cues in the Consumer Product Authentication Process, <i>Anti-Counterfeiting and Product Protection program. Michigan State University</i> 	2013
Practitioner-oriented backgrounder translating and summarizing key research findings.	
*Fejes, Z. L. & Wilson, J. M. Cue utilization in the product authentication process: a framework and research agenda for product counterfeit prevention, <i>International Journal of Comparative and Applied Criminal Justice</i> 	2012
*Spink, J. & Fejes, Z. L. A review of the economic impact of counterfeiting and piracy methodologies and assessment of currently utilized estimates, <i>International Journal of Comparative and Applied Criminal Justice</i> 	2012
Fejes, Z.L. Book Review: International and Comparative Criminal Justice and Urban Governance: Convergence and Divergence in Global, National and Local Settings, <i>International Criminal Justice Review.</i> 	2012

PRESENTATIONS/EVENTS

Philanthropic Behavior of the Romanian Diaspora, <i>Presentation at the ERNOP Conference</i>	Sep 2025
The Philanthropic Behavior of the Romanian Diaspora. A Comparative Analysis of the Giving of the Romanian Communities Living in the US, UK, Germany, Belgium, Italy, and Spain	
Generozitatea care construiește cetățenie activă [Generosity that builds active citizenship], <i>Panel discussion with Christopher Worman, Chief Global Strategy Officer, GivingTuesday Festivalul Digital Predau Viitor 2025 (conferința internațională). TechSoup Romania</i>	Sep 2025

Măsoară-ți impactul: Sfaturi Practice pentru ONG-uri [Measure your impact: Practical tips for NGOs], <i>Invited speech @AmpliFY ONG</i> Presented an overview of the impact measurement process, focusing on aspects such as key definitions, motivations, suitable designs, measurements, analysis, and communicating impact, highlighting the need for planning for impact and adaptation.	Mar 2025
Implicare civică în România [Civic Engagement In Romania] Online launch event of the Civic Engagement Landscape 2025 Study.	2025
Civic Data Lab: Unleash the Power of Data for Societal Impact, <i>Research Meets Practice event series, Research Center for Civil Society</i>  Developed and coordinated the day-long event dedicated to empowering changemakers with the skills, knowledge, and tools necessary to harness the power of their data.	Nov 2024 Cluj-Napoca, Romania
Impact Measurement and Management in the NGO Sector Invited by AmpliFY ONG as a guest speaker, I developed a presentation on how to measure and manage impact for over 40 civil society organization leaders and program managers in Cluj-Napoca. Participated in the panel discussing challenges, opportunities and solutions for small and medium-sized NGOs in the process of measuring impact.	Nov 2024 Cluj-Napoca, Romania
Data, Analysis and Professionalization Needs of the Non-Governmental Sector in Romania Presentation of the research study results at the report launch event	2023 Bucharest, Romania
The value of sustainable investments and how to measure it ERNOP Online Series 2022-2023 - Discussant	2023 ERNOP Webinar
The 'S' of the ESG. How Corporate Social Investors Contribute to the 'S' & 'E' of ESG, <i>C-Summit, Impact Europe (EVPA)</i> Presentation of preliminary study findings.	2022 Brussels, Belgium
Corporate Social Investors and Impact Integrity Research finding presentation at the changeNOW 2022 conference.	2022 Paris, France
Safeguarding Impact Integrity, Impact Europe (EVPA) Webinar Research findings presentation	2022
Designing better survey questions, Făgăraș Research Institute Summer School	2022
How corporate resources can be mobilised while preserving impact integrity?, <i>C-Summit, Impact Europe (EVPA)</i>	2021 Porto, Portugal
Developing indicators of stress for charitable organisations, <i>Discussant, ERNOP Science and Society Seminar</i>	2021
Panel 100 methodology for quick surveying of the Romanian Nonprofit Sector, <i>National Fundraising Conference, Association for Community Relations (ARC)</i>	2021
Turning disability into employability, Report launch event, Evalueserve & ARC Research report launch.	2020
The mobilization of local civil society organizations and businesses in counterign the effects of the pandemic, Urban Thinkers Campus, Cluj Cultural Center	2020
Urban Safety Policies, Făgăraș Research Institute Summer School Integrating Interdisciplinary Perspectives in Developing Safer Cities	2020 Făgăraș, Romania
The dimension of the Industry of Good, <i>Summit of the Industry of Good, Association for Community Relations (ARC)</i>	2019 Bucharest, Romania
Mapping context. Using data for fundraising success, <i>Presentation at the National Fundraising Conference, Association for Community Relations (ARC)</i>	2019 Bucharest, Romania
Safe cities, Initiative for European Democratic Culture Summer School Presentation on the use of environmental criminology theories in developing safe cities.	2019 Cluj-Napoca, Romania

Will the Real CSR Please Stand Up? , <i>Club Francophone d'Affaires de Cluj</i>	2019 Cluj-Napoca, Romania
Sustainability in 3D - Impact Study Launch , <i>American Chamber of Commerce in Romania</i>	2018 Bucharest, Romania
Hot Products in Product Counterfeiting: Developing a Target Selection Model , <i>American Society of Criminology 70th Annual Meeting</i>	2014 San Francisco, California, USA
Anti-counterfeiting Strategy: Are “Fuzzy” Numbers Sufficient to Create and Implement a Successful Policy? , <i>American Society of Criminology 69th Annual Meeting</i>	2013 Atlanta, Georgia, USA
Comparative Assessment of Public Policy Decision-Making with Uncertain Statistics: Supporting Anti-Counterfeiting, Intellectual Property Rights, and Product Fraud Initiatives , <i>American Society of Criminology 68th Annual Meeting</i>	2012 Chicago, Illinois, USA

GRANTS/SPONSORSHIPS

Research Center for Civil Society , <i>Romanian American Foundation</i> \$120.000 annual support for the development of the Research Center for Civil Society, housed by the Center for the Study of Democracy (an accredited research center of Babeş-Bolyai University). 3rd year running.	2023
Center for civil society and non-profit sector research , <i>Romanian American Foundation</i> \$30.000 initial funding from the Romanian American Foundation. Granted for the development of an extensive needs assessment study of the Romanian civil society sector with regards to research/knowledge development, data, and capacity building of organizations. The outputs of the study served as the foundation for the development of a research and expertise unit at the Center for the Study of Democracy (Babeş-Bolyai University), intending to develop a self-standing sustainable center for civil society and non-profit sector research.	2022
Active Citizens Fund. 2014-2021 EEA and Norway Grants , <i>Civil Society Development Foundation</i> The supported project (€250.000 total budget) included a national study on individual donor behavior. Beyond contributing to the development of the proposal, my role was to coordinate the research process on behalf of the Făgăraş Research Institute. The research included one quantitative study on individual giving using a nationally representative sample and two qualitative studies on exceptional donors and NGO fundraising practices.	2022
Urban Safety Lab. Reducing gender violence in the urban landscape. Project Grant , <i>Bosch Alumni Network, Sustainable Living Spaces cluster</i> Obtained a €8000 grant to design and implement a lab that convened different key stakeholders to analyze how the built and natural environment affect (enables or inhibits) gender violence in the city of Cluj-Napoca. Implemented with the Făgăraş Research Institute.	2022
Romanian Young Academy Research Grant , <i>Bucharest University</i> Multi-year grant (€1000 per semester) to foster scientific research and publication on the effects of COVID-19 on democracy (specifically police authority).	2021
Fiscal credit study , <i>Ernst & Young Romania</i> €4000 sponsorship attracted from a private company to assess the use of the 20% fiscal facility for sponsorship by private companies in Romania.	2021
The integration of persons with disabilities in the workforce study , <i>Evalueserve</i> €8000 sponsorship attracted from a private company to develop a study on the obstacles and opportunities to integrate people with physical disabilities into the job market in Romania.	2019
Dissertation Completion Fellowship , <i>Michigan State University Graduate School</i>	2015

Council of Graduate Students Conference Grant,
Michigan State University, Council of Graduate Students

2014

Awarded to participate and present at the Academy of Criminal Justice Studies national conference.

Graduate Summer Research Fellowship, *Michigan State University, School of Criminal Justice*

Awarded every year from 2010 to 2013 for summer semester research activity.

BOARD MEMBERSHIP

European Research Network on Philanthropy  2023 – Present

Board member of ERNOP - actively contributing to association management, fundraising, membership development, and events.

Făgăraș Research Institute  2023 – Present

Board member of FRI - actively contributing to project development and implementation, events and training.

Founding Board Member, *Initiative for European Democratic Culture*  2019 – 2021

Founding member and contributor to the Romanian think tank established by academics, businessmen, and citizens to promote and defend the fundamental values of the European Union in Romanian society.

PROFESSIONAL ORGANIZATIONS & WORKING GROUPS

ERNOP - European Research Network on Philanthropy 2019 – present

USAID Sustainability Index Expert Group Romania 2021 – present

Bosch Alumni Network 2020 – present

WINGS - Cultures of Giving Working Group 2019 – 2021

American Chamber of Commerce in Romania - Corporate Government Committee 2017 – 2021

RO100 2017 – 2019

Anti-Corruption and Justice working group

American Society of Criminology 2010 – 2014

CERTIFICATES

Certified trainer
Opportunity Associates Romania

Entrepreneurial Competences
Civitas Foundation

Anti-Counterfeiting and Product Protection
A-CAPP, Michigan State University

Fundraising Communications and Creativity
Masterclass
ACA Philanthropy & Fundraising

An Introduction to Great Fundraising, Leading a Great
Fundraising Organisation
Allan Clayton Associates & ARC

SKILLS

Research design

● ● ● ● ●

Designing qualitative and quantitative research projects, data collection tools and analysis protocols.

Data coding and analysis

● ● ● ● ●

Data cleaning, coding and analysis using statistical software (SPSS, STATA, ATLAS.ti).

Lecturing / Presentation

● ● ● ● ●

Designing and delivering face-to-face or online lectures and presentations to diverse audiences.

Collaboration

● ● ● ● ●

Experience in working with professionals from different fields and sectors on team projects in a multicultural environment to generate measurable outcomes.

Computer/Software

● ● ● ● ●

Microsoft Office; Windows 10, 11; IOS; Web; Social Media, Learning management software (Angel, Desire2Learn, Moodle), Qualtrics, SurveyMonkey, Google forms, Microsoft forms, JotForm.

Analysis / Synthesis

● ● ● ● ●

Gathering, consolidating, analysing and presenting information from various fields in a clear and concise manner to a variety of stakeholders and audiences.

Report writing

● ● ● ● ●

Scientific (peer-reviewed) and industry-specific report writing (using international standards e.g. GRI, GHG Protocol, etc.)

Communication

● ● ● ● ●

Proficiency in professional oral and written communication in culturally diverse settings.

Stakeholder Engagement

● ● ● ● ●

Building and maintaining relationships with diverse stakeholders, including corporate partners, NGOs and foundations

Grant writing

● ● ● ● ●

Experience in writing and winning grants submitted to diverse institutional funders (US, Germany, Romania).

LANGUAGES

English

C2

Romanian

C2

Hungarian

C2

REFERENCES

Balogh Marton, *Associate Professor*, Babes-Bolyai University
marton@fspac.ro

Barry Hoolwerf, *Executive Director*, European Research Network On Philanthropy
b.hoolwerf@ernop.eu

Stefan Cibian, *Executive Director*, Făgăraş Research Institute
stefan.cibian@icf-fri.org