



# Aleksandra Filipova

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## Work experience

**Project coordinator** | National Network to End Violence Against Women and Domestic Violence | 01/12/2025 - Current | Skopje, North Macedonia

- Coordinate and manage programmatic activities at national and regional level focused on the prevention of and response to violence against women and domestic violence.
- Manage the full project cycle (Project Cycle Management), including planning, implementation, monitoring, evaluation, and donor reporting.
- Coordinate and support a network of member organizations, ensuring effective participation in joint programs, advocacy initiatives, and policy processes.
- Design, manage, and evaluate grant and subgrant schemes, including development of calls for proposals, assessment of applications, and monitoring of subgranted projects.
- Monitor and assess the quality and accessibility of protection, support, rehabilitation, and reintegration services for women survivors of violence, in line with national legislation and international standards.
- Contribute to policy development and advocacy efforts aimed at strengthening institutional responses and improving legal and strategic frameworks related to gender-based violence.
- Prepare analytical reports, policy briefs, and evidence-based recommendations drawing on data, research, and field experience.
- Liaise with donors, public institutions, civil society organizations, and other relevant stakeholders, including participation in working groups and consultative processes.
- Plan, organize, and facilitate events, consultations, and capacity-building activities focused on advocacy, coordination, and awareness-raising.

**Manager for strategic development** | National Youth Council of Macedonia | 01/01/2022 - 30/11/2025

### Program tasks:

- Led the planning and delivery of high-profile national and regional events (conferences, trainings, policy labs, and campaigns) engaging government, EU institutions, and civil society
- Oversaw the full event cycle: concept design, budgeting, vendor coordination, logistics, execution, and post-event evaluation.
- Ensured compliance with EU visibility requirements in communication campaigns, conferences, and grant schemes
- Coordinated large-scale youth-focused projects funded by the European Commission (e.g., MladiHub, BY LEAP, Social Entrepreneurship for Youth Employment), including public events, networking platforms, and national campaigns
- Negotiated with service providers, secured cost-effective outcomes, and managed multiple event budgets
- Promoted NYCM and its initiatives through strategic communication and media visibility, strengthening partnerships with key national and international stakeholders
- Research, advocacy and policy creation in collaboration with member organizations and respective institutions and donors
- Networking and mentorship of NYCM member organizations and grantees (more than 60 legal entities)

### Projects responsible for:

- European commission project - Social entrepreneurship for youth employment, focused on grant scheme, crowdfunding platform, capacity building
- MladiHub - employment for youth through networking, building competences and skills, focused on internship, mental health and career counseling
- Field work for Youth Guarantee implementation (2022, 2023, 2024)
- MladiHub - overcoming inequalities among young girls and women (career counseling, internship, national wide campaign, in kind grants)

- Sunny schools/Green generation - climate education for pupils and high school students, trainings for teachers, collaboration with schools
- BY LEAP - Balkans Youth - Linking education, abilities and partnership potential in regional employment practice
- Coordination of E4NEETS, Erasmus+ project focused on NEETS youth
- Co-chair of the National Youth Policy Lab on Mental Health, resulting in adopted National Youth Mental Health Strategy
- Total managed budget: 1 000 000 euros.

#### **Membership coordinator** | National Youth Council of Macedonia | 06/02/2020 - 31/12/2021

- Coordinated and implemented multi-stakeholder events under the Youth Hub project, including networking sessions, trainings, and public presentations
- Handled logistics, communication, and vendor management to ensure smooth delivery of events
- Conducted monitoring and evaluation of events and activities, integrating feedback into improved formats
- Strengthened internal and external communication with 50+ member organizations through meetings, consultations, and online events

#### **Project manager** | HERA - Health education and research association, Skopje (North Macedonia) | 04/2019 - 05/02/2020

- coordination of 2 youth centers "I want to know" that are providing gynecological and dermatovenerological examinations, HIV testing, peer education, counseling center for prevention of drug use, peer education and diagnosis of sexually transmitted infections
- coordination of mobile gynecological clinic which works with 10 different teams in 10 cities in Macedonia
- coordination of 50 service providers on a daily basis
- logistical and administrative support of the services in both youth centers and for the mobile gynecological clinic
- creation of promotion plan for the work of the youth centers

#### **Data gatherer** | Institute for democracy Societas Civilis, Skopje (North Macedonia) | 01/07/2018 - 31/12/2018

- establishing communication with 177 state institutions through freedom of information requests
- creating and sending FOI requests
- data entry of answers for FOI requests (CV of governing boards, directors)
- desk research on laws with whom the state institutions are established

#### **Collaborator** | Macedonian E-commerce Association, Skopje (North Macedonia) | 04/2018 - 06/2018

- administrative work
- communication with existing and potential members (banks, start ups, businesses, stores)
- managing social media
- project writing

#### **Programme assistant** | Youth Educational Forum | 2017 - 04/2018

- research, analysis and policy making
- advocacy and lobbying
- communication with the public (media, youth, other organizations)
- project writing and implementation
- communication and collaboration with institutions
- representing Youth Education Forum at several networks (National Youth council of Macedonia, IPA2CSO, RIA network)
- participation in working groups
- monitoring of the creation and implementation of youth and educational policies
- creating press clipping (daily, monthly and annually)
- social media and communication strategies

#### **Project assistant** | Youth Educational Forum | 2016 - 2017

- project writing and project implementation
- research, analysis and policy making
- external and internal communication
- social media
- communication and collaboration with institutions

**Gender Equality Education for Practitioners, From Theory to Policy Implementation** | The Kvinna Till Kvinna Foundation and Institute of social science and humanities Skopje | 10/06/2024 - 01/09/2025 | Skopje, North Macedonia

Website: <https://www.isshs.edu.mk/>

**MBA in Strategic Human Resource Management** | Faculty of Economics: University of Ss. Cyril and Methodius in partnership with Indiana University | 01/10/2023 - Current | Skopje, North Macedonia

**Bachelor's degree - Social worker** | Institute for social work and social policy: University of Ss. Cyril and Methodius | 10/2019 - 05/07/2023 | Skopje, North Macedonia

Website: <http://fzf.ukim.edu.mk/>

**HR Academy: Basic HRM knowledge** | HR WORLD | 04/2022 - 05/2022 | Montenegro

**Training: Standards for quality youth policies in the Western Balkan countries** | National youth council of Bulgaria | 13/09/2018 - 15/09/2018 | Sofia , Bulgaria

**Training: Study visit on democratization, participation and good governance** | Fridrich Ebert Shtiftung | 18/06/2017 - 23/06/2017 | Berlin , Germany

**Training: Fact-finding mission for youth researches from South Eastern Europe and employees from RYCO** | Regional youth cooperation office | 14/12/2017 - 15/12/2017 | Berlin , Germany

**Study visit on democracy, good governance and citizen participation in the decision making processes** | Westminster Foundation for democracy, | 26/09/2017 - 30/09/2017 | Edinburgh , United Kingdom

**Training: Seminar for journalists and civil society "Law initiatives for human rights"** | Westminster Foundation for democracy, Skopje (North Macedonia) | 10/03/2017 - 12/03/2017

**Training for creation of public policy documents** | Westminster Foundation for democracy, Skopje (North Macedonia) | 26/05/2016 - 29/05/2016

**Training for effective public communication** | Institute for communicational studies, Skopje (North Macedonia) | 18/06/2016 - 23/06/2016

#### Language Skills

Mother tongue(s): **Macedonian**

|                 | Understanding |         | Speaking          |                    | Writing |
|-----------------|---------------|---------|-------------------|--------------------|---------|
|                 | Listening     | Reading | Spoken production | Spoken interaction |         |
| <b>English</b>  | C2            | C2      | C2                | C2                 | C2      |
| <b>Albanian</b> | A1            | A1      | A1                | A1                 | A1      |
| <b>German</b>   | A1            | A1      | A1                | A1                 | A1      |

#### Skills

**Digital skills** | Wordpress, SEO, Analytics | Mailchimp and Newsletter management | Online Marketing | Digital Skills: Digital Marketing | Content Writing | Social Media | Google Drive

**Programme management skills** | Project evaluation | Project monitoring | Team leading & team work | Stakeholder Engagement and Strategic Partnerships | Strategical Planning | Project writing, project development & project management | Youth Work | Project Initiation

**Policy skills** | Policy paper drafting | Stakeholder Mapping | Policy Advocacy | Reviewing, reporting, and research | social policy

## Publications

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2026.

[Analysis on European youth centers: holistic approach towards youth developement](#)

2025.

[WB6 Youth Centers: A situation that requires cooperation](#)

2025.

[Bridging the gender gaps in Youth Guarantee in North Macedonia](#)

2024.

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2023.

[National Youth Mental Health Strategy](#)

2023.

[Strategy for Youth of city of Skopje 2021 - 2025](#)

2020.

[How much and on what a Macedonian student spends on?](#)

2018.

[Public policy document - How much and on what a Macedonian student spends on?](#)

2018.

[Amendment on the Law on high school education](#)

2018.

[Monitoring and improvement of the work of Agency for Youth and Sport](#)

2017.

[Recommendations for new student organization model](#)

2017.

[The need for changes in the documents on the University of Ss Cyril and Methodius for prevention of discrimination](#)

2016.

## Networks and Memberships

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**Member @ Youth educational forum | 2012 - 08/2020**

**Supervisory board @ Reactor - Research in action | 26/12/2019 - 2021**

- supervision of the work of the President of the organization
- supervision of the work of the whole organization

**Governing board member @ National Youth Council of Macedonia | 04/2017 - 05/2019**

- communication and collaboration with institutions
- policy making, advocacy and lobbying
- collaboration with member organizations
- participation in working groups (institutional and civic)
- monitoring of the implementation of national and European youth policies
- drafting papers and other relevant policy oriented document (researches, briefs, analysis)

### **Mentor and expert @ Institute for social democracy Progress | 01/05/2026 - Current**

- Served as Trainer, Policy Expert and Mentor within the Progress Institute Political Academy for Social Democracy, mentoring young leaders in the development of public policy proposals.
- Designed and delivered training sessions on youth policy and civic engagement during the Academy modules
- Mentored a group of participants through the full process of developing a public policy document, including problem analysis, stakeholder mapping, policy recommendations, and advocacy planning.
- Facilitated a five-day intensive mentoring and policy drafting process during the Academy module in Tirana.
- Provided expert guidance in research, policy analysis, drafting, and presentation of the final public policy document and policy recommendations.

### **Expert and facilitator @ Center for youth activism KRIK | 01/03/2026 - 30/04/2026**

- Conducted a regional needs assessment on the inclusion of young people with disabilities in youth centers across five planning regions in North Macedonia
- Facilitated three online multi-stakeholder consultative meetings with youth centers, disability service providers, youth workers, civil society organizations and social protection institutions
- Designed consultation methodology, facilitation agenda and discussion framework tailored for inclusive online participation
- Analyzed challenges, gaps and existing practices related to inclusive youth work and cross-sectoral cooperation between youth and social services
- Developed a comprehensive Needs Assessment Report with findings, recommendations and training needs analysis for youth workers working with young people with disabilities
- Supported the groundwork for the development of an inclusive training programme for youth workers within the project "Youth Centres for All" funded by the European Union under the "Stronger Voices for Better Choices – Youth Hub for Western Balkans & Türkiye" programme

### **Expert @ Od Mladi za Mladi Krushevo | 01/12/2025 - 28/02/2026**

- Conducted an analysis on barriers and challenges faced by young women in the Pelagonia region
- Designed and implemented data collection methodology, including qualitative and/or participatory approaches
- Analyzed key structural, social, and economic barriers affecting participation, safety, and opportunities
- Synthesized findings into clear, evidence-based insights to inform programmatic and advocacy interventions
- Contributed to the development of recommendations aimed at improving inclusion and support mechanisms for young women
- Ensured a gender-sensitive and rights-based approach throughout the research process

### **Event coordination @ Stela Network | 01/12/2025 - 28/02/2026**

- Coordinated and organized three local Town Hall Discussions on Youth, Peace, and Security within a project funded by UNDP and the European Commission
- Led end-to-end event management, including concept development, agenda setting, and logistical planning
- Identified, invited, and coordinated speakers, panelists, and key stakeholders
- Managed venue selection, technical arrangements, and on-site event execution
- Developed and disseminated invitations and communication materials; ensured targeted outreach and participant engagement
- Coordinated participant registration and facilitated inclusive, multi-stakeholder discussions with youth representatives
- Ensured smooth implementation aligned with project objectives and donor requirements

### **Expert – Support to Youth Center Establishment SupportKo, Kochani | 10/05/2025 - 01/01/2026**

- Provided expert support to establish a youth center in Kochani following the tragic fire incident
- Drafted the annual schedule of activities, ensuring diverse educational, cultural, and social events for local youth
- Designed the organizational structure and organogram, clarifying roles and responsibilities of the center's staff
- Developed a portfolio of social services to be offered, tailored to the needs of the local youth community
- Ensured legal and ethical compliance by drafting core governance documents, including the Code of Conduct, Ethical Guidelines, and internal procedures
- Strengthened the center's capacity to operate sustainably and become a safe, inclusive space for young

people

#### **Facilitator @ Regional youth cooperation platform | 01/09/2025 - 29/11/2025**

- Served as Facilitator for one of the thematic working groups within the Regional Youth Cooperation Office (RYCO) Youth Forum, implemented as part of the Berlin Process regional cooperation agenda.
- Facilitated a two-day collaborative process with youth participants from all Western Balkans countries, supporting dialogue, consensus-building, and the formulation of joint policy recommendations.
- Supported the development and refinement of recommendations produced during the Youth Forum in Prishtina, focused on youth participation and regional cooperation.
- Co-presented the Forum's recommendations during activities linked to the London Summit, including meetings and exchanges with regional and international representatives.
- Participated in the official reception hosted by King Charles III as part of the Youth Forum delegation presenting outcomes from the regional youth consultation process to the British monarchy and elected representatives

#### **Youth Guarantee expert @ EU4Youth Phase III Component 2, Youth Employment and Entrepreneurship Project | 27/05/2025 - 30/05/2025**

- Engaged as an expert on Youth Guarantee under an EU-funded regional project, supporting Eastern Partnership countries in adapting and implementing the Youth Guarantee scheme
- Designed and delivered capacity-building sessions, workshops, and policy discussions for government officials, civil society, and youth representatives from Armenia, Georgia, Moldova, and Ukraine
- Provided technical input on aligning national youth employment measures with EU standards and best practices
- Facilitated regional knowledge-sharing events, ensuring smooth logistics, stakeholder coordination, and compliance with EU visibility requirements.
- Produced recommendations and policy inputs to strengthen youth employment systems across partner countries

#### **High school students mentor and UpShift mentor @ Leaders for education and development | 03/2019 - Current**

- helping high school students to implement action plan of a project
- helping them to go through the service learning process
- guiding them through project cycle management

#### **Expert - NGO Svetla Idnina | 09/2021 - 09/2021**

- training for the members of the NGO for strategy development
- creation of new structure (organogram) of the organization
- creation of strategic plan of Sveta Idnina 2022-2025
- creation of monitoring and evaluation plan for the strategy

#### **Mentor for Youth Local Banks @ Youth Can | 04/2021**

- mentor of youth groups working on the implementation of the concept of Youth Local Banks

#### **Expert @ Municipality of Skopje | 12/2020 - 01/2021**

- analysis of documents
- realization of focus groups
- realization and analysis of questionnaire for youth
- preparation of Youth Strategy of Skopje 2021 -2025

#### **Evaluation expert @ Eco Svest | 08/2020 - 11/2020**

- evaluation of 3 year IPA project implemented by Eco Svest through different quantitative and qualitative methods

#### **High school students mentor @ Youth Can | 08/2019 - 11/2019**

- guiding and mentoring high school students through three months initiative

#### **Students mentor @ Youth Educational Forum | 05/2019 - 07/2019**

- helping the students to develop an community service action that will be implemented in the students dormitories
- promotion of the project between youth
- guiding the student through whole community service action

#### **Evaluator @ East West Management | 2018 - 2018**

- evaluation of all accepted application for the annual youth awards powers by USAID
- evaluation on wining applications for the annual youth award