



Name:	JOLANDA TREBICKA
Date of birth:	27 January 1965
Nationality:	Albanian
Qualifications:	Masters in Public Administration, (Nebraska University, USA, Master Program) Tirana University, Faculty of Economics 2004-2005 University Diploma in Economics, Tirana University, Faculty of Economics 1983 – 1987
Languages:	English (fluent), Albania (Native) Italian (excellent)
Countries of work experience:	Albania, Bosnia-Herzegovina, Croatia, Macedonia, Montenegro, Serbia, Kosovo
Professional experience:	
2006– present	Independent Consultant associate of REPIM
2002 – 2006	Economist World Bank, Albania
1999 – 2000	Director of Public Investment Programming and Aid Coordination Department, Ministry of Economy Albania
1997 – 1999	Head of Cabinet of the Minister and Director of the Monitoring and Evaluation Unit, Ministry of Public Works and Transport, Albania
1995 – 1997	Officer in the PIU of World Bank Rural Road Project, General Road Department, Albania
1988 – 1995	Economist, Ministry of Trade, Albania

Jolanda Trebicka has excellent understanding and experience of transition economies, as a result of 19 years experience in dealing with the transition reform processes, and of 6 years experience with the World Bank in the area of support to public sector reforms in Albania as well as working on EC and DFID projects. Particular knowledge in areas of

- public administration and institutional reform
- fiscal impact assessments
- wage analysis
- anti-corruption reform
- public finance; budget planning and execution
- aid coordination
- monitoring & evaluation, and assessment of donor's funded project/programs
- programming, co-ordination, management and implementation;
- project cycle management (project drafting, implementation and monitoring)
- participatory and accountability mechanism
- program management and operations procedures
- cross-border cooperation

She has worked in multinational teams and coordinated team members during the missions and significant experience in donor coordination. She has significant experience in delivering of training, coaching and mentoring.

Highlights of Ms. Trebicka's career are presented below.

Albania – Support the Prime Minister Office (Department for Strategic and Donors Coordination) in the process for the preparation of the National Strategy for Development and Integration 2013-2020. Assist the DSDC in the preparation process of NSDI 2013-2020 based on the full operations of all mechanisms and processes associated within Integrated Planning System, especially in better alignment of the Medium Term Budget Planning and the National Plan for Implementation of the Stabilization and Association Agreement (NPISAA).

Kosovo – Strengthening Public Finance Management System Preparation of the training module on Budget Process, for the new budget officers of the public administration of Kosovo
Regional School of Public Administration – EU- Workshop on “Public Finances and Budgeting

Reforms in Public Administration” Trained 28 participants from Albania, Bosnia and Hercegovina, Croatia, Kosovo, FYR Macedonia, Montenegro, Serbian representatives of the ministry of finance on public finance and budgeting reforms under a broader context of public administration reform; provide the basic concepts in regard to designing of public finance and budgeting reforms and logical steps of implementation and apply analysis on the public finance and budgeting reforms used at their home countries and introduce them to the best and most relevant examples from other countries

Kosovo – Support to the Agency for Co-ordination of Development and European Integration (ACDEI) to promote the European Partnership Action Plan (EPAP) within the Kosovo Administration. Produced a concise assessment report of the current version of European Partnership Action Plan 2010 with recommendations for adjustment taking into account observations made by third parties. Provided practical advice delivered to the ACDEI team in charge for updating the EPAP in 2010 following a pre-defined methodology and on-the-job coaching in relation to the updating of EPAP.

Albania – TA for sectoral analysis for obligations of Albania related to Stabilisation and Association Agreement and National Plan for EU Integration for the economic criteria. Produce report for the EC Delegation Albania and EC HQs on: legislative, policy and institutional developments taking place in Albania during September 2010 – 2011 regarding:

- implementation of SAA and IA provisions, Euro Partnership and reform objectives contained in many relevant national policy documents; report on meeting EU standards in relation to economic criteria of EP; progress achieved in relation of implementation of relevant target and objectives defined in the EC progress report 2010 and EC Analytical Report 2011.

Kosovo – Twinning project KS 08 IB OT 01 “Support to the Agency for Co-ordination of Development and European Integration (ACDEI)” Promoted the European Partnership Action Plan (EPAP) within the Kosovo Administration. Assessment of the structure and operation of the Inter-Ministerial Committee for European Integration (ICEI), the Working Committee on European Integration (WCEI) and the six identified Working Groups (WGs), their communication structures, working relations and information exchange with line institutions within the Kosovo administration. A concise assessment report of the current version of European Partnership Action Plan 2010 with recommendations for adjustment taking into account observations made by third parties. Practical advice delivered to the MEI team in charge for updating the EPAP in 2010, 2011 following a pre-defined methodology. On-the-job coaching services provided to MEI and staff in relation to the updating of EPAP

Albania – Sector Guides for Budget Preparation. As part of the Supporting the Ministry of Finance, Line Ministries and the Department for Strategy and Donor Coordination for Strategic Plans Development, the Implementation of Medium Term Budget Program, Public Investment and Monitoring Project produced Sector Guide for Ministry of European Integration and coached Ministry team in budget preparation. Delivered training on application of Guides to all ministries

Albania – Strengthening Management Capacities In Albanian Public Administration Capacity Development And Training Support- funded by WB. Assessment report on training capacities and training needs in the Ministries and other institutions in the framework of the NSDI implementation and SAA requirements and obligations. A methodology for training needs assessment. Assessment report on the TIPA’s existing capacities and set of curricula (b) drafting new curricula based on capacities gaps. The updated/new training curricula. New medium-term Training Strategy for the period 2010-2012 for the TIPA

Kosovo – Support to the Office of the Prime Minister of Kosovo. Assisted the Government Coordination Secretariat on upgrading process for compiling and monitoring the government work plan and the government annual report. Reviewed and commented on the policy development manual prepared by the project

Albania – Increase the Capacities of Albanian NGOs Towards Future Sustainability to raise the capacities and promote future self-sustainability of the CSO communities in the cities of Tirana, Shkoder, Elbasan, Korçe, Gjirokaster and Vlora. Provided CSOs with skills and information on how to increase their management as well as income generating capacities and to use for this purpose the opportunities and different ways of cooperation and partnership through needs assessment, publications, trainings, debates, workshops.

Kosovo – Fiscal Impact Assessment of draft legislation on the Civil Service. Analyzed the current salary system in the civil service/ public sector its size and specific sector analyses ; produced wage bill cost estimates based on the grading system provided in the draft laws on Civil Service and on Civil Service Administration, including estimates for alternative decompression ratios (civil service only) and projections of overall fiscal impact of total public sector wage bill (based on the latest available information and GoK projections for pay reform in other sectors of public employment); compared international organizations’ local staff pay scales for a small sample of posts/ profiles and a comparative analyses of the public sector wage bill data from neighboring and selected EU countries

Albania –Decentralised Implementation System (DIS) Develop Programming and Monitoring Manuals for NIPAC Develop the Templates of the Annual Implementation Report for TAIB and for IPA Monitoring Committee. Deliver trainings of IPA TAIB programming and monitoring procedures. Assessment of the following Albanian Regulations: Law on Civil Servants; Rulebook on the Criteria and Standards and Procedure for Selecting and Recruiting Civil Servants; Rulebook on Manner and Procedure of Evaluating Civil Servants Performance; Code of Ethics to ensure compliance with EC procedures for decentralized implementation system of EC assistance

Albania – EC progress Report on legislative, policy and institutional developments taking place in Albania - implementation of SAA and IA provisions, Euro Partnership and reform objectives contained in many relevant national policy documents - report on meeting EU standards in public procurement, statistic and financial control. - progress achieved in relation of implementation of relevant target and objectives defined in the EC progress report 2008

Kosovo – Cross Border Programme. Providing support to Ministry of Local Government in Kosovo for preparation of the Cross Border Programmes. Providing support for establishment of the joint management structures. Developed two training modules: “Introductory training to IPA programmes and IPA CBC and “Advance training course on “ CBC programme implementation and application for funds” . Coordinating training activities for central and local administration on PCM, application to EU CBC programmes.

Albania – Ad-Hoc Evaluation of EC / CARDS Programmes Carried out evaluation of selected projects 2001-2006 CARDS assistance with respect to the value of money and the use of EC CARDS funds for the sectors : (i) justice; (ii) police; (iii) public administration. Provided lessons learned and recommendations for decision-making on improvements of on-going CARDS programmes and planned IPA programmes for Albania.

Macedonia – Impact Evaluation of the European Agency for Reconstruction Support to Public Administration Made a “stock taking” of the progress achieved through the EU support, managed by the Agency, in the following areas: justice, **police**, public administration, local government and economic development. Evaluated the impact of a sample of Agency projects vis-à-vis the European Partnership political requirements related to: justice, public finance, public administration. Evaluation of the EAR support to the implementation of the National Action Plan for the Harmonization of Acquis

Kosovo – Impact Evaluation of the European Agency for Reconstruction Support to Public Administration Made a “stock taking” of the progress achieved through the EU support, managed by the Agency, in the following areas: justice, **police**, public administration, local government and economic development. Evaluated the impact of a sample of Agency projects vis-à-vis the European Partnership political requirements related to: justice, public finance, public administration.

Albania, Bosnia-Herzegovina, Croatia, Macedonia, Montenegro, Serbia, Kosovo – Cross- Border and Institutional Building. Lead training need assessment for the Western Balkan Countries, (including Albania, Macedonia, Kosovo, Serbia, BiH, Montenegro). Provided support to Ministry of Integration in Albania, Secretariat of European Integration, Montenegro and Ministry of Local Government in Macedonia for preparation of the Cross Border Programmes between the countries. Provided support to the Ministry of Integration in Albania, Secretariat of European Integration, Montenegro and Ministry of Local Government in Macedonia for establishment of the joint management structures. Coordinated Training activities for central and local administration on PCM, application to EU CBC programmes.

Albania – Civil Society Monitoring of the European Partnership Action Plan Lead the monitoring process for the two areas covered by the European Centre: (i) Standards of Internal Market and (ii) Sector Policies

Albania – Modernisation of the Civil Registry. Provided contribution to the Inception Report for (i) recommendations to the preparation of coordination mechanisms among Albanian institutions involved in the civil registration modernisation; (ii) recommendations to create donor coordination mechanisms for overall support to modernisation of Albanian civil registration system and improvement of public administration in general.

Albania – Support to Ministry of Finance (Budget Department) in evaluation of MTBP and annual budget request from line ministries. Evaluated budget requests from Ministry of Health, Ministry of Economy, Ministry of Justice, and Ministry of Environment assisting with linking policies to budget Support to development of the wages and salaries database for public employees

Kosovo – Impact Evaluation of EAR support to Public Administration Reform. Assessment of the impact of the assistance of the EAR to Kosovo in the area of public administration, public finance, judiciary and local government. Assessed the level of meeting the political requirements set out in the European Partnership Action Plan.

Albania – Design and Costing of the modernization of the civil registration and address systems project. Design a coordination mechanisms and institutional set up for the TA, implemented by the OSCE.

Albania – Evaluation and monitoring of the implementation of the Sida funded project Efficient Employment Service in Albania.

Albania – Drafting assistance to the General Directorate of Civil Status and the Ministry of the Interior, for the detailed concept document for the modernization of the civil registration and address systems.

Kosovo – Review of pay and grading system. Reviewed progress with implementation and analyze benefits and costs to the approach adopted. Provide recommendations on how to resolve the problems encountered with new pay and grading system. Finalized public sector employment numbers and run costing scenarios on the new pay and grading system once adopted. Indicated the medium-term 2006-2010 wages and salaries bill under the various scenarios.

Albania – Short term expert on Land Development and Management Project Developed the communication strategy and training program of the IPRO staff on communication and public information.

Kosovo – Policy Advice on the key elements of reform in the civil service under Support to the Office of the Prime Minister of Kosovo for institutional building reforms.

Albania – World Bank economist

Poverty Reduction Support Credit (PRSC 1,2,3)

Task manager for the sub-components for PRSC 1-2: (i) Increasing the accountability of High Public Officials; (ii) Improve financial reporting and enhance managerial accountability and transparency within the public administration

Anti-Corruption Programme

(i) Coordinate the World Bank support and activities in the area of anti-corruption; (ii) Prepare semi-annual analytical reports for the Senior Management level in the Bank with regard to the steps taken by the GoA for implementation of the mid-term Anti-Corruption Programme as well as issues of corruptions in the perception of citizens (based on analyses of the surveys and reports conducted by different donors); (iii) coordinate with other donors related to joint efforts to support the GoA anticorruption Agenda; (iv) coordinate for all in-country activities for the dissemination of BEEPS results and other surveys funded by the WB for measuring the level of corruption in Albania; (v) Maintain close contact with the Minister of State for the Anti-Corruption (2000-2003) and ACMU and ACMB and provide advise with regard the monitoring of the action –plan. Member of the Albanian Civil Society Coalition Against Corruption (2000-2004)

Tirana Municipality Transparency Project

Team Leader Support to Tirana Municipality for the establishment of accountability and transparency mechanisms at the municipality level: (i) Public Information Office; (ii) development of the Citizens Report Cards for measuring Tirana citizen’s satisfaction on municipal services and monitoring petty cash corruption the (iii) Development of the Communication

strategy with the public.

Public Administration Reform Project

Provide advice to the Department of Public Administration on: (i) the implementation of the secondary legislation related to the Law on Civil Service; Guidelines for the Ministers and Permanent Secretary for implementation of the Civil Service Law (CSL) and HRM issues (ii) establishing the performance evaluation system; (iv) developing the communication strategy for the implementation of the CSL; (v) strengthen TIPA management capacity to deliver good training programme. Provide support to the Project Team for daily monitoring the project implementation. Chair the Donor's Thematic Group for the Public Administration Reform 2001 - 2004. Member of the Donors Thematic Group for the Judicial Sector. Contribute to the preparation of the strategic documents of the WB in the public sector.

Restructuring Public Expenditure to Sustain Growth- A Public Expenditure and Institutional Review

Member of the team undertaking the review of public expenditure management system in Albania and co-drafter of the chapter on pay and civil service issues in the Albanian public administration and governance issues.

Country Economic Memorandum

Provide contribution for preparation of the chapters related to corruption and civil service reforms in Albania.

Public Expenditure and Institutional Review

Member of the PREM team drafting the chapter related to the public expenditure management and aid-coordination sector in Albania

Albania – Ministry of Economy. As Director of Public Investment Programming and Aid Coordination Department

- Lead the preparation of the first Medium Term Budget Framework document covering the period 2001-2003
 - Lead the preparation of the 2001 – 2003 Public Investment Program for Albania
 - Lead the preparation of the document “ Albania – Reconstruction and Development Program under the Stability Pact Initiative”
 - Lead the negotiation process for several multilateral and bilateral support programs
 - Co-chair round tables with donor community in Albania on different sector program or events.
- Represented Albania in several high level meetings on aid issues.

Albania – Ministry of Public Works and Transport. As Head of Cabinet of the Minister and Director of the Monitoring and Evaluation Unit

- Chair of the inter-ministerial technical group of experts that prepared the Mid Term Strategy for the Transport & Public Works Sector 1999-2001;
- Team Leader of the technical group of experts of the MoPWT for preparation of the first Guide of the Albanian Government Program for the transport and public works sectors.
- Advisor of the Minister on issues related to donors coordination for the two sectors: transport and public works
- Focal point for the donors supporting the sectors' programs.
- Lead the monitoring of the implementation of the donors' funded projects in the sector and prepare the monitoring report.
- Chair of the donors meeting for the transport and public work sectors.

Albania – General Road Department. Responsible for management of several components of the Rural Roads project

Albania – Ministry of Trade As Economist negotiated different commercial agreements with commercial partners.

Publications

“Albania: Evidence of Corruption and Main Lessons”

Presentations

“Albania – Decentralisation Reform, Main Issues and Strategic Direction”, European and Central Asia Net Conference” Local Development in transition countries”, ECANet Conference, Ohrid, Macedonia

“Decentralization Reform” – Albania Case Study, Regional Conference of Eastern Balkan Countries in Sarajevo “ Decentralization Reforms in countries in transition”

“Building a Transparent Local Government ” Regional Video Conference on Corruption, Transparency and Freedom of Information, World Bank Institute

“Citizens Participation in Budget Decision Making Process” Regional workshop “ Decentralization Reform in Balkan Countries”, organised by World Bank Institute and OSI, Budapest.