

Kakhi Demetrashvili

Key Qualifications

Dr. Demetrashvili has more than 12 years experience in international public aid and development programs as a project manager, team leader and a consultant to a wide variety of governmental and non-governmental organisations. His experience is worldwide but since 1997 mainly in Central- and Eastern Europe in general, and the South Caucasus area in particular. He has a strong background in civil society issues and in the context of democratic development and good governance. Since 1997 being as a project manager, team leader and a leading expert of UNDP Georgia Democratic Governance Portfolio (*United Nations Development Programme in Georgia*; www.undp.org.ge), Dr. Demetrashvili was involved in a variety of specialized democracy and governance programmes including public administration reform, civil service reform, parliamentary strengthening, government oversight, supreme audit reform, civil registry reform, pilot anti-corruption initiatives, modernization of financial system, decentralization and local governance reform, regional/rural development pilot initiatives, reform of electoral administration, strengthening of civil society institutions, e-Governance, ICTD, institutional-building and capacity development programs.

On the functional level, Dr. Demetrashvili has been involved in all the phases of the program/project cycle: engagement and needs assessment, formulation, implementation, monitoring and evaluation and has a good project management skills including financial planning and auditing.

Dr. Demetrashvili has substantial experience in coordination and communication including liaisons with multiple stakeholders and building good relations with high level Government representatives and its counterparts, donor community, international and local organisations including NGOs, media and social partners.

Dr. Demetrashvili has good interpersonal and HR management skills leading multi-cultural teams and is said to have strong analytical, teaching/training and editorial skills.

Current occupation

- (i) Association "CIMS Consulting" (www.cims.ge), Tbilisi, Georgia
Position: Managing Partner
- (ii) Georgian Technical University (www.gtu.edu.ge), Tbilisi, Georgia
Position: Associate Professor

Competency Mapping

- Public administration / Public management
- Human resources development
- Information and Communication Technologies for Development (ICTD)
- E-Government
- Regional development
- Development of policy papers, concept papers, manuals, guides
- Development of scientific-research / didactical programs and training modules

Skills and Experience

(Relevant to the International Donor Organizations / Multinational and Bilateral Public Aid Programmes)

- Needs assessment and analysis
- Project management
- HR management, Team building
- Counseling and advising
- Project document design / development
- Project formulation / initiation / planning / implementation
- Project revision / monitoring / evaluation
- Progress / Annual / Final Reporting

- Financial management
- Experience sharing and knowledge management

IT skills

- MS Windows; MS Office; Internet Explorer
- Data base management systems
- Designing & development of Corporate Management Information Systems (MIS)
- Designing & development of Web-products (web-portals, web-sites, web-pages)
- Designing & development of computer-assisted learning instructions

Language skills

Georgian, Russian, English, Bulgarian

Professional Experience

Organization: USAID / UNAG

Post: Consultant

Country of work: Tbilisi, Georgia

Date of engagement: Dec-2009 – May-2010

Project:

- "National Integration and Tolerance Programme in Georgia"

Organization: Joint Programme of the Council of Europe and the European Union

Post: Expert

Country of work: Moldova, Georgia, Ukraine

Date of engagement: Mar-2008 – Dec-2009

Project:

- "Civil Society Leadership Network"

Organization: JSC "Georgian Steel"

Post: Team Leader, Reforms Unit

Country of work: Rustavi, Georgia

Date of engagement: Sep-2008 – Dec-2009

Projects:

- "Development of the Complex Restricting/Conversion Master Plan"
- "Development of ICT-Infrastructure and Corporate-MIS Master Plans"

Organization: Government of the Adjara Autonomous Republic of Georgia

Post: Project Coordinator

Country of work: Batumi, Georgia

Date of engagement: Nov-2008 – Jan-2009

Projects:

- "Development and Implementation of the Innovative Document Management Business Processes/Procedures and Relevant Application Software"
- "Development and Implementation of the Innovative Human Resources Management Business Processes/Procedures and Relevant Application Software"

Organization: UNDP Azerbaijan, State Customs Committee (SCC) of Azerbaijan

Post: External Evaluator

Country of work: Baku, Azerbaijan

Date of engagement: Oct-2008 – Dec-2008

Project:

- "Evaluation Report on UNDP-Azerbaijan / Azerbaijan SCC Assistance Programme"

Organization: European Union - Delegation of the European Commission to Georgia; Ministry of Labour, Health and Social Protection of Georgia - Health and Social Programs Agency

Post: Project Coordinator

Country of work: Tbilisi, Georgia

Date of engagement: Feb-2008 – May-2008

Project:

- "Supply of Development Software and Applications for Health and Social Programs Agency (HeSPA) Office"

Organization: UNDP Georgia

Posts:

(a) National Consultant /1997-2000/;

(b) Projects' Staff / National Consultants' Team Leader (Governance / ICTD Portfolio) /2000-2006/;

(c) Project Manager /2006-2007/

Date of engagement: Sep-1997 – Dec-2007

As a **Team Leader** and later, a **Project Manager** Dr. Demetrashvili (a) was overseeing number of projects, (b) was advised on a variety of democracy and governance issues, (c) was directly involved in the designing, implementation and management of the **following projects**:

- "Improvement of Public Administration System for Development of Democratic Governance in Georgia"; funded by the UNDP.
- "Modernization of Programme and Administrative Systems of the Ministry of Foreign Affairs of Georgia"; funded by the UNDP.
- "Modernization of Financial System of Georgia: The First Phase"; funded by the Government of Netherlands and Government of Georgia
 - (i) Component "Development and Institutionalization of Information System",
 - (ii) Component "Improvement of Policy Formulation and Implementation",
 - (iii) Component "Improvement of Public Management",
 - (iv) Component "Development of Human Resources",
 - (v) Component "Provision of Technical Tools".
- "ICTD Framework for Georgia (National ICT Strategy / e-Strategy)"; funded by the World Bank
 - (i) Component "Information and Communication Technologies World Vision and Future Tendencies",
 - (ii) Component "Formation of Information Society",
 - (iii) Component "Legislative Base",
 - (iv) Component "Information Security",
 - (v) Component "Governmental Structures in Sphere of Information and Communication Technologies",
 - (vi) Component "Priority Programs and Projects".
- "Capacity Development of the Ministry of Justice of Georgia – Civil Registry Reform"; funded by the European Union
 - (i) Component "Support to Regional Pilot Offices",
 - (ii) Component "Capacity Building of Civil Registry Staff",
 - (iii) Component "Public Awareness Campaign".
- "Modernization of Financial System of Georgia: The Second Phase"; funded by the Government of Netherlands and Government of Georgia
 - (i) Component "Development of Management Capacity",
 - (ii) Component "Development of Human Resources".
- "Support for Democratic Governance in the Imereti Region of Georgia"; funded by the UNDP and Government of Georgia
 - (i) Component "Improvement Regional and Local Governance and Coordination Mechanisms with the Central Government",

- (ii) Component "Management Information System (MIS) Development",
- (iii) Component "Human Resources Development",
- (iv) Component "Promoting Transparency, Accountability and Anti-corruption in Regional Public Sector",
- (v) Component "Information and Communication Technology (ICT) for Regional Development".

- "Strengthening Effectiveness and Transparency of the Parliament and Government of Georgia"; funded by the UNDP, European Union and Government of Georgia
 - (i) Component "Development of Infrastructure",
 - (ii) Component "Enhancing Internal Structures and Processes",
 - (iii) Component "Modernization of Law-making Process",
 - (iv) Component "Development of Public Relations".
- "Strengthening Institutional Performance and Capacity for Public Sector Control"; funded by the UNDP and Government of Georgia
 - (i) Component "Enhancing Internal Structures and Processes",
 - (ii) Component "Strengthening Transparency and Accountability",
 - (iii) Component "Development of Personnel Management and Training",
 - (iv) Component "Promotion of Information and Communication Technology Tools".
- "Strengthening Effectiveness and Transparency of the Parliament of Georgia: Phase 2"; funded by the Swedish International Development Agency, UNDP and Government of Georgia
 - (i) Component "Enhancing Internal Structures and Processes",
 - (ii) Component "Human Resources Development",
 - (iii) Component "Modernization of Law-making Process",
 - (iv) Component "Development of Public Relations",
 - (v) Component "Development of Infrastructure for Better Effectiveness".
- "Assistance to the State Treasury"; funded by the Government of Belgium
 - (i) Component "Adoption of Treasury Single Account (TSA)",
 - (ii) Component "Introduction of e-Treasury"

Work description:

- Projects' management;
- Partnership with Government bodies and top officials;
- Partnership with international donor organizations;
- Liaison with projects' partners and beneficiaries;
- Organise and chair training sessions, workshops and seminars;
- Develop projects' proposals, revisions and reports;
- Recruit the projects' staff;
- Consulting in the fields of:
 - (a) Public management,
 - (b) Inter/Intra-agency relations,
 - (c) e-Government,
 - (d) MIS development,
 - (e) Web development,
 - (f) HR development,
 - (g) Document management.

Organization: UNDP Azerbaijan, Ministry of Foreign Affairs (MFA) of Azerbaijan

Post: Team Leader

Country of work: Baku, Azerbaijan

Date of engagement: May-2004 – Sep-2004

Projects:

- "Evaluation Report on UNDP-Azerbaijan / Azerbaijan MFA Assistance Programme"
- "Design and Development of UNDP Project Document for UNDP-Azerbaijan / Azerbaijan MFA Assistance Programme - Second Phase".

Organization: EC/TACIS programme, State Chancellery of Georgia

Post: Intern

Country of work: Tbilisi, Georgia

Date of engagement: Jan-1995 – Sep-1995

Project:

"Civil Service Reform and Re-Training in Georgia"

Organization: Georgian Technical University

Posts:

(a) Assistant Professor, Department "Automation of Production Engineering" /1991-1992/;

(b) Associate Professor, Deputy Head of the Department "Automation of Production Engineering" /1992-1994/;

(c) Associate Professor, Head of the Department "Automation of Production Engineering" /1994-2006/

(d) Associate Professor, Transportation and Mechanical Engineering Faculty /2006-present/

Country of work: Tbilisi, Georgia

Date of engagement: Mar-1991 – present

Work description: Senior Lecturer; Department administration; Scientific-research exploration;

Participation in international scientific-research programs TEMPUS, COPERNICUS, INTAS;

Preparation of educational/teaching aids, textbooks, manuals, guides, instructions, etc.

Organization: United Nations International Institute for Applied & System Analysis

Post: Researcher from the Technical University – Sofia; "C.I.M. – Computer Integrated Manufacturing Program", Project of the UN European Economic Commission

Country of work: Sofia, Bulgaria & Vienna, Austria

Date of engagement: Jan-1991 – Feb-1991

Work description: Scientific-research exploration

Organization: National Technical University of Athens

Post: Scientist-researcher, Department of Manufacturing Technology & Department of Robototechnics

Country of work: Sofia, Bulgaria & Athens, Greece

Date of engagement: Oct-1990 – Nov-1990

Work description: Scientific-research exploration

Organization: University of Belgrade

Post: Scientist-researcher, Department of Flexible Manufacturing Systems & Computer Center

Country of work: Belgrade, Federal Republic of Yugoslavia

Date of engagement: Aug-1990 – Sep-1990

Work description: Scientific-research exploration

Organization: Prague Technical University

Post: Scientist-researcher, Department of Robotics & Robototechnology

Country of work: Prague, Republic of Czechoslovakia

Date of engagement: May-1990 – June-1990

Work description: Scientific-research exploration

Organization: Budapest Technical University

Post: Scientist-researcher, Department of Manufacturing Engineering

Country of work: Budapest, Republic of Hungary

Date of engagement: Mar-1990 – Apr-1990

Work description: Scientific-research exploration

Organization: Technical University - Sofia

Post: Lecturer, Department "Automation of Discrete Production Engineering"; High School for Engineers Training; Information Center; Video-Computer Center; Participant of the European Community Programme TEMPUS (from T.U.- Sofia)

Country of work: Sofia, Republic of Bulgaria

Date of engagement: Nov-1990 – Mar-1991

Work description: Lecturer, Scientific-research exploration

Organization: Technical University - Sofia
Post: Scientist-researcher, Department "Automation of Discrete Production Engineering"
Country of work: Sofia, Republic of Bulgaria
Date of engagement: Nov-1987 – Nov-1990
Work description: Scientific-research exploration, lecturer, doctorate activities

Organization: Moscow State University of Technology
Post: Lecturer / Scientist-researcher, Computer Sciences Faculty; Central Computer Center; Lecturers' Training Faculty
Country of work: Moscow, Russian Federation
Date of engagement: Nov-1986 – June-1987
Work description: Lecturer, scientific-research exploration

Organization: University of Belgrade
Post: Scientist-researcher, Faculty of Mechanical Engineering
Country of work: Belgrade, Federal Republic of Yugoslavia
Date of engagement: July-1986 – Sep-1986
Work description: Scientific-research exploration

Organization: Institute of Economy
Post: Scientist-researcher
Country of work: Bratislava, Republic of Czechoslovakia
Date of engagement: June-1986 – July-1986
Work description: Scientific-research exploration

Organization: Georgian Technical University
Post: Scientist-researcher, Department "Automation of Production Engineering"
Country of work: Tbilisi, Georgia
Date of engagement: June-1986 – Oct-1987
Work description: Scientific-research exploration, lecturer

Educational Background

- ❖ Ph.D., Computer Integrated Manufacturing, Technical University - Sofia, Sofia, Republic of Bulgaria, 1987 – 1990;
- ❖ Postgraduate Lecturing Qualification: (i) Computer Sciences, (ii) Automation of Industrial Processes and Manufacturing, Moscow State University of Technology, Moscow, Russian Federation, 1986 – 1987;
- ❖ Dipl.-Eng., Automation of Production Engineering, Georgian Technical University, Tbilisi, Georgia, 1981 – 1986.

Advanced Training Courses (abridged list)

Course title: Civil Society Leadership Network

Topics:

- "Eastern Partnership Bridge for Democracy";
- "Prospects and Challenges for the Regional Cooperation of the Civil Society in Armenia, Azerbaijan, Georgia, Moldova and Ukraine"

Organized by: Council of Europe and European Union

Country: Odessa, Ukraine

Date: Nov-2009

Course title: Electoral Systems: Strengthening Democracy in the 21st Century

Organized by: Council of Europe

Country: Kiev, Ukraine

Date: Oct-2009

Course title: Political Participation of Minorities

Organized by: European Centre for Minority Issues

Tbilisi, Georgia – Dec-2009

Country: Tbilisi, Georgia

Date: Sep-2009

Course title: Protection of Human Rights: Framework Convention for the Protection of National Minorities

Organized by: Council of Europe, European Centre for Minority Issues

Country: Bazaleti, Georgia

Date: Sep-2009

Course title: Civil Society Leadership Network

Topics:

- "The New Challenges and the Value of Democracy in Armenia, Azerbaijan, Georgia, Moldova and Ukraine";
- "European Identity and Values of Democracy";
- "Eastern Partnership Initiative: the Role of Civil Society";
- "Intercultural Dialogue in Eastern Europe and South Caucasus";
- "The Role of Youth in the Strengthening of Civil Society"

Organized by: Council of Europe and European Union

Country: Kiev, Ukraine

Date: June-2009

Course title: Civil Society Leadership Network

Topics:

- "European Integration";
- "On-going Democratic Reforms in Armenia, Azerbaijan, Georgia, Moldova and Ukraine"

Organized by: Council of Europe and European Union

Country: Tbilisi, Georgia

Date: May-2009

Course title: Civil Society Leadership Network

Topic:

- "Cooperation between Government and Civil Society in Armenia, Azerbaijan, Georgia, Moldova and Ukraine"

Organized by: Council of Europe and European Union

Country: Vadul-lui-Voda and Chisinau, Moldova

Date: Apr-2009

Course title: Civil Society Leadership Network

Topics:

- "The European Union's Eastern Partnership: a Tool to Foster Regional Cooperation";
- "National governmental strategies of cooperation with NGOs – the cases of Armenia, Azerbaijan, Georgia, Moldova and Ukraine";
- "Relationship between Authorities and Civil Society: Looking for a Balance";
- "The Code of Good Practice on Civil Participation"

Organized by: Council of Europe and European Union

Country: Kiev, Ukraine

Date: Dec-2008

Course title: Civil Society Leadership Network

Topics:

- "European Integration and Regional Cooperation around the Black Sea: State of Affairs in Armenia, Azerbaijan, Georgia, Moldova and Ukraine";
- "Informational and Communicational Technologies: is Democracy in Danger?"

Organized by: Council of Europe and European Union

Country: Vadul-lui-Voda and Chisinau, Moldova

Date: Nov-2008

Course title: e-Democracy

Organized by: Council of Europe

Country: Madrid, Spain

Date: Oct-2008

Course title: Civil Society Leadership Network

Topic:

- "Ongoing Democratic Reforms in Armenia, Azerbaijan, Georgia, Moldova and the Ukraine"

Organized by: Council of Europe and European Union
Country: Tbilisi, Georgia
Date: Oct-2008

Course title: Civil Society Leadership Network

Topics:

- "Responsible Leadership and its Values";
- "Electoral Systems and Democratic Transformations in the Post-Soviet Countries";
- "NGOs in Armenia, Azerbaijan, Georgia, Moldova and Ukraine: Active or Odd Player?";
- "Political Parties and the Danger of Populism in the Modern Politics";
- "The Frozen Conflicts and Nations in Post-Soviet Region";
- "Corruption and the Future of Democracy in Europe";
- "Public Opinion and the Role of the Media";
- "Azerbaijan–Armenia–Georgia–Moldova–Ukraine: Cooperation between the Post-Soviet Countries in the light of European Integration processes";
- "Rule of Law as a Key Principle of Democracy: Ideal Model or Applied Instrument?"

Organized by: Council of Europe and European Union
Country: Kiev, Ukraine
Date: June-2008

Course title: Best Practice and Experience Transfer in Basic ICT Training to Facilitate Information Society and Diminish Digital Gap in Georgia

Organized by: Latvian Information and Communications Technology Association (LIKTA) and Georgian Foundation for Strategic and International Studies (GFSIS)

Country: Tbilisi, Georgia

Date: May-2008

Course title: Project Management;

Course title: Business Relations and Communications Skills

Organized by: Wildcat Services

Country: Abu-Dhabi, United Arab Emirates

Date: Feb-2007

Course title: Information and Communication Technologies for Development (ICTD) Sub-practice Knowledge Management Training on e-Community

Organized by: UNDP Regional Bureau for Europe and CIS Countries; UNDP Ukraine

Country: Kiev, Ukraine

Date: Oct-2004

Course title: National Information and Communication Technology Strategies and E-governance

Organized by: UNDP Regional Bureau for Europe and CIS Countries; UNDP HQs Bureau for Development Policy; UN-WB Information and Communication Technology Task Force; UNDP Azerbaijan; Government of Azerbaijan

Country: Baku, Azerbaijan

Date: Nov-2003

Course title: Audit of Donor-funded International Programmes

Organized by: UNDP Regional Bureau for Europe and CIS Countries; UNDP Georgia

Country: Tbilisi, Georgia

Date: May-2002

Course title: Business Solutions and Tools for Modernization of the Public Sector

Organized by: Siemens

Country: Munich, Germany

Date: May-1998

Course title: Information and Management Systems in Governance

Organized by: UNDP Regional Bureau for Latin America and Caribbean Countries; UNDP Chile

Country: Santiago-de-Chile, Chile

Date: Feb-1998

Publications and editions

Up to 100 scientific and didactical editions, manuals, users' guides, policy and concept papers in the fields of PAR, Governance, HR Development, Management, e-Development, ICTD, CIM and Engineering.

For more info regarding the publications, please see the related Appendix and web-resource on the "CIMS Consulting" corporate web-site at http://www.cims.ge/?lang_id=0&sec_id=14.

Additional Professional Activities

- Member of the Georgian State Commission for Regional Development
 - Working Group #2 – Regional Management, Institutional Building and Human Resources Management
 - Working Group #4 – Municipal Development and Infrastructure
 - Working Group #5 – Innovations and New Technologies
- Member of the Scientific Council of the Georgian Technical University
- Chairperson of the Masters' Examination Commission of the Georgian Technical University
- Member of the Board of the Transportation and Mechanical Engineering Faculty of the Georgian Technical University
- Member of the Board of several Training Institutions and Training Centers
- Member of the Board and/or Consultant of several CSOs
- Member of the Editorial Board of the Scientific Magazine "Georgian Scientific News"

Contact Information

Address: Office #6, Paliashvili st. #94, Tbilisi, 0162, Georgia

Tel: (+995 32) 253166, 253167, 253203

Fax: (+995 32) 253166, 253167

Cell: (+995 77) 410660

E-mail: kdem@cims.ge

Web-site: www.cims.ge



Dr. Kakhi Demetrashvili
Dec-09, Tbilisi, Georgia