

## Europass Curriculum Vitae



### Personal information

First name / Surname **Rick FLINT**  
 Address 72, rue du Rempart des Moines. Brussels, B1000 Belgium  
 Telephone +32 477 652 059  
 E-mail [rick.m.flint@gmail.com](mailto:rick.m.flint@gmail.com), web site: [www.rickflint.com](http://www.rickflint.com)  
 Nationality Belgian / British  
 Date of birth 26<sup>th</sup> March 1969  
 Gender Male

### Work experience

<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p><b>June 2017 – November 2020</b></p> <p>Campaign coordinator / Team leader</p> <p>From 06/17: Set up and management of a €1.34 million, DG NEAR project (under Neighbourhood East programme – <a href="http://www.EU4Energy.eu">www.EU4Energy.eu</a>) to raise awareness of EU-funded assistance in the energy sector in the six countries of the Eastern Partnership. Key actions included: Resource management (1,900 expert days, incidental budget of €550,000); Development and dissemination of editorial content (web, social media, media relations); organisation of events, contests and competitions; production of audio-visual material, support to Delegations/stakeholders.</p> <p>From 01/20 – 09/20: Team leader on €1.5 million project (Communications support to DG NEAR) to provide ad hoc communications services to the DG. Activities include the organisation of press tours, management of events, and the development of editorial content/products across all policy areas and geographies.</p>
<p>Name and address of employer</p> <p>Type of business or sector</p>	<p>Ecorys Brussels (12, Rue Belliard, Brussels 1080)</p> <p>Consulting company</p>
<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p><b>August 2014 to June 2017</b></p> <p>Account director / Communications consultant</p> <p>Managing multi-annual, multi-million Euro framework contracts and projects across a wide range of DGs and EU agencies (+/- €10 million annually). Client include DG COMM (Europe Direct), AGRI, MOVE, ENER, CLIMA, GROW, FPI, NEAR, EEAS, EASME, OSHA, EU LISA among others. Main duties included: Managing a team of project managers and service providers delivering a broad range of communications services for the European institutions targeting citizens and specialist groups (pan-European campaigns; events; media relations; web, social media and digital services; audio-visual and print production, etc.), contract and financial management, business development (tender and budget preparation), business and strategy development, and client relations development.</p>
<p>Name and address of employer</p> <p>Type of business or sector</p>	<p>ICF Mostra, Globe Village, Chaussee d'Alsemberg, 1001. 1180 Brussels, Belgium</p> <p>Communications agency</p>

<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p>	<p><b>August 2008 to August 2014</b></p> <p>Communications consultant / Team Leader</p> <p>On a part time basis in 2011 and full time from January 2012, working as a freelance consultant in the communications sphere. Assignments included;</p> <p><u>Evaluator</u> (2014): Monitoring ENPI regional communications (Results Orientated Monitoring), a €14 million programme for 17 countries in Africa, the Middle East and eastern Europe; <u>Evaluator</u> (2012-2013): Bosnia (EPRD, evaluation of information centre network); Belarus (Particip), review of programmes, recommendations for programming, and drafting ToR;</p> <p><u>Team Leader</u> (2013): Serbia. Strategic advice to EC Delegation, monitoring EC cooperation programmes across all sectors and drafting recommendations to improve visibility;</p> <p><u>Conference organiser</u>: Speaker management/conference organiser for Telling the Story (12/13), a 2-day event in Brussels for 800 communicators for DG Regio/DG Agriculture. ICF Mostra;</p> <p><u>Visibility expert</u> (2011/2012): Visibility expert EASCAB project (GOPA, EU-funded regional statistics project to support ASEAN secretariat in Jakarta, Indonesia). Organised and managed 2 high level conferences (120 participants) in 2011 and 2012. Reviewed and updated visibility materials and organised media relations and follow up for regional journalists (10-15 media);</p> <p><u>Team Leader</u> (08/2009 – 12/2011) on €5.5 million project in Ukraine: “Women and Children’s Rights – communications component”. Project to design and run national communications campaigns across all media to highlight gender issues and children’s rights, and to provide communications support to the EC and international donor community. Duties included team management (full time staff of 12); design visual identity; design/manage multi-media national information &amp; communications campaigns (strategic planning, messaging, advertising, media relations, on-line and social media campaigns, publications, events, etc.); drafting content for extensive media campaigns; co-production of television and radio programmes on national/regional channels; training programmes; procurement (€2.4 million incidental budget); design/launch of web portal (www.vsirivni.com.ua); development of viral campaigns, flash mobs on Facebook, Twitter, vKontakte); research and opinion polling (national surveys, focus groups, media monitoring); reporting (media reports, 6-monthly project reporting). Project shortlisted for the IPRA PRoba awards (St Petersburg, 2010) for the social campaign ‘I am against violence’;</p> <p><u>Consultant</u>: 2008 and 2009: Business development for corporate clients (Serbia, Turkey, Croatia, Ukraine); Development and delivery of training sessions on communications and PCM (VSO, EC Macedonia, EC Moscow).</p> <p>Name and address of employer: Safège Belgium. Gulledele 92, Brussels 1200 Belgium (Ukraine project)</p> <p>Type of business or sector: Communications consultancy</p>
<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p> <p>Name and address of employer</p> <p>Type of business or sector</p>	<p><b>April 2005 – August 2008</b></p> <p>Head of press and information, European Commission Delegation to Turkey</p> <p>As manager of a team of 5 persons working in the EC Delegation on press, information and communications, my principle tasks included;</p> <ul style="list-style-type: none"> <li>- Overall management of communications activities of the organisation to raise awareness of the EU, it’s policies and programmes (audio-visual, information management, publications, web site, databases, media relations, training, events, research, etc.);</li> <li>- Lobbying for funding, direct management of annual communications budget of the Delegation (€1.3 million for 2005, €2.6 million for 2006 and €3.5 million annually from 2007) including all tendering;</li> <li>- Design and launch of Delegation web portal (www.avrupa.info.tr);</li> <li>- Development/implementation of broad level communications &amp; marketing strategy;</li> <li>- Editor-in-chief for all English language print and electronic publications;</li> <li>- Drafting of presentations, speeches, press releases and copy for use across all media;</li> <li>- Organisation of national/regional events programme (management, reporting, promotion);</li> <li>- Networking with stakeholders (government, headquarters, associations, civil society, etc.);</li> <li>- Management of internal communications in Delegation and with headquarters in Brussels;</li> <li>- Support to projects/ managers for use of European Commission visual and corporate identity;</li> <li>- Design and manage an audio-visual grant programme (€0.5 million annually);</li> <li>- Provide communications support and assistance to projects and grantees;</li> <li>- Design and management of training and visit programmes for national journalists ;</li> <li>- Management of and information team and representing Delegation on official business.</li> </ul> <p>Name and address of employer: European Union Delegation to Turkey: Uğur Mumcu Caddesi, 88, GOP, Ankara 06700</p> <p>Type of business or sector: Diplomatic mission / communications management</p>

Dates	<b>May 2002 – April 2005</b>
Occupation or position held	Independent communications consultant on various EU-funded projects
Main activities and responsibilities	<p>Main projects and initiatives worked on in this period include:</p> <p><u>Project Director</u> (10/02 – 04/05), Director for the 3-year awareness raising project, 'Information and communications programme for the Western Balkans' communicating EU programmes and policies (CARDS, SAp/SAA) in the five countries of the region. Main responsibilities; Team and project management (six person team in the Balkans); Strategic advice provision to the Commission in Brussels on external and internal communications; Publications management – writing, commissioning (photography, writers, design), editing, and production management; Events programme (media trips, training sessions); Management of electronic distribution system (database design and content management); Management of training programmes for civil servants and journalists; Web design (strategy, design liaison, content management); Monitoring, evaluation and review of impact and effectiveness of tools and strategy.</p> <p><u>Communications expert</u>, (05/02 – 11/02) 'Tacis information and communications programme', Communications expert providing strategic communications advice for activities in Russia; Web design and editing (Tacis pages of Europa).</p> <p><u>Trainer and team manager</u> (09/02 – 03/03), 'Tacis CBC Small Project Facility Support to the Organisation of Information Seminars'. Team manager, principal trainer and training programme designer for four-person training team conducting a series of 15 training and information sessions in CEEC/CIS countries for local authorities wishing to apply for cross border co-operation grants.</p> <p><u>Writer of terms of reference</u>. Ukraine media project (12/03), Tacis multi-country Environment project (05/04)</p> <p><u>Proposal writer</u>, BDPA (France), EWC (Belgium), ECO (Belgium), GOPA-Cartermill International (Belgium).</p>
Name and address of employer	Independent consultant. 72 rue Rempart des Moines. Brussels, Belgium
Type of business or sector	Communications consultancy / project management
Dates	<b>August 1999 – May 2002</b>
Occupation or position held	Managing Director
Main activities and responsibilities	<p>A co-founder and managing director, I helped create and manage a successful communications consultancy business with offices in Brussels, Paris and Moscow, working in partnerships with companies based in Belgium, France, Germany and the United Kingdom. Working with teams across Europe from a number of different cultures and backgrounds, my main responsibilities included;</p> <ul style="list-style-type: none"> <li>- New business development (networking, lobbying, proposal writing);</li> <li>- Development of internal communications strategy and companywide marketing plan (positioning, promotion, target setting, production of communications tools, etc.);</li> <li>- Set up of the Belgian and Russian companies (legal requirements, office set up, equipment purchase, hiring staff, introduction of office systems etc.);</li> <li>- Set up of human resources system (contracts, performance reviews, training);</li> <li>- Manager of Brussels and Moscow offices (10 persons)</li> <li>- <u>Project manager</u> for on-going EU business and projects; <ul style="list-style-type: none"> <li>- Tacis information and communications programme</li> <li>- DG Transport and Energy, Lot 2 (relations with specialist press) and Lot 6 (database management)</li> <li>- DG Trade (database management)</li> <li>- Tacis City Twinning, conference organisation in Georgia, Uzbekistan</li> </ul> </li> <li>- Management of suppliers and subcontractors;</li> <li>- Financing and budgets</li> </ul>
Name and address of employer	Integral Communications. 23a rue Belliard. Brussels B1040, Belgium
Type of business or sector	Communications consultancy

Dates	<b>May 1997 – August 1999</b>
Occupation or position held	Senior Associate
Main activities and responsibilities	<p>As a senior associate with Ogilvy Public Relations Worldwide I was part of a ten-person international team of account managers working on developing the institutional communications business of the company in Europe. The main EU-funded projects in which I was involved were;</p> <p><u>In-country manager</u>, 'Tacis information and communications programme'  <u>Communications expert</u> ' DG XIII Communications project'  <u>Project manager</u>, 'DG Trade electronic mailing system development'  <u>Media relations expert</u> 'DG Environment Aarhus conference'</p> <p>Principal activities included;</p> <ul style="list-style-type: none"> <li>- Development of communications tools (web sites, web-based extranets, Lotus notes based intranets, database development, on-line media monitoring) with suppliers in Belgium, France and the United Kingdom</li> <li>- Media relations and public relations campaigns (strategy, press releases, conferences, media trips) across the European Union</li> <li>- Development of strategic communications plans (messaging, targeting, corporate identity etc.)</li> <li>- Publications management (including writing, editing, proofreading, layout and design, translation) in French, German, English and other languages</li> <li>- Events: Conferences, seminars, workshop organisation in Denmark (DG Environment), Germany (ICANN), France (DG XIII), Tacis countries (DG 1a, EuropeAid)</li> <li>- Development of audio-visual materials in Brussels (video and CD production) and the Netherlands (television concept with Endemol Productions)</li> </ul>
Name and address of employer	Ogilvy Public Relations Worldwide. Boulevard de l'Imperatrice, 13. Brussels B1000, Belgium
Type of business or sector	Public relations and communications consultancy
Dates	<b>December 1996 – May 1997</b>
Occupation or position held	Communications expert
Main activities and responsibilities	Communications specialist for a Tacis project in the Russian Federation for support to the reform of the social protection system, including pensions and health. Responsibilities were; Co-ordination and implementation of project communications policy; Internet development, donor and project co-ordination, set up of information systems
Name and address of employer	Treuhand Osteuropa Beratungsgesellschaft mbH, Berlin (for position in Moscow)
Type of business or sector	Communications consultancy
Dates	<b>May 1994 – August 1995</b>
Occupation or position held	Press and information assistant
Main activities and responsibilities	<ul style="list-style-type: none"> <li>- Media relations and project management</li> <li>- Writing and participation in editorial board for printed information</li> <li>- Providing information to general public and experts on EU</li> <li>- Helping to form information policy for the Delegation</li> <li>- Representing the Delegation on official business</li> <li>- Media monitoring and management of filming and video archives</li> <li>- Organising participation in exhibitions</li> <li>- Management of small projects</li> </ul>
Name and address of employer	EC Delegation, Kadashevskaya Nab., 14/1. Moscow, Russia
Type of business or sector	Diplomatic mission / communications

Dates	<b>June 1992 – February 1994</b>
Occupation or position held	Team leader and monitoring manager
Main activities and responsibilities	As a team leader and monitor for the organisation assignments were carried out in Russia, Azerbaijan and Tajikistan over the course of one and a half years. CARE International was engaged in the region to alleviate the chronic shortages of food and medicine brought about by the collapse of the Soviet Union in 1999. In Tajikistan and Azerbaijan the situation was exacerbated by the armed conflicts affecting the region at that time. Main duties included <ul style="list-style-type: none"> <li>- Organising logistics, strategy and planning for delivery, storage, distribution and monitoring of food and medical supplies;</li> <li>- Liaising with National and regional government, Ministries, organisations, international and local NGO's;</li> <li>- Hiring, training and managing a team of 30 monitors;</li> <li>- Reporting on progress and assisting in writing bi-monthly reports;</li> <li>- Monitoring political situation in the country;</li> <li>- Managing good public relations with local population and key stakeholders;</li> <li>- Budget management</li> </ul>
Name and address of employer	CARE International, 151 Ellis Street NE. Atlanta GA. USA
Type of business or sector	Humanitarian assistance provision / Development

Dates	<b>October 1991 – June 1992</b>
Occupation or position held	English language assistant
Main activities and responsibilities	Teaching English language and grammar; Development of curricula
Name and address of employer	State University of Donetsk, Ukraine
Type of business or sector	Education

### Education and training

Dates	<b>1998</b>
Title of qualification awarded	CAM certificate
Principal subjects/occupational skills covered	Advertising and Marketing
Name and type of organisation providing education and training	CAM postgraduate examinations (correspondence course)
Dates	<b>1995 - 1996</b>
Title of qualification awarded	Master's degree: MA Journalism Studies (Communications)
Principal subjects/occupational skills covered	Communications, public relations, propaganda, journalism and reporting
Name and type of organisation providing education and training	The Centre for Journalism Studies, The University of Wales, College of Cardiff. Wales, United Kingdom
Dates	<b>1987 - 1991</b>
Title of qualification awarded	Bachelor's degree: BA Honours Modern Languages Russian, German, Dutch (class 2 division 1, distinction in Russian)
Principal subjects/occupational skills covered	Russian, German and Dutch languages. Literature, politics, economics and history
Name and type of organisation providing education and training	The University of Sheffield, South Yorkshire. United Kingdom

**Personal skills and competences**

Mother tongue(s)

Other language(s)

Self-assessment

European level (\*)

**French**

**Russian**

**German**

**Turkish**

**English**

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient User	C2	Independent User	C1	Proficient User	C1	Proficient User	C1	Proficient User
C1	Proficient User	B2	Independent User	C1	Proficient User	C1	Proficient User	B2	Independent User
B2	Independent User	B2	Independent User	B2	Independent User	B1	Independent User	B1	Independent User
B1	Independent User	B1	Independent User	B2	Independent User	B1	Independent User	B1	Independent User

Social skills and competences\*

- I have extensive experience in working with multinational and multicultural teams across Europe having worked with most European nationalities over the course of my career;
- I have a keen understanding of and interest in politics, economics and history;
- I enjoy presenting and have developed strong presentation and communications skills;
- Teams are important and I have become a competent people manager and team player. A strong leader, my management style is based on consultation, diplomacy and dialogue.

Organisational skills and competences

- I have over 18 years of work experience, 15 of which have been in the EU communications field and have directly managed staff for over 12 years. I am a keen strategic thinker in terms of communications, marketing, awareness raising and public relations;
- During that time I have developed sound management skills, of both activities and projects and people and teams in a number of geographical locations (Brussels, Moscow, Kiev, Sarajevo, Ankara/Istanbul);
- As a project director and managing director I have also had to work on finance and budgeting issues (costing for activities, project budgets, budgetary planning, financial management and financial reporting etc.);
- Throughout my career I have worked as an English writer and editor and editor-in-chief on hundreds of articles, publications, web pages, press releases, presentations and speeches.

Computer skills and competences

I am fully computer literate and able to use most PC based software packages (Word, Excel, Access, Lotus Notes, web and email applications). Basic knowledge of Front Page, Adobe Photoshop, Quark Express packages (for desk top publishing) and HTML.

Artistic skills and competences

I regularly play sports (running, squash, diving, cycling, walking and running).

Driving licence

Full UK driver's licence

References

Available upon request