

## CURRICULUM VITAE

1. **Family name: Flint**
2. **First names: Rick**
3. **Date of birth: 26<sup>th</sup> March 1969**
4. **Nationality: Belgian / British**
5. **Residence: Belgium**
6. **Education:**

Institution / Dates	Degree(s) or Diploma(s) obtained:
1998: CAM certificate in Advertising & Marketing	CAM certificate in Advertising and Marketing
1995-1996: The Centre for Journalism Studies, The University of Wales, College of Cardiff	MA Journalism Studies (Communications)
1987-1991: The University of Sheffield, South Yorkshire	BA Honours Modern Languages Russian, German, Dutch (class 2/division 1, distinction in Russian)
2016: BCS Chartered Institute for IT	PRINCE II project management (foundation/practitioners)

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

Language	Reading	Speaking	Writing
English (mother tongue)	1	1	1
Russian	2	2	2
French	1	1	2
German	3	4	3
Spanish / Turkish	5	5	5

8. **Membership of professional bodies:**

9. **Other skills:** Typing (60 wpm), Computer Literacy (Microsoft suite, Adobe suite), Driver's License

10. **Present position:** Campaign Coordinator / Team leader

11. **Years within the firm:** Since June 2017

12. **Key qualifications:**

- 27 years' experience in the field of communication, media and marketing: Communications strategy development and implementation; Provision of strategic communications advice to EU projects teams, project beneficiaries, EC Delegations and civil servants;
- Extensive expertise in communications disciplines: Communications strategies/action plans; Conference and event organisation; Marketing/communications management; Publications management; Development and management of media and public relations campaigns; Development of web sites, web portals and online databases; Polling and research; Social media; Communications campaigns development, delivery, and evaluation; Training programme design and delivery;
- Wide-ranging work experience across the entire neighbourhood and enlargement region;
- Broad project management experience (project manager, project director, campaign manager etc.). Advanced knowledge of EC regulations and procedures, including EU Visibility guidelines and Project Cycle Management (PCM); Prince II project management certified.

10. **Specific experience in the region:**

Country	Date
Eastern partnership countries	2017 - 2020
Ukraine	1991-1992, 1997-1999, 2009-2011
Belarus	2012/2013
Russia	1993-1995, 1997, 2001, 2011/12
Morocco, Jordan, Palestine, Tunisia, Georgia, Ukraine, Moldova	2014
Turkey	2005 - 2009
Indonesia (ASEAN)	2011, 2012
Western Balkans	2002-2005, 2009, 2012-2013 (missions), 2020
Azerbaijan, Tajikistan	1992 - 1993

11. Professional experience:

Dates	Total of days	Location	Company	Position	Description
2017 - 2020	Full-time 640 days	Brussels	<b>Ecorys:</b> Inna Hamm <a href="mailto:inna.hamm@ecorys.com">inna.hamm@ecorys.com</a>	Campaign coordinator	Set up and management of a €1.34 million, DG NEAR project component (under the Open Neighbourhood East programme) 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.
2020	40 days	Brussels	<b>Ecorys:</b> Victoria Henderson <a href="mailto:victoria.henderson@ecorys.com">victoria.henderson@ecorys.com</a>	Team leader	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.
2014 - 2017	704 days	Brussels	<b>ICF Mostra:</b> Patrick Vastenaekels <a href="mailto:pv@mostra.com">pv@mostra.com</a>	Account Manager	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 include: 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/strategy development, and client relations.
2014	65 days	Brussels ENPI	<b>Eurotrends:</b> Ariane Matalon <a href="mailto:ariane@euro-trends.net">ariane@euro-trends.net</a>	Evaluator	Evaluator for the European Neighbourhood Policy Instrument (ENPI) regional communications programme, a €14 million programme in 17 countries in north Africa, Middle East and eastern Europe.
Sept-Dec 2013	40 days	Brussels	<b>ICF Mostra:</b> Patrick Vastenaekels <a href="mailto:pv@mostra.com">pv@mostra.com</a>	Consultant	Speaker management/conference organiser for Telling the Story (12/13), a 2-day event in Brussels for 800 communicators organised by DG Regio and DG Agriculture. Writer for ENPI related information products.
2012/2013	30 days	Belarus	<b>Particip :</b> Anina Seitz <a href="mailto:anina.seitz@particip.de">anina.seitz@particip.de</a>	Team leader	Expert: Belarus (Particip), evaluation of communications programmes and activities, drafting communications strategy for country, providing recommendations to EC Delegation and drafting ToR.
2012/2013	30 days	Serbia	<b>AGEG :</b> C Pascaru <a href="mailto:c.pascaru@ageg.de">c.pascaru@ageg.de</a>	Team leader	Serbia (AGEG), provision of strategic advice to EC Delegation, study of cooperation (all sectors) and drafting report with recommendations on how to improve visibility, writing training for Delegation and Government staff.
2012	28 days	Bosnia	<b>EPRD :</b> <a href="mailto:m.gazdic@eprd.pl">m.gazdic@eprd.pl</a>	Consultant	Evaluation and assessment of the information centre network across the country in the country, drafting of evaluation report, providing recommendations on improving visibility and communications, reporting.
2011/2012	50 days	Indonesia	<b>GOPA:</b> HJ Kaiser <a href="mailto:Hans-Juergen.Kaiser@gopa.de">Hans-Juergen.Kaiser@gopa.de</a>	Consultant	Visibility expert EASCAB project (GOPA, EU-funded regional statistics project to support ASEAN secretariat in Jakarta, Indonesia). Organised and managed two (2) high level conferences (120 participants) and media events in 2011 and 2012 for ASEAN members. Reviewed/updated visibility materials of project (leaflet, series of posters, newsletters, brochures, video presentations); organised media relations for regional journalists (10-15 media).
Aug 2009 to Dec 2011	420 days	Kiev, Ukraine	<b>Safege:</b> Nicolas Chomel <a href="mailto:Nicolas.chomel@suez.com">Nicolas.chomel@suez.com</a> Vladimir Vorobiev <a href="mailto:vladimir.vorobiev@suez.com">vladimir.vorobiev@suez.com</a>	Team Leader	August 2009 – December 2011: Team leader on €5.5 million project in Ukraine: "Women and Children's Rights – communications component". Project to design and run a series of annual national integrated communications campaigns to highlight gender issues and children's rights, and to provide communications support to the EC and international donor community (ILO, UNICEF, UNDP, CoE). Duties included; project/team management (full time staff of 12); development of strategy/work programme; design/management of multi-media integrated communications campaigns (4 national campaigns per year); management of annual media programmes; production of info materials; design/delivery of trainings; organisation of high-level conferences; establishment of procurement systems/budget management (€2.4 million incidentals); development of media monitoring, polling, research and evaluations. Project shortlisted for the IPRA PRoba awards (St Petersburg, 2010) for social campaign 'I am against violence' and awarded innovative project award for 2012 by Safege.

Aug 2008 to Aug 2009	80 days	Istanbul, Turkey	<b>Mostra:</b> Gökce Kalayci <a href="mailto:gka@mostra.com">gka@mostra.com</a>	Consultant	Working out of Istanbul as a freelance consultant for number of private clients. Work included; <ul style="list-style-type: none"> <li>• Communications consultancy; Business development, Mostra/EWC (Serbia, Turkey, Ukraine)</li> <li>• Development and delivery of communications training seminars in Skopje (EWC)</li> </ul>
April 2005 to Aug 2008	Full time 1,232 days	Ankara Turkey	<b>EC Delegation to Turkey:</b> Martin Dawson, Political Counsellor <a href="mailto:martin.dawson@ec.europa.eu">martin.dawson@ec.europa.eu</a>	Head of press and information section	As head of a team of 5 person press team in the EC Delegation, my principle tasks included; <ul style="list-style-type: none"> <li>• Development/implementation of a communications strategy and action plan for EU in Turkey;</li> <li>• Lobbying for, and direct management of, the annual communications budget of the Delegation (€1.3 million in 2005 up to €3.5 million per annum by 2007);</li> <li>• Design and delivery of training programmes for Delegation staff and journalists: communications, media, visibility, press relations and (for journalists) on EU related themes;</li> <li>• Promotion of EU assistance programmes in Turkey across all sectors;</li> <li>• Management of media monitoring, commissioning opinion polls, organising monitoring and evaluation for all on-going communications projects and programmes;</li> <li>• Editor in chief for all publications (+-15 publications per annum);</li> <li>• All aspects of service provider management from concept to contracting (budgets and project management for AV, publications, web sites, databases, media relations, training, events, etc.);</li> <li>• Liaison with EU funded projects, networking (government, HQ, civil society, etc.).</li> </ul>
Oct 2002 to April 2005	155 days	Brussels Belgium (missions to Balkans)	<b>BDPA:</b> Jean-Charles Torrion <a href="mailto:jean-charles.torrion@egis.fr">jean-charles.torrion@egis.fr</a>	Project director	BDPA, France: Project Director on a part time basis for €1.65 million EU funded three-year communications programme in all countries of the Western Balkans. Responsible for: <ul style="list-style-type: none"> <li>• Promotion of the EC's financial assistance programmes in the region (CARDS)</li> <li>• Management of the project team in Sarajevo (six person team)</li> <li>• Development of training programme for political decision makers (Ministries) and journalists</li> <li>• Management of communications programmes across the Western Balkans</li> <li>• Strategic advice provision to the Commission on external and internal communications</li> <li>• Publications – writing, commissioning (photography, writers, design), editing, and management</li> <li>• Development of project success stories and photography database (including photo exhibition)</li> <li>• Management of events programme (seminars, workshops and conferences)</li> <li>• Database design and content management; web design management</li> <li>• Organisation of media trips to Western Balkans region to visit EC funded projects in the region;</li> <li>• Monitoring, evaluation and review of impact and effectiveness of tools and strategy</li> </ul>
May 2002 to April 2005		Brussels Belgium (missions to Balkans, CIS)	<b>EWC:</b> Eric Heldring <a href="mailto:eric.heldring@gmail.com">eric.heldring@gmail.com</a> <b>GOPA</b> <a href="mailto:info@gopa-cartermill.com">info@gopa-cartermill.com</a>	Communication expert	Communications consultant on a part time basis for a number of private companies. Main clients and projects include: <ul style="list-style-type: none"> <li>• East-West Consulting, Belgium (09/02-03/03): Principal trainer and training programme designer for four-person training team conducting sessions in Russia, Ukraine, Moldova and other CEEC/CIS countries for local authorities wishing to apply for EC cross border grants (CBC).</li> <li>• Gopa-Cartermill International, Belgium (05/02-11/02): Communications expert providing strategic communications advice for EC funded activities in Russia (Tacis programme), web design for EU's Europa server and editing. Also writing proposals for EU funded projects</li> <li>• BDPA (France), EWC (Belgium), ECO (Belgium), GOPA-Cartermill International (Belgium): Writing and proposal writing for projects in Russia, Ukraine, Western Balkans</li> <li>• Writing terms of reference for EC media skills project (Ukraine 2004) and regional environment project (Ukraine, Russia, Moldova 2005) under framework contracts</li> </ul>

Aug1999 to May 2002	Full time 975 days	Brussels Belgium  (missions to Russia, Ukraine, Romania)	<b>Integral communications</b> Tamsin Rose <a href="mailto:tamsin.rose@gmail.com">tamsin.rose@gmail.com</a>	Managing director	<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 – DG Tren, EuropeAid)</li> <li>• Development of internal communications strategy</li> <li>• Development of company-wide marketing plan (positioning, promotion, target setting, tools, etc.)</li> <li>• Set up human resources system (contracts, performance reviews, training, salary negotiations)</li> <li>• Support to management of the Tacis City Twinning Project (conference organisation)</li> <li>• Management of suppliers and subcontractors</li> <li>• Project manager for on-going business and projects (including all budget and financing aspects) <ul style="list-style-type: none"> <li>◦ Organisation of conferences for city twinning programme in Russia and Georgia</li> <li>◦ Strategic communications advice (Tacis information), development of visibility guidelines</li> <li>◦ Press relations (DG Transport and Energy), Database management (DG Trade)</li> </ul> </li> </ul>
May 1997 to Aug 1999	Full time 830 days	Brussels Belgium  (missions to Russia, Ukraine, EU and CIS)	<b>Ogilvy Public Relations Worldwide</b> Nicholas Lunt <a href="mailto:nicholas.lunt48@btopenworld.com">nicholas.lunt48@btopenworld.com</a>	Senior associate	<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. Clients included DG 1A (Tacis information), DG XIII (Information Society), DG Trade (database management), DG Environment (Events). Main responsibilities included</p> <ul style="list-style-type: none"> <li>• Development of web sites, extranets/ intranets, database development, on-line media monitoring</li> <li>• Media relations and media trips (to all CIS states, including Mongolia and Uzbekistan)</li> <li>• Development of EC project success stories, photo databases across all sectors</li> <li>• Publications management (including writing, editing, proofreading, layout and design, translation) in French, German, English and other languages for range of information products;.</li> <li>• Conference organisation in Denmark (DG Environment), Germany (ICANN) and France</li> <li>• Development of AV materials and television concept with Endemol Productions</li> <li>• Set up/management of offices in Moscow/Kiev and project management</li> </ul>
May 1994 to Aug1995	Full time 471 days	Moscow Russia	<b>EC Delegation to Russia</b> Catherine Magnant <a href="mailto:catherine.magnant@ec.europa.eu">catherine.magnant@ec.europa.eu</a>	Press and information assistant	<p>As an assistant in four-person press office of the Delegation in Moscow main responsibilities included;</p> <ul style="list-style-type: none"> <li>• Media relations (press releases, conferences, events, promotion)</li> <li>• Writing and participation in editorial board, information provision to general public</li> <li>• Media monitoring, management of video archives, organising participation in exhibitions</li> </ul>
June 1992 to Feb1994	Full time	Tajikistan Azerbaijan Russia	<b>Care international</b> Allison Pfennig +1 404 6812 552	Team leader, monitoring coordinator	<p>As a team leader and monitor for the organisation assignments were carried out in Russia, Azerbaijan and Tajikistan. 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.</p>
Oct 1991 to June 1992	Full time	Donetsk Ukraine	<b>Donetsk university</b> <a href="mailto:frgf@dongu.donetsk.ua">frgf@dongu.donetsk.ua</a>	Language assistant	<ul style="list-style-type: none"> <li>• Teaching English grammar and language</li> <li>• Assisting teaching staff in revision of curriculum and teaching materials</li> </ul>