

# Cristina Rigman



**PERSONAL DATA:** Date of birth: 16.10.1975, Citizenship: Romanian

**CONTACT:** www.cristinarigman.ro / cristina@cristinarigman.ro / +40 744508227

**LANGUAGES:** Romanian (native), English (fluent), Italian & French (conversational, reading)

**CERTIFICATIONS:** Process improvement specialist / Trainer of trainers / Project manager / Behavioral Analysis Maxwell **DISC Method** / Leadership Coach – Maxwell Method / **AQ Certified Practitioner** (Adaptability Quotient – Adaptability Intelligence)

**EDUCATION:** BA in Political Science (2002) / MA in Public Services Management & Community Development (2004) from Babeş-Bolyai University Cluj-Napoca

**EXECUTIVE EDUCATION:** Monitoring & Evaluation for Non-Profits, Johns Hopkins University (Baltimore MD), European Program in Civil Society Leadership - Stockholm School of Economics & Heidelberg University & Vienna University)

**RESEARCH FELLOWSHIPS:** Johns Hopkins Center for Civil Society Studies (Baltimore, MD), Woodrow Wilson Center for Scholars (Washington DC), Center for Policy Studies Open Society Institute (Budapest HU)

## Key Skills & Qualifications

Strategic thinking  
Inquisitive mind  
Analysis & synthesis  
Structure & logic

Passionate  
Bold  
Courageous  
Pioneer

Tailored training & learning  
Good governance for networks  
Network development & Partnership building  
Leadership & Adaptability Coach

Events concept & management  
Volunteer management & policy  
Public speaking & Facilitation  
Monitoring & Evaluation

## STRATEGY & Organizational Development

**Strategic planning:** evaluation of previous strategy achievements, stakeholder analysis, participatory planning, development of theory of change

**Evaluation:** design of the evaluation process, design of tailored data analysis tools, data collection and analysis, report writing, presentation of findings & recommendations

**Organizational development:** needs assessment, capacity building, restructuring advice, organizational chart options, operational procedures evaluation and development, project design and management

*Selected relevant assignments*

Topic / Product	Beneficiary	Level	Year
Facilitator strategic planning process / Vodafone Foundation Romania	Vodafone Foundation	National (Romania)	2021
Facilitator strategic planning process & trainer for capacity and team building / Center for Information and Documentation on Children Rights	CIDDC	National (Republic of Moldova)	2021
Facilitator strategic planning process of Alliance of NGOs Active in the Field of Social Protection of Children and Families 2021-2025	APSCF	National (Republic of Moldova)	2020-2021
Evaluator of the implementation of the Alliance of NGOs Active in the Field of Social Protection of Children and Families Strategy 2016-2020	APSCF	National (Republic of Moldova)	2020
External Evaluator for the Project for Sustainable Livelihood, Entrepreneurship and Community Development for Vulnerable Roma Families / Evaluation Report & Recommendations	Eriks Development Partner	International (Romania and Sweden)	2020
Strategic Planning Consultant / Strategic Plan 2021-2024 & Operational plan 2021-2022	AO Concordia Social Projects	National (Republic of Moldova)	2020
External Evaluator for the Performance of Governance Body and	Caritas Asia	International (Asia)	2019

**Cristina Rigman**

Leadership & Adaptability Strategist, Speaker, Trainer & Coach

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Regional Working Groups / Evaluation Report and Recommendations			
Expert and Author of the publication <i>Volunteering and Disaster Risk Reduction: Experiences from Asia</i>	Caritas Asia 12 countries	International (Asia)	2019
Strategic Planning Consultant / Evaluation of previous strategy / Strategic Plan 2018-2023 / Operational Plan 2018-2019	National Center for Prevention of Abuse against Children	National (Republic of Moldova)	2018
Strategic Planning Consultant / Strategic Plan 2018-2023	HEKS/EPER Foundation Romania	National (Romania)	2018
Consultant for Organizational Capacity Assessment / Organizational Capacity Assessment Report, Recommendations & Action Plan 2018-2021	Center for Information and Documentation on Children Rights	National (Republic of Moldova)	2018
Strategic Planning Consultant / Strategic Plan 2018-2020	Federation Coalition for Education	National (Romania)	2017
Consultant for Sustainability and Representation	ChildPact – Regional Coalition for Child Protection	International (Black Sea Region & WB)	2017 - 2020
Strategic Planning Workshop Facilitator / Strategic Plan 2016-2020	FONSS – The Federation for Social Services NGOs	National (Romania)	2016
Strategic Planning & Project Management Consultant / Strategic Plan 2016-2020 & Capacity Building on Project Management	Humanitarian Association Renaître Romania	National (Romania)	2016
Good Governance Consultant / Governance Manual for CSO Networks	ChildPact – the Regional Coalition for Child Protection	International (Black Sea Region & Western Balkans)	2015-2016
Organizational Capacity Evaluator for Coalitions in the Black Sea Region / Capacity Evaluation Tool & Report	World Vision International	International (Black Sea Region)	2015-2016
Strategic Planning Consultant / Strategic Plan 2016-2020	Alliance for Social Protection of Children and Families	National (Republic of Moldova)	2015
Strategic Planning Consultant / Strategic Plan 2016-2020	ChildPact – The Regional Coalition for Child Protection	International (Black Sea Region & Western Balkans)	2015
Strategic Planning Consultant / Strategic Plan 2015-2020	FOND – Romanian NGDO Platform	National (Romania)	2015
Organizational Development Consultant / Strategic Plan 2015-2020, Internal Rules & Procedures	Rațiu Center for Democracy	National (Romania)	2014

## TRAINING & Capacity Building

**Over 1000 hours of training delivered** in national and international contexts

**Over 150 hours** of online training & capacity building programs delivered online since 2020

**Member of the trainers' network on Erasmus+ program in Romania** (July 2014 – presently)

### *Selected relevant assignments*

<b>Topic</b>	<b>Beneficiary</b>	<b>Level</b>	<b>Year</b>
Training development consultant for volunteering in humanitarian aid / blended modules online self-learning & face-to-face learning	Caritas Romania	National (Romania)	2021
Organizational Coach – Social Innovation Lab (coaching organizations on change management – introduction of digital prototypes in social service delivery)	BeeTwo Austria & 6 NGOs participating in the Innovation Lab 2020 edition – 11 participants	International (Europe)	2020
Trainer – Project & Program Planning and development – Social Innovation and Management Program	NGO Academy / Vienna University & Erste Foundation – 25 participants	International (Europe)	2020
Trainer – Organizational Resilience and Scenario Planning – Regional Program NGO Academy	NGO Academy / Vienna University & Erste Foundation – 23 participants	International (Europe)	2020



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Trainer – Capacity Building Workshop for set-up and step-up of Young Caritas Programs	Caritas Europa 18 participants, 11 countries	International (Europe)	2020
Trainer & Coach – Leadership and Organizational Resilience in Time of Uncertainty – Capacity Building Program	Black Sea NGO Forum, 15 participants, 10 countries	International (Black Sea Region)	2020
Trainer – Project & Program Planning and Development Training, Social Innovation and Management Program	Erste Foundation and Vienna University, 10 countries	International (Europe)	2020
Trainer – Project Design and Proposal Writing For EU Erasmus+ Program – Mobility, Strategic Partnership and Accreditation for School Education and Adult Education	National Agency for Community Programs in the Field of Education and Vocational Training	National (Romania)	2020
Trainer – Organizational Resilience & Futures Thinking, NGO Academy Regional Program	Erste Foundation and Vienna University, 13 countries	International (Europe)	2020
Trainer – Volunteer Management	Maltese Aid Service Romania	National (Romania)	2019
Trainer – Project Design & Management	Erste Foundation NGO Academy Program, 12 countries	International (Europe)	2019
Trainer – Advanced Volunteer Management	Caritas Austria & Caritas Asia, 11 countries	International (Europe & Asia)	2019
Trainer – Planning, Monitoring and Evaluation of Anti-Trafficking Programs	Caritas Asia 35 participants, 12 countries	International (Asia)	2018
Trainer – Results + The Sound of projects / International Training Program	National Agency for Community Programs in the Field of Education and Vocational Training	International (EU)	2018
Facilitator – Education, Scholarships, Apprenticeships and Youth Entrepreneurship - <i>Synergies between EEA grants and Erasmus+ in VET – Partnership Building</i>	National Agency for Community Programs in the Field of Education and Vocational Training	International (Romania – Norway)	2018
Trainer – Good Governance for Networks and NGOs	Alliance of NGOs for the Social Protection of Children and Families in Republic of Moldova	National (Republic of Moldova)	2017
Trainer – Erasmus+ Strategic Partnership Plus – Partnership Building	National Agency for Community Programs in the Field of Education and Vocational Training	International (EU)	2017
Trainer – Volunteer Management in Emergency Situations	Caritas Austria & Caritas Czech Republic & Caritas Asia, 11 countries	International (Europe & Asia)	2017

## SPEAKING & Facilitation

**Over 750 hours of facilitation** of workshops, planning processes, evaluations, round tables, conference panels etc. in national and international contexts  
**Certified Independent speaker, trainer & coach** with the JMT Romania

### *Selected relevant assignments*

<b>Topic</b>	<b>Beneficiary</b>	<b>Level</b>	<b>Year</b>
Facilitator / Child Protection in Time of Pandemics: What Did We Learn? – online conference	ChildPact, 35 participants, 11 countries	International (Europe)	2020
Leading through Crises – Online Conference Series	Center for European Volunteering, 22 participants, 15 countries	International (EU)	2020
Leading through Crises – Online Conference Series	Erste Foundation, 30 participants, 17 countries	International (Europe)	2020
Leading through Crises – Online Conference Series	Pro Vobis CNRV, 22 participants	National (Romania)	2020
Facilitator / Exchange Workshop on Post-Deployment Resource and Support for International Volunteers	Caritas Austria 12 participants, 6 countries	International (EU)	2019
Facilitator / Good Governance for Nonprofits Workshop / Black Sea NGO Forum	FOND Romania 35 participants, 11	International (Extended Black	2019



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Facilitator / Closing Seminar of the project "Improving the living conditions of Roma and other vulnerable groups in Satu Mare and Maramures Counties"	countries Caritas Satu Mare 50 participants	Sea Region) National (Romania)	2019
Facilitator / Advocacy for INSPIRE Strategies to Prevent Violence Against Children Workshop	ChildPact 16 participants, 9 countries	International (Black Sea Region & Western Balkans)	2019
Facilitator / Evaluation Focus Groups / "Social inclusion and improvement of living condition for Roma and other vulnerable groups in Romania –Mures, Cluj, Bihor, Salaj, Alba, Covasna and Harghita"	HEKS/EPER Foundation Switzerland 24 participants	National (Romania)	2019
Facilitator / Mid-Term Evaluation Meeting of the project European-Asian Partnership for Building Capacities in Humanitarian Action	Caritas Austria & Caritas Asia, 26 participants, 9 countries	International (Europe and Asia)	2019
Speaker / Opening Panel / CSOs in the Spotlight: Stories of Resilience / Black Sea NGO Forum	FOND Romania 130 participants, 21 countries	International (EU and Extended Black Sea Area)	2018
Facilitator Interactive Session / How to make CSOs more resilient/ Black Sea NGO Forum	FOND Romania 130 participants, 21 countries	International (EU and Extended Black Sea Area)	2018
Speaker / Opening Panel / International Association for Volunteer Effort World Volunteer Conference	IAVE USA 726 participants	World Wide (78 countries)	2018
Facilitator / Caritas Asia Regional Partners' Forum	Caritas Asia 120 participants, 42 countries	International (Europe and Asia)	2018
Facilitator / International Conference "The Volunteer Manager: Key to Excellency in Volunteer Management"	Pro Vobis 110 participants, 23 countries	International (EU)	2016
Lecturer / teaching seminars on Academic Writing, Research Methods in Social Sciences, NGO Management	Babeş-Bolyai University Cluj-Napoca	National (Romania)	2003-2007

## COURSES & SPECIALIZATION

*Selected*

Topic	Institution	Year
AQai Assessments & Coaching Certified Practitioner	AQai Adaptability Assessments	2021
Behavioral Analysis Maxwell DISC Method	John Maxwell Team & People Keys	2020
Leadership Coach – Maxwell Method	John Maxwell Team Romania	2020
Leadership and Coaching	ARIES Transylvania	2019
Process Improvement Specialist – Strategic Planning	National Authority for Qualifications Romania	2013
Training of Trainers (certification)	National Authority for Qualifications Romania	2013
Project Management (certification)	National Authority for Qualifications Romania	2012
Leadership and Change Management	World Learning for International Development	2007
Partnering for Results Institute	Johns Hopkins University Institute for Policy Studies	2006
Policy-Relevant Analysis & Writing	Civil Society Development Foundation	2005
Monitoring and Evaluation for Nonprofits	Johns Hopkins University Institute for Policy Studies	2004
Development Assistance: Strategies and Practices in Southeastern Europe	Babeş-Bolyai University / Faculty of Political Science, Public Administration and Communication	2003
National School of Social Statistics	Open Society Foundation	2001

## EDUCATION & Research

*Selected*

Level & Specialization	Institution	Year
Executive Education „European Program in Civil Society Leadership"	Stockholm School of Economics / Heidelberg University / Vienna University / Trinity College Dublin	2009
International Fellowship Program for Learning and Exchange in Philanthropy	European Foundation Center (Belgium)	2008
International Junior Public Policy Research Fellowship	Woodrow Wilson International Center for Scholars, Washington DC, USA	2006



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International Policy Fellowship	Center for Policy Studies/Open Society Institute Budapest, Hungary	2005
International Fellowship in Philanthropy	Johns Hopkins University Institute for Policy Studies/ Center for Civil Society Studies, Baltimore MD, USA	2004
Research Fellowship	Local Government Initiative Budapest, Hungary and Tocqueville Research Center Budapest, Hungary	2003
MA in Public Services Management & Community Development	Babeş-Bolyai University" Cluj-Napoca, Romania, Faculty of Political and Administrative Science	2004
BA in Political Science	Babeş-Bolyai University" Cluj-Napoca, Romania, Faculty of Political and Administrative Science	2002

## INSTITUTIONAL AFFILIATION

*Selected*

Position	Organization	Period
Delegated observer	Council of Europe Steering Committee for the Rights of the Child / INGO Conference	2019 → 2020
President	European Volunteer Center Network (CEV)	2015-2019
Vice-president	FOND – the Romanian NDGO Platform	2015-2017
Vice-president	European Volunteer Center Network (CEV)	2014-2015
President	VOLUM – The Federation of Organizations Supporting the Development of Volunteerism in Romania	2010-2013

## EMPLOYMENT EXPERIENCE

*Selected*

Position	Employer	Period
Executive Director	Pro Vobis National Resource Center for Volunteering	2013-2017
Development Director	Pro Vobis National Resource Center for Volunteering	2009-2012
Executive Director	Pro Vobis National Volunteer Center	2005-2009
Research Assistant	Center for the Study of Democracy, BBU University	2009-2010
Programs Director	Pro Vobis National Volunteer Center	2004
Program Officer	Romanian Academic Society	2002-2003

## OTHER INFORMATION

Computer literacy	Online interaction tools	References
MS Office Web search & social media Statistical Package for Social Sciences (SPSS) On-line survey tools	Zoom Cloud Meeting Miro, Jamboard, Padlet Mentimeter	Available upon request