

CURRICULUM VITAE

1. Surname name: ***IODACHE***
2. First name: ***MARCEL***
3. Date and place of birth: ***March 21, 1968 – Timișoara, Romania***
4. Nationality: ***Romanian***
5. Civil status: ***Married***

Address: ***Timișoara, Romania***

Phone: ***+40 256 308.905*** Mobil Phone: ***+40 722 21.44.21***

Fax: ***+40 256 306.444*** E-mail: ***marcel.iordache@e-uvvt.ro***

6. Education:

<i>INSTITUTION</i>	<i>ITC ELINF, Timișoara</i>
<i>DEGREE(S) OR DIPLOMA(S) OBTAINED;</i>	<u>TRAINER COURSE CERTIFICATE</u>
<i>DATE: from (month/year) to (month/year), location</i>	<i>November, 2009, Timișoara, Romania</i>
<i>INSTITUTION</i>	<i>DBB Akademie</i>
<i>DEGREE(S) OR DIPLOMA(S) OBTAINED;</i>	<u>LEARNING METHODS</u>
<i>DATE: from (month/year) to (month/year), location</i>	<i>December, 2008</i>
<i>INSTITUTION</i>	<i>ANIMMC – Phare Project for Technical Assistance for the Development of SMEs in Romania</i>
<i>DEGREE(S) OR DIPLOMA(S) OBTAINED;</i>	<u>PROJECT MANAGER CERTIFICATE</u>
<i>DATE: from (month/year) to (month/year), location</i>	<i>From July 20 to July 21, 2007</i>
<i>INSTITUTION</i>	<i>ANIMMC – Phare Project for Technical Assistance for the Development of SMEs in Romania</i>
<i>DEGREE(S) OR DIPLOMA(S) OBTAINED;</i>	<u>THE EFFICIENT MANAGEMENT OF CONSULTANCY ACTIVITIES CERTIFICATE</u>
<i>DATE: from (month/year) to (month/year), location</i>	<i>From July 26 to July 27, 2007</i>
<i>INSTITUTION</i>	<i>ANIMMC – Phare Project for Technical Assistance for the Development of SMEs in Romania</i>
<i>DEGREE(S) OR DIPLOMA(S) OBTAINED;</i>	<u>ACCESSING EUROPEAN FUNDS CERIFICATE</u>
<i>DATE: from (month/year) to (month/year), location</i>	<i>September, 2007</i>
<i>INSTITUTION</i>	<i>PSYCHOLOGY INSTITUTE OF ROMANIAN ACADEMY & UNIVERSITY OF BUCHAREST, FACULTY OF PSYCHOLOGY AND EDUCATIONAL SCIENCES</i>
<i>DEGREE(S) OR DIPLOMA(S) OBTAINED;</i>	<u>Ph.D. in PSYCHOLOGY</u>
<i>DATE: from (month/year) to (month/year), location</i>	<i>from November 1997 to June 2004, Bucharest, Romania</i>

INSTITUTION	ROMANIAN - DANISH INSTITUTE FOR ADULT EDUCATION
DEGREE(S) OR DIPLOMA(S) OBTAINED;	<u>TRAINER COURSE CERTIFICATE</u> THE DEMOCRATIC PROCESS AND ADULT EDUCATION –
DATE: from (month/year) to (month/year), location	from October 25, 1999 to November 5, 1999, Buşteni, Romania
INSTITUTION	THE PUBLIC RELATIONS AND ADVERTISING INSTITUTE OF TIMIŞOARA
DEGREE(S) OR DIPLOMA(S) OBTAINED;	<u>COURSE CERTIFICATE</u> PUBLIC RELATIONS AND ADVERTISING COURSE
DATE: from (month/year) to (month/year), location	from May 1996 to June 1996, Timișoara, Romania
INSTITUTION	THE OPEN UNIVERSITY – OPEN UNIVERSITY BUSINESS SCHOOL, GREAT BRITAIN
DEGREE(S) OR DIPLOMA(S) OBTAINED;	<u>COURSE CERTIFICATE</u> MANAGING CUSTOMER AND CLIENT RELATIONS
DATE: from (month/year) to (month/year), location	from May 1995 to October 1995, Timișoara, Romania
INSTITUTION	WEST UNIVERSITY OF TIMIŞOARA FACULTY OF SOCIOLOGY AND PSYCHOLOGY
DEGREE(S) OR DIPLOMA(S) OBTAINED;	<u>UNIVERSITY DIPLOMA - SOCIOLOGIST</u> Top of my class of graduates
DATE: from (month/year) to (month/year), location	from October 1991 to July 1996, Timișoara, Romania
INSTITUTION	REGIONAL TELECOMMUNICATION HI-SCHOOL
DEGREE(S) OR DIPLOMA(S) OBTAINED;	<u>HIGHSCHOOL DIPLOMA</u>
DATE: from (month/year) to (month/year), location	from September 1982 to June 1986, Timișoara, Romania

Other Courses and Training Programs:

- **“Teaching methods” - Training Certificate**, held by the Danish Institute for Adult Education (December 9, 2008)
- **„Effective Management Consultancy” – Training Certificate** under the *Technical Assistance Phare Project for Romanian SME Development*, held by National Agency for Small and Medium Sized Enterprises and Cooperatives. (Timișoara, Romania, July 26 – July 27, 2007).
- **„Effective Project Management” – Training Certificate** under the *Technical Assistance Phare Project for Romanian SME Development*, held by National Agency for Small and Medium Sized Enterprises and Cooperatives. (Timișoara, Romania, July 19 – July 20, 2007).
- **“Tools and Techniques for Marketing and Communication” – Training Certificate** under the *Technical Assistance Phare Project for Romanian SME Development*, held by National Agency for Small and Medium Sized Enterprises and Cooperatives. (Timișoara, Romania, June 12 – June 13, 2007).
- **International Workshop – Training Certificate** under the *Leonardo Da Vinci Program*, held by The West University of Timișoara & Romanian Social Institute Banat Crişana. (Timișoara, Romania, May 21 – May 27, 2001).
- **“Open and Distance Learning Tutor Training”- Training Certificate** and **“Training Program for Open and Distance Learning Course Managers” – Training Certificate**, held by *Center for Open and Distance Studies for Civil Society & The West University from Timișoara*. (Timișoara, Romania, March 27 – March 31, 2000).
- **“Specific Teaching Methods for Adult Learners” – Training Certificate** and **“Management in Adult Education” – Training Certificate**, held by *The German Institute for Adult Education (DIE) &*

The West University from Timișoara. (Timișoara, Romania, March 13 - March 19, 2000).

- **“International Summer School on Application in Human Resources Management” – Sumer School Diploma**, held by The Faculty of Psychology, *Babes-Bolyai University, Cluj.* (Ilieni – Brasov, Romania, August 1997).
- **“A Publicity Seminar” – Training Diploma**, held by the Soros Foundation for an Open Society. (Timișoara, Romania, May 19 – May 23, 1997).
- **“Case Study: Design and Use” – Training Certificate** held by FIMAN – International Management Foundation, (Bușteni, Romania, February 19 – February 21, 1997).
- **“School of Social Statistics” – Course Diploma**, held by the Soros Foundation for an Open Society. (Poiana Brașov, Romania, December 1 – December 12, 1996).

Scholarships, Trainings and Conferences Abroad:

1. **International Symposium**, held by *European Transpersonal Psychology Association, Rome, Italy.* (August 28 – August 31, 2002).
2. **Research Scholarship**, *Oxford University – St. Anne`s College, Great Britain.* (November 9 – November 24, 2001).
3. **International Seminar – “Counselling, Mentoring and Managerial Aspects in Adult Education’s”**, under the *Leonardo Da Vinci Program*, held by *Leeds Metropolitan University, Leeds, United Kingdom.* (April 2 – April 9, 2001).
4. **International Seminar – “Stimulating the Learners Authonomy and Self Assessment Learning”**, under the *Leonardo Da Vinci Program*, held by *Universidade de Aveiro – Departamento de Ciencias de Educacao, Aveiro, Portugal.* (March 9 – March 15, 2001).
5. **International Workshop – “How Adults Learn, How to Teach Adults: Methods in Adults Education”**, under the *Leonardo Da Vinci Program*, held by *The German Institute for Adult Education, Frankfurt am Main, Germany.* (January 22 – January 28, 2001).
6. **Study and Research Scholarship**, *University of Iowa, School of Journalism and Mass Communication, Iowa City, United States of America.* (May 21 – July 26, 2000).
7. **Research Scholarship**, *University of Zaragoza, Spain.* (October 15 – November 1, 1998).
8. **Research Scholarship**, *The German Institute for Adult Education, Frankfurt am Main, Germany.* (September 27 – October 8, 1999).

7. Language skills: competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

LANGUAGE	READING	SPEAKING	WRITING
ROMANIAN (mother tongue)	1	1	1
ENGLISH	1	1	1

8. Membership of professional bodies:

MEMBER of the ROMANIAN SOCIOLOGY ASSOCIATION (NGO) – from 1997;
MEMBER of the INTERCULTURAL INSTITUTE FROM TIMIȘOARA, Romania (NGO) – from 1998;

9. Other skills:

- a) Management and organizational skills; understanding of institutional development;
- b) Project management skills (Design & Project Cycle Management);
- c) Leadership, communication, team building and facilitation skills;
- d) Monitoring and evaluating skills (projects and people);
- e) Analysis and synthesis skills (writing reports);
- f) Experience in modern teaching, learning techniques; designing and leading training programs (inclusive Trainers of Trainers);
- g) Knowledge of competency-based standards and curricula development;
- h) Designing and conducting surveys or interviews (qualitative and quantitative research);
- i) Computer Literacy: Microsoft Office; Microsoft Project; SPSS (statistical software);
- j) Professional Driving License: B, C and E.

10. Present position:

a) Senior Lecturer, Ph.D. THE WEST UNIVERSITY OF TIMIȘOARA, ROMANIA
FACULTY OF SOCIOLOGY AND PSYCHOLOGY,
Department of Sociology

Teaching fields: Social Psychology;
Marketing;
Professional Performance Assessment;
Labour Analysis and Human Resources Planning.

b) General Manager of PSIHO PROFIL Ltd. from Timișoara, Consultancy Firm.

11. Years within the firm:

a) WEST UNIVERSITY of TIMIȘOARA, Faculty of Sociology and Psychology (since October 1996);
b) PSIHO PROFIL Ltd. (since November 2002).

12. Key qualifications:

- Project Management;
- Human Resources and Adult Education;
- Personal Development;
- Marketing;
- Methods and Techniques in Sociological and Market Research;
- Alternative Therapies.

13. Specific Eastern Countries Experience:

COUNTRY	Date: from (month/year)	to (month/year)
ROMÂNIA	from March 21, 1968	- up to date

14. Professional Previous Experience Record:

POSITION	PROJECT EXPERT EVALUATOR
<i>LOCATION</i>	<i>Bucharest, Romania</i>
Date: from (month/year) - to (month/year)	since August 2007
INSTITUTION	ROMANIAN SOCIAL INSTITUTE BANAT – CRIȘANA (NGO)
POSITION	ASSISTANT DIRECTOR
<i>LOCATION</i>	<i>Timișoara, Romania</i>
Date: from (month/year) - to (month/year)	November 1996 - December 2002
INSTITUTION	ROMWAY CONSULTING Ltd. (Private firm)
POSITION	GENERAL MANAGER
<i>LOCATION</i>	<i>Timișoara, Romania</i>
Date: from (month/year) - to (month/year)	March 1993 - July 1995
INSTITUTION	DETECTIVE SERVICE Ltd. (Private firm)
POSITION	GENERAL MANAGER
<i>LOCATION</i>	<i>Timișoara, Romania</i>
Date: from (month/year) - to (month/year)	January 1992 - December 1992
INSTITUTION	TIMIS COUNTY DEPARTMENT OF MAIL AND TELECOMMUNICATIONS
POSITION	ELECTRO-TECHNICAL EMPLOYEE
<i>LOCATION</i>	<i>Timișoara, Romania</i>
Date: from (month/year) - to (month/year)	October 1987 - October 1991

Activities within Sociological Researches – Academic & Private Sector:

1. Coordinator of the market research for “*Shopping Center Bega*” from Timișoara, made by RoShop Ltd. (February – May, 2007).
2. Coordinator of the „*Client Traffic Monitoring for Shopping Center Bega*” from Timișoara, made by RoShop Ltd. (March – May, 2006).
3. Coordinator of the market research for “*Shopping Center Bega*” from Timișoara, made by RoShop Ltd. (January – March, 2006).
4. Coordinator of the market research “*The Perception of the Firms from Timișoara about the Local Real Estate Services Offered*”, made by Psiho Profil Ltd. (June – July, 2005).
5. Coordinator of the market research “*The Market of Transportation Services and Depository Spaces in Timis County*”, made by Psiho Profil Ltd. (June – August, 2004).
6. Coordinator of the market research for “*Euro Design Center*”, made by Psiho Profil Ltd. (June – July, 2004).
7. Coordinator of the research “*Diagnosis of Business Environment in Timiș County*”, made by Psiho Profil Ltd. & West University of Timișoara, Faculty of Sociology and Psychology & ADETIM. (May – July, 2004).
8. Coordinator of the market research “*Socio-Economic Analysis of the SME in the disadvantaged area from Hunedoara, Gorj, Mehedinți and Vâlcea Counties*”, made by Psiho Profil Ltd. for Cooperative House Foundation – CHF. (March – April, 2003).
9. Coordinator of the research “*Student’s Perception from Timișoara about Their Own Chances of Social Fulfillment in Romania After Graduation*”, The West University of Timișoara, Faculty of Sociology and Psychology. (October, 1999 – June, 2000).
10. Coordinator of the research “*Ideal Portrait of the Candidate to the Romanian Presidency from the Perspective of Electorate from Timișoara*”, carried out with forth year students from Sociological Department, Faculty of Sociology and Psychology, The West University of Timișoara, Romania. (1998).

Grants won

- Coordinator of the grant “*Sampling in Social Research: Methods and Applications*”, Central European University, Curriculum Resource Center – Course Development Competition, Budapest. (September, 2000 – May, 2001).
- Coordinator of the research “*The Perception, the Functional Mechanism and the Advertisements’ Effectiveness on Romanians*”, a grant won by the Romanian Social Institute Banat Crișana from Timișoara and contracted with the Romanian National Agency for Science, Technology and Innovation, under number 5198/1999. (October, 1999 – December, 2000).

Activities within International Financed Projects:

Date: from (month/year) - to (month/year)	Location	Company	Position	Description
January 2012 – December 2014	Timișoara, Romania	<i>E.U. & The Romanian Government</i> – donor Psiho Profil Ltd. - coordinator	Project Manager	<u>FSE PROJECT</u> in Human Resources Development „Adaptability, Counseling and Qualification for a successful professional evolution in the West Region – ACCES VEST”, coordinated by Psiho Profil Ltd. - writing the application form, project management activities, financial coordination, public acquisition of the equipments, training activities, monitoring end evaluating of the project, writing reports. <u>target group:</u> employees of private firms in the West Region
January 2012 - December 2014	Timișoara, Romania	<i>E.U. & The Romanian Government</i> – donor Psiho Profil Ltd. - coordinator	Project Manager	<u>FSE PROJECT</u> in Human Resources Development „Development Centre for Human Resources in Rural Areas in the Timiș County (CEDRU Timiș)”, coordinated by Psiho Profil Ltd. - writing the application form, project management activities, financial coordination, public acquisition of the equipments, training activities, monitoring end evaluating of the project, writing reports. <u>target group:</u> unemployed people, employees, in the Timiș County
December 2011 – November 2013	Timișoara, Romania	<i>E.U. & The Romanian Government</i> – donor Psiho Profil Ltd. - coordinator	Project Manager	<u>FSE PROJECT</u> in Human Resources Development „Facilitating the Access Through Education of Young Unemployed People Within the Work Market in the West Region (FASTER)”, coordinated by Psiho Profil Ltd. - writing the application form, project management activities, financial coordination, public acquisition of the equipments, training activities, monitoring end evaluating of the project, writing reports. <u>target group:</u> unemployed people of under 25 years, in the West Region
3 august 2009 – July 2011	Timișoara, Romania	<i>E.U. & The Romanian Government</i> – donor Psiho Profil Ltd. - coordinator Ad Merit Ltd. - partner	Project Manager	<u>FSE PROJECT</u> in Human Resources Development „Flexibility, Efficiency and Human Resources Development in Enterprises (CEDRU Vest)”, coordinated by Psiho Profil Ltd. in partnership with Ad Merit Ltd, Iași - writing the application form, project management activities, financial coordination, public acquisition of the equipments, training activities, monitoring end evaluating of the project, writing reports. <u>target group:</u> private firms in the West Region

3 august 2009 – July 2011	Timișoara, Romania	<i>E.U. & The Romanian Government – donor</i> Regional Center for the Continuous Education of the Local Public Administration - coordinator Psiho Profil Ltd. - partner	Responsible for continuous education and training Trainer	<u>FSE PROJECT</u> in Human Resources Development, “Adaptability and Efficiency of the Employed Human Resources”, coordinated by the Regional Center for the Continuous Education of the Local Public Administration, in partnership with Psiho Profil Ltd. - organizing, coordinating, monitoring and controlling the activities and the team, drafting reports to the funder, maintaining a good relationship with third parties. <u>target group</u> : employees of private firms in the West Region
1 April, 2009 – March 2011	Timișoara, Romania	<i>E.U. & The Romanian Government – donor</i> The County Agency for Employment - coordinator Psiho Profil Ltd. - partner	Responsible for mediation and assistance for employment, education and training	<u>FSE PROJECT</u> in Human Resources Development “Chances for the Young”, coordinated by the The County Agency for Employment, in partnership with Psiho Profil Ltd. - organizing, coordinating, monitoring and controlling the activities and the team, drafting reports to the funder, maintaining a good relationship with third parties. <u>target group</u> : unemployed people of under 25 years.
1 January, 2008 – 31 December 2008	Timișoara, Romania	<i>E.U. & The Romanian Government – donor</i> Psiho Profil Ltd. - coordinator Incremental Ltd. – partner Adrian Ardelean Ltd. - partner	Project Manager	<u>PHARE PROJECT</u> in Human Resources Development „The Preparation of employees by investing in modern forms of vocational training in a human resources assessment center”, coordinated by Psiho Profil Ltd, in partnership with Incremental Ltd. and Adrian Ardelean Company Ltd. - writing the application form, project management activities, financial coordination, public acquisition of the equipments, training activities, monitoring end evaluating of the project, writing reports. <u>target group</u> : employees of private firms in Timiș County
16 July, 2007 – 30 September, 2007	Satu Mare, Romania	<i>E.U. & The National Authority for Persons with Handicap – donor</i> General Directorate for Social Work and Child Protection from Satu Mare - coordinator	Coordinator Trainer	„ <i>Staff Training Services – 'A NEW LIFE' - CARE AND ASSISTANCE CENTRE FOR PEOPLE WITH MENTAL DISABILITIES, Satu Mare</i> ”, subcontracted activity by Psiho Profil Ltd., within the Phare Project 2003/005-551.01.04.01/NAPH SM37 – <i>Grant scheme support to the reform of the system of the protection of the persons with disabilities</i> ; - writing the proposal for the bid, organizing, coordinating and monitoring the training program, training activities, writing reports; - <u>target group</u> : all staff of the Care and Assistance Centre.
30 November, 2004 – 30 November, 2005	Timișoara, Romania Hunedoara, Romania Petroșani, Romania	<i>E.U. & Romanian Ministry of Integration – donor</i> Psiho Profil Ltd. - coordinator The West University of Timișoara - partner	Coordinator	<u>PHARE PROJECT</u> in Human Resources Development „ <i>Duplex MECCA</i> ”, contracted under number RO-2002/000-586.05.02.02.222, with the Romanian Ministry of Integration: - writing the application form, project management activities, financial coordination, public acquisition of the equipments, training activities, monitoring end evaluating of the project, writing reports; <u>target group</u> : unemployed people.

July 1998 – June, 2002	Timișoara, Romania Oxford, U.K. Iowa City, U.S.A Zaragoza, Spain Frankfurt, Germany	<i>World Bank & Romanian Ministry of Education – donor</i> The West University of Timișoara - Faculty of Sociology and Psychology - beneficiary	Executive coordinator Trainer	“ <i>The Updating of the Sociological Sciences Learning Standards Within The West University of Timișoara Versus Worldwide Standards</i> ” - <u>CNFIS PROJECT</u> (National Council for Higher Education Financing), contracted under number 12850/1998 with the Romanian Ministry of National Education: - writing the application form, project management activities, financial coordination, public acquisition of the equipments, training activities, monitoring end evaluating of the project, writing reports; <u>target group</u> : university staff.
May – June, 2002	Timișoara, Romania	<i>E.U. – donor</i> Rural Assistance Center - coordinator	Coordinator of the research Sociologist	Sociological research: “ <i>Adult Education in Rural Areas in Romania</i> ” inside the <u>SOCRATES PROJECT “SAERA”</u> : - designing the research, implementing the research in the field, statistical analysis; writing the report; <u>target groups</u> : people in rural areas.
December, 1999 – June, 2001	Timișoara, Romania Frankfurt, Germany Aveiro, Portugal Leeds, U.K.	<i>E.U. – donor</i> Romanian Social Institute Banat Crișana - coordinator	Executive coordinator Trainer	<u>LEONARDO PROJECT</u> “ <i>The Socio-Psycho-Pedagogical and Managerial Training for Adult Trainers</i> ”: - writing the application form, financial coordination, public acquisition of the equipments, training activities, monitoring end evaluating of the project, writing reports; <u>target group</u> : university staff, trainers.
May – October, 1999	Timișoara, Romania Bucharest, Romania	<i>E.U. – donor</i> Romanian Social Institute Banat Crișana - coordinator	Assistant coordinator	<u>PHARE PROJECT</u> “ <i>Information – Education Process as an Efficient Protection Means of Consumer’s Right</i> ”, financed by the Foundation for the Civil Society’s Development, under number 1407, a co-financing agreement under the number 0510/1998: - writing the application form, financial coordination, public acquisition of the equipments, preparation of the promotion materials (brochures, flyers, book), awareness activities, monitoring end evaluating of the project, writing reports; <u>target group</u> : Romanian consumers.

April – December, 1998	Timișoara, Romania Iasi, Romania Zalau, Romania	<i>Council of Europe – donor</i> Intercultural Institute of Timișoara - coordinator	Area coordinator Trainer	“ <i>The Role of Administration Employee Who are Currently Working in Intercultural Environment</i> ”, within the <u>MEASURES OF CONFIDENCE PROGRAMME CMB (98)2</u> .: identifying the needs for training, designing the training curricula, - sustaining the trainings, writing reports, follow-up activities; <u>target groups</u> : teachers, policeman, civil servants.
June – November, 1997	Timișoara, Romania	<i>E.U. – donor</i> Consilium Ltd. - coordinator	Associated consultant Sociologist	Sociological research: “ <i>A Sociological Study Regarding the Long Duration Unemployment and Its Social Exclusion Phenomena</i> ”, under the <u>PHARE-SESAM PROGRAMME</u> , number RO 935.02, conducted by the Ministry of Labor and Social Protection, research contracted with the specified ministry under number 9706.S03.: - designing the research, implementing in the field, statistical analysis, writing the report; <u>target group</u> : unemployed people.
August – October, 1997	Timișoara, Romania	<i>E.U. – donor</i> Romanian Ministry of Education - beneficiary	Coordinating trainer	“ <i>A Training Stage for Curricular Integration and Process Management</i> ” – the module: “ <i>Integrated General Culture - Entrepreneurial Activities and Social Sciences</i> ”, within the <u>PHARE-VET PROGRAMME</u> , under number VET RO 9405, regarding the reform in the Romanian Vocational Education: - identifying the needs for training, designing the training curricula, sustaining the trainings, writing reports, follow-up activities; <u>target group</u> : teachers from secondary schools and hi-schools.
July, 1997 – October, 1997	Timișoara, Romania	<i>E.U. – donor</i> Cama Consult Ltd.- coordinator	Associated consultant Trainer	<u>PHARE PROJECT</u> “ <i>Job Club and Entrepreneurial Development</i> ”, contracted by the Local Consortium Union of Timișoara with <i>International Foundation for Management (FIMAN)</i> : - identifying the needs for training, training activities, job club activities, writing reports, follow-up activities; <u>target group</u> : unemployed people.
December, 1996 – October, 1997	Timișoara, Romania Lugoj, Romania	<i>E.U. – donor</i> Consulting and Professional Training Center in Management – PARIS - coordinator	Associated consultant Trainer	<u>PHARE PROJECT</u> : “ <i>The Center for Re-employment from Lugoj</i> ”, contracted with <i>International Foundation for Management (FIMAN)</i> , under number RO 9209.01.01 L161. - identifying the needs for training, training activities, job club activities, writing reports, follow-up activities; <u>target group</u> : unemployed women.

Activities within National Financed Projects:

1. Team member in the project “*Models and Strategies for a Durable Development in Romania – Possibilities and Limits of Forecasts in Transitions and Changes*”, coordinated by the Romanian Social Institute Banat Crişana and contracted with Ministry of Research and Technology under number 267/1996. (March, 1999 – December, 2000).
2. Team member in the project “*Genesis and Dynamics of Romanian Civil Society in the Context of Postrevolutionary Structural Changes*”, coordinated by the Romanian Social Institute Banat Crişana and contracted with the Ministry of Research and Technology under number 267/1996. (March, 1999 – December, 2000).
3. Team member in the project “*Culture and Managerial Behavior – Reality and Perspectives*”, CNCSU project (National Council for Higher Education Research), conduct by The West University of Timișoara, Faculty of Sociology and Psychology and contracted with Ministry of National Education under number 21/1998, code 43. (1998).
4. Team member in the project “*The Impact of Using Transferable Credit System on the Teaching Staff and Students. How to Issue an Efficient Pattern for Applying a Credits System Within the Academic Environment*”, CNCSU project (National Council for Higher Education Research), conduct by The West University of Timișoara, Faculty of Sociology and Psychology and contracted with Ministry of National Education under number 21/1998, code 42. (1998).
5. Team member in the project “*Tendencies in the Professions Dynamics in Romania After 1989*”, carried out by the Romanian Social Institute Banat Crişana from Timișoara, and contracted with the Ministry of Technology and Research under number 267/1996. (March, 1997 – December, 1999).
6. Team member in the project “*Aspects of Consumers’ Protection in Romania*”, carried out by the Romanian Social Institute Banat Crişana from Timișoara, and contracted with the Ministry of Technology and Research under number 267/1996. (March, 1997 – December, 1998).

15. Other Professional Activities:

- Coordinator and trainer of the specialization course “Human Resources Manager”, held by Psiho Profil Ltd., authorized by National Council for Adult Vocational Training. (14 courses since March 30, 2007).
- County coordinator for the IRSOP - Market Research & Consulting Ltd. from Bucharest, Romania. (November, 2003 – April, 2005).
- Organizer of the International Conference “*How About Investing in Romania?*”, organized by Junior Chamber International Timișoara, (Timișoara, Romania, March, 2004).
- County coordinator for the CSOP - Center for Opinion and Market Study from Bucharest, Romania. (February, 1998 – August, 1999).
- Trainer at the Summer Seminar entitled “*Negotiation Workshop*”, organized by the Youth Association “Forever Young” from Braşov. (Sumuleu-Ciuc, Romania, August 14 – 20, 1998).
- Trainer at the Summer School entitled “*Organizational Development*”, organized by the “Students’ Organizations for the Social Sciences from The West University of Timișoara”. (Olimp, Romania, July 26 – 31, 1998).
- Coordinator of the Summer Practice of the students from the Faculty of Sociology and Psychology, Sociological Department, The West University of Timișoara. (Timișoara, Romania, July, 1997 and July, 1998).
- Organizer of the fifth edition of the “*The National Session of Scientific Communications in Social Field*”, (Timișoara, Romania, May, 1997).

RESEARCH AND SCIENTIFIC WORKS

1. *"The Morphological Matrix of Publicity and Advertising"*, "Psychology National Conference – Romanian Psychology and European Integration", (co-author). (Calimănești – Căciulata, Romania, May 21 – 23, 2004).
2. *"Applied Psychology in Romanian Reality or How the General Norms of Work Safety are Applied in Psychological Fields – Problems and Solutions"*, "Psychology National Conference – Romanian Psychology and European Integration", (co-author). (Calimănești – Căciulata, Romania, May 21 – 23, 2004).
3. *"Ideal School versus Real School. Ideas for Collaboration between Schools and between Schools and NGOs in the Context of Intercultural Education"*, International Conference "Europe between 15 and 25", Romanian Academy – Timișoara Branch & The Vest University of Timișoara. (Timișoara, Romania, May 8, 2004).
4. *"The Sociologist Real Exam of Graduating the University – Integration in the Labor Market"*, "The Annual Conference of Romanian Sociological Association and Romanian Social Work Association – The Social Romania, the Path of Changing and European Integration". (Cluj, Romania, May 7 – 8, 2004).
5. *"A Functional Analysis of the Discourse in Political Campaign"*, International Conference "Professional Communication and Translation 2002". (Timișoara, Romania, September 26 – 27, 2003).
6. *"Romanians Perception about Advertising"*, "National Congress of Romanian Sociological Association". (Oradea, Romania, September 11 – 13, 2003).
7. *"Options and Electoral Motivation of the Students from Timișoara at the Election in November 2000"*, "Psychology National Conference – Romanian Psychology at the Beginning of the New Millenium". (Neptun, Romania, May 31 – June 2, 2002).
8. *"Modalities of Limitation the Dimension and Diminishing the Effects of Brain Drain Process from Romania"*, "Theoretical and Praxiological Dimensions of Social Sciences Research" – National Symposium Papers for Human Sciences, the VIII-th edition. (Timișoara, Romania, May 17 – 19, 2002).
9. *"Social Implications of Romanian Integration in European Union"*, "International Scientific Conference - Day of Europe". (Timișoara, April 26 – 27, 2002).
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Marcel Iordache