



## Europass Curriculum Vitae

### Personal information

First name(s) / Surname(s) **Doris Pollet-Kammerlander**

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Nationality Austrian

Date of birth 08.02.1949

Gender female



### Desired employment / Occupational field

### Expert for regional development

### Work experience

40 years

#### Dates 2010 – 2014 and ongoing

Occupation or position held Consultant & advisor

Main activities and responsibilities

Regional Development Programme Northern Albania:  
Monitoring regional development project progress of the Regional Development Programme (RDP) North Albania, employed by OEAR regional consultancy, Alberstraße 10, 8010 Graz, Austria

Coaching of individuals and groups as private clients

Public meeting of the Montenegrin parliamentary committee on tourism, spatial planning and ecology in Plav/Montenegro on behalf OSCE Montenegro

Key speaker, Seminar on Tourism as a Tool for Sustainable Regional Development in Tirana, Albania on behalf UNWTO

Rural tourism development in the Jablanica & Pcinja district – facilitation of a development and capacity building process of regional development partners, employed by the Center for Regional development of the Pcinja and Jablanica Districts/South Serbia

Development of Mountain Tourism in Southern Serbia (Radan Mountain):

Assessment and consulting in regional development, in particular regional and local mission statement, employed by 3e travel d.o.o., and the Center for Regional development of the Pcinja and Jablanice Districts/South Serbia

Assessment in regional development, and for project development within the framework of the EU Regional Socio-Economic Development Programme II (RSEDP2) in South Serbia on behalf the Centre for the Development of Jablanica and Pčinja District

Advisory support in South Eastern Politics, employed by the Parliamentary Group of the Austrian Green Party

Mediation of a steering committee on education policy, employed by the Green Party of Austria in Styria

Moderation and coaching of conferences, employed by the Greens

#### Dates 2006 – 2009

Occupation or position held Consultant, project director, project management, editor

Main activities and responsibilities	<p>Sustainable regional and tourism development in the North of Montenegro, project director employed by OEAR regional consultancy</p> <ul style="list-style-type: none"> <li>Responsible for programs, projects and mandates portfolio with regard to local and regional development, mountain tourism and national park development (strategy development and process of decision making by authorized project partners/bodies and the national steering committee)</li> <li>Program coordination (including the local and long term expert team)</li> <li>Short term assignments for program preparations and implementation;</li> <li>Capacity building, know-how transfer</li> <li>Networking, coordination and cooperation with partners and authorities</li> </ul> <p>Feasibility study of a cable car to the Lovcen Mountain, project management employed by OEAR regional consultancy:</p> <ul style="list-style-type: none"> <li>Project management: Coordination among the project partners, preparing meetings of the national committee, networking with partners, drafting ToR for the follow up project</li> </ul> <p>Integrated Regional development Plan Vojvodina, consultant employed by OEAR regional consultancy</p> <ul style="list-style-type: none"> <li>Assessment of a regional development program (IRDP) and final editing of ToR for a follow up support project to the Integrated Regional Development Plan of the Autonomous Province of Vojvodina</li> </ul> <p>Editor of the magazine "Montenegro", published by the Institute for the Danube and Central Europe and the Austrian official gazette "Wiener Zeitung</p>
<b>Dates</b>	<b>2004 - 2006</b>
Occupation or position held	Consultant
Main activities and responsibilities	<p>Sustainable Tourism Development in the North of Montenegro, project management and capacity building, employed by OEAR regional consultancy:</p> <ul style="list-style-type: none"> <li>Set up of a new program scheme- the small project fund, including application forms and screening procedures</li> <li>Monitoring the implementation of small project fund activities</li> <li>Drafting the final report and ToR for the follow up project</li> <li>Networking, coordination and cooperation with partners and authorities</li> </ul>
<b>Dates</b>	<b>2002 – 2003</b>
Occupation or position held	Consulting
Main activities and responsibilities	<p>Combating Trafficking of Human Beings, assessment and evaluation (report) of governmental structures and policies in combating trafficking in human beings in South East European countries (Albania, Bulgaria, Macedonia, Moldova, Montenegro, Romania, Serbia), employed by the Stability Pact for SEE</p> <p>Capacity building: Negotiating, drafting and finalizing a memorandum of understanding for cooperation among municipalities, ministries and National Park authorities concerning sustainable regional development in the North of Montenegro, employed by OSCE Serbia&amp;Montenegro</p>
Occupation or position held	Speaker
	<p>Conferences and public meetings on political and economic development in Montenegro by Southeast Europe Association/ Munich, Institute for the Danube and Central Europe/ Vienna, International Institute for Peace/ Vienna, Austrian Study Center for Peace and Conflict Resolution/ Schlaining, Austrian Chamber of Commerce/Vienna</p>
<b>Dates</b>	<b>1999 - 2002</b>
Occupation or position held	Deputy Head of the OSCE Office in Montenegro
Main activities and responsibilities	<p>In charge of:</p> <ul style="list-style-type: none"> <li>Local democracy and good governance at the local level</li> <li>Stability Pact for South Eastern Europe</li> <li>Civil society development</li> <li>Media</li> <li>Minorities</li> </ul>
<b>Dates</b>	<b>1994 – 1999</b>
Occupation or position held	Member of the Austrian Parliament:

Main activities and responsibilities	<ul style="list-style-type: none"> <li>Spokesperson of Foreign Policy of the Green Party and member of the Parliamentary Committee on Foreign Policy with special emphasis on the Balkans, Caucasus, Central Asia, Russia and Middle East, on subjects of disarmament, anti-nuclear and anti-landmine policies and focus on the work of international organizations (UN, OSCE, CoE), Member of the OSCE Parliamentary Assembly with the emphases on South Eastern Europe, Caucasus and Central Asia</li> <li>Member of the Parliamentary Sub-Committee on Development Policy with special emphasis on Africa, and focus on international agreements (WTO, MAI, Lome) and the work of international organizations,</li> <li>Member of the Parliamentary Main-Committee, dealing with all matters concerning EU policy, such as the Treaty of Maastricht, Monetary Union and Stability Pact, Convergence Criteria, Employment Policy and Enlargement</li> <li>Member of the Committee on Equal Treatment and spokesperson of Women's Issues of the Green Party</li> </ul>
<b>Dates</b>	<b>1992 - 1994</b>
Occupation or position held	Managing Director of the Political Academy of the Green Party in Austria:
Main activities and responsibilities	<ul style="list-style-type: none"> <li>Emphasis of the work: Developing an inter-cultural approach to education and training of political professionals and volunteers aiming at anti-racism, openness and emancipation; providing the substantial and institutional conditions for elaborating a comprehensive political program</li> <li>Education conferences on following subjects: "Europe: At the End of the Age of Enlightenment", 1994, " Working Environment–Living Environment", 1995 and 1996</li> <li>Publications and documentation in the field of: "Roots and Regions", "One World", "Working Environment- Living Environment", "Sustainable Development", "Europe", "The Meaning of Work", etc</li> </ul>
<b>Dates</b>	<b>1990 - 1992</b>
Occupation or position held	Managing Director of the international NGO Alpe Adria Alternativ:
Main activities and responsibilities	<ul style="list-style-type: none"> <li>Activities in project-management, adult's education and project-development in the field of environment and multi-ethnic research 1990-1992</li> <li>Project development and implementation "Living in Southern Burgenland – Young People Researching across Frontiers", an inter-cultural school project, on behalf the Federal Ministry of Education, Graz 1993/94</li> <li>Project development of a cross-border, scientific project of ecological, economic and inter-cultural development in the border region of Southern Burgenland, Hungary and Slovenia, in cooperation with the Academies of Science in Austria and Hungary and experts of regional consultant offices in Graz, Győr, Murska Sobota, 1992/93</li> <li>1990 – 1993 giving lectures at the Summer-Academy of the Austrian Study Center for Peace and Conflict Resolution Schlaining, on topics of "Peace-Movement in the Region of Ex-Yugoslavia" and " Europe of Regions"</li> <li>"Peace after the War? The Future of Ex-Yugoslavia", lectures and discussions with Milorad Pupovac, Drago Roksandic, Nenad Canak, Skendar Gashi, Ferid Muhic, Mladen Lazic, published as a documentary brochure, Graz 1992</li> <li>"International Conference on Minorities in Serbia and Croatia", together with the Austrian Study Center for Peace and Conflict Resolution, Stadtschlaining 1993</li> </ul>
<b>Dates</b>	<b>1974 - 1990</b>
Occupation or position held	Sociologist and regional planner:
Main activities and responsibilities	<ul style="list-style-type: none"> <li>Program Coordinator and Research Assistant of the Styrian Academy 1974 in Architecture and Culture of Housing, Graz 1974</li> <li>"Participation in Housing", research project, together with architects Domenig&amp;Huth, Graz 1976</li> <li>Urban planning: Study on utilizing the "Tuppay" villa considering the needs of the neighbors, on behalf the municipality of Graz; 1977/78</li> <li>Several studies of urban development including social and economic development in the district of Gries-Nord/Graz, 1977 – 1978</li> <li>Regional development in areas of rural municipalities and industrial municipalities in Styria, 1976 – 1979</li> <li>Scientific study of regional development of industrial municipalities together with architect B.Hafner, on behalf the regional government of Styria 1979</li> <li>Co-author of the architectural-research project "Participation in Housing in Austria", study on different examples of participation in housing on behalf the Federal Ministry of Housing, Graz 1980 – 1981</li> <li>"Sociological Aspects of Participation in Housing Projects", study for the Communal Research Center of Documentation, Vienna 1981 – 1982</li> <li>Drawing up the master plan of urban development in Köflach, Graz 1987 – 1989</li> </ul>

## Education and training

Dates	<b>2013</b>
Principal subjects/occupational skills covered	Coach
Name and type of organisation providing education and training	Institute for applied Psychology Cologne
Dates	<b>2012</b>
Principal subjects/occupational skills covered	Mediator
Name and type of organisation providing education and training	Institute for applied Psychology Cologne
Dates	<b>1984</b>
Principal subjects/occupational skills covered	Basic studies of law
Name and type of organisation providing education and training	University of Graz
Dates	<b>1976 – 1978</b>
Principal subjects/occupational skills covered	Master programme of Sociology
Name and type of organisation providing education and training	University of Giessen / Germany
Dates	<b>1967 – 1973</b>
Principal subjects/occupational skills covered	Master of Sociology, Institute of Sociology, Faculty of Law
Name and type of organisation providing education and training	University of Vienna

## Personal skills and competences

Mother tongue(s) **German**

Other language(s)

Self-assessment

European level (\*)

**English**

**Serbian**

Understanding		Speaking		Writing	
Listening	Reading	Spoken interaction	Spoken production		
C2	C2	C2	C2	C2	
B1	B2	A2	A2	A2	

(\*) [Common European Framework of Reference for Languages](#)

Social skills and competences	<ul style="list-style-type: none"> <li>Excellent communication skills and experience as moderator, or in monitoring and evaluation processes</li> </ul>
Organisational skills and competences	<ul style="list-style-type: none"> <li>Project management (extensive experience and track record)</li> <li>Project Cycle Management (professional experience)</li> <li>Capacity building, mentoring and coaching (long proven practical experience)</li> </ul>
Technical skills and competences	Engineering in the context of landscape planning
Computer skills and competences	Computer literate (Word processing, calculation, graphic programs, engineering programs)
Artistic skills and competences	Landscape design, crafting

Driving licence | Vehicles up to 3.5 tons weight, motorcycles, international driving licence

**Additional information**

Doris Pollet-Kammerlander is employed as consultant for regional development, project management, assessment and evaluation, as an expert for coaching and mediation and expert for political analyzes – with the focus on South east European countries. She is a senior expert in program management and strategy development with emphases on local and regional development.

Her main fields of expertise are program planning and management; organizational and institutional development; participation tools and methods; monitoring and assessment; local and regional development (municipal development, determining the role of the municipality and strategy development); establishment of networks and institutional partnerships; development and moderation of capacity building processes and know how transfer activities;

Specifically she has

- More than 39 years of proven work experience as consultant, project manager, resident deputy head of OSCE office, evaluator, researcher, member of parliament - in the area of democratization and governance, in Austria as well as in international cooperation context, with a specific focus on South East Europe
- 11 years experience as responsible and/or consultant for different development projects (regional development and governance projects);
- Successfully managed as project director the ADA financed (over 2 Mio Euro budget) tourism and regional development program in the North of Montenegro (Bjelasica-Komovi region) during 2006-2009, being familiar with the specific project context and the relevant authorities and professional networks;
- Acted as speaker and expert for political analyzes for various Austrian and international organizations on political and economic development of countries of South East Europe;

### Other relevant information: (publications,...)

- Editor of the book "Reading Montenegro", Wieser Verlag Klagenfurt 2003
- 1990 – 1993 giving lectures and moderating working groups within the Summer-Academies of the Austrian Study Center for Peace and Conflict Resolution Schläining, on topics, such as "Peace and Security Policies", "Peace-Movement in the Region of Ex-Yugoslavia" and " Europe of Regions"
- Project development of a cross-border, scientific project of ecological, economic and inter-cultural development in the border region of Southern Burgenland, Hungary and Slovenia, in cooperation with the Academies of Science in Austria and Hungary and experts of regional consultant offices in Graz, Győr, Murska Sobota, 1992/93
- Project development and implementation "Living in Southern Burgenland – Young People Researching across Frontiers", an inter-cultural school project, commissioned by the Federal Ministry of Education, Graz 1993/94
- "International Conference on Minorities in Serbia and Croatia", the Austrian Study Center for Peace and Conflict Resolution together with the network "Alpen Adria Alternativ, Stadtschläining 1993
- "Peace after the War? The Future of Ex-Yugoslavia", lectures and discussions with Milorad Pupovac, Drago Rokсандić, Nenad Canak, Skendar Gashi, Ferid Muhic, Mladen Lazic, published as a documentary brochure, Graz 1992
- "Neighbors without Frontiers, Roma People in South-Eastern Europe ", lectures, discussions, international conferences, study visits and researches, published as a documentary brochure, Graz 1992
- "Central Europe – a Central Traffic Junction", lectures, discussions, international conferences and researches, published as a documentary brochure, Graz 1991
- "Minorities in the Area of Alpen Adria", discussions, lectures and researches, published as documentary brochure, Graz 1990
- "An Open Access City", published in "Startbahn", Nr. 4/1989
- "Alternative Culture – Cultureless Politics", published in "Grüne Ausblicke", Junius Vienna 1988
- "Cultural Ecology – Ecological Culture", lecture and publication in "Kunstforum -International", Nr 93, February/March 1988
- "Sociological Aspects of Participation in Terraced Types of Housing Projects", study for the Communal Research Center of Documentation, Vienna 1981 – 1982
- Co-author of the architectural-research project "Participation in Housing in Austria", study on different examples of participation in housing on behalf the Federal Ministry of Housing, Graz 1980 – 1981
- "Energy-Policy in Municipalities", study published as a brochure, in a team with P.Hagenauer and G.Ulz, on behalf of the Research Center Joanneum, Graz 1981
- "Participation in Housing", architectural-research project, co-author together with the architects Domenig&Huth, published as a documentary brochure together with architect E.Huth, Graz 1976
- "Recruitment and Professional Post of Graduates of Technical-Vocational High Schools ", study together with Dr.D.Gaudart, for the Business Promotion and Development Institute, published as brochure, Vienna 1973